GLOBE SYSTEMS

ImpactReport™

ESG-ReportGlobe Systems A/S

CVR DK 25986679Complied in accordance with the EU's voluntary standard - VSME

46.50: Wholesale of information and communication equipment

Foundation of the Report

Voluntary Reporting

Globe Systems A/S operates within the IT industry, a sector that is a key player in the development and distribution of the digital infrastructure on which modern society is built. Although we are not directly subject to the current mandatory ESG reporting requirements, we have made a voluntary decision to prepare this ESG report.

This decision is driven by our desire to take responsibility – not only for the physical distribution of technology but also for the consequences and opportunities that accompany digitalization. As an actor in the value chain, we have both influence and responsibility to promote digital solutions that support more sustainable, ethically sound, and socially responsible outcomes.

Framework and Methodology for ESG Reporting and CO_2 Accounting

To ensure transparency and comparability in our ESG reporting and CO_2 accounting, we base our work on recognized standards and guidelines. Our approach is built on the following methodological and organizational framework:

- ***Organizational and Operational Boundaries:*** This report covers the entirety of Globe Systems A/S and includes all activities and locations under our operational control. This includes our headquarters and warehouse facilities located at Pi 2, 8382 Hinnerup, Denmark, as well as data from our satellite office at Kirkebjerg Allé 86A, 2605 Brøndby, Denmark. Since we lease office space at the Brøndby location, consumption and CO_2e impact have been estimated based on average values. This is done to present the most accurate picture of Globe Systems A/S's total consumption. The reporting follows the EU's voluntary VSME standard, where we include emissions and consumption from locations which we have direct influence over.
- ***Data Sources and Documentation:*** Data has been collected from a variety of internal and external sources, including:Internal accounting and HR systemsElectricity, heating, and mileage recordsInformation from suppliersManual calculations of transport, consumption, and waste

All data is documented and stored for verification and auditing purposes.

Methodological Considerations and Calculation Basis

The CO_2e calculations are prepared in accordance with the Greenhouse Gas Protocol (GHG Protocol) and cover Scope 1, 2, and selected Scope 3 emissions where relevant data is available. To calculate our carbon footprint, we used Valified's CO_2 calculator, which is based on the 2023 version (v2) of the Danish Business Authority's tool *Klimakompasset. Klimakompasset* uses emissions factors aligned with the latest international guidelines, including those from DEFRA and the IPCC.

Where assumptions were necessary (e.g., estimated fuel consumption or missing supplier data), they have been clearly noted and are based on conservative estimates to avoid underreporting.

Transparency and Continuous Improvement

We strive for high transparency and continuously work to improve data quality and expand our ESG reporting. We are aware of limitations in our current data collection – particularly concerning Scope 3 – and aim to enhance both measurement and documentation in the coming years.

Scope of the Report

The report primarily covers the year 2024 but also provides insights into our data from 2022 and 2023. This is intended to offer the most accurate view of how we, as a company, are evolving – either toward or away from being a more sustainable business, both now and in the future.

We see ESG reporting as a tool to:

- Strengthen transparency in our business
- Document and improve our efforts in areas such as climate, working conditions, and business ethics
- Contribute to a digital future where responsibility and sustainability go hand in hand with technological development

At the same time, we want to support the development of future-proof solutions in the industry – for example, by collaborating with suppliers on environmentally friendly products, responsible data management, and circular handling of IT equipment.

To us, digital responsibility is not just about compliance but about actively making decisions that positively impact both society and our customers' ability to run responsible, digitally driven businesses – for instance, through initiatives like

Globe Systems Refurb. We recognize, however, that this is an ongoing process and that one initiative alone is not enough.

This report is therefore both a status update and a starting point – part of our continued efforts to integrate ESG as a natural component of our business strategy and value creation.

“

A Message from Management

“At Globe Systems A/S, we believe that long-term business success goes hand in hand with responsibility toward people, the environment, and society. Sustainability has evolved from being a separate focus area to becoming an integrated part of our strategy, culture, and daily operations.

This report marks an important milestone in our journey toward greater transparency and improved ESG performance. We are proud of the progress we have already made – including our work with circular business models, green energy, increased employee well-being, and improved data quality. At the same time, we recognize that there is still significant room – and responsibility – for further improvement.

In 2025, we will intensify our efforts on multiple fronts: from further reducing our CO_2e footprint and expanding the Refurb program, to strengthening supplier responsibility and increasing employee engagement in the green transition.

We see sustainability as an ongoing process – not a fixed goal. And we are committed to learning, adapting, and growing along the way.

Thank you to our employees, customers, partners, and stakeholders for your trust and collaboration. Together, we are building a more responsible and future-ready business.“

Dennis Ravnborg, CEO
Globe Systems A/S

A Sustainable Future

At Globe Systems, sustainability is an integrated part of our business development – for the benefit of the environment, people, and the long-term value we deliver to our customers. Sustainability is not just a goal but a continuous process in which we constantly assess how our solutions and operations can become more responsible and resource-efficient.

Our ambition is to support our customers' businesses with technological solutions that have a lower environmental impact, longer product lifespans, and are produced under proper social and ethical conditions. This means, among other things, that we aim to:

- minimize the CO_2 footprint across the entire product lifecycle,
- require our suppliers to comply with ethical standards, and
- prioritize partnerships with companies that share our focus on social and environmental responsibility.

A concrete initiative in this direction is **Globe Systems Refurb**, where we work to extend the lifespan of equipment by refurbishing and reselling returned products. The goal is to reduce both CO_2 emissions and the amount of electronic waste. Throughout 2025, we are working to establish measurable indicators for how much equipment we can regenerate and what environmental impact it has.

Another initiative is the optimization of product shipments through so-called

consolidated packaging. Where possible, we combine multiple customer orders into a single shipment to reduce the amount of packaging and minimize transport between our company and the customer. In practice, this means waiting to pack the day's orders until the end of the day. We do this without compromising on delivery times or service quality.

We recognize that working with sustainability is complex and involves both dilemmas and areas for development. Therefore, we see this report and our initiatives as steps along the way – and we will continue to improve and document our results to ensure transparency and credibility.

GLOBE SYSTEMS

Globe Systems Refurb

- With *Globe Systems Refurb*, we actively work to extend the lifespan of IT equipment and reduce electronic waste. The Refurb program is our tangible contribution to the circular economy: instead of sending used equipment to disposal, we receive it back from our customers, assess its quality, refurbish it, and reintroduce it to the market.
- *Refurb* is an alternative to buying new and can significantly reduce the environmental impact per unit, as the production of new equipment typically results in considerable CO_2 emissions. In 2025, we aim to document the average environmental savings per refurbished unit in collaboration with our suppliers.
- The Refurb process is carried out in close partnership with Special Minds, a social enterprise. Here, the equipment is prepared for resale by employees on the autism spectrum, working under structured and supportive conditions. This collaboration supports both environmental and social sustainability.


plantronics

Certifications

At present, we are not certified under any ESG or sustainability standards. However, we recognize the value of external validation and transparent measurement systems, and we intend to explore relevant certification schemes that can support our efforts – especially as the company grows and the need for standardized reporting increases.

Although we are not yet certified, we have initiated several measures that promote environmental and social responsibility. These include:

- the use of 100% green electricity at our headquarters,
- the implementation of **Globe Systems Refurb**, which aims to extend the lifespan of IT equipment,
- the optimization of packaging and transport through consolidated shipping solutions.

KLIMAKLAR
PRODUKTIONSVIRKSOMHED

Tillykke
Congratulations

GLOBE SYSTEMS A/S

med at have gennemført Klimaklar Produktionsvirksomhed. I har nu fået viden og værktøjer til at forstå og beregne egen CO_2-data, sætte reduktionsmål samt fået inspiration til god klimakommunikation.

on completing Climate-fit Manufacturing Company. You now have the knowledge and tools to understand and calculate your CO_2-data, set reduction targets and have gained inspiration for good climate communication.

På vegne af Klimaklar Produktionsvirksomhed
On behalf of Climate-fit Manufacturing Company

Line Gry Knudsen

Line Gry Knudsen
Programleder, Klimaklar Produktionsvirksomhed
Head of Programme, Climate-fit Manufacturing Company

Støttet af INDUSTRIENS FOND
Dansk Industri

These initiatives are integrated into our business strategy and are intended to serve as a foundation for more structured ESG work moving forward.

Our Approach to Sustainability – Present and Past

See Appendix 1 for an overview of the areas where we have established policies, targets, and planned initiatives.

In addition to our business-driven efforts, we have implemented a range of policies that support sustainability and help reduce our environmental impact. We place strong emphasis on labor rights, fair wages, safe working conditions, and fostering a diverse and inclusive workplace. Specific examples of our initiatives are presented throughout this report and are linked to relevant UN Sustainable Development Goals.

As shown in the tables below, we have progressed from not actively integrating sustainability into our business in 2022 to making it a core part of our mission and business strategy today – through initiatives such as

Globe Systems Refurb and **Consolidated Packaging**.
We continuously work to reduce our own CO_2e footprint, while also focusing on how we can contribute to broader efforts to reduce emissions on both a national and global scale – because we recognize that sustainability is a shared responsibility.

Sustainability in Vision, Strategy, and Core Values

The table below illustrates how we have gradually increased our focus on sustainability across the company since 2022. We believe it is essential to integrate sustainability directly into our strategy—so that it becomes more than just a part of our communication and is reflected in the concrete actions and decisions we make.

Bæredygtighed i vision, strategi eller værdigrundlag	2022	2023	2024
Sustainability is written into our vision, strategy, or values.			●
We are working on sustainability, but it is not written into our vision, strategy, or values foundation.		●	
We are not working on sustainability, but we plan to do so in the future	●		
We do not work with sustainability			

Sustainability in Vision, Strategy, and Core Values - Continued

The table below provides a more detailed overview of the specific areas where we have progressively expanded our focus over the past three years.

Politikker eller initiativer for områder der bidrager til bæredygtig omstilling	2022	2023	2024
Climate change		●	●
Pollution	●	●	●
Water and marine resources			
Biodiversity and ecosystems			
Circular economy	●	●	●
Own workforce			
Workers in the value chain			
Affected communities			
Consumers and end users		●	●
Corporate governance			●

Energy Consumption

We are continuously working to reduce our resource consumption and improve energy efficiency across our operations. Since 2023, our headquarters in Hinnerup has exclusively sourced electricity from renewable energy through a green energy agreement. This is one of several initiatives aimed at reducing our overall climate footprint.

Energy consumption

242
MWh
2024

Energy consumption from fossil sources

216
MWh
2024

Share of renewable electricity consumption.

0%

Other measures include:

- Replacing lighting with energy-efficient LED bulbs,
- Installing motion sensors to avoid unnecessary energy use,

CERTIFICATE OF PURCHASE OF ELECTRICITY FROM RENEWABLE ENERGY SOURCES

NRGi hereby certifies that

cvr 25986679 GLOBE SYSTEM a/s

in the period

November 1st 2023 - November 30th 2028

buys their electricity from Danish solar panels and wind turbines.

The origin of the electricity is ensured through Government issued Guarantees of Origin equivalent to the consumption of kWh.

Jacob Schmidt
Markedsdirektør
NRGi A/S

NRGi

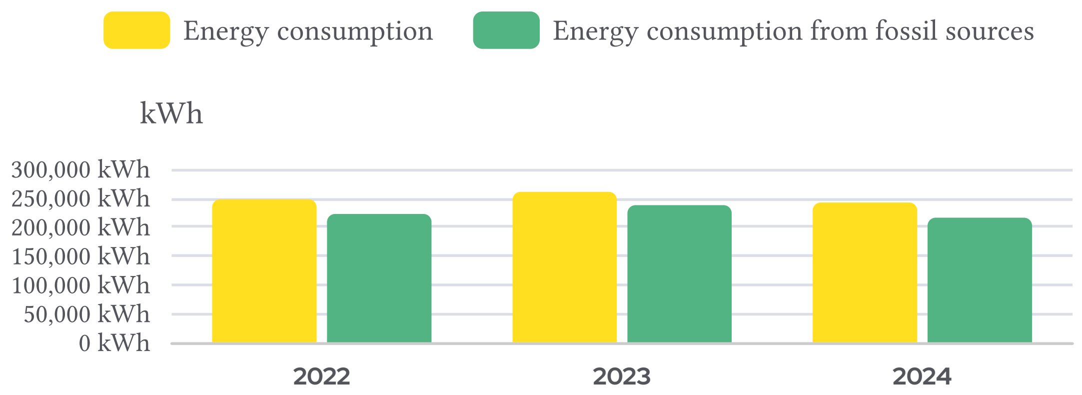
- Raising employee awareness around daily energy habits.

We acknowledge that a significant share of our total energy consumption in 2024 still comes from fossil sources – particularly at our Brøndby location, where it has not yet been possible to switch to green electricity. Our goal is to reduce the proportion of fossil energy sources by 2030, in line with technological and market developments that make the transition feasible.

An important step in this direction is the gradual replacement of our vehicle fleet. Starting in 2025, we will begin transitioning from fossil-fueled to 100% electric company cars and will continuously document the progress as part of our climate reporting.

Energy Consumption - Historically

Below is the distribution of our energy consumption over the past three years.



The graphs on the left illustrate our energy consumption over the last three years. It is clear that there have been no significant fluctuations in consumption, despite increases in both revenue and employee numbers during this period. This is primarily because we have heated the same office and warehouse facilities throughout the entire period.

(MWh)	2022	2023	2024
Energiforbrug	247	260	242
Energiforbrug fra fossile energikilder	222	237	216

The table on the right details the energy consumption in MWh from 2022 to 2024. Although our total energy consumption in 2024 is the lowest in the period, the share of renewable energy has also decreased. This is related to the fact that our electricity consumption – currently our primary source of renewable energy – was lower in 2024.

CO_2e Emissions

This section presents our CO_2e emissions for 2024, compared with figures from 2022 and 2023. The calculations have been carried out using the Danish Business Authority's Climate Calculator and are aligned with the internationally recognised Greenhouse Gas Protocol (GHG Protocol). The first four data fields show emissions exclusively for 2024.

CO2e scope 1

37.5
ton
2024

CO2e scope 2 location-based

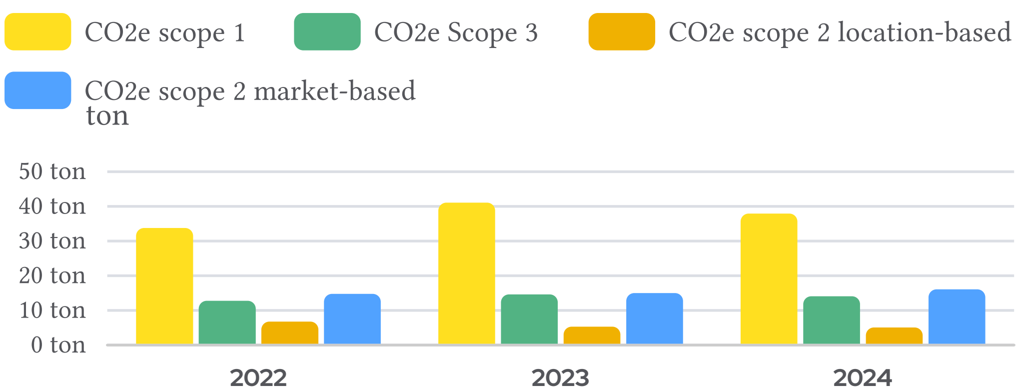
4.73
ton
2024

CO2e scope 2 market-based

15.7
ton
2024

The company's total location-based CO2 emissions

56.0
ton
2024



The graphs clearly illustrate that the majority of our emissions fall under Scope 1, which is primarily due to our vehicle fleet, currently consisting mainly of fossil-fueled cars. To reduce this footprint, we are actively working towards gradually transitioning our fleet to electric vehicles by 2030. This initiative is central to our Scope 1 reduction efforts.

(ton)	2022	2023	2024
Totale lokationsbaserede CO2-udledninger	52,2	60,0	56,0
Totale markedsbaserede CO2-udledninger	60,2	69,6	67,0
CO2e scope 1	33,4	40,7	37,5
CO2e scope 2 lokationsbaseret	6,38	4,97	4,73
CO2e scope 2 markedsbaseret	14,4	14,6	15,7

From 2023 to 2024, we have achieved an overall reduction in CO_2e emissions, particularly within Scope 1. This improvement is largely the result of a stronger focus on prioritizing hybrid vehicles over purely fossil-fueled cars when making new acquisitions. We acknowledge that further measures are needed to meet our long-term climate goals, and we are continuously working to identify new opportunities for reduction across the entire company.

CO_2e Footprint per Employee:

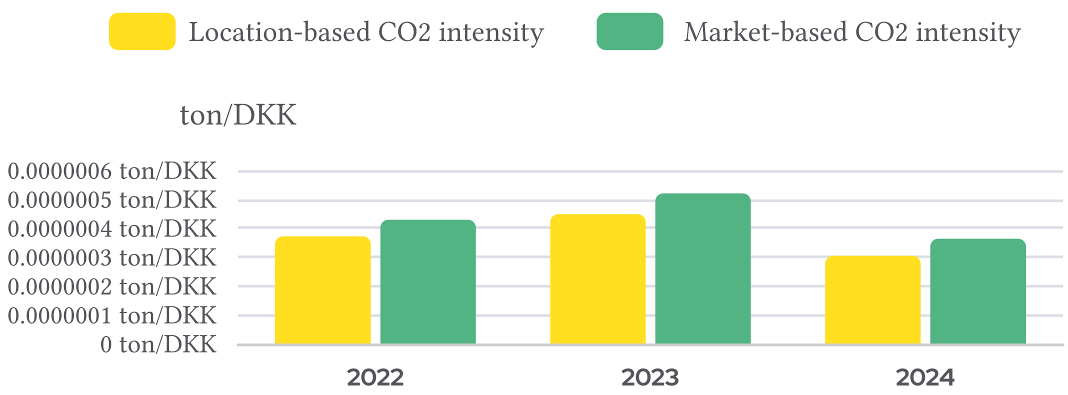
We consider it important to monitor our CO_2e footprint per employee, as it provides insight into how we as a company and as individuals contribute to our overall climate impact — even during periods of growth. Below is the development of our CO_2e emissions per employee, measured in tons of CO_2e:

- ***2022:*** Market-based emissions: 2.87 tons CO_2eLocation-based emissions: 2.49 tons CO_2e
- ***2023:*** Market-based emissions: 3.03 tons CO_2eLocation-based emissions: 2.61 tons CO_2e
- ***2024***Market-based emissions: 2.39 tons CO_2eLocation-based emissions: 2.00 tons CO_2e

These numbers demonstrate a positive trend, with a reduction in CO_2e per employee from 2023 to 2024, reflecting the company's focus on more sustainable initiatives .

CO_2e Relative to Revenue:

We also track our CO_2e emissions relative to revenue to ensure that our growth occurs with a reduced environmental impact per unit of turnover. Both market-based and location-based data show a significant decrease in CO_2e intensity over time, supporting our efforts to make the business more climate-friendly. The figures are presented in the table below:



Biodiversity

At present, we have not implemented specific initiatives targeted at biodiversity, and our activities do not take place in or around vulnerable natural areas. Therefore, biodiversity is not a significant impact factor in our current operations.

Biodiversity-sensitive locations	Biodiversity-sensitive area
0.00	0.00 m²
2024	2024

However, we are open to contributing to biodiversity-enhancing initiatives in the future—either at our own locations, for example by increasing natural elements in outdoor areas, or through partnerships with relevant stakeholders. As our ESG efforts evolve, we will continuously assess where it makes the most sense and adds the greatest value for us to engage.

Biodiversity – Continued

Below is an overview of our total land use, as well as the paved area.

Metric	Value	Unit	Year
Total use of land	0.40	ha	2024
Total sealed area	1,001	m^2	2024
Nature-oriented area on-site	0.00	m^2	2024
Nature-oriented area off-site	0.00	m^2	2024

Water consumption

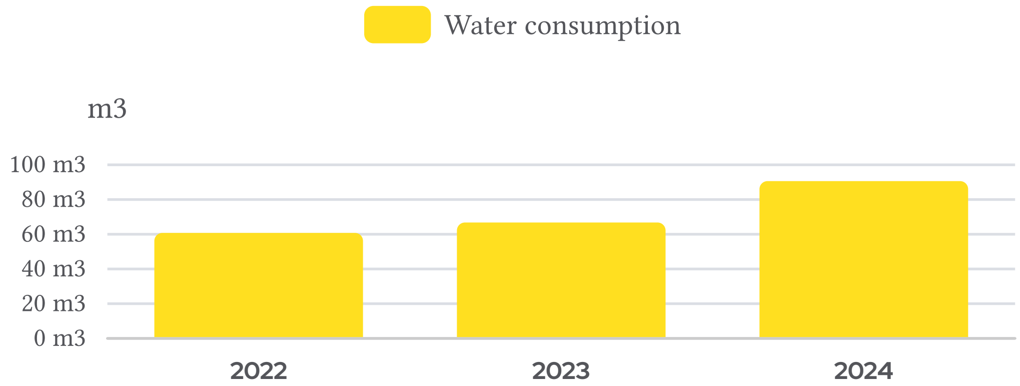
Our water consumption is limited and primarily related to regular office operations, as we do not have any water-intensive processes within the company. Usage largely depends on the number of employees physically present at our locations and will therefore vary with office occupancy.

Water consumption	Recycled or reused water
89.8	0.00
m^3	liter
2024	2024

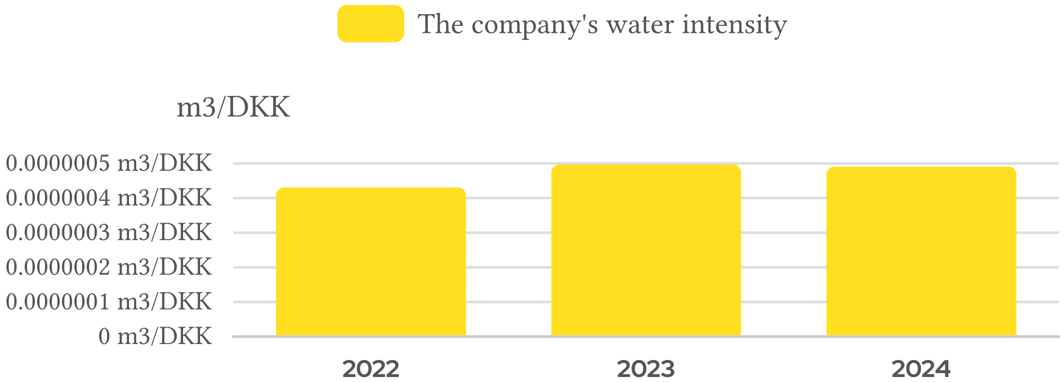
We recognize that water is a vital resource, and although our overall consumption is relatively low, we continuously monitor opportunities to reduce unnecessary usage — for example, through behavioral changes and facility optimizations.

Water consumption – Historically

The graphs below provide an overview of our water consumption from 2022 to 2024, as well as our water intensity.



As shown, our total water consumption has increased over the past few years. This increase is primarily due to the growth in the number of full-time employees, from 21 in 2021 to 28 in 2024.



When looking at the company’s water consumption relative to revenue, i.e., water intensity, the trend is more stable. This indicates that water usage is more closely linked to the number of employees than to the size of the revenue. .


contour
RollerMouse Red
Wireless

Resource Consumption, Circularity, and Waste Management

At Globe Systems A/S, we have been working with the principles of circular economy for several years, with a particular focus in recent years. This stems from both our desire to contribute to a more resource-efficient society and the increasing regulatory requirements in this area.

Initiatives and Focus Areas

We actively work to reduce waste and extend product lifespans, including through:

- **Product maintenance and spare parts:** We continuously offer service and replacement of wear parts such as batteries, cables, and ear pads, so products can be used longer instead of being replaced.
- **Waste sorting and recycling:** We sort our waste into relevant fractions for recycling, including cardboard, electronic waste, hazardous waste, and food waste. Cardboard is the largest waste category and is prepared for external recycling.
- **Circular business models:** Our Globe Systems Refurb program contributes to reusing used IT equipment that would otherwise be discarded.

Waste Volumes and Management

In 2024, we generated a total of 14,586 kg of waste, with a large proportion consisting of cardboard. Hazardous waste such as electronic scrap is handled and sorted separately to enter certified recycling processes. We also sort food waste, which is collected and sent for composting, where it is recycled as soil improvement.

We continuously work to improve our data collection and reporting in this area to systematically monitor developments and set concrete reduction targets going forward.

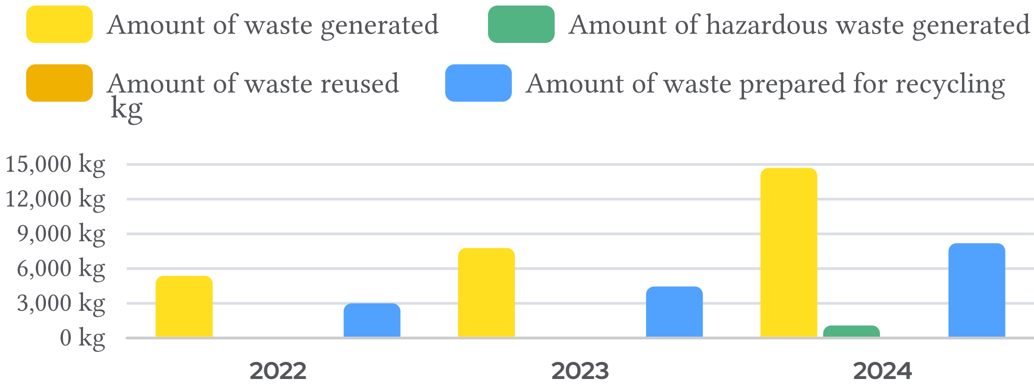
Amount of waste generated	Amount of hazardous waste generated
14,586 kg 2024	991 kg 2024

Amount of waste prepared for recycling

8,087
kg
2024

Amount of waste reused

0.11
kg
2024



There is a clear increase in the amount of waste generated from 2023 to 2024. This increase is due to a combination of factors. First and foremost, it is driven by higher purchasing and sales volumes, which require more packaging. Additionally, our number of employees has grown, and lastly, we have started collecting electronic waste on behalf of our customers, which would otherwise have been discarded. The purpose of this is to reuse as much of the products as possible.

(kg)	2022	2023	2024
Mængde affald genereret	5.269	7.677	14.586
Mængde farligt affald genereret	9,00	2,00	991
Mængde affald genbrugt	0,00	0,00	0,11
Mængde affald gjort klar til genanvendelse	2.885	4.338	8.087

The table above shows in numbers how the quantities have changed over time.

The significant increase in hazardous waste is primarily due to the introduction of our Globe Systems Refurb program, where we collect products that would otherwise have been discarded. After collection, everything that can be reused is sorted out, while the remaining waste is sorted and then either recycled or incinerated.

Workforce

Below is an overview of the number of full-time employees, the number of employees who have left the company, and the employee turnover during 2024.

Full-time employees	Departed employees
28.0	1.78
2024	2024

Employee turnover 0%

From 2022 to 2024, we have not employed any staff on temporary contracts.

Furthermore, there have been no work-related accidents or fatalities during the same period.

Workforce and Compensation Structure

Our workforce currently consists predominantly of male employees, reflecting recruitment patterns in the IT and technology sector in general. However, we are aware of the importance of gender diversity and have in recent years focused more on broader recruitment to ensure our organization better reflects the composition of society over time.

Number of male full-time employees in the company	Number of female full-time employees in the company	Gender pay gap
21.7	6.42	1.60
2024	2024	2024

Regarding compensation structure, we measure the difference between the average salaries of women and men across the organization. The current pay gap is primarily due to differences in seniority and job categories, as many of our female employees have been recruited in recent years. We continuously monitor the development of the pay gap and will strengthen our focus on equal pay principles as we further professionalize our HR data and processes.

We are also aware that gender is only one dimension of diversity, and we strive to create an inclusive work environment that embraces a wide range of ages, backgrounds, and skills.

Compensation & Collective Agreements

We strive to offer fair and competitive compensation packages that reflect employees' roles, responsibilities, and market conditions. Our starting salaries are above the industry's applicable minimum wage, and we regularly evaluate salary levels against both market benchmarks and internal factors.

Ratio between starting salary and minimum wage

1.02

2024

CEO salary discrepancy

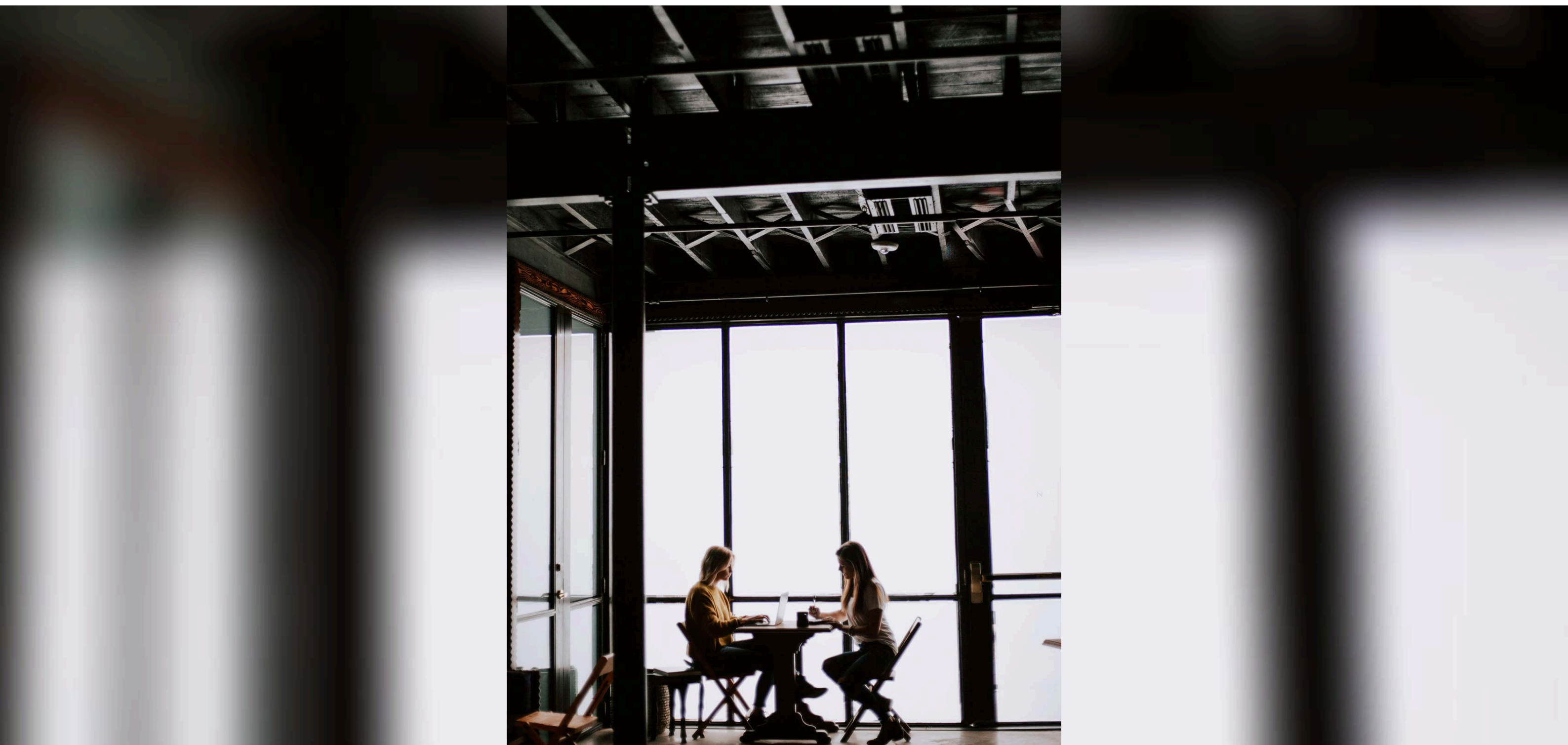
1.89

2024

Employees covered by collective bargaining agreements

0%

Currently, none of our employees are covered by a collective bargaining agreement, as Globe Systems A/S is not a unionized company. However, we adhere to guidelines and recommendations from the Confederation of Danish Industry (Dansk Industri) to ensure that employment terms—such as vacation, pension, working hours, and notice periods—meet standard industry practices.



We also report the ratio between the average employee salary and the CEO’s salary to maintain transparency regarding internal pay disparities. This pay ratio will be monitored and evaluated as part of our ongoing ESG data reporting

Education and Sick leave

In recent years, all employees have participated in continuing education, with a minimum of 2 hours of mandatory professional development annually, covering leadership, technical skills, and personal competencies. We continuously work to foster a strong learning culture where employees' individual wishes and needs play a central role, and we focus on creating flexible frameworks for further education.

Average number of hours female employees have received training	Average number of hours male employees have received training	Sick leave
2.00	**2.00**	**4.57** 7.4 Days/FTE
2024	2024	2024

At present, we have chosen not to set an overall target for training hours, as we want to tailor efforts to each employee's development opportunities and the company's needs. We plan to monitor employee satisfaction and learning outcomes through regular evaluations.

Regarding sick leave, our average absence rate is 4.57 days per employee per year, which aligns with national and industry averages. We actively work on well-being and health promotion initiatives to ensure a good working environment and to prevent illness.

Responsible Leadership

At Globe Systems A/S, responsible leadership is a core part of our business operations. Our board of directors and leadership team actively work to ensure that the company's values—ambition, community, freedom with responsibility, and openness and trustworthiness—are reflected in both strategic decisions and daily operations.

Men on the board	Women on the board
3	1
2024	2024

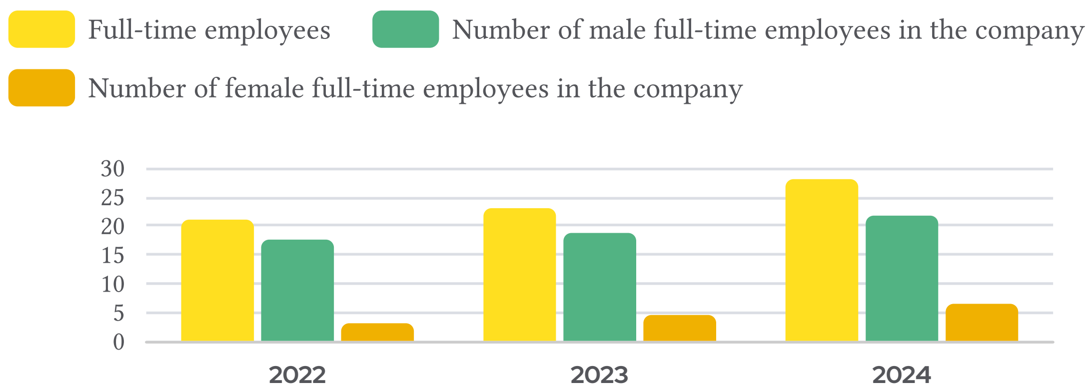
Presence at board meetings

0%

We continuously measure employee and leadership engagement through annual surveys, which are integrated into our leadership dialogues and development plans. This ensures that management not only communicates our corporate DNA but also lives it in practice. Our board actively participates in ESG-related decisions and ensures responsible governance, contributing to a transparent and engaged organization at all levels.

Workforce and Compensation – Historical Overview

Below is an overview of how our workforce has developed over the past three years.



The graphs on the left provide an overview of the growth in our workforce from 2022 to 2024. It is clear that we have increased the number of employees over the past three years. However, the gender distribution remains imbalanced, with only minimal changes observed.

	2022	2023	2024
Fuldtidsansatte (FTE)	21,0	23,0	28,0
Lønforskel mellem køn	1,53	1,55	1,60
Lønforskel CEO	1,80	1,75	1,89
Forholdet mellem startløn og minimumsløn	1,02	1,03	1,02
Antal arbejdsulykker	0,00	0,00	0,00
Mandlige fuldtidsansatte i virksomheden	17,6	18,7	21,7
Kvindelige fuldtidsansatte i virksomheden	3,08	4,51	6,42
Forladende medarbejdere	0,07	1,03	1,78

The table on the right illustrates how various key factors, as previously described, have evolved over the last three years. Although we are not covered by a collective bargaining agreement, it is noteworthy that our starting salaries have consistently been above the industry minimum level. In addition to the increase in the number of full-time employees, compensation and employment conditions have remained relatively stable during this period.

Corruption and Bribery

In the period from 2022 to 2024, we have had no recorded instances of corruption or bribery. We remain committed to maintaining a culture of integrity and transparency, and we continuously evaluate our processes to prevent the risk of corruption.

Convictions for the violation of anti-corruption and anti-bribery laws	Confirmed cases of corruption
0.00	0.00
2024	2024

UN Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) are designed to guide global efforts toward a more sustainable future by 2030 — benefiting both people and the planet. At Globe Systems A/S, we have identified a number of goals that we have chosen to focus on in particular. Below is an overview of the selected goals, followed by a description of how we actively work to integrate them into our daily operations.

Health and Wellbeing

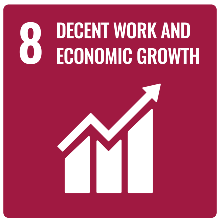
We must ensure a healthy life for everyone and promote well-being for all age groups

Quality education

We must ensure everyone has equal access to quality education and promote everyone's opportunities for lifelong learning

Sustainable Energy

We must ensure that everyone has access to reliable, sustainable, and modern energy at an affordable price



Decent Jobs and Economic Growth

We should promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

Industry, Innovation and Infrastructure

We must build robust infrastructure, promote inclusive and sustainable industrialization, and support innovation

Responsible Consumption and Production

We need to ensure sustainable consumption and production

Climate initiative

We must act quickly to combat climate change and its consequences

UN Sustainable Development Goals – Detailed Focus

Goal 3 – Good Health and Well-being

We prioritize both physical and mental well-being among our employees. In 2024, we conducted a mental health survey in which 85% reported satisfaction with their work-life balance. Our flexible work model, based on the value of "freedom with responsibility," allows employees to adapt their working hours to fit their personal needs. We aim to increase employee well-being scores by 5% by 2026 through ongoing monitoring and enhanced health initiatives.

Goal 4 – Quality Education

We invest in continuous professional and sustainability-related education for all employees. In 2024, each employee completed an average of at least 2 hours of further training. By 2030, we aim to increase the total hours allocated for continuing education, tailored to individual development opportunities and company needs, and to include sustainability training as a permanent part of the program. We also support apprentices and interns through structured onboarding, which we evaluate annually for quality and relevance.

Goal 7 – Affordable and Clean Energy

We use 100% green electricity at our headquarters in Hinnerup and are working to extend this to our second location by 2027. We have begun transitioning our vehicle fleet to electric vehicles, aiming for a 100% electric fleet by 2030. Additionally, we continuously optimize energy use through LED lighting and motion sensors.

Goal 8 – Decent Work and Economic Growth

We ensure decent working conditions throughout our value chain by requiring suppliers to comply with our Code of Conduct or equivalent standards. By 2025, we aim to audit 60% of our primary suppliers with a focus on working conditions and ethics, and expand coverage to 90% by 2030. Internally, we monitor salaries and employment conditions to ensure fair and competitive terms.

Goal 9 – Industry, Innovation, and Infrastructure

We drive innovation with a strong sustainability focus. In 2024, our Globe Systems Refurb program extended the lifespan of over 2,000 IT products, contributing to the reduction of electronic waste. Our "Sammenpak" initiative has helped reduce packaging and transport needs, although the exact CO_2e savings have not yet been calculated. We also promote increased use of AV solutions, which in 2024 contributed to a reduction in physical meetings. However, we do not have precise data on the actual reduction in our customers' travel.

Goal 12 – Responsible Consumption and Production

We actively work with circular economy principles and responsible resource use. Our waste sorting ensures that 56.7% of the company's waste is properly recycled. The Globe Systems Refurb program only replaces necessary parts to extend product lifespans. In 2025, we plan to implement supplier assessments to ensure that no partners operate in high-risk areas or use illegal mining practices.

Goal 13 – Climate Action

We are committed to reducing our climate footprint. In 2024, we achieved a total energy reduction of 7% through energy-saving measures such as LED lighting and motion sensors. We have switched 100% of the electricity at our headquarters to green energy. Our vehicle fleet is being transitioned to electric, with the goal of reaching 100% electric vehicles by 2030. We continuously monitor our CO_2 emissions and set concrete reduction targets in line with company growth.

Closing Remarks and Focus Areas for 2025

With this report, we aim to provide a transparent insight into how sustainability has become an integrated part of our strategy and daily operations. We work systematically to identify, measure, and reduce our environmental and social impacts, with a strong emphasis on documenting our CO_2e emissions, energy consumption, working conditions, and other key ESG areas.

Throughout the reporting period, we have implemented a number of concrete initiatives that reflect our ambition to combine business growth with social responsibility. These include the partial transition of our vehicle fleet to hybrid cars, the use of green electricity, an updated Code of Conduct for suppliers, the launch of our

Refurb program and *Consolidated packaging* concept, as well as improvements in employee well-being and professional development.

We recognize that the path toward a more sustainable business requires continuous improvement and clear prioritization. In 2025, we will strengthen our efforts within circular initiatives, including increasing the visibility of the Refurb program among our customers and gradually transitioning our fleet to electric vehicles. At the same time, we will continue to focus on energy optimization, enhancing data quality, and engaging employees in the green transition.

We view this report as a key tool for tracking our progress and holding ourselves accountable to the goals we have set. We will continuously evaluate our efforts to ensure they deliver real value – for the company, our customers, employees, and society at large.

Appendix 1 – Summary of Baseline Data

The following provides a comprehensive overview of all VSME Basis Baseline data from 2022, 2023, and 2024

Introduction to the company	2024	2023	2022
Sustainability is part of the vision, strategy, or values	**Sustainability is written into our vision, strategy, or values.**	**We are working on sustainability, but it is not written into our vision, strategy, or values foundation.**	**We are not working on sustainability, but we plan to do so in the future**
The company has set goals for its sustainability efforts	**We are working on defining goals**	**We have chosen some focus areas, but we have not defined them as goals**	**We have chosen some focus areas, but we have not defined them as goals**
The company works daily to integrate sustainability	**Yes**	**Yes**	**No**
The company communicates internally about environment and climate responsibility	**Yes**	**Yes**	**No**
The company communicates externally about environment and climate responsibility	**Yes**	**No**	**No**

Master Data (B1)	2024	2023	2022
Legal form	**Public limited company (A/S)**	**Public limited company (A/S)**	**Public limited company (A/S)**
Size of the balance sheet	**63,457,807.00 DKK**	**51,426,006.00 DKK**	**85,280,271.00 DKK**
Full-time employees	**28.0**	**23.0**	**21.0**

Practices, policies and future initiatives for transitioning towards a more sustainable economy (B2)	2024	2023	2022
Policies and initiatives supporting areas of sustainable transition	**Pollution; Corporate governance; Consumers and end users; Climate change; Circular economy**	**Pollution; Consumers and end users; Climate change; Circular economy**	**Pollution; Circular economy**
Publicly available policies	**Consumers and end users; Circular economy**	**Consumers and end users; Circular economy**	**Circular economy**
Policies with targets	**Corporate governance; Circular economy**	**Circular economy**	**Ingen**
Future initiatives			**Circular economy**

Energy consumption (B3)	2024	2023	2022
Energy sources			
Electricity consumption			
Electricity from renewable sources			
Electricity from non-renewable sources			
Total fuel consumption			
Fuel consumption from renewable energy sources			
Non-renewable fuel			
Energy consumption from fossil sources	**776,840 MJ**	**853,456 MJ**	**798,678 MJ**
Energy consumption from renewable sources	**152,575 MJ**	**168,577 MJ**	**173,803 MJ**
Energy consumption	**871,074 MJ**	**936,466 MJ**	**890,396 MJ**

CO2 (B3 - continued)	2024	2023	2022
The company wants to assess and calculate their CO2	**Yes**	**Yes**	**Yes**
CO2e scope 1	**37.5 ton**	**40.7 ton**	**33.4 ton**
CO2e scope 2 location-based	**4.73 ton**	**4.97 ton**	**6.38 ton**
Location-based CO2 intensity	**0.00 ton/DKK**	**0.00 ton/DKK**	**0.00 ton/DKK**

Pollution of air, water and soil (B4)	2024	2023	2022
The undertaking reports on pollution			

Biodiversity (B5)	2024	2023	2022
Biodiversity-sensitive locations	**0.00**	**0.00**	**0.00**
Biodiversity-sensitive area	**0.00 m²**	**0.00 m²**	**0.00 m²**
Total use of land	**3,964 m²**	**4,051 m²**	**4,051 m²**
Total sealed area	**1,001 m²**	**1,088 m²**	**1,088 m²**
Nature-oriented area on-site	**0.00 m²**	**0.00 m²**	**0.00 m²**
Nature-oriented area off-site	**0.00 m²**	**0.00 m²**	**0.00 m²**

Water (B6)	2024	2023	2022
Water consumption	**89.8 m^3**	**66.0 m^3**	**60.0 m^3**
Water withdrawa			
Activities in high water-stress areas			
Water withdrawal in high water-stress areas			
Production processes with significant water consumption			
Water consumption from production processes			

Resource use, circular economy and waste management (B7)	2024	2023	2022
The company applies principles of circular economy	**Yes**	**Yes**	**Yes**
Amount of waste generated	**14,586 kg**	**7,677 kg**	**5,269 kg**
Amount of hazardous waste generated	**991 kg**	**2.00 kg**	**9.00 kg**
Radioactice waste			
Amount of waste prepared for recycling	**8,087 kg**	**4,338 kg**	**2,885 kg**
Amount of waste reused	**0.11 kg**	**0.00 kg**	**0.00 kg**
Processes are being carried out that involve significant material flows	**Yes**	**Yes**	**Yes**

Workforce (B8)	2024	2023	2022
Permanent employees in full-time equivalents	**28.0**	**23.0**	**21.0**
Temporary employees in full-time equivalents	**0.00**	**0.00**	**0.00**
Number of male full-time employees in the company	**21.7**	**18.7**	**17.6**
Number of female full-time employees in the company	**6.42**	**4.51**	**3.08**
Employees who identifies as neither male nor female			
Departed employees	**1.78**	**1.03**	**0.07**
Employee turnover	**6.36 %**	**4.48 %**	**0.33 %**

Health and safety (B9)	2024	2023	2022
Number of recordable work-related accidents	**0.00**	**0.00**	**0.00**
Work-related accidents per 100 employees	**0.00 per 100 full-time employees**	**0.00 per 100 full-time employees**	**0.00 per 100 full-time employees**
Number of registered work-related fatalities	**0.00**	**0.00**	**0.00**

Remuneration, collective bargaining and training (B10)	2024	2023	2022
Ratio between starting salary and minimum wage	**1.02**	**1.03**	**1.02**
Employees covered by collective bargaining agreements	**0.00** %	**0.00** %	**0.00** %
Average number of hours male employees have received training	**2.00**	**2.00**	**2.00**
Average number of hours female employees have received training	**2.00**	**2.00**	**2.00**

Convictions and fines for corruption and bribery (B11)	2024	2023	2022
Convictions for the violation of anti-corruption and anti-bribery laws	**0.00**	**0.00**	**0.00**
Amount of fines for violation of anti-corruption and anti-bribery laws	**0.00 DKK**	**0.00 DKK**	**0.00 DKK**

Appendix 2 – Summary of ESG Indicators 2024

Environment (Miljø)	Input	Unit	Period
CO_2e scope 1	**37.5**	ton	2024
CO_2e scope 2 location-based	**4.73**	ton	2024
CO_2e scope 2 market-based	**15.7**	ton	2024
CO_2e Scope 3	**13.7**	ton	2024
Energy consumption	**871,074**	MJ	2024
Share of renewable energy	**17.5**	%	2024
Water consumption	**89.8**	m^3	2024

Social (Medarbejdere)	Input	Unit	Period
Full-time employees	**28.0**		2024
Female full-time employees.	**22.9**	%	2024
Women in senior management	**Not settled**		
Gender pay gap	**1.60**		2024
Employee turnover	**6.36**	%	2024
Sick leave	**4.57**	7.4 Days/FTE	2024
Customer retention rate	**Not settled**		

Governance (Ledelse)	Input	Unit	Period
Women on the board	**1**		2024
Men on the board	**3**		2024
Presence at board meetings	**100**	%	2024
CEO salary discrepancy	**1.89**		2024

Comments on the report

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