Year 2024

GHG emissions report

Unit4

Carbon accounting methodology

Scope 1 | Direct emissions

GHG emissions generated directly by the organization and its activities.

Examples: combustion of fossil fuels, refrigerant leaks, etc.

Scope 2 | Indirect emissions related to energy consumption

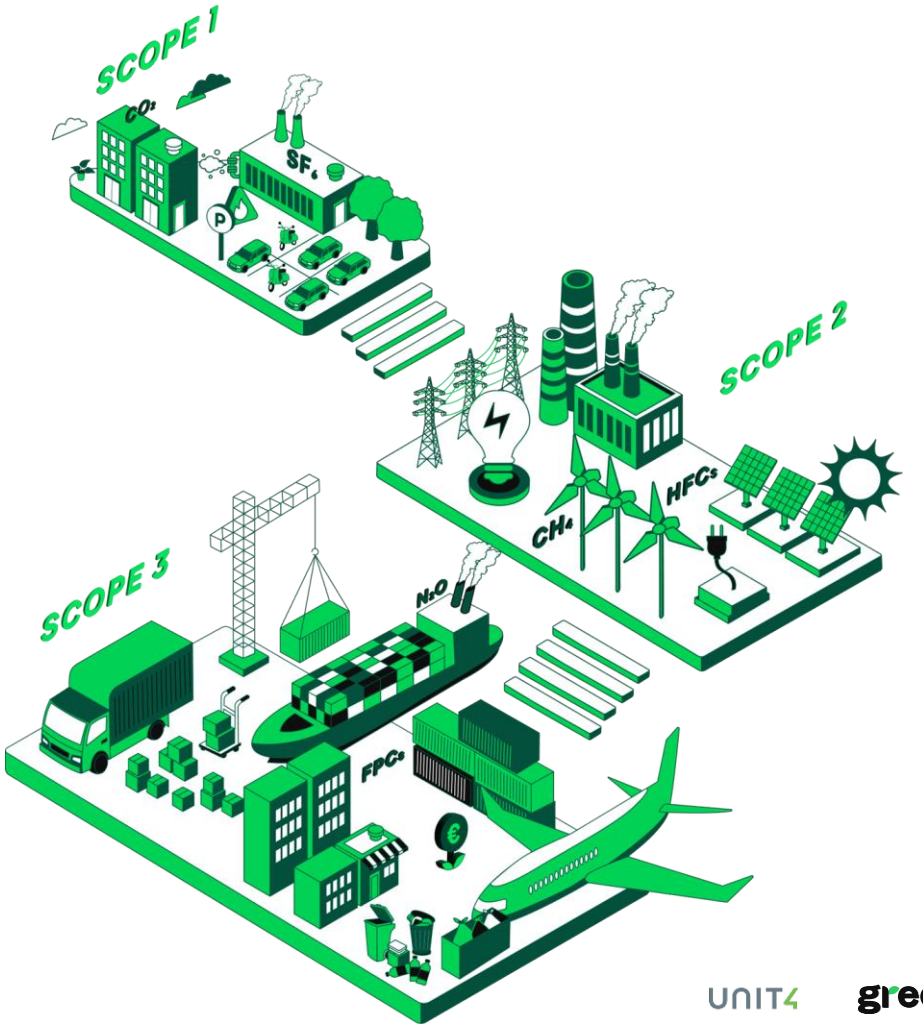
Emissions related to the organization's consumption of electricity, heat or steam.

Example: electricity consumption, etc.

Scope 3 | Other indirect emissions

Emissions related to the organization's upstream and downstream operations and activities

Example: transportation, purchased goods and services, sold products, etc.



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How are emissions computed?

ANALYZING EMISSIONS, AUTOMATING TRACKING

41% of your emissions of 2024 are calculated using activity data

Activity metrics x Emissions factors = CO2 Eq. Emissions

Expense based

Increasing Accuracy*

Activity based

Total Expense 80 €	1.75 kgCO2e/€	140 kgCO2e
Total Distance 600 miles	0.2 kgCO2e/mile	120 kgCO2e
Total Fuel 40 gallons	2.8 kgCO2e/gallon	112 kgCO2e

*depending on the availability of data

Emission Factor Sources

ADEME, CDP, IEA International Energy Agency, eurostat, AGRIBALYSE, defra, exiobase, Fraunhofer, European Commission JOINT RESEARCH CENTRE, Department for Business, Energy & Industrial Strategy

Methodological reference: ADEME note on the use of accounting data for the GHG Accounting

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GHG emissions assessment scopes

Entity

Unit4
From January 2024 to December 2024
-

Primary data

Accounting data
Buildings data
Activity data from the following modules: Business travel and vehicle fuel consumption, Cloud Consumption, Outsourced & On-Premise Datacenters (Cloud excluded), IT Inventory, Vehicle Fleet

Methodology

Official and approved GHG Protocol methodology; GWP 100

Emissions generated in and outside the country of operation are accounted for. The methodological details of the calculation of each carbon footprint source are available on the Greenly platform.

Measurement scope

All emissions under operational control

✓ Category included
○ Category excluded
✗ Category irrelevant

Scope 1
✓ 1.1 Generation of electricity, heat or steam
✓ 1.2 Transportation of materials, products, waste, and employees
✗ 1.3 Physical or chemical processing
✓ 1.4 Fugitive emissions

Scope 2
✓ 2.1 Electricity related indirect emissions
✓ 2.2 Steam, heat and cooling related indirect emissions

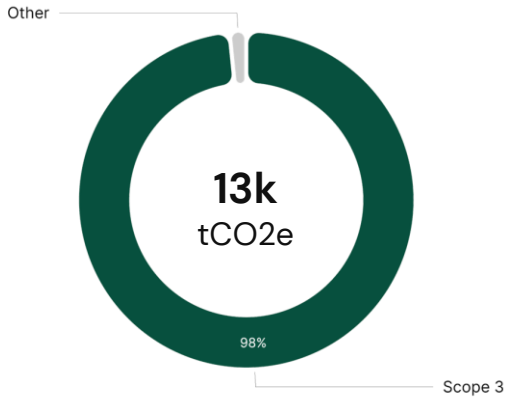
Scope 3
✓ 3.1 Purchased goods and services
✓ 3.2 Capital goods
✓ 3.3 Fuel- and energy- related activities not included in Scope 1 or Scope 2
✓ 3.4 Upstream transportation and distribution
✓ 3.5 Waste generated in operations
✓ 3.6 Business travel
✓ 3.7 Employee commuting
✓ 3.8 Upstream leased assets
✗ 3.9 Downstream transportation and distribution
✗ 3.10 Processing of sold products
✗ 3.11 Use of sold products
✗ 3.12 End-of-life treatment of sold products
✗ 3.13 Downstream leased assets
✗ 3.14 Franchises
✗ 3.15 Investments

Executive summary

This report summarizes the results of Unit4's 2024 GHG emissions assessment based on the information collected and subject to its completeness, correct categorization and validation. **This assessment is useful in identifying the main areas for mitigating your environmental impact.**

GHG emission assessment result

Scope 1	77tCO2e	< 0.1t/employee	0.2t/M€
Scope 2	126tCO2e	< 0.1t/employee	0.3t/M€
Scope 3	13ktCO2e	5.1t/employee	32t/M€
Total	**13ktCO2e**	**5.1t/employee**	**33t/M€**



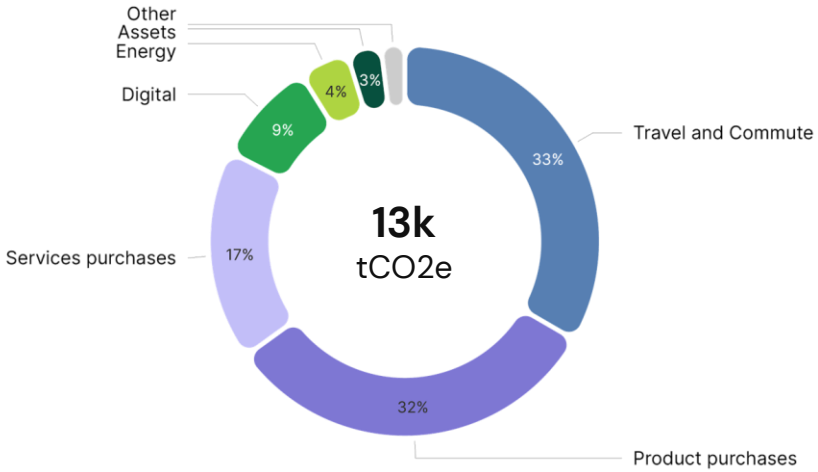
Results subject to the correct categorization and validation of expenses of Unit4.

Emissions Report

General overview

RESULTS BY ACTIVITY

Total emissions of Unit4,
by activity (% tCO2e)



	Absolute tCO2e	Per employee tCO2e/employee
Travel and Commute	4.3k	1.7
Product purchases	4.1k	1.6
Services purchases	2.2k	0.9
Digital	1.1k	0.4
Energy	526	0.2
Assets	359	0.1
Others**	250	0.1

Is equivalent to:

The amount of CO2 sequestered annually by **1.2k hectares of growing forest***

The annual emissions of **934 Dutch Residents***

7.1k Amsterdam - New York round trips*

**Sources: Labos1Point5, ExioBase, French National Forests Office*

***Activities and events, Food and drinks, Waste, Freight*

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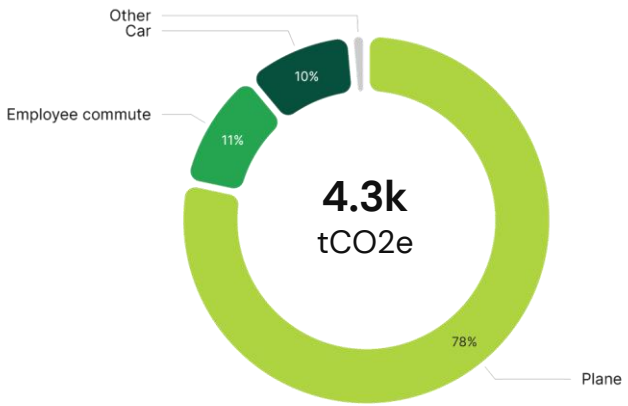
Focus on Travel and Commute

Activity data
4.2k tCO2e (98%)

Expense data
82 tCO2e (2%)

Travel and Commute emissions by category
(% tCO2e)



33% of total

What is included in this category?

CO2 emissions from travel and commuting, covering various transportation modes. Includes direct fuel combustion and indirect fuel production emissions.

How to reduce the impact of this category?

You can adopt the following measures:

- Replace part of your business travel with video conferencing
- Stop air travel when a 6 hours train alternative is available

Methodology

1. Emissions calculated using activity and expense data, by multiplying a quantity by an emission factor.
2. The emission factors used for this category come from the following databases: Cornell Hotel Sustainability Benchmarking Index 2024, Exiobase 3.8.2, Greenly 1.0, Uk GHG Conversion Factor 2024
3. Details of the methodology used to calculate each carbon footprint source are available on the Greenly platform.

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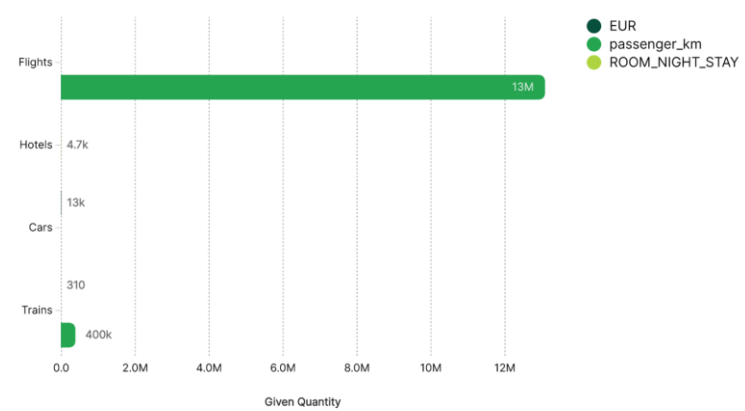
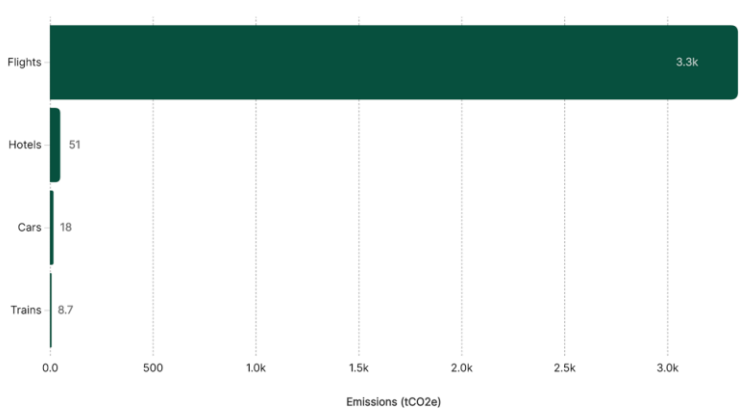
Focus on Travel and Commute

ACTIVITY DATA ANALYSIS: BUSINESS TRAVEL AND VEHICLE FUEL CONSUMPTION

Quantities



Emissions



This module covers 27% of total emissions.
This represents 3.4k tCO2e.

Methodology

1. Emissions are computed by multiplying the physical data with emission factors (in kgCO2e, for instance).
2. Emission factors used for this category come from the following databases: Cornell Hotel Sustainability Benchmarking Index 2024, Exiobase 3.8.2, Greenly 1.0, Uk GHG Conversion Factor 2024
3. The specific steps involved in calculating the carbon footprint for each source can be found in the methodological details provided on the Greenly platform.
4. To see more visualisations visit Greenly's platform

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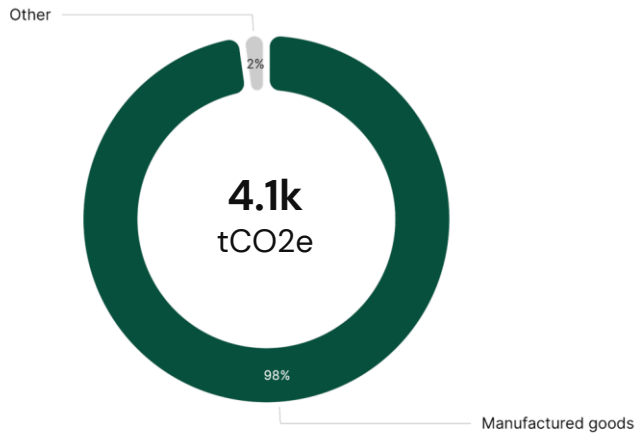
Focus on Product purchases

Activity data	Expense data
0 tCO2e (0%)	4.1k tCO2e (100%)

Product purchases emissions by category
(% tCO2e)



32% of total

What is included in this category?

CO2 emissions from purchased products, covering raw material extraction and manufacturing. Excludes transport and end-of-life emissions.

How to reduce the impact of this category?

You can adopt the following measures:
• Implement carbon impact conditions in your product purchase policy

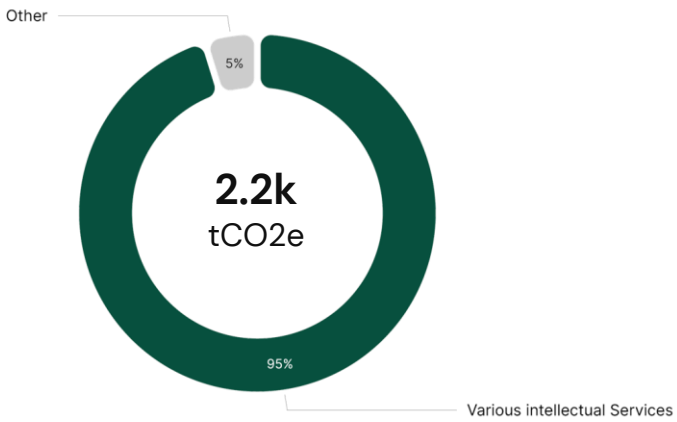
Methodology

1. Emissions calculated using expense data, by multiplying a quantity by an emission factor.
2. The emission factors used for this category come from the following databases: Exiobase 3.8.2
3. Details of the methodology used to calculate each carbon footprint source are available on the Greenly platform.

Focus on Services purchases

Activity data	Expense data
0 tCO2e (0%)	2.2k tCO2e (100%)

Services purchases emissions by category
(% tCO2e)



17% of total

What is included in this category?

CO2 emissions from service purchases, covering professional services. Primarily from upstream energy/material use and energy consumed during service provision.

How to reduce the impact of this category?

You can adopt the following measures:
- Precise scope 3 emissions with supplier-specific emission factors
- Implement carbon impact conditions in your purchase policy

Methodology

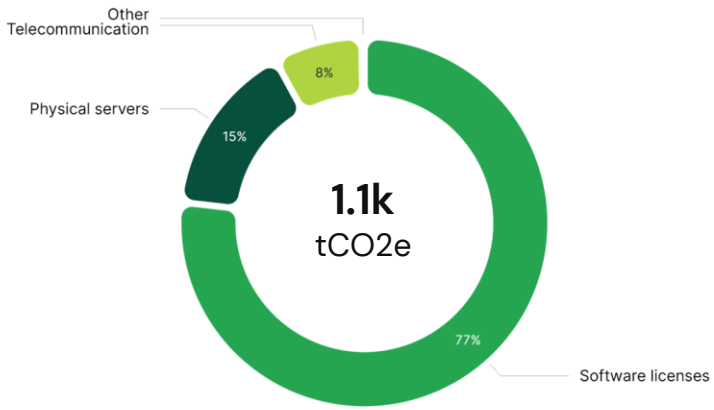
1. Emissions calculated using expense data, by multiplying a quantity by an emission factor.
2. The emission factors used for this category come from the following databases: Company Report 1.0, Exiobase 3.8.2
3. Details of the methodology used to calculate each carbon footprint source are available on the Greenly platform.

Focus on Digital

Activity data
168 tCO2e (15%)

Expense data
934 tCO2e (85%)

Digital emissions by category
(% tCO2e)



8.6% of total

What is included in this category?

CO2 emissions from digital activities, covering internet use, data storage, and cloud computing. Includes emissions from data centers, servers, and network infrastructure.

How to reduce the impact of this category?

You can adopt the following measures:
- Select energy efficient instances
- Host your data in countries with low-carbon electricity

Methodology

1. Emissions calculated using activity and expense data, by multiplying a quantity by an emission factor.
2. The emission factors used for this category come from the following databases: Base Carbone Ademe 22.0, Company Report 1.0, Exiobase 3.8.2, Greenly 1.0, IEA 2024
3. Details of the methodology used to calculate each carbon footprint source are available on the Greenly platform.

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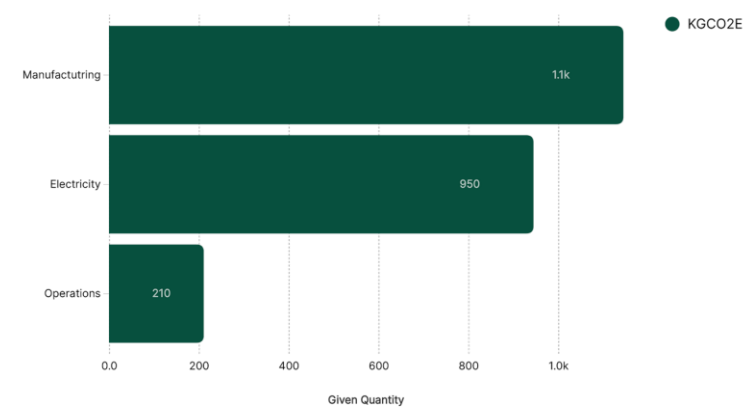
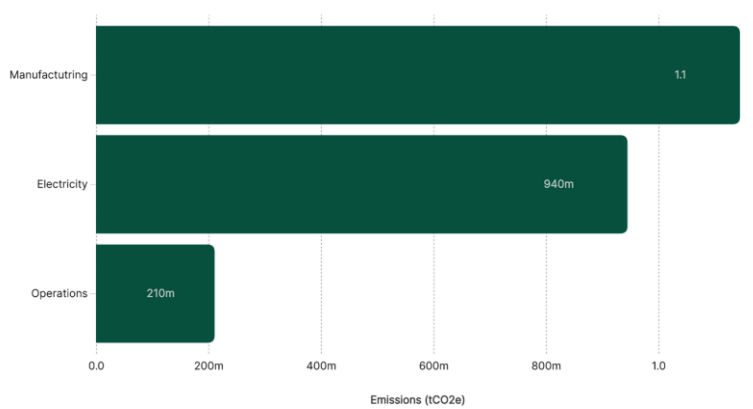
Focus on Digital

ACTIVITY DATA ANALYSIS: CLOUD CONSUMPTION

Quantities



Emissions



This module covers < 0.1% of total emissions.
This represents 2.3 tCO2e.

Methodology

1. Emissions are computed by multiplying the physical data with emission factors (in kgCO2e, for instance).
2. Emission factors used for this category come from the following databases:
3. The specific steps involved in calculating the carbon footprint for each source can be found in the methodological details provided on the Greenly platform.
4. To see more visualisations visit Greenly's platform

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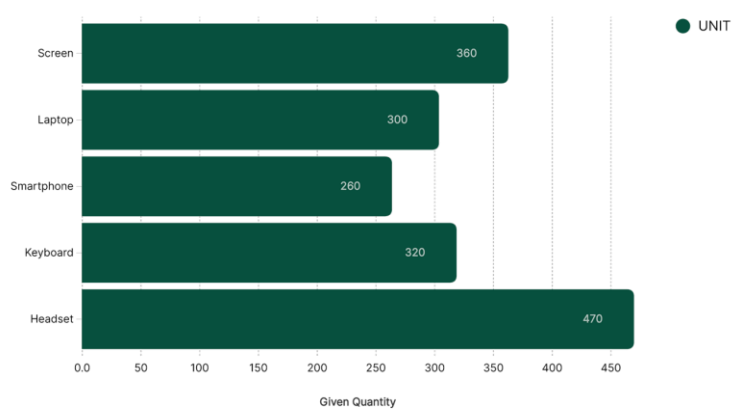
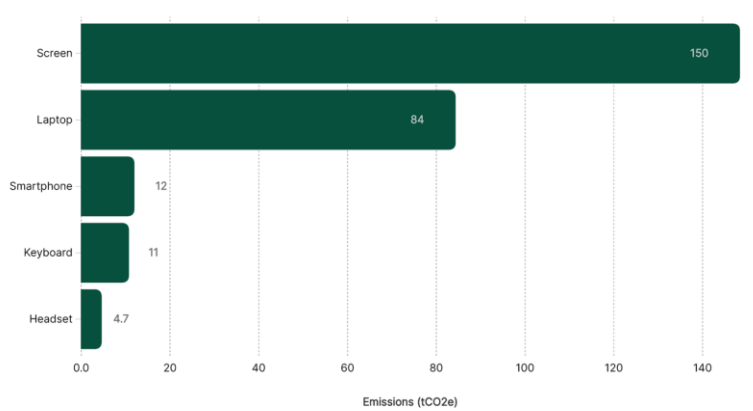
Focus on Assets

ACTIVITY DATA ANALYSIS: IT INVENTORY

Quantities



Emissions



This module covers 2.1% of total emissions.
This represents 269 tCO2e.

Methodology

1. Emissions are computed by multiplying the physical data with emission factors (in kgCO2e, for instance).
2. Emission factors used for this category come from the following databases: Greenly 1.0
3. The specific steps involved in calculating the carbon footprint for each source can be found in the methodological details provided on the Greenly platform.
4. Only the 5 most emissive categories are displayed. Visit Greenly's platform to view all results.

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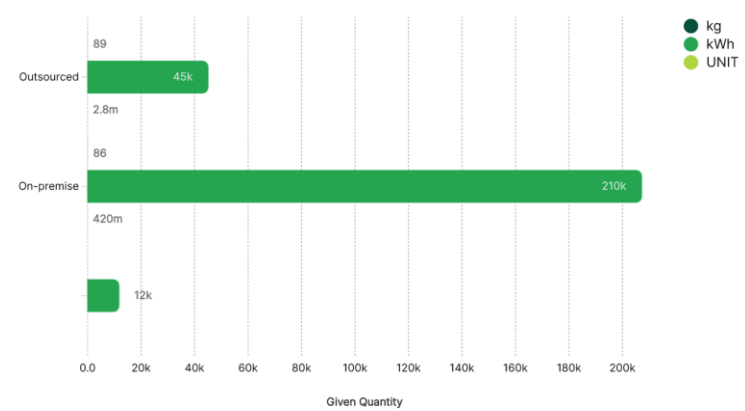
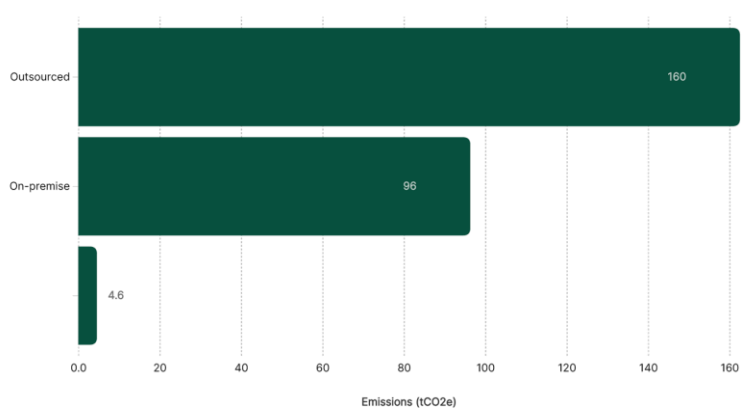
Focus on Digital, Assets, Energy

ACTIVITY DATA ANALYSIS: OUTSOURCED & ON-PREMISE DATACENTERS (CLOUD EXCLUDED)

Quantities



Emissions



This module covers 2.1% of total emissions.
This represents 264 tCO2e.

Methodology

1. Emissions are computed by multiplying the physical data with emission factors (in kgCO2e, for instance).
2. Emission factors used for this category come from the following databases: Base Carbone Ademe 22.0, Greenly 1.0, IEA 2024
3. The specific steps involved in calculating the carbon footprint for each source can be found in the methodological details provided on the Greenly platform.
4. To see more visualisations visit Greenly's platform

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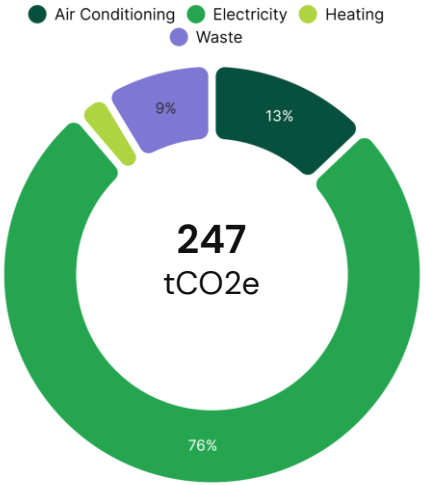
Focus on buildings

ACTIVITY ANALYSIS

Activity emissions
179 tCO2e (72%)

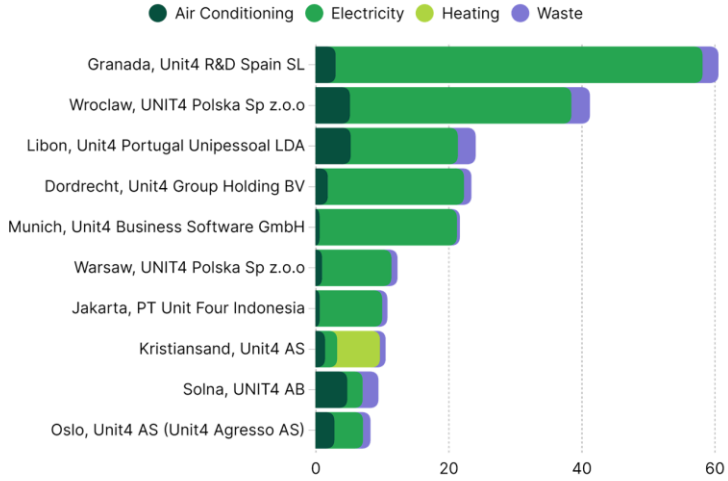
Estimated emissions
68 tCO2e (28%)

Total emissions per category (tCO2e)



2% of total

Total emissions per building (tCO2e)



Methodology

1. Emissions linked to heating and energy use are calculated by multiplying (where available) the building's electricity or gas consumption by an emission factor. Failing this, an estimate is calculated on the basis of building surface area, or even the number of employees when surface area is not provided.
2. Waste-related emissions are estimated on the basis of the number of employees.
3. Air-conditioning emissions correspond to refrigerant leaks (average estimate).

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Appendix

Scope 1&2

Scope	Name	tCO2e	
1.1	Generation of electricity, heat or steam	2	
1.2	Transportation of materials, products, waste, and employees	45	
1.3	Physical or chemical processing	-	EXCLUDED : Category is not relevant for the company
1.4	Fugitive emissions	31	
2.1	Electricity related indirect emissions	123	
2.2	Steam, heat and cooling related indirect emissions	3	

To see more details of the methodology for each regulatory entry please visit Greenly!

Scope 3

100% accounted

Scope	Name	tCO2e	
3.1	Purchased goods and services	7565	
3.2	Capital goods	359	
3.3	Fuel- and energy- related activities not included in Scope 1 or Scope 2	53	
3.4	Upstream transportation and distribution	16	
3.5	Waste generated in operations	21	
3.6	Business travel	3470	
3.7	Employee commuting	748	
3.8	Upstream leased assets	362	
3.9	Downstream transportation and distribution	-	EXCLUDED : Category is not relevant for the company
3.10	Processing of sold products	-	EXCLUDED : Category is not relevant for the company
3.11	Use of sold products	-	EXCLUDED : Category is not relevant for the company
3.12	End-of-life treatment of sold products	-	EXCLUDED : Category is not relevant for the company
3.13	Downstream leased assets	-	EXCLUDED : Category is not relevant for the company
3.14	Franchises	-	EXCLUDED : Category is not relevant for the company
3.15	Investments	-	EXCLUDED : Category is not relevant for the company
4.1	Other emissions - Emissions from biomass (soil and forests)	-	EXCLUDED : Category is not relevant for the company

Scope 1&2

Scope	tCO2e	tCO2b	CO2f*	CH4f*	CH4b*	N2O*	Other GHGs*
1.1	2	0	2	0.2	0	0.06	0.02
1.2	45	0	31	4	1	9	0
1.3	-	-	-	-	-	-	-
1.4	31	0	0	0	0.06	0.5	30
2.1	123	0	104	7	6	6	0
2.2	3	0	3	0.5	0.1	0.2	0

* Results expressed in tons of CO2e

Scope 3

Scope	tCO2e	tCO2b	CO2f*	CH4f*	CH4b*	N2O*	Other GHGs*
3.1	7565	0	6565	660	1	245	95
3.2	359	0	359	0	0	0	0
3.3	53	0	38	11	0.8	5	0.006
3.4	16	0	14	1	0	1	0
3.5	21	0	16	2	0	4	0
3.6	3470	0	3009	238	0.4	222	0
3.7	748	0	643	21	8	61	15
3.8	362	0	355	3	1	1	1
3.9	-	-	-	-	-	-	-
3.10	-	-	-	-	-	-	-
3.11	-	-	-	-	-	-	-
3.12	-	-	-	-	-	-	-
3.13	-	-	-	-	-	-	-
3.14	-	-	-	-	-	-	-
3.15	-	-	-	-	-	-	-
4.1	-	-	-	-	-	-	-

* Results expressed in tons of CO2e

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Contact us

support@greenly.earth

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