



CO₂ progress report

Rynd Beheer B.V.

January 01, 2023 until June 30, 2023

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1. Introduction

In this document, the progress with regard to the scope 1 and 2 CO₂ footprint of Rynd Beheer B.V. is displayed and the six-monthly progress of the CO₂ reduction is discussed. The CO₂ footprint for scope 1 and 2 drawn up in accordance with ISO 14064-1 (§9.3.1) and the GHG protocol. For communication reasons, Voys will be referred to as 'the organization' in the documentation. Drawing up the periodic report is part of the steering cycle within the energy management system that has been introduced in the context of the CO₂ performance ladder. This document contributes to requirement 3.B.1 for substantiating progress in CO₂ reduction.

Voys supplies telecommunications to SMEs and organizations and also has a large corporate branch called Voys One. Voys One has clients such as municipalities, companies and organizations with complex communication issues. In the future, the CO₂ Performance Ladder will be used to achieve an award advantage. With the CO₂ Performance Ladder, suppliers are challenged and encouraged to be aware of and reduce their own CO₂ emissions. The more an organization makes an effort to reduce CO₂, the greater the chance of awarding a (tender) contract.

This periodic report has been prepared by Captain Planet, Maarten van Brussel. The following aspects from ISO 14064-1 are at least described in this report:

Introduction (p), Description of the organization (a), Responsibilities (b), Base year (j), Reporting period (c), Verification (q), Organizational boundaries (d), Current calculation method and conversion factors (l, n), Changes calculation method (m), Exclusions (h), Absorption of CO₂ (g), Biomass (f), Recalculation of base year and historical data (j, k), Direct and indirect emissions (e, i) and Uncertainties (o).

2. Basic information

2.1. Description of the organization

Voys has been supplying communication solutions to companies since 2006: from the self-employed to large businesses and everything in between. These communication solutions are developed by the developers of Devhouse Spindle. What started as a sole proprietorship in February 2006 is now, in 2021, a company with 140 colleagues. We offer our services in the Netherlands, Belgium, Germany and South Africa and soon in even more countries. In addition, with our 48percent.org foundation we try to facilitate worldwide access to communication.

Our companies are set up a bit differently than most companies. We work without management and are completely self-managing. That means that there are no bosses looking over your shoulder, but that you work together with equals on beautiful projects. In order to optimally facilitate this self-management, we have developed more and more tools and ways in recent years. This allows colleagues to work as pleasantly as possible and to develop themselves as well as possible.

All our brands and organizations come together in the General Company Circle. We have no board of directors and no management team because the responsibilities are distributed over several roles, each with their own responsibilities. 'The operating system' that we use for this is Holacracy. Below is a schematic overview of our organization.

Importance of sustainability and CO₂ reduction

Being a force of good is one of the important pillars of the entire organization. For us, this includes 'doing no unnecessary harm to the planet'. This means for us not to cause unnecessary damage to the planet while doing our business. The Captain Planet role has been specially created to take serious steps as an organization to reduce our impact on the planet and compensate where necessary. The purpose of Captain Planet role is 'Our company is circular' and the accountabilities are:

- Drawing up reduction plans regarding energy, water and fuel consumption.
- Offsetting the remaining CO₂ emissions.
- Creating awareness in the organization about waste streams
- Responsible for the policy and authorized by the owner

In addition, a new circle (department) has been set-up in 2022 that will focus on reducing the negative impact and increasing the positive impact that we have as an organisation. The 'Planeteers' work in het Social Impact circle to inspire colleagues to take action in the area of sustainability.

2.2. Responsible

Name	Actors
Rynd Beheer B.V.	<i>Responsible:</i> Maarten van Brussel
Voys	<i>Responsible:</i> Maarten van Brussel

2.3. Base year

Name	Default reference year
Rynd Beheer B.V.	2019
Voys	2019

2.4. reporting period

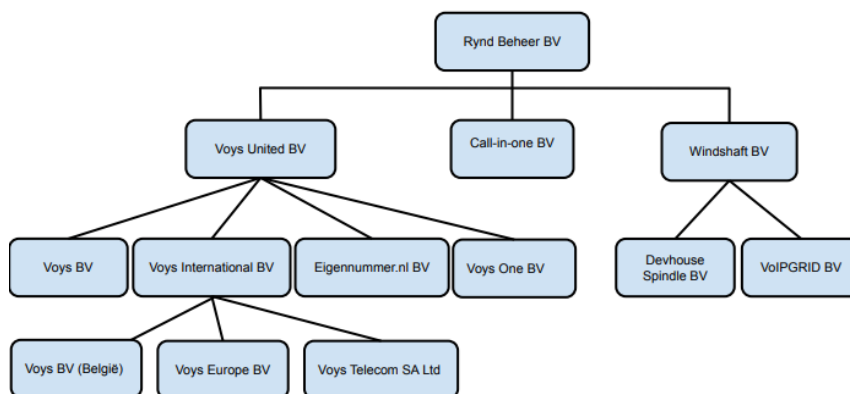
January 01, 2023 until June 30, 2023

2.5. Verification

The CO₂ footprint has not been verified by an external institution. During the audit the verification will take place by the auditor via multiple samples.

3. Boundary

3.1. Organizational boundaries



In this organisation chart 'Rynd Beheer B.V.' is consolidating entity and has the following corporate relations:

- Voys United B.V.
 - Voys B.V. (37,55 FTE)
 - Voys International B.V.
 - Voys B.V. (België)
 - Voys Europe B.V.

- Voys Telecom SA Ltd (13,00 FTE)
- Voys One B.V. (9,73 FTE)
- EigenNummer.nl B.V.
- Windschaft B.V.
 - Devhouse Spindle B.V. (59,95 FTE)
 - VoIPGRID B.V

Name	Description	Consolidation percentage
Rynd Beheer B.V.		
Legal entity		
Voys		100%
Branch		

3.2. Exclusions & clarification

Voys SA will be excluded from certification because:

- Voys Telecom SA Ltd performs operations outside Europe, namely in South Africa. The CO₂ performance ladder does not apply in this country.
- The turnover of Voys Telecom SA Ltd is less than 5% of the total turnover of the group.

Clarification regarding Voys Belgium B.V.:

- Apart from Voys SA Ltd, there are no physical offices outside the Groningen office. This means that the address of Voys B.V. (Belgium) in Belgium is of an administrative nature only. There is no physical office in Belgium from which work is done and therefore no CO₂ emissions occur. The activities of Voys Belgium are carried out from the office in Groningen and these are included.

All activities, apart from Voys SA Ltd, take place from the Groningen branch office.

3.3. Organizational changes

No changes have occurred that cause a change in CO₂ emissions. However, there is a change with respect to Voys SA, this entity is now 100% under Voys International B.V. instead of 50%. This has no impact on CO₂ emissions because Voys SA was already excluded from certification for the reasons mentioned in section 3.2.

4. Calculation method

4.1. Current calculation method and conversion factors

This progress report is based on the requirements of the CO₂ Performance Ladder handbook 3.1.

The emission factors have been determined on the basis of the website CO2emissiefactoren.nl, whereby the amendment list of SKAO is regarded as leading.

4.2. Changes in calculation method

No comments found

4.3. Exclusions

In Handbook 3.1, the reporting of the CO₂ emissions inventory for all greenhouse gases, expressed in CO₂ equivalents, is not yet mandatory. It is therefore not required to include other gases, other than CO₂ (CH₄, N₂O, HFCs, PFCs and

SF6) that are released during the organisation's operations, in the emission inventory. This also applies to refrigerants (refrigerants).

There are currently no exclusions to mention, other gases are not emitted by the organization.

4.4. Absorption of CO₂

Here it can be stated whether certain techniques are used to absorb CO₂, to capture it or to convert it to another chemical compound.

4.5. Biomass

If biomass is used from the perspective of short-cycle CO₂ emissions, this can be mentioned here. Think of the use of wood waste from the wood processing industry, pruning waste, fermentation of manure or other organic materials.

Biomass from food crops or poorly traceable biomass flows from abroad often have a negative impact on CO₂ emissions or ecology.

4.6. Uncertainties

The results presented should be seen as the best estimate of actual values. Almost all data used to calculate the CO₂ footprint are based on invoices and/or actual measured numbers. As a result, the margin of uncertainty is very small. However, there are still some uncertainties. These are described below:

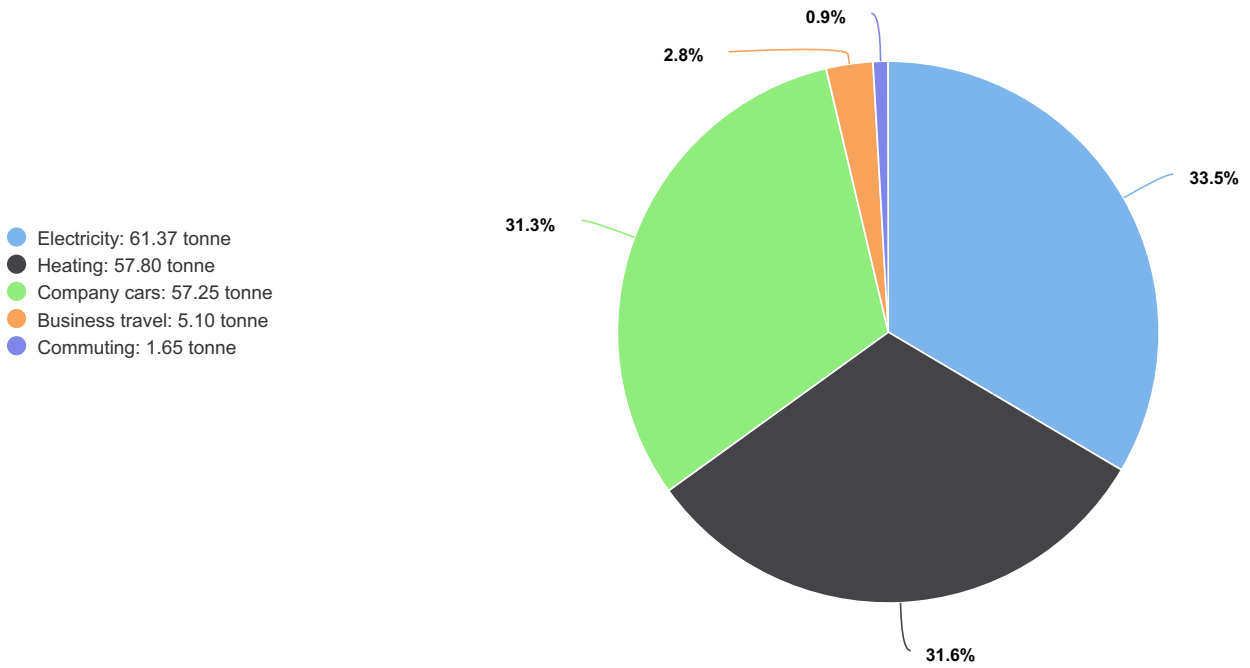
- Electricity consumption: in part, our electrical energy consumption is metered separately. In addition, as an organization we pay a percentage based on the number of m² rented for general areas. At the moment, we receive an annual overview of this; we would like to move to half-yearly inspection. This is currently not possible other than reading our own consumption meter.
- Gas consumption: gas consumption is not metered separately because of a central heating system in the building. As a result, we as an organization pay a percentage based on the number of m² rented including a share for the common areas.
- Subletting: electricity and gas consumption applies to accommodation the entire organization. Parts of our own accommodation are sublet to third parties, the subtenants' consumption is deducted from our energy consumption on a m² basis.
- (Lease) car mileage: annual mileage is tracked for 2023.
- Green power vehicle fleet: the data from the charging passes is present for 2023, however, it has not been calculated back what percentage is grey or green. Instead, a conservative assumption has been made and everything has been categorized as grey power. To compensate for this, GVOs have been purchased to still guarantee green power for charging.
- Flights: there have been no flights in this first six months. If flights did take place, the kilometers flown are a realistic approximation of the actual kilometers flown. The following calculator was used for this purpose: <https://nl.distance.to/>. The information was obtained by asking internally about flights made and departure and destination locations.
- Public transport: business kilometers were made in 2023. In principle, all distances were travelled by train on green electricity, however, we chose to approach these kilometers conservatively and take an average, which results in low CO₂ emissions.

5. CO₂ emissions

5.1. Footprint base year scope 1 & 2

CO2e (183 tonne)

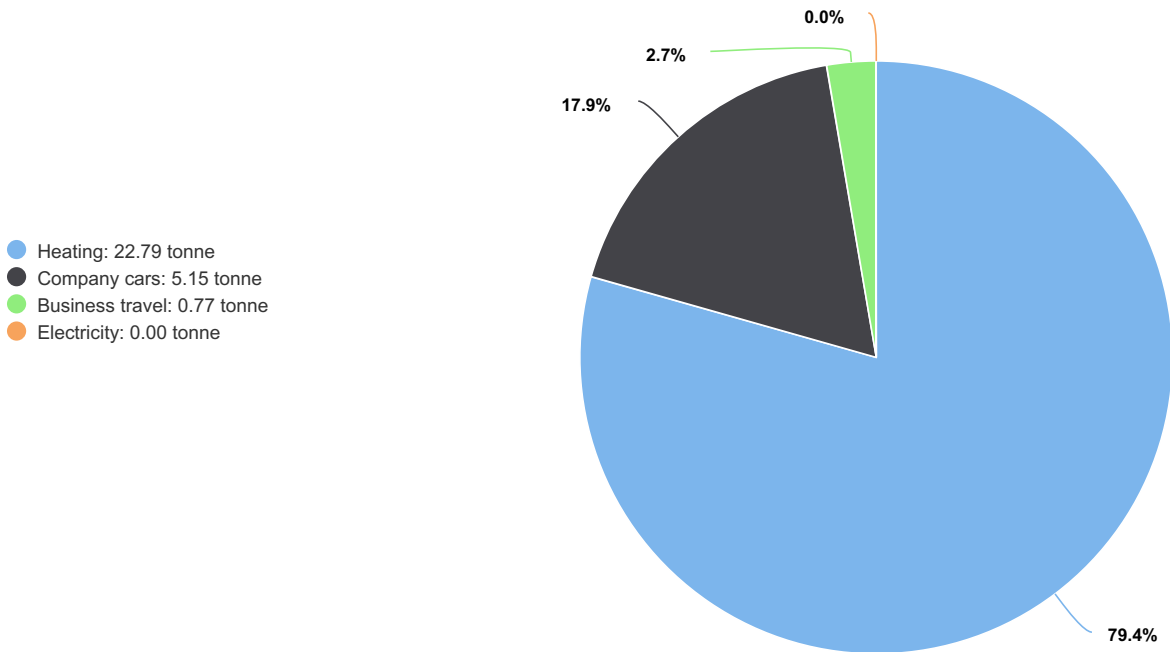
2019



5.2. CO2 footprint reporting period

CO2e (29 tonne)

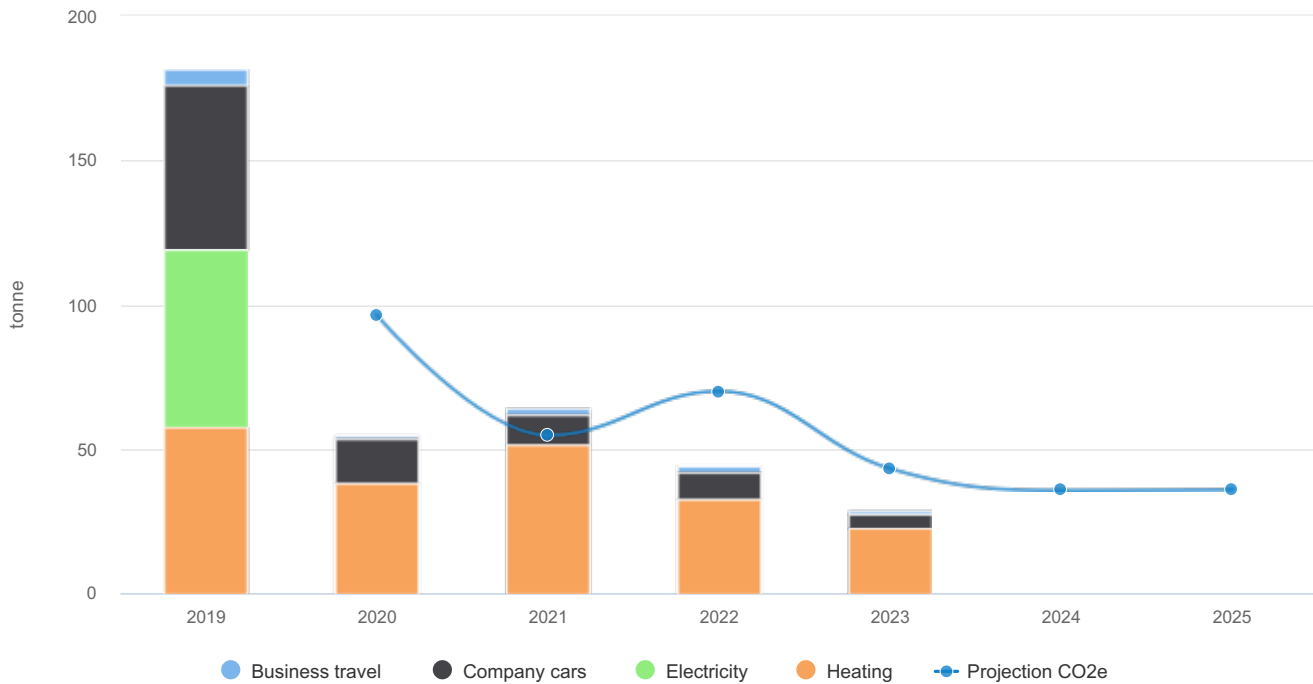
2023



5.3. Trend over the years by category

CO2e

01/01/2019 until 12/31/2025



CO2e (tonne)	2019	2020	2021	2022	2023	2024	2025
Business travel	5.10	0.69	1.93	2.11	0.77		
Company cars	57.25	15.57	10.61	9.71	5.15		
Electricity	61.37	0.00	0.00	0.00	0.00		
Heating	57.80	38.40	51.52	32.61	22.79		
Total	181.52	54.66	64.05	44.43	28.71		
Projection CO2e		96.31	54.83	70.06	43.36	35.89	36.12

5.4. Goals

Target CO2e Branch Voys

For year	Reference year	Company cars	Electricity	Heating	Business travel
2020	2019	0%	-100%	0%	0%
2021	2019	-60%	-100%	-2%	-5%
2022	2019	-80%	-100%	-10%	-50%
2023	2019	-80%	-100%	-25%	-50%
2024	2019	-80%	-100%	-50%	-50%
2025	2019	-80%	-100%	-50%	-50%

5.5. Progress reduction measures

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5.5.1. Measures per status

- Business travel: emissions in terms of fuel from both fleet and business travel have been reduced. Voys' guiding principle is to maintain this line as much as possible by meeting online wherever possible to reduce travel for

business appointments.

- Purchase of GVOs: GVOs have been purchased, bringing emissions in terms of electricity for the office and charging of electric cars to zero. We have bought GVO's for all kWh charged by the electric cars, the administrative load to calculate the percentage outweighs the benefits. Furthermore, we are looking into a charging system that will guarantee GVO's automatically.
- Electricity consumption: there has been an increase in terms of electricity consumption at the office, this is as expected because more people are present at the office again. Our net electricity emissions are however zero, because we have bought GVO's.
- New electric cars: the fossil-powered cars in the fleet are increasingly replaced by electric cars. This means that the absolute share of grey electricity for charging the cars has increased, but the reduction compared to fuel is so large that it results in CO₂ reduction. In addition, the grey power is offset with GVOs.
- Climate talks: the climate talks workshops have been added to the education options at the company. It is expected that the third round of workshops will start soon.
- Office plan 2025: due to the fact that more colleagues are working from home, we will take a look at the space that we need in our office and if a reduction is possible.
- Green and sustainable purchasing strategy: the strategy has been set-up and starts to show it's effects on the purchasing behaviour of colleagues.
- Set-up planeteeers: the planeteeers circle has been set-up in order to gain momentum with regards to sustainability within the organization.
- CO2 compensation: we are compensating our CO2 emissions to be neutral. This doesn't effect this certification, but it does positive things to our mindset.

Office plan (Approved)

We are moving into one office instead of 2. After 2024 we will look into new possibilities

Responsible	Maarten van Brussel
Registrar	Maarten van Brussel

Effects

Gauges	Kind	Effect starts on	Effect
Voys / Gas consumption	Relative to 2021	07/01/2023	-25%

Green and sustainable purchasing strategy (Approved)

Responsible	Maarten van Brussel
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Effects

Gauges	Kind	Effect starts on	Effect
Voys / Food & Drinks (External)	Relative to 2021	01/01/2023	-2%
Voys / Food & Drinks (internal)			
Voys / Furniture			
Voys / Hardware Colleagues			
Voys / Hardware (Other electric devices)			
Voys / Logistics (commuting declared + bus)			
Voys / Other bought stuff (expences)			
Voys / Other hardware (MVA)			

Renewed car fleet policy (Approved)

We are looking into options to lower the amount of cars we have in our fleet.

Responsible	Maarten van Brussel
Registrar	Maarten van Brussel

Effects

Gauges	Kind	Effect starts on	Effect
Voys / Cars gasoline	Relative to 2022	04/03/2023	-5%

6. Initiatives

Voys Nederland CO2 Neutraal

The Nederland CO2 Neutraal Foundation focuses on inspiring participants, increasing knowledge about CO₂ reduction opportunities and increasing a sustainable network.

Methodologies	Start date	End date
CO2	03/11/2021	

Participation

The Nederland CO2 Neutraal Foundation focuses on inspiring participants, increasing knowledge about CO₂ reduction opportunities and increasing a sustainable network. During the meetings, there are working groups in which knowledge is exchanged on a particular topic.

Subject

Various topics on CO₂ reduction and sustainable business will be discussed during the meetings.

Results

There are records of the meetings from which there is active participation in this initiative.