

ENVIRONMENTAL STATEMENT FOR THE YEAR 2023

Community Eco-Management and Audit System

in accordance with the EMAS III Regulation (Regulation (EC) No 1221/2009, as amended by Regulations (EU) 2017/1505 and 2018/2026)

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Introduction

Netcompany Intrasoft and environment

Aware of the fragile ecological equilibrium of the current age, the Company is committed to promoting joint actions to raise ecological awareness and to putting into effect the environmental vision that inspires the Company's top level hierarchy.

The Company has adopted and implements environmental conduct rules to protect and conserve the environment with particular consistency and care.

It monitors the ever-increasing trend of awareness and sensitivity among society as a whole – and the business world in particular– about the fact that the environment is an integral part of our activities.

This environmental statement expresses the Company's intention to constantly improve its own environmental performance, and has been prepared in the context of its commitment to provide full disclosure about this to its employees and all stakeholders.

The information presented in this environmental statement relates to the period 1.1.2023 to 31.12.2023.

Netcompany Intrasoft's profile

Netcompany Intrasoft is a leading European IT Solutions and Services Group with a strong international presence and know-how, offering innovative, value-added high quality solutions to a wide range of international and national public and private organisations. The company's head offices are located in Luxembourg (2b rue Nicolas Bové, L-1253 Luxembourg).

Sectors of activity

Netcompany Intrasoft primarily works with customers in the following markets offering a comprehensive, extensive range of solutions and professional services:

- European Institutions and agencies
- Public Sector
- Banking & Financial Sector



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- Transport & Logistics
- Telecommunications

Services

Dedication to customer service, flawless technical training and a high degree of professionalism are the building blocks on which Netcompany Intrasoft bases its success. The company helps its customer organisations meet their business needs by benefiting from the advantages of proper management of information and knowledge and by exploiting the opportunities presented by technological developments.

Netcompany Intrasoft offers a full range of system integration services and consultancy services which allow organisations to rapidly meet their escalating needs for proper management of information and knowledge and use of technology. The key to the success of the company's services is a deep understanding of the business needs of national and international organisations in the public and private sector, combined with the provision of integrated services/solutions and a proven track record of successful and timely delivery of projects.

- IT Resourcing & Managed Services
- Information & Communication Services
- Business & Technical Consulting Services
- NOMOS Legal Databank



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Environmental Policy

Netcompany Intrasoft S.A. is a leading European company in the field of ICT services. Netcompany Intrasoft S.A.'s management team undertakes to support and implement the following policy:

- We are obliged to comply with existing environmental legislation and other environmental requirements in the context of Netcompany Intrasoft S.A.'s business activities.
- As part of its operations, the Company is making continuous efforts to evaluate and minimise negative impacts on the environment which could be caused by its activities.
- We implement environmental programmes and actions within and outside the company to raise awareness among employees and partners about the projects we have undertaken to implement.
- We set, implement and revise improvement targets based on the results of previous reports and in light of new circumstances.
- We implement environmental standards and encourage the use of modern technologies where that is economically viable, to reduce the use of natural resources, pollution and the quantity of end waste which ends up in the environment.
- We urge and encourage our suppliers to take suitable measures and implement policies to protect and improve the environment.
- We provide training to company employees about environmental awareness and care issues.
- We provide all reasonable and feasible means required to implement this policy.
- We are constantly improving the company's environmental management system in a dynamic manner.

Alexandros Manos

CEO



Environmental Management System

Netcompany Intrasoft maintains and implements an Environmental Management System in line with the requirements of the ISO 14001:2015 standard and EU EMAS III Regulation and sets out how those requirements are to be satisfied. It ensures that the results of its activities comply with the environmental policy it has adopted and the relevant objectives and targets it has set.

The Company's Environmental Management System consists of the following key elements:

- Environmental policy
- Management System objectives and targets
- Environmental Manual
- Description of system process interactions
- Job descriptions for process holders
- KPIs to measure the effectiveness of processes
- Linking processes to further documents

Our approach to the Environmental Management System has been based on the improvement cycle known as "Plan – Do – Check – Act" (or PDCA) and is presented in diagram form in Figure 1.



Netcompany Intrasoft has carried out an environmental review to identify and evaluate the environmental aspects of its activities and to identify the applicable legal and other environmental requirements. It has identified external and internal issues which affect Company operations and the needs and expectations of stakeholders and has specified the scope of the environmental management system.

External factors

Factor	Response measures
Statutory framework	Ongoing monitoring and implementation of environmental legislation
Political framework	Implementation of company policy Involvement of legal, financial and technical divisions.
Technological Developments	Monitoring technological developments and allocating resources to adopt them where that is feasible
Environmental conditions	Protecting air quality, water quality, land use, preventing pollution, limiting the consumption of natural resources, protecting biodiversity, preventing climate change

Internal factors

Factor	Response measures
Netcompany Intrasoft's activities	The company's activities do not give rise to specific environmental issues.
Corporate culture	Netcompany Intrasoft's culture is fully reflected in environmental policy.
Personnel	Awareness raising, adequacy through training
Infrastructure	Allocation of adequate resources to implement and improve the Environmental Management System and prevent climate change

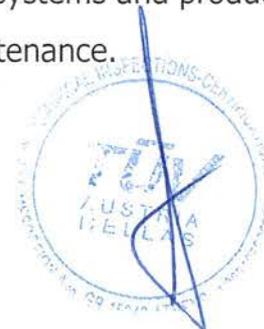
The Organisation's stakeholders and their expectations are as follows:



Stakeholder	Expectation
Investors	They expect the Company to properly manage risks and opportunities arising from environmental impacts and how they could affect their investment.
Management	It expects staff to properly comply with internal rules on the environment and to properly implement the Environmental Management System and prevent climate change
Personnel	Personnel expect Management to provide adequate resources to implement environmental programmes
Local Authorities	Legal compliance with environmental legislation
Local Community	Pollution prevention
Customers	Pollution prevention, compliance with legislation and sticking to commitments
Suppliers	Clear guidelines on compliance with their environmental obligations to Netcompany Intrasoft
Waste collection, transport and management companies	Compliance with the terms agreed with Netcompany Intrasoft
Certification body	Proper implementation of the Environmental Management System

The scope of the environmental management system which has been defined is as follows:

- Business research, analysis, design, development, integration, testing, installation, extension, purchase, supply and maintenance of IT systems and products.
- Network design, installation, configuration and maintenance.
- IT system functions.
- Project and Product Management.
- IT system/service hosting.
- Outsourcing.



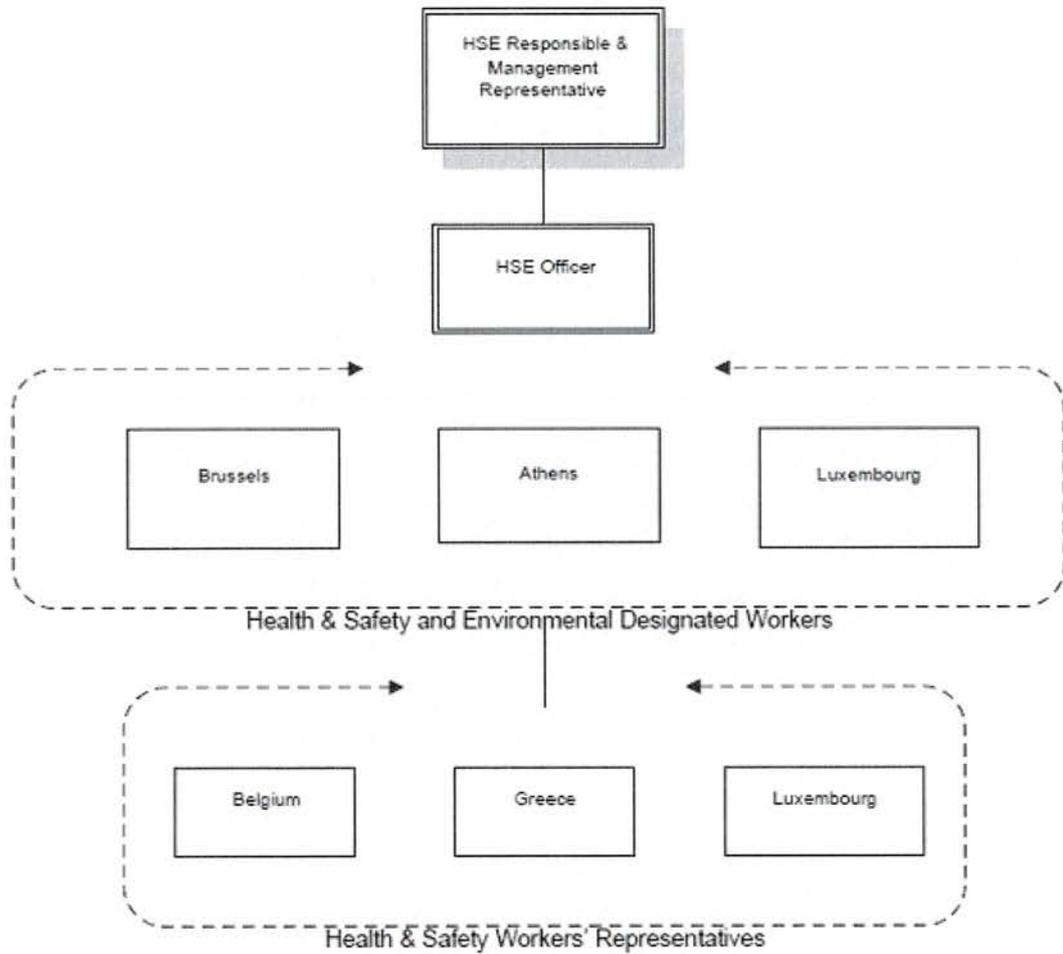
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- Communication, Content Management and Audiovisual Media Management Services.
- Consultancy services to businesses and support services in the Information and Communication Technology sector.
- Call Centre and Customer Service Services.
- Multimedia materials and services.
- Security management services.

To implement and monitor the performance of the Environmental Management System, Netcompany Intrasoft has allocated responsibilities and competences, has designated suitable roles within the Company and has put in place procedures for internal and external communication. The organisational structure of Netcompany Intrasoft's Environmental Management System is set out below.



NETCOMPANY INTRASOFT | Health & Safety and Environmental team



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Environmental aspects and impacts, threats and opportunities

The process of identifying and evaluating significant environmental aspects associated with the company's activities examines:

Waste management.

Controlled and uncontrolled atmospheric emissions.

Soil pollution.

Fluid leakages/spills.

Use of natural resources.

Noise issues.

Other environmental issues.

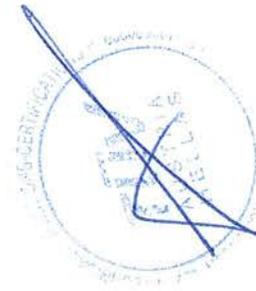
Netcompany Intrasoft has laid down criteria for evaluating environmental aspects and impacts taking into account normal conditions and abnormal conditions (foreseeable emergencies). The criteria for evaluating environmental aspects and impacts are presented in the tables below where Risk Degree = Severity x Frequency. The evaluation takes into account Netcompany Intrasoft's policy, existing legislation, stakeholder concerns and comments from internal audits concerning the environment.



Severity Indicator	Description
1	Minor size and duration
2	Medium size and duration
3	Major size and duration

Frequency Indicator	Description
1	Quite unlikely incident
2	Unlikely but known incident
3	Relatively frequent incident
4	Frequent and regular incident

Risk Degree	Description
10-12	Immediate action, Environmental Program initiation
7-9	Action in the next 6 months
0-6	No immediate action, periodic review

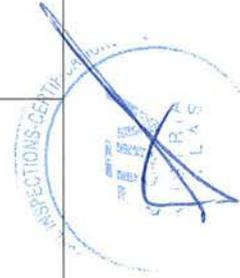


The environmental aspects and impacts and threats and opportunities which have been identified and categorised based on their risk degree:

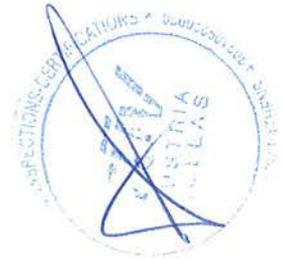
S/ N	Procedure	Environmental Aspect	Environmental Impact	Severity	Frequency	Risk	JUSTIFICATION				Risk (1)/Opportunity (2)	Handling / Environmental Programmes
							Policy	Legislation	Observation	3 rd Parties		
1	Printouts	Paper consumption	Natural resources consumption	3	3	9	✓				Increase in operating costs(1) Ways to reduce paper consumption(2)	Use of recyclable paper, double-sided printing and recycling of paper, use of digital applications
2	Printouts	Toner - ink consumption	Soil contamination, Landfill site contamination	2	3	6	✓				Reduction in toners consumption	Upgrade to cutting-edge printers, recycling of toners
3	Printouts	Electricity consumption	Consumption of non-renewable energy resources	2	2	4	✓				Reduction in electricity consumption	Printers are on stand-by when not in use; staff are made aware about reasonable printing policy.
4	Electronic equipment	Production of "electronic parts" waste	Soil, air and water contamination. Landfill Site	2	3	6	✓	✓			Soil pollution (1), recycling (2)	Recycling of electronic parts via authorised recycling companies / recording clear instructions in cooperation with IT about optimal management of electronic waste.
5	Electronic equipment	Production of "electronic parts" waste	Soil, air and water contamination. Landfill Site	2	3	6	✓				Soil pollution (1), circular economy donations (2)	Utilising devices that no longer meet the company's needs by donating them to other organisations that need them (NGOs, educational institutions, etc.)
6	Car Usage	Fuel consumption	Consumption of non-renewable energy resources	3	1	3	✓				Fuel leaks, eco-driving	A fleet of low fuel consumption anti-pollution vehicles; Eco-driving training
7	Car Usage	Car tyres	Soil, air and water contamination. Landfill Site	2	3	6	✓	✓			Environmental pollution	Recycling of tyres via company car fleet rental companies / recycling certificates



S/N	Procedure	Environmental Aspect	Environmental Impact	Severity	Frequency	Risk	JUSTIFICATION				Risk (1)/Opportunity (2)	Treatment / Utilisation
							Policy	Legislation	Observation	3rd Parties		
8	Car Usage	Flue-gas emissions	Air pollution, climate change	3	3	9	✓	✓	✓	• ✓	Environmental pollution	A fleet of low fuel consumption anti-pollution vehicles; Eco-driving training
9	Car Usage	Spent vehicle oils	Air and soil pollution	2	3	6	✓	✓	✓	✓	Environmental pollution	Recycling of tyres via company car fleet rental companies. Proper fleet maintenance
10	Air Conditioners / HVAC	Cooling fluid	Air pollution, contribution to greenhouse effect and ozone layer depletion	2	2	4	✓	✓	✓	✓	Non-compliance with legislation, fines	Use of environmentally friendly liquids/fluids, avoidance of leaks, regular maintenance of air-conditioners and proper disposal or recycling of waste.
11	Air Conditioners	Electricity consumption	Consumption of non-renewable energy resources, climate change	2	2	4	✓	✓	• ✓	✓	Greenhouse gas emissions that worsen climate change	Replacement of old air-conditioners with new ones of optimum energy class.
12	Office operations	Household waste plastic, paper	Soil, air and water contamination. Landfill Site contamination	3	3	9	✓	✓	✓	✓	(1) Environmental pollution / (2) Increased recycling of household waste	Installation of specially marked bins - provision of recycling instructions per category of waste at all company premises. Staff awareness raising campaigns about proper waste management and recycling.
13	Office operations	Waste generation - household batteries, spent light bulbs	Soil, air and water contamination. Landfill Site contamination	3	3	9	✓	✓	✓	✓	(1) Environmental pollution and non-compliance with the legislation due to uncontrolled waste disposal / (2) Improvement in environmental performance	Staff awareness campaigns, development of a procedure in line with the ISO 14001 standard to properly manage such waste and collaboration with certified bodies to recycle toxic and hazardous waste.



S/N	Procedure	Environmental Aspect	Environmental Impact	Severity	Frequency	Risk	JUSTIFICATION				Risk (1)/Opportunity (2)	Treatment / Utilisation
							Policy	Legislation	Observation	3 rd Parties		
14	Office operations	Electricity consumption	Consumption of non-renewable energy resources, climate change	2	3	6	✓				Emissions of greenhouse gases and other pollutants, worsening climate change and increasing the company's environmental footprint.	Upgrading building infrastructure to energy-efficient buildings using renewable energy sources. Contract with energy providers for 100% RES electricity supply
15	Water consumption for staff needs	Water	Wasted natural resources / Reduced water reserves	3	2	6	✓				(1) Increased water consumption / (2) Water savings by upgrading building infrastructure	Installation of double flow cisterns as well as flow limiters on taps, use of rainwater and drainage to a tank so water can be used in automatic watering system so as to recycle and save water.
16	Emergencies	Fire at offices	Air and soil contamination	3	2	6	✓		✓		Obstruction of work, injuries, damage to building infrastructure	Staff training, fire protection measures (fire/smoke detectors, fire extinguishers) and inspection and maintenance of fire detection and fire protection equipment
17	Emergencies	Leaks - flooding of office space	Wasted natural resources / Reduced water reserves	3	2	6			✓		Obstruction of work, injuries, damage to building infrastructure	Development and implementation of a procedure to immediately address leaks. Installation of leak sensors and automatic notification systems. Training for staff to immediately identify and deal with leaks. Regular maintenance of plumbing systems and immediate repair of leaks to minimise risk.



Environmental performance

Athens

The environmental performance of Netcompany Intrasoft over a four-year period per facility (Athens, Luxembourg, Brussels) is presented below.

QUANTITIES OF WASTE (paper, devices, batteries, toners, electrical electronic equipment, etc.)

Battery recycling

Year	KG
2021	64
2022	83
2023	45

ENVIROCHEM

ΥΠΗΡΕΣΙΕΣ ΠΡΟΣΤΑΣΙΑΣ ΠΕΡΙΒΑΛΛΟΝΤΟΣ

Light bulb recycling

Year	KG
2021	326.60
2022	180.20
2023	73



Athens

Natural resources

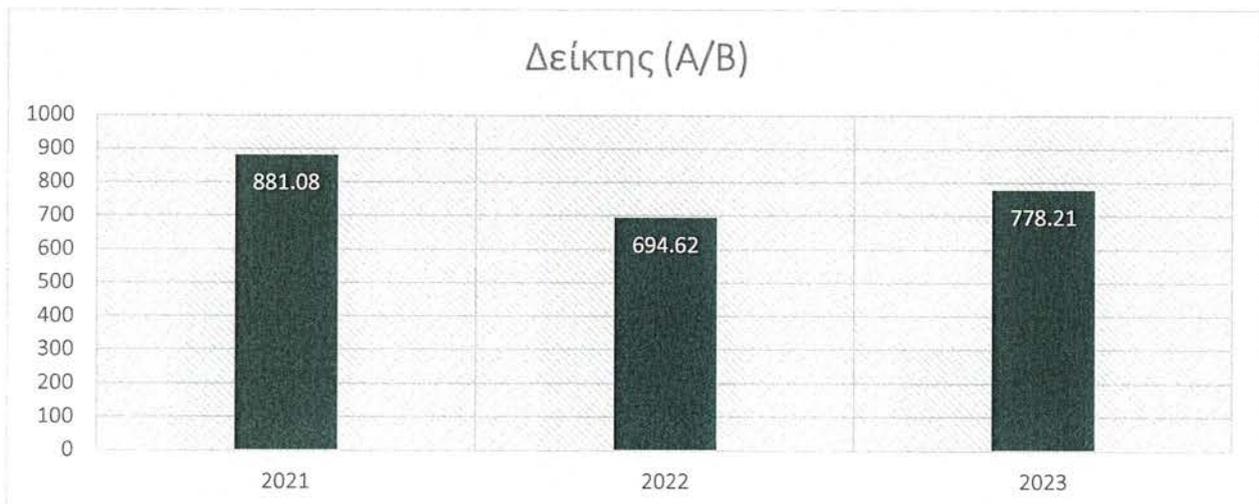
Electricity consumption Athens

Year	(A) KWH	(B) Employees	Ratio of A to B
2021	1212362	1376	881.08
2022	1043323	1502	694.62
2023	1350977	1736	778.21

PEANIA	1294	<i>Average HC (Jan-May 23)</i>
ORBIT	802	<i>Average HC (Mar-Dec 23)</i>
AMALIAS	195	<i>Average HC (Jun-Dec 23)</i>
MAROUSI	739	<i>Average HC (Jul-Dec 23)</i>

In 2023 Netcompany Intrasoft moved to three new buildings in Athens to address the company's ongoing expansion.

Until the transition to the new buildings was completed, the company has continued to operate its facilities in Paiania as well. This fact, in combination with the mandatory requirement for employees to work from the office at least three times a week and the increase in personnel, results in a very stable fluctuation in the index, as the increase remains slight.

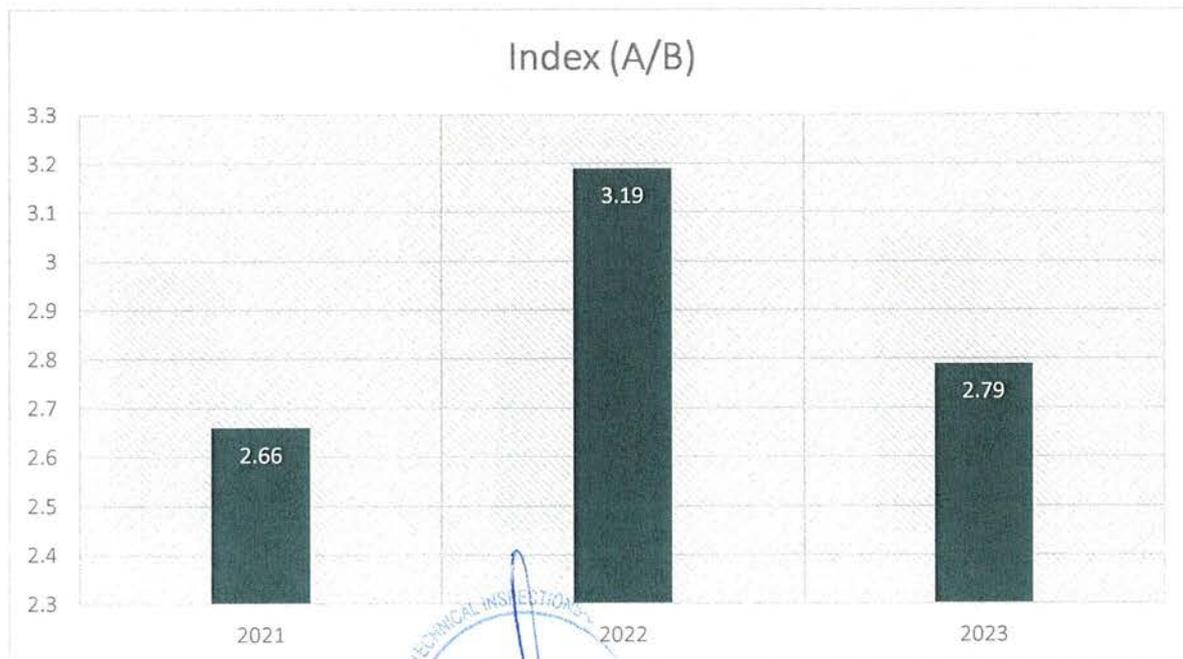


100% of the electricity consumed in Peania comes from renewable energy sources. The relocation to new buildings enabled an upgrade to energy-efficient facilities powered by renewables. Additionally, a new contract will be signed to ensure 100% of electricity is sourced from RES.

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Water consumption Athens

Year	(A) m3 of water	(B) Employees	Ratio of A to B
2021	3670	1376	2.66
2022	4800	1502	3.19
2023	4845	1736	2.79

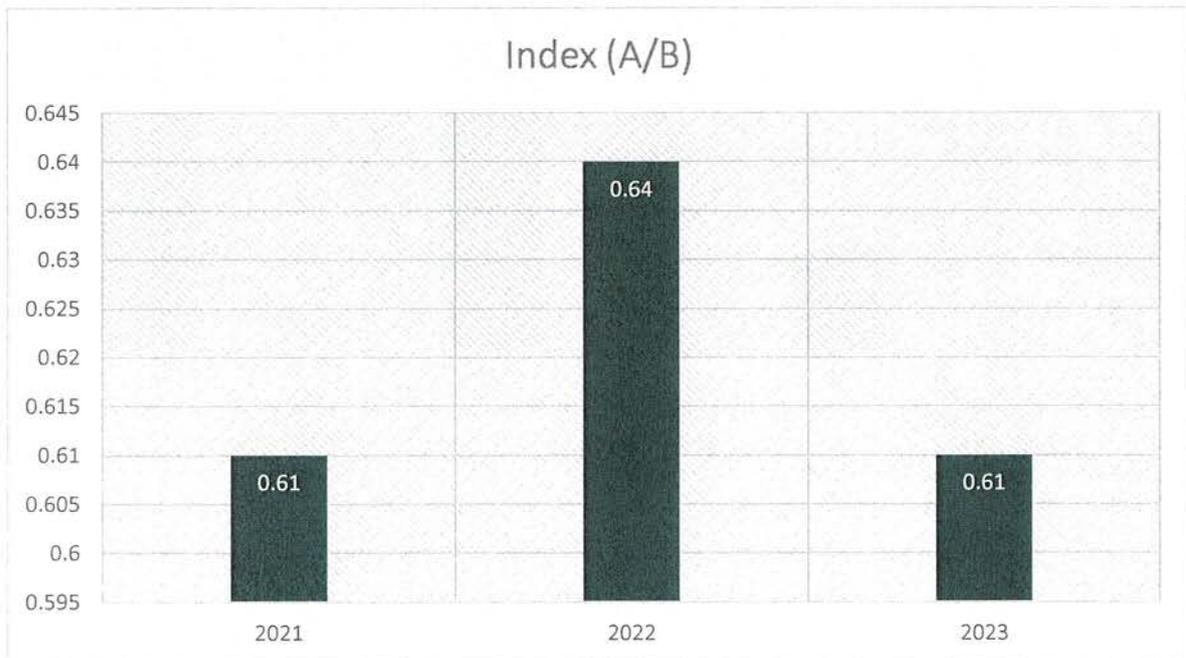
PEANIA	1875.40	<i>Average HC (Jan-May 23)</i>
ORBIT	1583.34	<i>Average HC (Mar-Dec 23)</i>
AMALIAS	418	<i>Average HC (Jun-Dec 23)</i>
MAROUSI	968.67	<i>Average HC (Jul-Dec 23)</i>



Paper consumption Athens

Year	(A) Pack of printing paper (500 pages)	(B) Employees	Ratio of A to B
2021	851	1376	0.61
2022	962	1502	0.64
2023	1073	1736	0.61

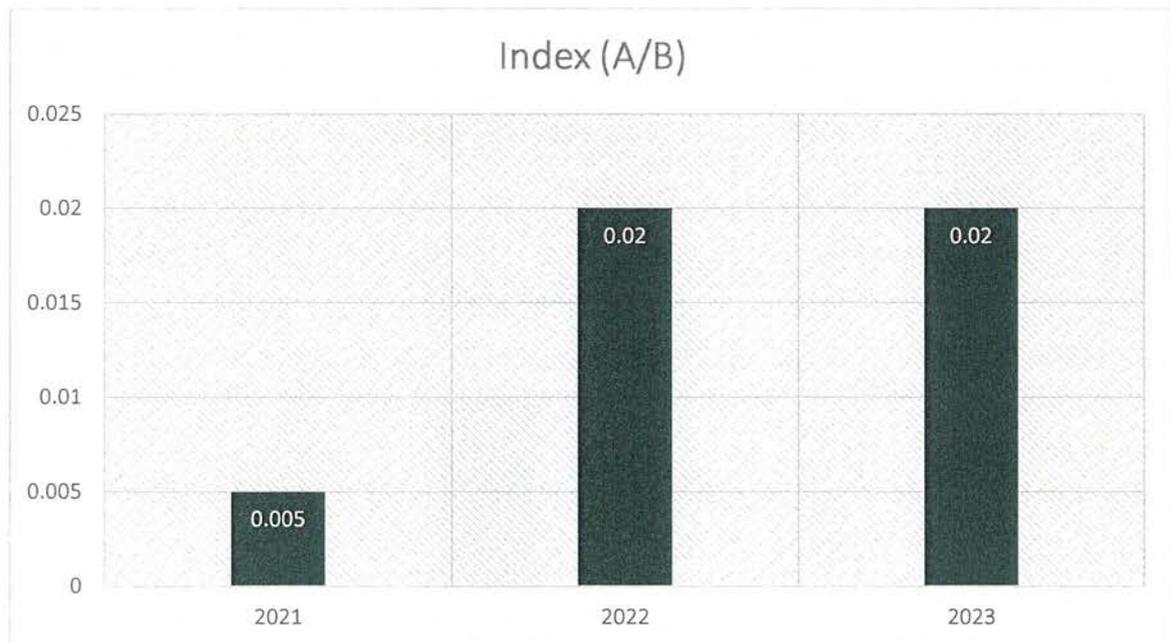
PEANIA	1294	<i>Average HC (Jan-May 23)</i>
ORBIT	802	<i>Average HC (Mar-Dec 23)</i>
AMALIAS	195	<i>Average HC (Jun-Dec 23)</i>
MAROUSI	739	<i>Average HC (Jul-Dec 23)</i>



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Toner consumption Athens

Year	(A) Toners	(B) Employees	Ratio of A to B
2021	8	1376	0.005
2022	33	1502	0.02
2023	40	1736	0.02

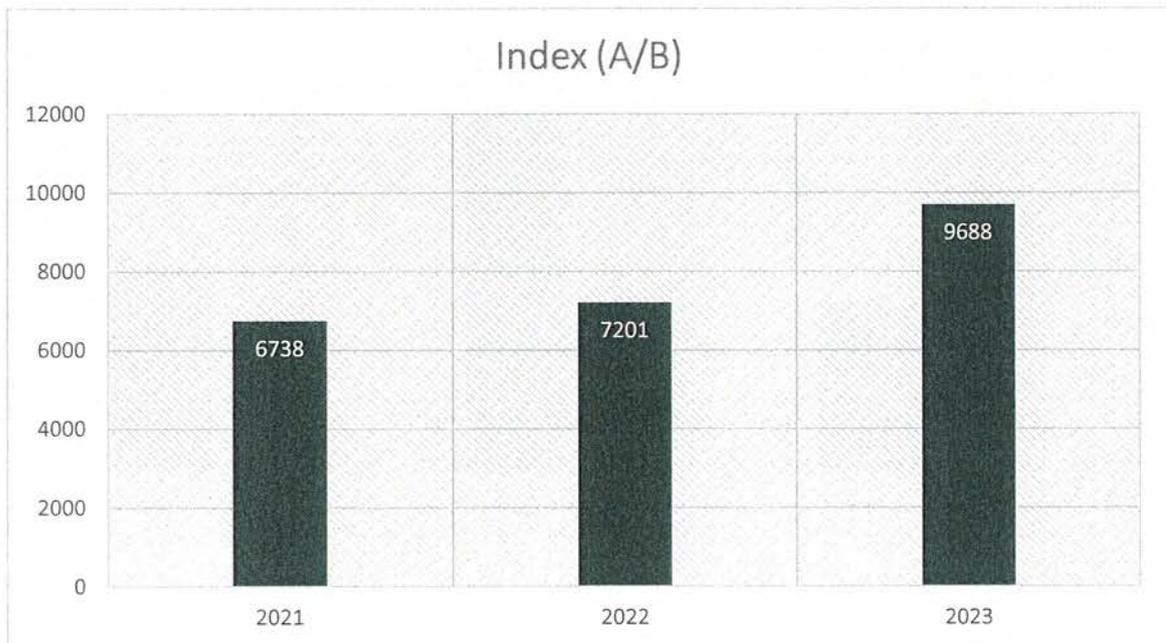


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Luxembourg

Electricity consumption Luxembourg

Year	(A) KWH	(B) Employees	Ratio of A to B
2021	283000	42	6738
2022	421231	42	10029
2023	406918	42	9688

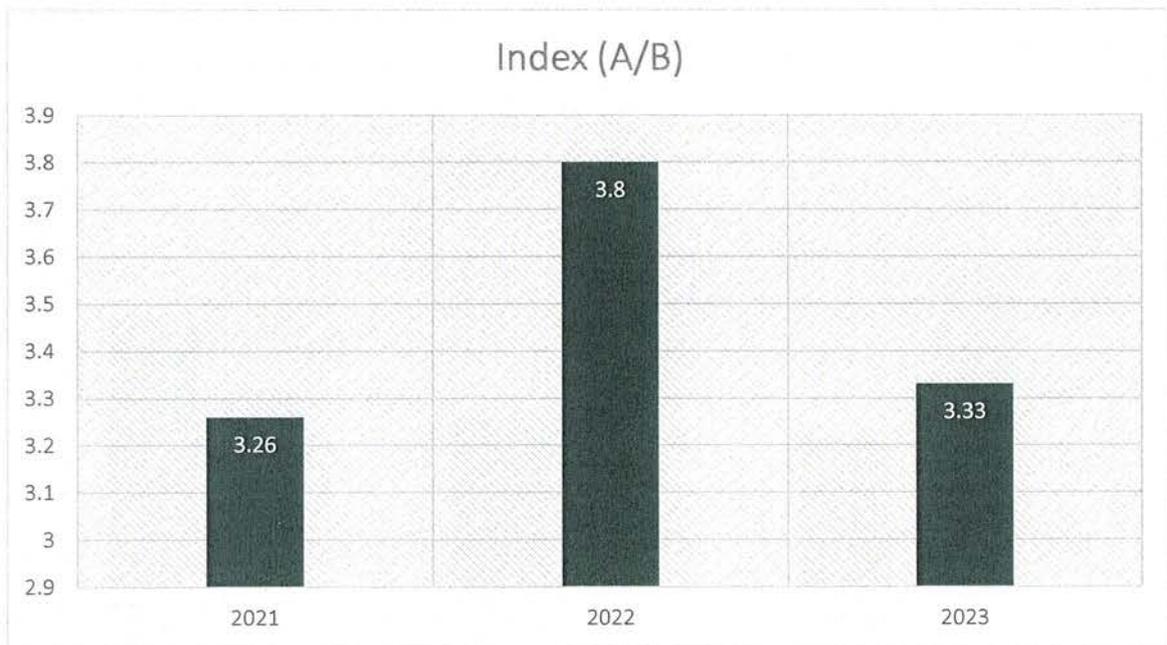


UPS batteries and HVAC systems in IT areas had to be replaced because we noticed an increase in electricity consumption due to outdated equipment. The HVAC systems were replaced in August 2023 and replacement of the batteries followed in November. There was a significant improvement in performance after these changes.



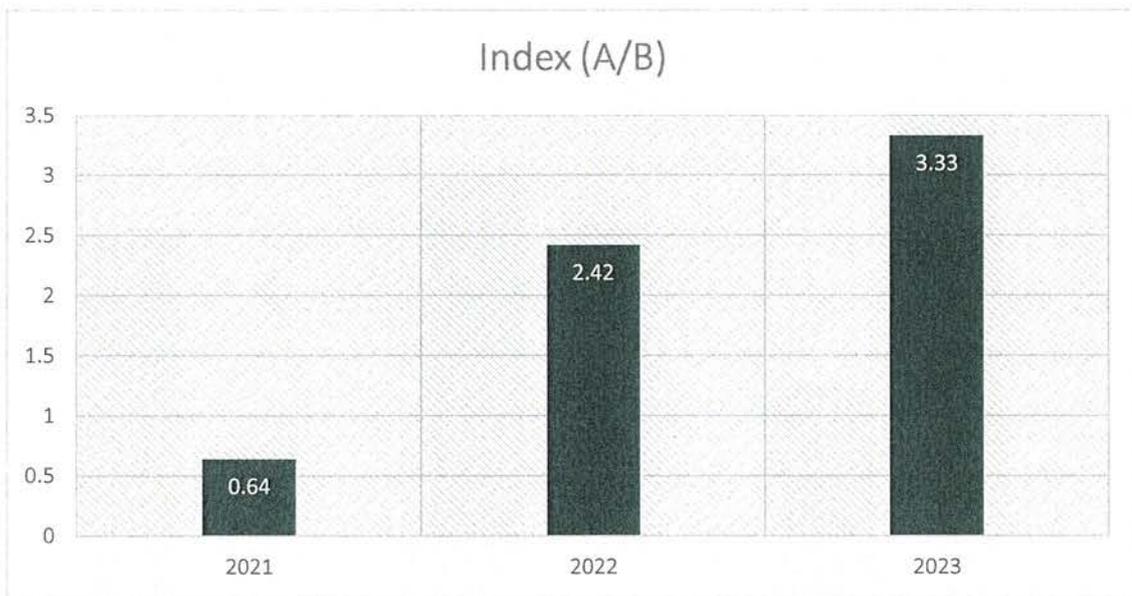
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Water consumption Luxembourg

Year	(A) m3 of water	(B) Employees	Ratio of A to B
2021	137	42	3.26
2022	160	42	3.80
2023	140	42	3.33



Paper consumption Luxembourg

Year	(A) Packs of printing paper	(B) Employees	Ratio of A to B
2021	27	42	0.64
2022	102	42	2.42
2023	210	42	3.33

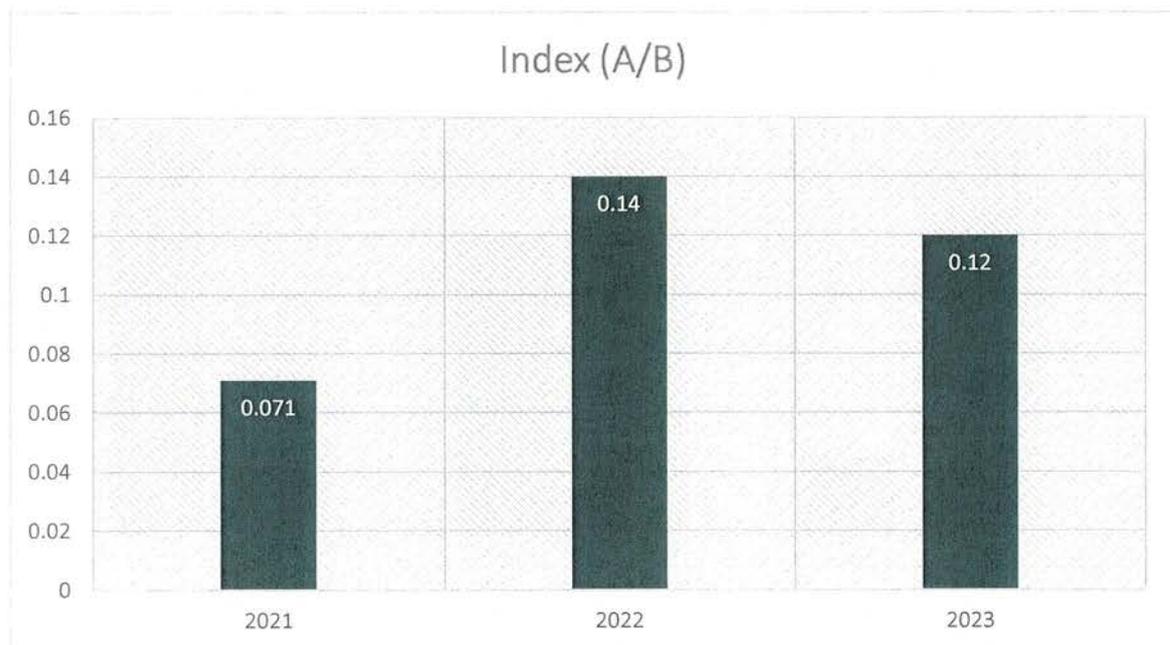


The majority of paper consumed is made of recycled paper.



Toner consumption Luxembourg

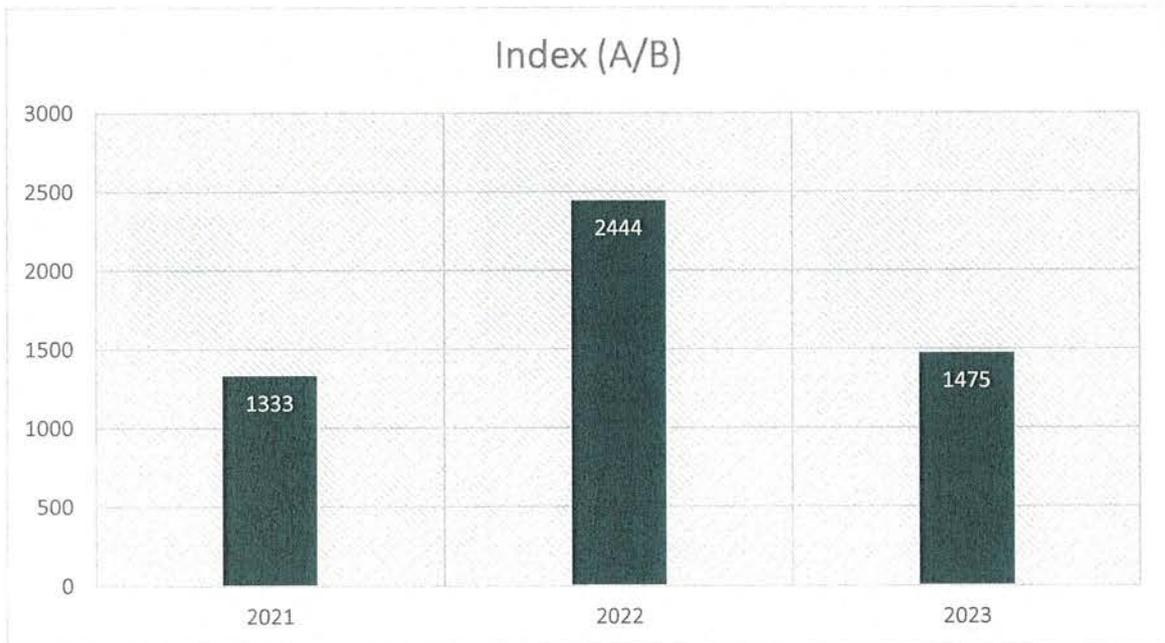
Year	(A) Packs of printing paper	(B) Employees	Ratio of A to B
2021	3	42	0.071
2022	6	42	0.14
2023	5	42	0.12



Brussels

Electricity consumption Brussels

Year	(A) KWH	(B) Employees	Ratio of A to B
2021	52000	39	1333
2022	107577	44	2444
2023	69358	47	1475

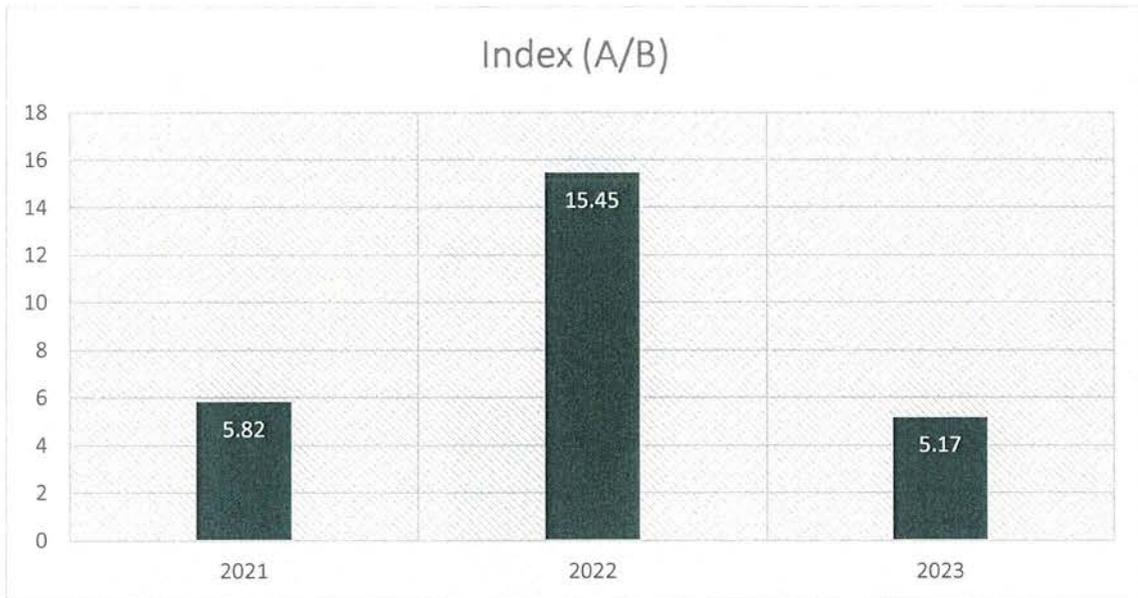


The private electricity meter is set to be upgraded with automated devices capable of sharing daily reports from the electricity provider.



Water consumption Brussels

Year	(A) m3 of water	(B) Employees	Ratio of A to B
2021	227	39	5.82
2022	680	44	15.45
2023	243	47	5.17



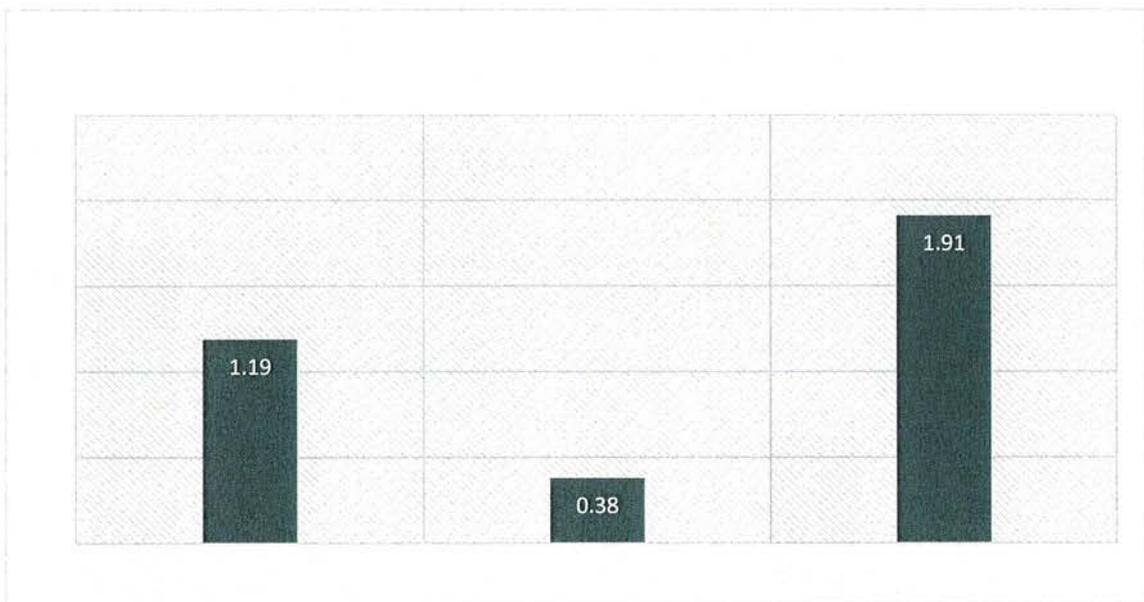
In 2022 there was a water leak, which explains the major increase in the numbers in the chart for the specific year.



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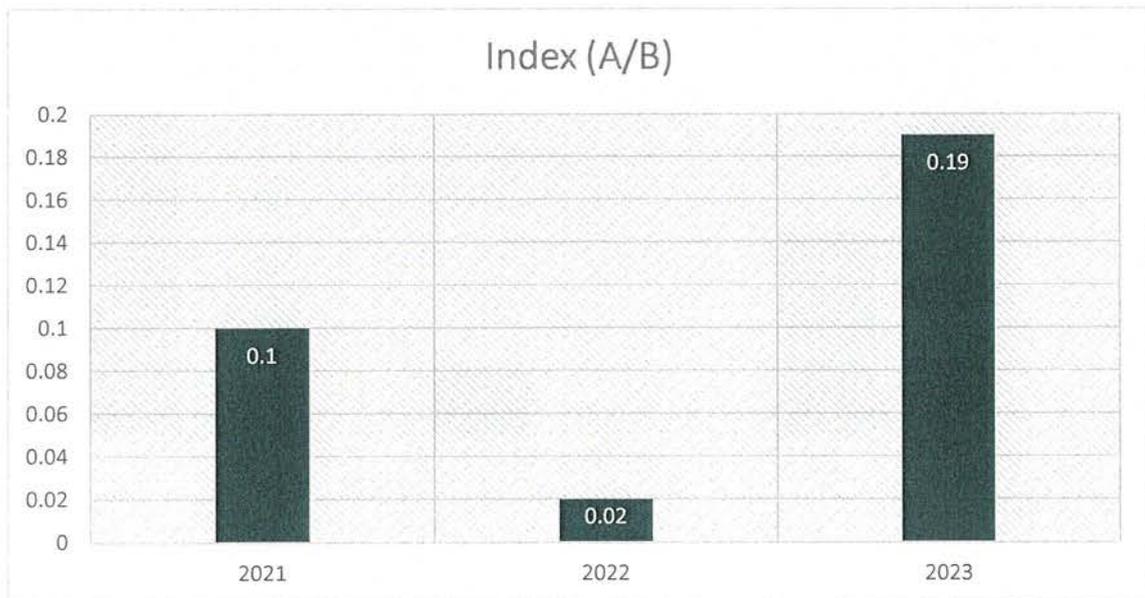
Paper consumption Brussels

Year	(A) Packs of printing paper	(B) Employees	Ratio of A to B
2021	46.5	39	1.19
2022	17	44	0.38
2023	90	47	1.91



Toner consumption Brussels

Year	(A) Toners	(B) Employees	Ratio of A to B
2021	4	39	0.10
2022	1	44	0.02
2023	9	47	0.19



Facilities - Biodiversity

Netcompany Intrasoft's facilities consist of offices and are in accordance with European provisions on respect for the environment. The facilities in Athens cover 13,000 m² in three areas of Athens, namely:

- Marousi, at 13 Frangoklissias St., GR-15125
- The Orbit, at 115 Kifissias Ave., GR-11524
- Amalias, at 40 Vasilissis Amalias Ave., GR-10558

In Brussels the offices are Tour Bastion, Place du Champ de Mars cover 1300 m² and in Luxembourg the offices at rue Nicolas Bové cover 950 m². The facilities on all five sites are rented by Netcompany Intrasoft and include key office equipment (desks, chairs, printers, computer terminals, laptops, servers).

The results of measurements at various indicative locations are presented below

Electromagnetic measurements

Site	Measuring location	Measured value
Athens PERMISSIBLE LIMITS 100000 nt	13 Frangoklissias St., Marousi, Office space on each floor, stairwell, outdoor area	- nT
	13 Frangoklissias St., Electrical panels	40 nT
	The Orbit, office space, corridor, Kifissias Ave.	- nT
	The Orbit - Electrical panels	40 nT
	40 Vasilissis Amalias Ave., Office space, corridors, stairwell	- nT
	40 Vasilissis Amalias Ave., Server Room	542 nT
	40 Vasilissis Amalias Ave., Electrical panels	63 nT
	Tour Bastion Place du Champ de Mars 5/10, 1050	57 nT
	Immeuble Arts & Lux Avenue des Arts 58, 1000	0.82 nT
	2b, rue Nicolas Bové L-1253 Luxembourg	



Greenhouse emissions and the air

The activities of Netcompany Intrasoft's facilities in Athens, Luxembourg and Brussels result in greenhouse gas emissions from low sulphur diesel fuel consumed by company cars used to enable executives and sales reps to move about. The fleet of company cars has been upgraded to the latest Euro 6-compliant cars which have both lower fuel consumption and fewer flue-gas emissions compared to previous cars. In addition, in 2023 the company upgraded its fleet with plug-in hybrid cars. More specifically, in 2023, 31% of new orders placed by the company related to vehicles with low pollutant emission levels (no more than 50 gr of CO₂ per km). This contributes to the conservation of non-renewable mineral resources and to the protection of the ozone layer. The individual annual fuel consumption figures are shown in the table below.

Site	Annual consumption (litres) 2021	Annual consumption (litres) 2022	Annual consumption (litres) 2023
Greece	244,000	222,910	372,344
Luxembourg	92,400	65,778	63,517.62
Brussels	126,204	116,534	119,191.5

The company's relocation from the Peania industrial area to central sites in Athens, which took place in mid-2023, significantly reduced car usage. At the previous location the company had to provide coaches for staff since it was not possible to use public transport.

Calculating emissions

The difference in emission factors from country to country is due to the different composition of fuels, the use of different technologies, and the policies in place, as well as different emission calculation methods. Each country monitors and records its emissions in accordance with its own national inventory report (NIR), which may include local factors and coefficients.



Greece

Fuel Type	Consumption (Litres)	CO2 Emissions (kg)	CH4 Emissions (kg CO2eq)	N2O Emissions (kg CO2eq)	Total Emissions (kg CO2eq)
Diesel	177368.00	471898.29	515.84	1139.94	473554.08
Gasoline	194976.00	442945.03	115.05	1565.97	444626.05

Electricity	Consumption (kWh)	CO2 emissions (tn CO2)	CH4 emissions (tn CO2 eq)	N2O emissions (tn CO2 eq)	Total emissions (tn CO2 eq)
	1350977.000	673,780	0,239	0,932	674,951

National Inventory Report (NIR)- Greece

Brussels

Fuel Type	Consumption (Litres)	CO2 Emissions (kg)	CH4 Emissions (kg CO2eq)	N2O Emissions (kg CO2eq)	Total Emissions (kg CO2eq)
Diesel	48785.28	129796.19	141.88	313.54	130251.6142
Gasoline	70406.24	159948.38	41.55	565.47	160555.3941

Electricity	Consumption (kWh)	CO2 emissions (tn CO2)	CH4 emissions (tn CO2 eq)	N2O emissions (tn CO2 eq)	Total emissions (tn CO2 eq)
	69358.000	8,115	0,002	0,018	8,135

National Inventory Report (NIR) – Brussels

Luxembourg

Fuel Type	Consumption (Litres)	CO2 Emissions (kg)	CH4 Emissions (kg CO2eq)	N2O Emissions (kg CO2eq)	Total Emissions (kg CO2eq)
Diesel	50938	134371	125	275	134771
Gasoline	12580.02	28221.8	9.0	86.0	28316.8

Electricity	Consumption (kWh)	CO2 emissions (tn CO2)	CH4 emissions (tn CO2 eq)	N2O emissions (tn CO2 eq)	Total emissions (tn CO2 eq)
	406918	8.55	0.009	0.03	8,587

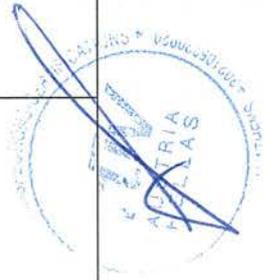
National Inventory Report (NIR) - Luxembourg



Environmental Objectives, Targets and Programmes

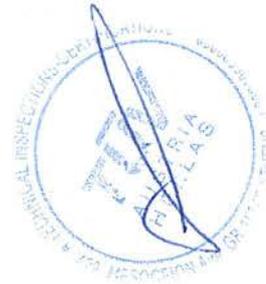
The environmental objectives, targets and programmes which had been set in the last Management Review for 2023 are presented below.

Objective	Target	Programme	Contact	Implementation status	Implementation period	Actions - Results
Reduced electricity consumption at all facilities	5% reduction in consumption	Relocation of company to LEED facilities	Facilities manager	Completed	March 2023 - August 2023	The company moved to larger premises and increased staff numbers. Despite that, due to the relocation to LEED-certified buildings, with better energy efficiency and new technologies, there was actually a reduction in electricity consumption.
Reduced water consumption at all facilities	5% reduction in consumption	Relocation of company to LEED facilities	Facilities Manager	Completed	March 2023 - August 2023	The company moved to larger premises and increased staff numbers. Despite that, due to the relocation to LEED-certified buildings with water recycling systems and new technologies, effective use of water has been ensured.
Recycling at all facilities	Continuation of recycling programmes (household waste, toners, batteries, electrical and electronic equipment)	Additional waste separation in communal areas - more bins	HSE Officer	Completed	March 2023 - December 2023	The company increased the number of waste separation points in all communal areas and created waste collection points per category in the warehouses at its new buildings.
CO2 emissions	Reduced greenhouse gas emissions by replacing cars in the fleet with hybrid vehicles	Improving our car policy	Admin - Facilities, Procurement Director, Car fleet manager, HR Department	Completed	March 2023 - December 2023	The company's car policy has been improved by adding more plug-in hybrid options and the number of electric vehicles in the fleet has increased, demonstrating our strong commitment to sustainable, environmentally-friendly mobility.



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Raising staff awareness about environmental issues	Staff training - environmental sensitivity - environmental actions	Tree planting	Marcom	Completed	October 2023- November 2023	We planted more than 150 trees, promoting staff environmental awareness and actively contributing to environmental protection.
Reduced consumption of natural resources at all facilities	Relocation of company to modern buildings with better energy performance ratings	Search and market research - staff relocation plan	Admin Facilities Manager, HR Director, Marketing Department, Group Procurement , Admin Facilities Director	Completed	March 2023 - December 2023	The company moved into modern buildings with LEED Platinum, Silver and Gold certification, demonstrating our strong commitment to sustainability and environmental responsibility.
Electronic equipment recycling	Increase in donations to schools and NGOs 2022 34 Laptops Target for 2023 100 Laptops	Resource management focused on reducing waste, re-using materials and recycling products. Circular economy	Marcom, Corporate IT, Accounting	Completed	January 2023 - December 2023	139 laptops (2023) compared to 34 in 2022 (+309%). Support for: 39 schools (all over Greece and the flood-affected areas of Thessaly), 2 NGOs, 1 Regional Directorate for Primary and Secondary Education.



Recycling programmes (electrical/electronic devices, packaging, blue bins, batteries, toners, UPS devices)

Netcompany Intrasoft actively contributes to the conservation of natural resources while keeping existing recycling schemes in place. Recycling relates to:

- Household waste
- Electrical and electronic devices
- Printer Toners
- Batteries
- Light bulbs

Electrical and electronic devices

Through the "Giving IT equipment a new lease of life" initiative, Netcompany Intrasoft is giving the company's technological equipment, which is in excellent condition, a new lease of life by donating computers, screens, keyboards and even more types of equipment throughout the year to educational institutions such as kindergartens, primary and secondary schools, as well as to foundations and NGOs.

Fleet of cars

100% of the company's fleet of cars is comprised of cutting-edge diesel and petrol engines (Euro 6), thereby drastically reducing both gas emissions and fuel consumption, while conserving natural resources. In addition, cars in the fleet are gradually being replaced by hybrid vehicles and electric cars.

Electricity savings at all facilities

During 2023 as part of its commitment to sustainability and energy efficiency, the company relocated to new facilities which meet LEED certification requirements. The new facilities were chosen to save energy, reduce the environmental footprint and improve working conditions.

At the same time, the company entered into an agreement with energy providers to consume electricity exclusively from renewable energy sources (RES). These initiatives bolster our objective of achieving sustainability and help us transition to a greener future.



Water savings at all facilities

Treating water resources with respect, Netcompany-Intrasoft has adopted practices and technologies that allow it to increase the quantity of water saved at all its facilities. Our kitchens have been equipped with water dispensers to limit unnecessary consumption and promote the responsible use of water.

Moreover, the majority of our buildings, which are LEED certified, have been designed to utilise collected rainwater for uses such as irrigation and other non-potable needs. Through initiatives like these our company is bolstering its commitment to sustainable management of natural resources.

Objectives and targets for 2024

The objectives and targets set for 2024 are set out below:

Objective	Target	Implementation time limit
Reduced electricity consumption at all facilities	5% reduction in consumption	December 2024
Reduced water consumption at all facilities	5% reduction in consumption and re-use of rainwater	December 2024
Increased recycling at all facilities	Measuring quantities of recyclable materials per category to set measurable targets	December 2024
Electronic equipment recycling	Development of a procedure to make recycling and re-use of withdrawn electronic equipment measurable, ensuring that such equipment is recycled or donated to charitable organisations and educational institutions.	December 2024
CO2 emissions	Reduced greenhouse gas emissions by replacing cars in the fleet with hybrid vehicles	Ongoing action
CO2 emissions	Subsidising staff by providing an annual travel card for use on public transport	Ongoing action

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Staff training on environmental management issues and awareness raising	Campaigns that include seminars, training materials, integration of environmental issues into day-to-day activities	December 2024
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Permits and Licences**Permits and certificates, legislation and compliance**

Netcompany Intrasoft operates in accordance with the law and complies with all authorisations/permits required by law (Fire Safety Study approved by the Fire Service, Contingency Plan, Company Internal Regulations approved by the Ministry of Labour).

Certificates

- CMMI v 2.0 DEV (Capability Maturity Model Integration for Development, Level 3 Staged);
- ISO 9001:2015 (Quality Management Systems – Requirements);
- ISO 20000-1:2018 (IT Service Management Systems – Requirements);
- ISO 27001:2013 (Information Security Management Systems – Requirements);
- ISO 22301:2019 (Societal Security – Business Continuity Management System);
- ISO 29993:2017 (Learning Services outside Formal Education – Service Requirements);
- ISO 14001:2015 (Environmental Management Systems – Requirements);
- ISO 45001:2018 (Occupational Health and Safety Management);



Legislative compliance

In addition to the authorisations/permits and certificates held by Netcompany Intrasoft, the Company also specifies its obligations for legislative compliance purposes. It does so by using resources such as external consultants, the NOMOS database, the Ministry of the Environment, Energy and Climate Change, the Hellenic Institute for Occupational Health and Safety (ELINYAE), legilux.public.lu and others.

The tables below present the indicative environmental legislation which applies in each country.

Annex 1 (Attached)



1 Environmental Verifier's Declaration on Verification and Validation Activities

The organisation TÜV AUSTRIA HELLAS Single Member Limited Liability Company, EMAS environmental verifier Reg No. EL-V-0006- No. 207-12 accredited for the scope of activities shown in the Accreditation Certificate (NACE code), declares that it verified whether the sites referred to in the environmental statement of **NETCOMPANY INTRASOFT S.A.**, registered under No. **LU-000006**, meet all the requirements of Regulation (EC) No 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS), as amended by Regulations (EU) 2017/1505 and 2018/2026.

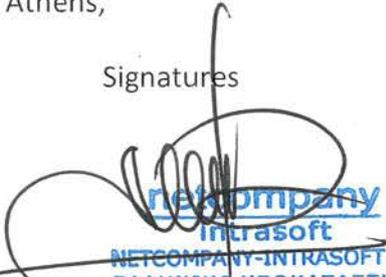
By signing this declaration, it declares that:

- the verification and validation have been carried out in accordance with the requirements of Regulation (EC) No 1221/2009 as amended by Regulations (EU) 2017/1505 and 2018/2026,
- the outcome of the verification and validation confirms that there is no evidence of non-compliance with applicable legal requirements relating to the environment,
- the data and information contained in the environmental statement for the sites provide a valid, reliable and accurate picture of all activities carried out at the sites, within the scope referred to in the environmental statement.

This document is not equivalent to EMAS registration. EMAS registration can only be granted by a Competent Body under Regulation (EC) No 1221/2009. This document must not be used as a stand-alone piece of public communication.

Athens,

Signatures



NETCOMPANY
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NETCOMPANY-INTRASOFT S.A.
ΕΛΛΗΝΙΚΟ ΥΠΟΚΑΤΑΣΤΗΜΑ
ΠΛΗΡΟΦΟΡΙΚΗ - ΣΥΣΤΗΜΑΤΑ ΛΟΓΙΣΜΙΚΟΥ
ΤΗΛΕΜΑΤΙΚΗ - ΤΗΛΕΠΙΚΟΙΝΩΝΙΕΣ
ΦΡΑΓΚΟΚΚΑΗΣΙΑΣ 13 - Τ.Κ. 15125 ΜΑΡΟΥΣΙ
ΑΦΜ: 099360290 - ΔΟΥ: ΦΑΕ ΑΘΗΝΩΝ
ΓΕΜΗ: 123949801001 ΑΡ. ΜΗΤΡΩΟΥ ΠΑΡΑΓΩΓΟΥ: 3335



2 INFORMATION REQUIRED FOR REGISTRATION

1. ORGANISATION	
Name	Netcompany Intrasoft S.A
Address	2b, rue Nicolas Bové
Town	Luxembourg
Postcode	L-1253
Country/land/region/Autonomous Community	Luxembourg
Contact person:	Ioannis Valtaras
Tel.	00302106679777
Fax	
Email	ioannis.valtaras@netcompany.com
website	https://www.netcompany-intrasoft.com/
Public access to the environmental statement or the updated environmental statement	YES
A) Printed form	NO
B) Electronic form	YES
Registration No.	LU-000006
Registration date	December 2024
Suspension date of registration	-
Deletion date of registration	-
Date of next environmental statement	November 2025
Date of next updated environmental statement	December 2025
Request for derogation pursuant to article 7 (YES - NO)	NO
NACE code of activities	62.01
No. of employees	42
Turnover or annual balance sheet	176,916,078.72 euro (turnover in 2023)
2.1 SITE OF ACTIVITIES (GREECE - ATHENS)	
Name	Netcompany Intrasoft S.A
Address	Marousi, 13 Frangoklissias St.
Postcode	15125
Town	Athens
Country/land/region/Autonomous Community	Greece
Contact person:	Ioannis Valtaras
Tel.	00302106679777
Fax	
Email	Ioannis.valtaras@intrasoft-intl.com

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website	https://www.intrasoft-intl.com/
Public access to the environmental statement or the updated environmental statement	
A) Printed form	NO
B) Electronic form	YES
Registration No.	LU-000006
Registration date	December 2024
Suspension date of registration	-
Deletion date of registration	-
Date of next environmental statement	November 2025
Date of next updated environmental statement	December 2025
Request for derogation pursuant to article 7 (YES - NO)	NO
NACE code of activities	62.01
No. of employees	1502
Turnover or annual balance sheet	163,809,089.36 euro (turnover in 2023)
2.2. SITE OF ACTIVITIES (BELGIUM - BRUSSELS)	
Name	Netcompany Intrasoft S.A
Address	Tour Bastion Place du Champ de Mars 5/10
Postcode	1050 Bruxelles
Town	Brussels
Country/land/region/Autonomous Community	Belgium
Contact person:	Ioannis Valtaras
Tel.	00302106679777
Fax	
Email	Ioannis.valtaras@intrasoft-intl.com
website	https://www.intrasoft-intl.com/
Public access to the environmental statement or the updated environmental statement	
A) Printed form	NO
B) Electronic form	YES
Registration No.	LU-000006
Registration date	December 2024
Suspension date of registration	-
Deletion date of registration	-
Date of next environmental statement	November 2025
Date of next updated environmental statement	December 2025
Request for derogation pursuant to article 7 (YES - NO)	NO

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NACE code of activities	62.01
No. of employees	44
Turnover or annual balance sheet	30,456,875.72 euro (turnover in 2023)
3. ENVIRONMENTAL VERIFIER	
Name of environmental verifier	TÜV AUSTRIA HELLAS
Address	429 Mesogeion Ave.
Town	Agia Paraskevi
Postcode	153 43
Country/land/region/Autonomous Community	Greece
Tel.	210 5220920
Fax	210 5203990
Email	info@tuvaustriahellas.gr
Registration number of accreditation or licence	EL-V-0006- No. 207- 12
Scope of accreditation or licence (NACE Codes)	10, 11, 18.1, 19.2, 20.1, 20.3, 21, 22.2, 23.7, 24.4 (excluding 24.46), 24.5, 25 (excluding 25.4), 31, 33, 52, 38, 39, 45.1, 45.2, 45.3, 46, 55, 56, 62, 63.1, 64, 65, 66, 70, 71.1, 74 (excluding 74.1 & partially 74.9), 81.2, 82.19, 82.2, 82.92, 84.1, 84.21, 84.23, 84.3, 95.1
Accreditation or Licensing Body (Place)	Hellenic Accreditation System S.A.
Signature of the representative of the organisation	



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