

ANNUAL REPORT — MAY 2024

Climate Accounting Report CatalystOne Solutions

2024

Climate accounting report 2024



This report contains the results of the carbon footprint calculation for [CATALYSTONE SOLUTIONS AS](#) in 2024.

CatalystOne Solutions is a Nordic leader within HCM (Human Capital Management) software and provide user-friendly solutions for processes such as HR master data, performance management, talent management, and learning management.

Method and assumptions

This chapter describes the methods and assumptions underlying the preparation of CatalystOne Solutions carbon footprint.

There are essentially two different perspectives when a carbon footprint is prepared:

The producer perspective and the consumer perspective. In the producer perspective, only direct emissions caused by a business are included, while in the consumer perspective, both direct and indirect emissions associated with the business's consumption and activities are included. The combination of direct and indirect emissions from the purchase of goods and services is often referred to as a carbon footprint. The consumer perspective has a clear advantage in the analysis of service production, where a large proportion of greenhouse gas emissions are indirect emissions. Analysis shows that for most companies, indirect emissions dominate. Such a consumer perspective makes it possible to categorize and define boundaries based on the division into "scopes" (**Figure 1 illustrates the division**). The division into "scopes" is used, among other things, by the well-known GHG protocol, where the carbon footprint is divided as follows:

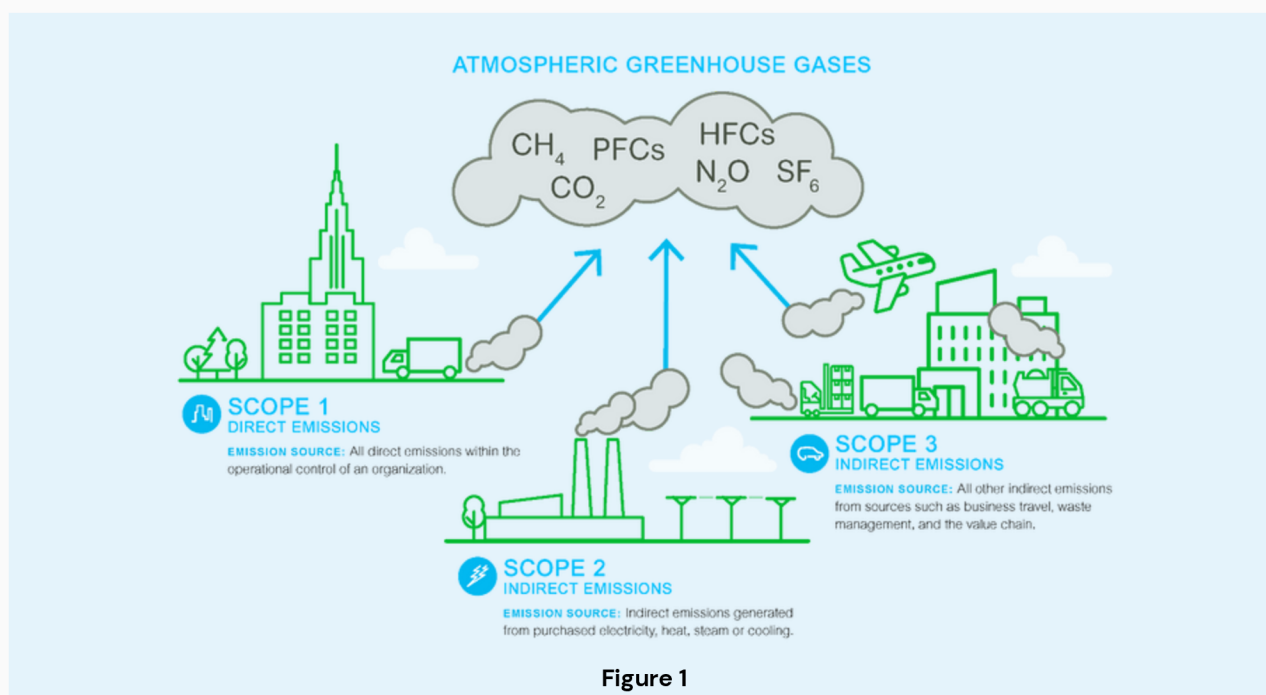


Figure 1

- **Scope 1:** Direct emissions from combustion, for example from combustion of fuel in company-owned vehicles and heating oil for building heating.
- **Scope 2:** Indirect emissions related to production and use of energy, for example from the company's use of district heating that is produced by, among other things, burning waste and heating up a working medium (water).
- **Scope 3:** Indirect emissions from purchased goods and services. This includes all emissions along the value chain of purchased goods and services."

Life Cycle Analysis (LCA)

LCA is a method used to measure the environmental impact of a product or system across its entire lifecycle. It recognizes that environmental impact extends beyond geographical boundaries and encompasses all stages from raw material extraction to disposal. LCA evaluates various environmental categories such as greenhouse gas emissions and ozone depletion, with a focus on greenhouse gas emissions in CO₂ equivalents (CO₂e). Over time, LCA has evolved into a standardized scientific field employing tools like SimaPro due to its resource-intensive nature. While LCA offers lower uncertainties compared to input-output modeling, it's time-consuming and less suitable for assessing climate contributions from service purchases.

Environmentally Extended Input-Output Analysis (IOA)

IOA connects economic national accounts with sector-specific emission intensities, allowing calculation of direct and indirect emissions resulting from producing goods and services for final consumption. By quantifying emission intensities per currency unit, EEIOA determines the carbon footprint of sectors, offering a comprehensive view of the national and international economy. However, this method assumes a fixed emission intensity for each sector, potentially overlooking variations such as shifts towards vegetarian-based foods. Despite limitations, EEIOA has seen significant development, particularly in Norway, contributing to its effectiveness in environmental studies.

Klimaregnskap.no

To develop consumption-based carbon footprint assessments, we have developed a tool to calculate CO₂e. The tool is based on the methods of Input-Output Analysis (IOA) and Life Cycle Assessment (LCA) for the preparation of complete consumption-based carbon footprint assessments. In the analysis, greenhouse gases CO₂, CH₄, N₂O, CO, HFK, PFK, and SF₆ are added up to CO₂ equivalents (CO₂e) based on their contribution to global warming over a one-hundred-year period (GWPI00). The carbon footprint model is largely based on an IOA model for Norway. Furthermore, it is linked with a simplified European model (EU28) that captures imported goods to Norway in a fast and efficient way. Since both the Norwegian and European models are updated annually and in the same format, this means that the model captures technological development in a good way.

Our method is based on Asplan Viak's research-based system and retrieves data from klimakost.no.

Klimaregnskap further uses LCA-based factors for selected contributions. This usually applies to Scope 1, 2, and selected Scope 3 contributions, such as fuel, electricity, district heating, and air travel. Physical data here will improve the accuracy of the analysis. The proportion of contributions covered by IOA and LCA varies depending on data availability and desired scope. The strength of IOA is that it allows for a systematic, efficient, and methodically consistent assessment of a company's carbon footprint. However, there are assumptions and uncertainties in the contributions made by models using IOA, which is important to be aware of.

All products/services included in each sector are assumed to be produced with identical technology. However, there can often be significant variations within each sector. In cases where a company purchases a lot of only one type of product or service within a sector, this can be a source of error.

- The model is linear, meaning that emissions per unit of currency do not depend on the size of the purchase/activity.
- There is uncertainty in economic background data, with potential reporting errors at the account level. In carbon footprint assessments, it is desirable to combine the strengths and completeness of IOA with the level of detail of LCA on selected products. This is referred to as a hybrid-LCA method in the literature.

In climate accounting, it is desirable to combine the strength and completeness of IOA with the level of detail of LCA on selected products. This is referred to in the literature as a hybrid LCA method.

Climate accounting report CatalystOne Solutions 2024

Klimaregnskap.no has developed a climate accounting report for CatalystOne Solutions' business for 2024. In developing the report, accounting data for purchased goods and services are used. In addition, physical (quantity) units can be used to provide the most realistic picture of the carbon footprint. To estimate CO₂ equivalents, a consumer perspective is used, which ensures that both direct and indirect CO₂e are included and linked to final consumption in the accounts. Thus, CatalystOne Solutions is held responsible for emissions related to the company's daily operations, purchase of goods and services, travel, energy use, and waste.

With a turnover of 275 MNOK, CatalystOne Solutions is a significant purchaser of services and goods. The 2024 report accounts for 2,091 tonnes of CO₂e emissions – equivalent to 9.6 tonnes per FTE and 7.6 tonnes per MNOK revenue.

This report is consolidated across all entities, providing a unified overview of CatalystOne's total emissions. Key sources of emissions include depreciation of intangible assets, operational materials, leased equipment, and travel-related activities. The report offers a detailed breakdown by scope and category.

To gain the best possible insight and understanding of CatalystOne Solutions' carbon footprint, CO₂e is distributed among different emission areas. As the climate account is based on the company's financial accounts and various physical units, the climate account mainly follows the same breakdown of activities and purchases as the accounts. The climate account presents emissions for seven main categories, which in turn consist of different subcategories and the individual purchases in the account plan. The breakdown of emissions helps to identify areas with particularly large emissions, which can be used to map out how CatalystOne Solutions can most effectively achieve emissions reductions. The goal of a climate account is to map all emission sources – direct and indirect – and identify key drivers of greenhouse gas emissions.

Key figures

Key figures provide the basis for calculating the carbon footprint compared to industry averages.

275M

OVERALL REVENUE

4

COUNTRIES

140M

GOODS AND OPERATING
COSTS

160M

SALARY AND PERSONNEL
COSTS

218

FTE

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Total emissions

2 091 ton CO₂e

Per FTE

9,6 ton CO₂e

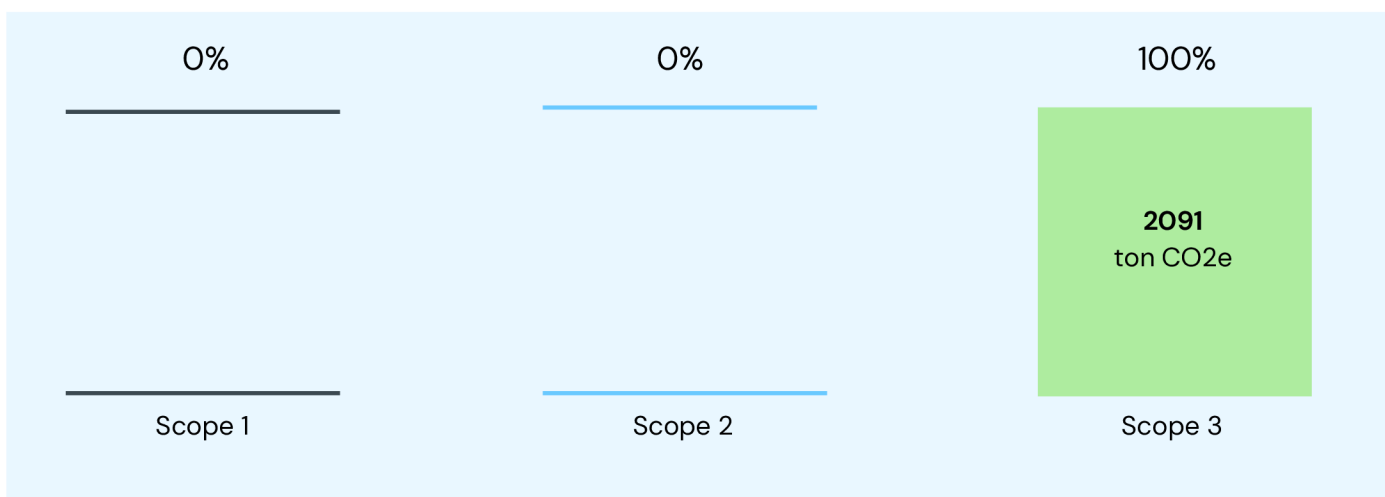
Per turnover

7,6 ton CO₂e

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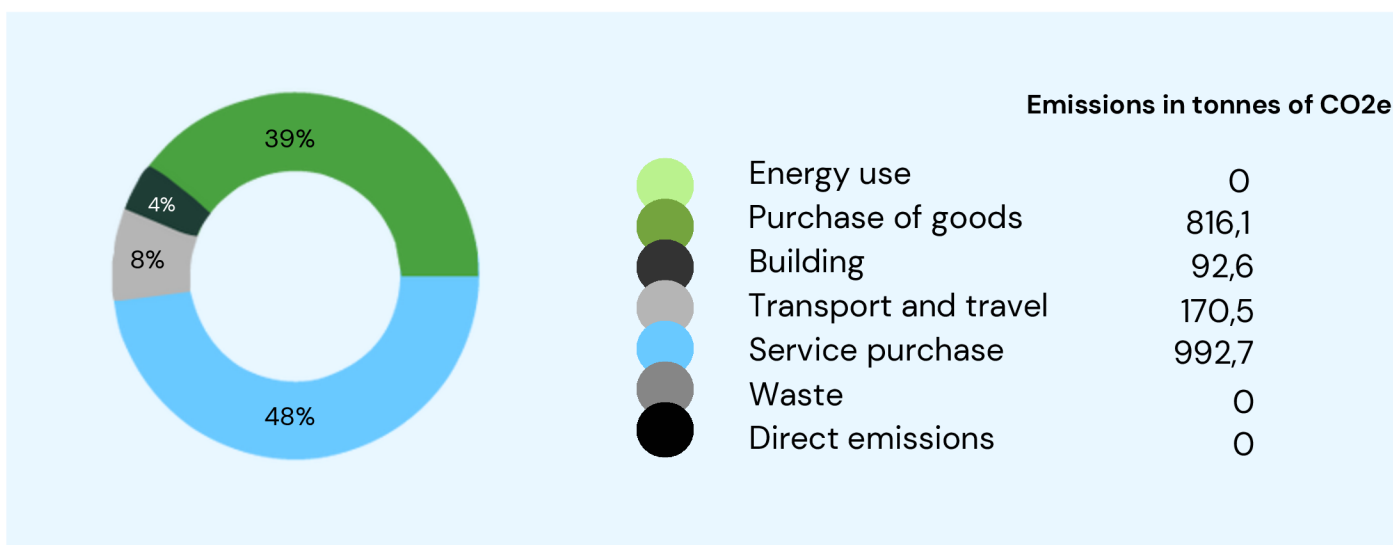
Emissions per scope

This figure illustrates the climate footprint of CatalystOne Solutions divided into scope 1, 2 and 3.



Contribution per category

This figure illustrates the climate footprint of the company divided into main categories.



Largest contribution in 2024

Contribution	GHG category in brackets	ton CO2e	Total emissions
1. Depreciation of acquired goodwill(capital goods)		431	21%
2. Other operating materials (Purchased goods and services)		412	20%
3. Rental of machinery (Use of leased assets)		324	16%
4. Miscellaneous deductible costs		191	9%
5. Travel expenses, non-reportable (Business travel)		166	8%
6. Other external services, non-reportable (Purchased services)		126	6%
7. Other external services, reportable (Purchased services)		92	4%
8. Rental of premises (Use of leased assets)		67	3%
9. Other employee benefits (Employee commuting or upstream services)		51	2%
10. Interest cost on bank loans		50	2%

Key figures by company/country

Key figures provide the basis for calculating the carbon footprint compared to industry averages.

Country/ Company	Revenue	FTE	Goods and operating costs	Salary and personell costs
Catalyst AS	114 037 708 NOK	87	36 025 599 NOK	84 488 000 NOK
Catalyst Holding	0	0	17 519 579 NOK	1 478 458 NOK
Catalyst Denmark	38 296 189 NOK	7	4 826 767 NOK	9 938 707 NOK
Catalyst Sweden	105 504 779 NOK	34	11 921 039 NOK	41 998 337 NOK
Catalyst India	0 NOK	80	4 121 734 NOK	18 977 593 NOK
Catalyst Pop	17 033 466 NOK	10	5 448 012 NOK	16 233 332 NOK

Country	Total emission (Ton CO2e)	Per FTE (Ton CO2e)	Per turnover Ton CO2e
Catalyst AS	1695	19,5	14,9
Catalyst Holding	279	0	0
Catalyst Denmark	76	10,9	2
Catalyst Sweden	195	5,7	1,9
Catalyst India	45	0,6	0
Catalyst Pop	57	5,7	3,4

Largest contribution in 2024

CatalystOne Solutions Norway

Contribution	ton CO2e	Total emissions
1. Depreciation of acquired goodwill	431	25%
2. Other operating materials	402	24%
3. Machine rentals	324	19%
4. Travel expenses, non-reportable	163	10%
5. Other external services	116	7%

CatalystOne Holding

Contribution	ton CO2e	Total emissions
1. Miscellaneous deductible costs	184	66%
2. Interest expense on bank loans	44	16%
3. Audit fees	15	6%
4. Other external services, non-disclosable	10	4%
5. Other operating materials	10	4%

Largest contribution in 2024

CatalystOne Denmark

Contribution	ton CO2e	Total emissions
1. Travel expenses, non-reportable	34	44%
2. Rental of premises	17	22%
3. Advertising	7	9%
4. Mileage allowance, taxable	5	7%
5. Purchased services	5	7%

CatalystOne Sweden

Contribution	ton CO2e	Total emissions
1. Travel expenses, non-reportable	69	35%
2. Rental of premises	53	27%
3. Office supplies	22	11%
4. Other external services	21	11%
5. Operating materials	18	9%

Largest contribution in 2024

CatalystOne India

Contribution	ton CO2e	Total emissions
1. Other external services, non-disclosable	33	73%
2. Rental of premises	12	27%

CatalystOne Pop

Contribution	ton CO2e	Total emissions
1. Other external services, disclosable	37	65%
2. Rental of premises	14	24%
3. Depreciation of buildings	6	10%

Thank you!

Thank you for taking the time to read this report. If you have any questions or would like to discuss our findings further, please don't hesitate to reach out to us.



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