



UNIT4

Year 2025

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# GHG emissions report

## Unit4



07/04/2026

# 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.




# How are emissions computed?

ANALYZING EMISSIONS, AUTOMATING TRACKING


25% of your emissions of 2025 are calculated using activity data

Activity metrics x Emissions factors = CO2 Eq. Emissions


Expense based

|   |                             |               |            |
|---|-----------------------------|---------------|------------|
|  | <b>Total Expense</b><br>80€ | 1.75 kgCO2e/€ | 140 kgCO2e |
|---|-----------------------------|---------------|------------|

Increasing Accuracy\*

|   |                                 |               |            |
|---|---------------------------------|---------------|------------|
|  | <b>Total Distance</b><br>600 km | 0.2 kgCO2e/km | 120 kgCO2e |
|---|---------------------------------|---------------|------------|

Activity based

|   |                                |                   |            |
|---|--------------------------------|-------------------|------------|
|  | <b>Total Fuel</b><br>40 liters | 2.8 kgCO2e/liters | 112 kgCO2e |
|---|--------------------------------|-------------------|------------|

\*depending on the availability of data

## Emission Factor Sources



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

Classification - Business (ILP Green)

# | GHG emissions assessment scopes

## Entity

Unit4

From January 2025 to December 2025

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## Primary data

Accounting data

Buildings data

Activity data from the following modules: Digital Ads, Business travel and vehicle fuel consumption, Cloud, OVH Cloud consumption, Outsourced & On-Premise Datacenters (Cloud excluded) – Input what you want!, Downstream Leased Assets | GHG P, IT inventory, Vehicle fleet

## Methodology

Official and approved GHG Protocol methodology; GWP 100

Location-based approach

*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

# | General overview

## KEY RESULTS - 2025

Absolute

**16k**  
tCO<sub>2</sub>e



Per employee

**6.4**  
tCO<sub>2</sub>e

*Employee number : 2.5k*



Per revenue (M)

**35**  
tCO<sub>2</sub>e

*Revenue : 455M€*

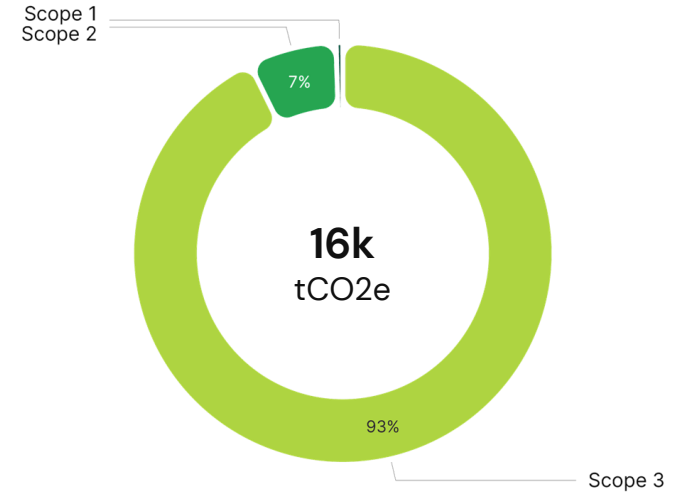


This report summarizes the results of Unit4's 2025 GHG emissions assessment based on the information collected and subject to its completeness, correct categorization and validation.

# General overview

## BREAKDOWN BY SCOPE – 2025

|  | Scope 1 | Scope 2 | Scope 3 |
|--|---------|---------|---------|
| <b>Absolute</b><br>tCO <sub>2</sub> e          | 83      | 1.1k    | 15k     |
| <b>Employee</b><br>tCO <sub>2</sub> e/employee | < 0.1   | 0.4     | 6       |
| <b>Revenue</b><br>tCO <sub>2</sub> e/M€        | 0.2     | 2.4     | 33      |

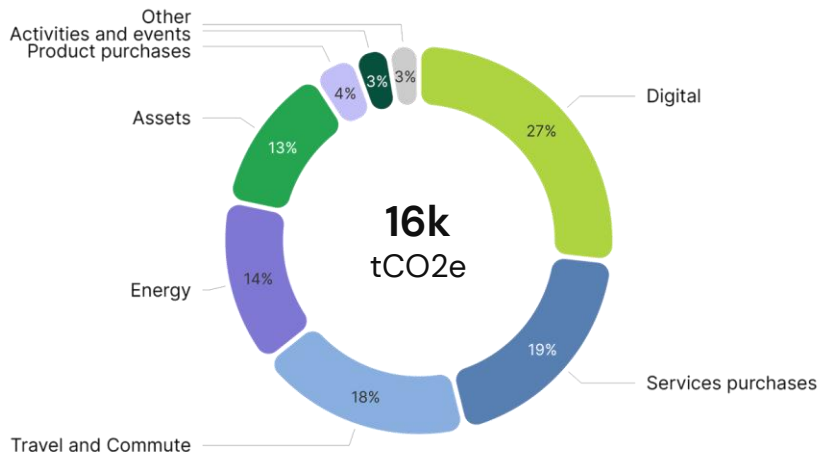


Results subject to the correct categorization and validation of expenses of Unit4.

# General overview

## RESULTS BY ACTIVITY

Total emissions of Unit4,  
by activity (% tCO<sub>2</sub>e)



Is equivalent to:



The amount of CO<sub>2</sub>  
sequestered annually by  
1.5k hectares of growing  
forest\*



The annual  
emissions of 1.2k  
Dutch Residents\*



8.8k Amsterdam - New  
York round trips\*

|                    | Absolute<br>tCO <sub>2</sub> e | Per employee<br>tCO <sub>2</sub> e/employee |
|--------------------|--------------------------------|---|
| Digital            | 4.3k                           | 1.7   |
| Services purchases | 3.1k                           | 1.2   |
| Travel and Commute | 2.9k                           | 1.2   |
| Energy             | 2.2k                           | 0.9   |
| Assets             | 2k                             | 0.8   |
| Product purchases  | 586                            | 0.2   |
| Others**           | 886                            | 0.4   |

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

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



# Appendix



# Scope 1&2



| Scope | Name  | tCO2e |   |
|-------|---|-------|---|
| 1.1   | Generation of electricity, heat or steam                    | 23    |   |
| 1.2   | Transportation of materials, products, waste, and employees | 34    |   |
| 1.3   | Physical or chemical processing                             | -     | EXCLUDED : Category is not relevant for the company |
| 1.4   | Fugitive emissions  | 27    |   |
| 2.1   | Electricity related indirect emissions                      | 335   |   |
| 2.2   | Steam, heat and cooling related indirect emissions          | 748   |   |

To see more details of the methodology for each regulatory entry please visit [Greenly!](#)

# Scope 3

100% accounted

greenly

| Scope | Name  | tCO2e |   |
|-------|---|-------|---|
| 3.1   | Purchased goods and services  | 7826  |   |
| 3.2   | Capital goods   | 1422  |   |
| 3.3   | Fuel- and energy- related activities not included in Scope 1 or Scope 2 | 799   |   |
| 3.4   | Upstream transportation and distribution                                | 81    |   |
| 3.5   | Waste generated in operations   | 69    |   |
| 3.6   | Business travel   | 2532  |   |
| 3.7   | Employee commuting  | 644   |   |
| 3.8   | Upstream leased assets  | 1204  |   |
| 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  | 2     |   |
| 3.12  | End-of-life treatment of sold products                                  | -     | EXCLUDED : Category is not relevant for the company |
| 3.13  | Downstream leased assets  | 269   |   |
| 3.14  | Franchises  | -     | EXCLUDED : Category is not relevant for the company |
| 3.15  | Investments   | -     | EXCLUDED : Data not available                       |
| 4.1   | Other emissions - Emissions from biomass (soil and forests)             | 0     |   |

# Scope 1&2

enly

| Scope | tCO2e | tCO2b | CO2f* | CH4f* | CH4b* | N2O* | Other GHGs* |
|-------|-------|-------|-------|-------|-------|------|-------------|
| 1.1   | 23    | 0     | 15    | 1     | 0.6   | 5    | 0           |
| 1.2   | 34    | 0     | 23    | 3     | 0.8   | 7    | 0           |
| 1.3   | -     | -     | -     | -     | -     | -    | -           |
| 1.4   | 27    | 0     | 0     | 0     | 0.09  | 0.7  | 26          |
| 2.1   | 335   | 12    | 285   | 18    | 17    | 16   | 0           |
| 2.2   | 748   | 0     | 580   | 105   | 23    | 39   | 0           |

\* Results expressed in tons of CO2e

# Scope 3

enly

| Scope | tCO2e | tCO2b | CO2f* | CH4f* | CH4b* | N2O* | Other GHGs†2 |
|-------|-------|-------|-------|-------|-------|------|--------------|
| 3.1   | 7826  | 0     | 6772  | 694   | 3     | 258  | 99           |
| 3.2   | 1422  | 0     | 1420  | 1     | 0     | 0.5  | 0.2          |
| 3.3   | 799   | 25    | 611   | 122   | 23    | 45   | 0            |
| 3.4   | 81    | 0     | 70    | 6     | 0     | 5    | 0            |
| 3.5   | 69    | 0     | 50    | 5     | 0     | 13   | 0            |
| 3.6   | 2532  | 0     | 2198  | 173   | 0     | 160  | 0            |
| 3.7   | 644   | 0     | 500   | 43    | 8     | 78   | 15           |
| 3.8   | 1204  | 0     | 1198  | 2     | 1     | 1    | 0.8          |
| 3.9   | -     | -     | -     | -     | -     | -    | -            |
| 3.10  | -     | -     | -     | -     | -     | -    | -            |
| 3.11  | 2     | 0     | 2     | 0.2   | 0     | 0.08 | 0.03         |
| 3.12  | -     | -     | -     | -     | -     | -    | -            |
| 3.13  | 269   | 0     | 206   | 16    | 10    | 36   | 0            |
| 3.14  | -     | -     | -     | -     | -     | -    | -            |
| 3.15  | -     | -     | -     | -     | -     | -    | -            |
| 4.1   | 0     | 0     | 0     | 0     | 0     | 0    | 0            |