



COP25

COMMUNICATION ON PROGRESS





CONTENT

- 3 CEO STATEMENT
- 4 ABOUT DANOFFICE IT
- 6 OUR 2030 ESG GOALS
- 8 FACTS ABOUT DANOFFICE IT
- 9 OUR COMMITMENT TO THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT
- 10 HUMAN RIGHTS
- 11 LABOUR
- 15 ENVIRONMENT
- 22 ANTI-CORRUPTION
- 24 OUR WORK WITH THE UN SUSTAINABLE DEVELOPMENT GOALS

Since our establishment in 1995 we have been a global company, and today we are one of the leading IT suppliers to IGOs and NGOs worldwide, including the United Nations.

We are a large IT infrastructure Powerhouse with a global mindset, and we deliver IT infrastructure, solutions, services and ITAD services to IGOs, NGOs, as well as private and public companies in more than 180 countries.



CEO Lars Baun Jensen

With a strong focus on providing high-quality IT solutions, we aim to help customers optimize their operations, improve efficiency, and stay ahead in the fast-evolving digital landscape.

Operating this business must be done while maintaining an alignment with our ambition of being a responsible company in all aspects whether it concerns the environment, people, or corporate governance.

CEO STATEMENT

The year 2025 was shaped by global responsibility and important milestones. Internationally, it marked the 80th anniversary of the United Nations and the 25th anniversary of the UN Global Compact - organizations that Danoffice IT has followed and supported since our early days in 1995. For Danoffice IT, 2025 was also a milestone year as we celebrated our 30th anniversary - three decades defined by innovation, global partnerships, and a strong commitment to sustainability.

In a world facing continued geopolitical uncertainty and growing environmental and social challenges, 2025 became a year where we strengthened structure, transparency, and measurable impact across our sustainability efforts.

Certified Environmental Management

A significant milestone was the achievement of ISO 14001 certification in Environmental Management across all Danish locations. This certification provides a robust framework for systematically managing and reducing our environmental impact and further embeds sustainability into our daily operations. Together with our EcoVadis Silver rating, placing Danoffice IT in the top 15% globally, it confirms our commitment to continuous improvement and responsible business practices regarding the environment. ISO 14001 also supports our customers by enabling them to document responsible supplier choices and strengthen their own sustainability reporting.

Empowering Customers with Carbon Transparency

In 2025, we also introduced automated carbon reporting for IT purchases. Through a new online platform, customers can now access invoice-level CO₂ data covering the full life cycle of their IT equipment, supporting both Scope 2 and Scope 3 reporting. This service increases transparency and helps our customers make more informed procurement decisions to be able to reduce the carbon footprint of their IT purchases.

Driving Diversity: Women in Technology

Diversity, equality, and inclusion remain core to our ESG ambitions. As part of our goal to reach at least 40% female employees and leaders by 2030, we placed a dedicated focus on women in IT by highlighting female role models within Danoffice IT and supporting industry initiatives aimed at attracting more women and increasing diversity across the IT sector. We will continue this focus in 2026.

Strengthening Supplier Due Diligences

To further strengthen responsibility across our value chain, we invested in and implemented a sustainability and supplier due diligence system. Primary suppliers were onboarded in 2025, enabling structured risk assessments related to environmental, social, and human rights topics. This investment enhances our ability to identify risks, support responsible procurement decisions, and promote ethical business practices throughout our global supply chain.

With this report, we are pleased to confirm our continued commitment to supporting the UN Global Compact and the principles for human rights, labour, environment and anti-corruption as well as the UN Sustainable Development Goals. We want to live up to the highest standards of good governance and ethics in the way we conduct our business.

Lars Baun Jensen

CEO, Danoffice IT

ABOUT DANOFFICE IT

Danoffice IT was established in 1995 and is a leading IT supplier to IGOs and NGOs. We are a supplier of IT infrastructure, services, solutions and ITAD services to organizations both in the public and private sector in more than 180 countries.

Since our beginning we have delivered IT solutions, services, and mission-critical IT equipment to IGOs, NGOs and to charities involved in peacekeeping and humanitarian projects in unpredictable and unstable parts of the world. We are especially proud of having the United Nations as our customer.

Our IT portfolio includes hardware, software, professional services, managed services as well as ITAD services, and we cover all leading technology brands. Our technical employees have broad and deep know-how in IT infrastructure and solutions, and they assist our customers all over the world.

Our business areas are founded on the IT infrastructure upon which our customers' applications operate. We provide consulting both in and out of the cloud, we supply 100% user-ready devices, and we provide solutions and services to support our customers' businesses. We assist in providing our customers with safe and secure access to data, systems, and applications to ensure efficient and seamless productivity.

We cooperate very closely with our customers throughout the entire process from analyzing needs, supplying the IT infrastructure and solutions needed, installing the solution, and offering several valuable after sales services as well as ITAD services supporting the circular economy. We do it with a holistic approach which brings VALUE to the customer and return on their investment. We do all this while maintaining a keen focus on sustainability.

Our customers are always our priority. We are committed to serving their needs regarding IT infrastructure and solutions, no matter where they are in the world. This is important to ensure trust and credibility in our collaboration – and essential to earn the right to be their preferred IT partner.

Our 300+ colleagues are spread across our Danish locations in Svendborg, Hinnerup, Ballerup, and our worldwide locations in Switzerland, USA, Singapore, India, and China.



OUR SOLUTION AREAS

- AI & Machine Learning
- Cloud & Data Platform
- Digital Workplace
- Pharma Digital Solutions
- Security Solutions
- ITAD Services

[Read more here](#)

Our People and Culture

We have a Statement of Purpose for our Cultural Constitution. It is a statement of purpose for who we aspire to be and not to be, and which cardinal virtues and management principles to live by. It is our guideline for everything we do, and this is what is expected of us all. With our cultural constitution we have a moral compass, which ensures that we stay on course, and that our work is always contributing to reaching our goals.

Our four virtues are the corners of the world. These are the character traits we strive to live up to.

Courage:

We dare to do things our own way. We turn down what is contravening our integrity and orderliness. We challenge each other and are targeting a better result for everybody.

Empathy:

Here people come first. We establish cohesion in spite of differences.

Humbleness:

We listen to each other. We are conscious about our strengths and weaknesses and ask for help, whenever we need it.

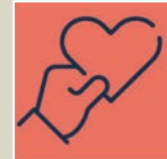
Aspiration:

We demonstrate capacity for action and pursue excellence, in what we do, and strive – without fear of change -to become better tomorrow.

Courage



Empathy



Humbleness



Aspiration



OUR 2030 ESG GOALS

At Danoffice IT, we want to be the best in the business when it comes to environment and climate, social responsibility, responsible management, diversity, equality, and inclusion. All these important issues are grouped together under ESG and sustainability. To succeed, we have set five ambitious goals for ourselves as we head towards 2030 and will make these our priority to create new standards for our ESG management.

We have a special place in the world in that we play a special role. As a company, we are global and from the very beginning, we have worked hard to put ourselves in a position from which we can contribute and make a difference. However, we also know that our position comes with great responsibility. We are not only working to live up to this responsibility, but we are in fact constantly improving on our efforts for the benefit of our customers, our industry, and the planet we all share.

Goal #1 Our Imprint: CO2 Neutrality

We understand that global IT commerce affects our climate. Therefore, we are launching new efforts ongoingly to help reduce our CO2 emissions.

Our declared goal is to achieve at least a 50% reduction leading into 2030. Achieving 100% CO2 neutrality must be a reality in the year 2050. We plan to achieve our goal through direct reduction and secondarily through compensation for the emission we cannot avoid as part of our business operations.

Goal #2 Our Environment: Sustainable Technology and Circular IT

The IT industry is responsible for a large amount of globally increasing waste and in addition to that, the industry is responsible for a substantial amount of overall global CO2 emissions. We work to promote circular IT behavior to reduce the negative environmental imprint created by IT manufacturing and IT waste.



Heading towards 2030, we will be intensifying our focus on more sustainable IT solutions for our customers as it relates to manufacturing, usage, transportation, and disposal of IT. Our goal is to increase our circular IT business fivefold from 2020 to 2030.

Goal #3 Our Culture: Diversity, Equality, and Inclusion

Everyone has a place with us. We see and meet everyone with an open mind, both internally and externally. We will lead the way to promote diversity, equality, and inclusion within our own organization and in our industry. Therefore, we will commence initiatives to support these issues in our place of business and in our local community. Specifically, we focus on gender, ethnicity, and age. Among other things, our goal is to have a minimum of 40% of our employees and management in our organization be female no later than the year 2030.

Goal #4 Our Responsibility: Anti-corruption

Trust and security are at the core of our work on responsibility, and we are taking the lead when it comes to transparency and clean lines. We actively use our ISO 37001 certification in anti-corruption to govern our work to fight corruption and bribery. We support our employees by having clear guidelines, education, and regular auditing. In doing so, we protect them from business-related ethical dilemmas. Our goal as we move towards 2030 and in the future to come, is to maintain our current ISO certification and maintain our zero-violation status.

Goal #5 Our Leadership: Transparency

We put a great amount of effort into empowering responsibility and transparency in our everyday lives and into ensuring that our Management live up to these standards as well. We do so to ensure transparent communication about decisions made by our Management and in these efforts, democracy and justice are key elements.

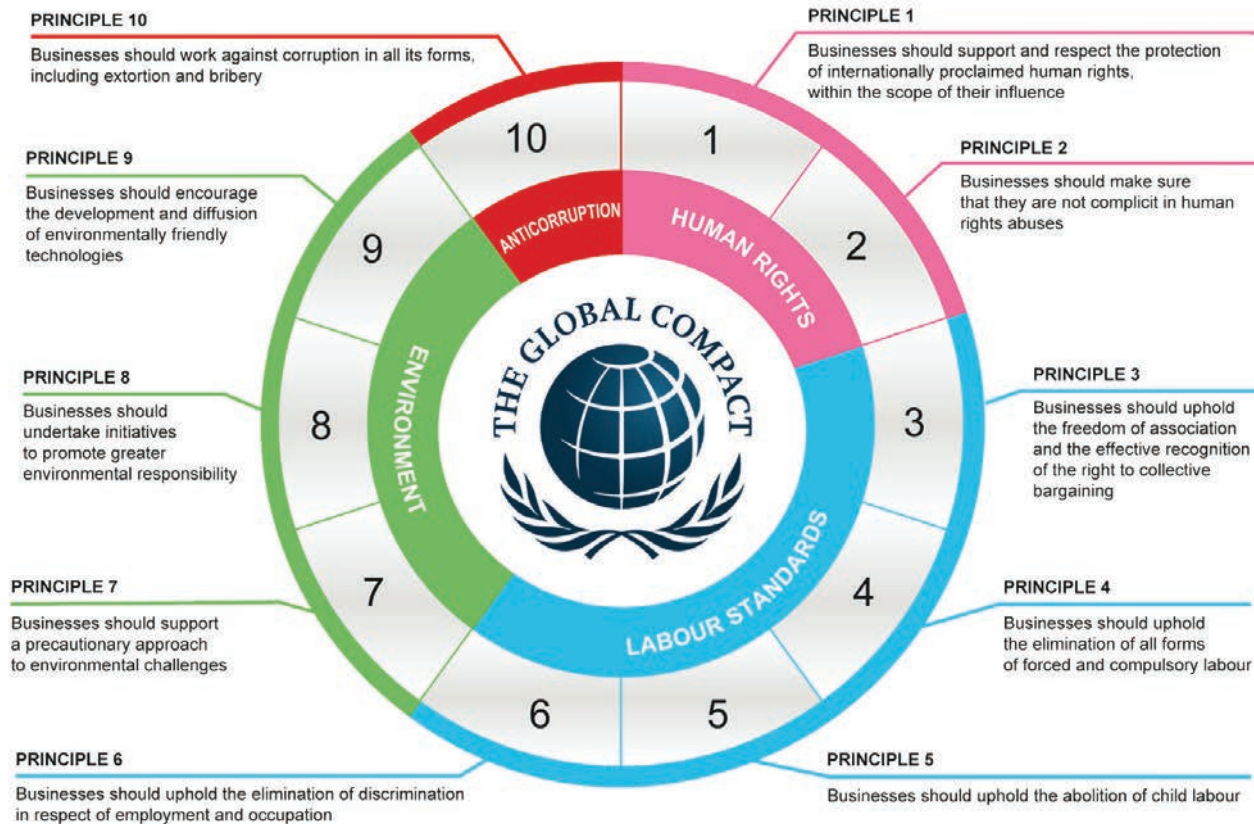
Leading into 2030, our goal is to ensure that the wellbeing of our employees and our declared ESG goals have a correlative effect on the compensation paid to all members of the Management in Danoffice IT. [Read more about our five ESG 2030 goals here.](#)



2025 FACTS ABOUT DANOFFICE IT

Offices Denmark Switzerland USA Singapore China India	Revenue Mill \$ 395	Founded 1995
184 End user countries	Global Compact Member since 2007	Aid and relief revenue percentage 39%
Environmental ISO certified since 2025	UN & NGO LTAs: 53	Anti-bribery ISO certified since 2020
EcoVadis Silver since 2024	IT Units reused 108.012	337 Employees

OUR COMMITMENT TO THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT



Our work with social responsibility and sustainability is built on our core values. The commitment of our employees and shareholders to live by those core values is in our DNA. We want to be responsible for the impact our activities have on colleagues, partners, customers, communities, and the environment.

We have been a member of the UN Global Compact since 2007, and we conduct our business activities with respect to the ten principles for human rights, labour, environment and anti-corruption and the relevant UN Sustainable Development Goals (SDGs). The Ten Principles have been integrated at all organizational levels from strategic to tactical and operational level. Our progress on the principles is communicated to our partners and employees through our company employee manual and at www.danofficeit.com.

On the following pages we will describe our policies and contributions to the Ten Principles of the UN Global Compact and how they relate to the different Sustainable Development Goals.

HUMAN RIGHTS

Principle 1: Business should support and respect the protection of internationally proclaimed human rights.

We believe that all human beings are born free and equal in dignity and rights. We respect all people regardless of nationality, race, gender, religion, class, or political opinions. We promote social interaction between people and cultures and aim at a mixed organizational culture.

We embrace culture and have employees from several different nationalities, coming from South America, USA, Europe, Middle East, and Asia. Moreover, we have employees who came to Denmark as refugees from Syria, Croatia and Ukraine.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

We support all human rights and legal rights, at a national level and within international law and only accept partners who do the same.

RESULTS AND HIGHLIGHTS FROM 2025

There were no reporting of incidents involving any breach of international conventions or human rights violations in any of our locations.

In 2025 we employed 1,8% disabled employees, while 9,8% of the workforce were ethnic minorities. Our organization mix was balanced with 30% women and 70% men.



LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Our employees have the right to be members of trade unions, collective bargaining and to strike if necessary. Trade unions can assist with negotiations of wages, work rules, complaint procedures, rules governing hiring, contract termination and promotion of workers, benefits, workplace, safety, and policies.

Our employees have a representative who works as a contact person between employees and management whose mission is to ensure that all labour standards are fulfilled and that all employees can contact someone for personal matters, ideas for improvement or health & safety conditions.

We have a work-life balance policy encouraging flexible working hours and tolerance for personal and family issues and/or needs. With our employee manual we inform and update employees on our values, company profile, history, global strategy, and information on working terms and conditions such as illness and absence, overtime, annual employee interviews and regulations.

We continuously strive to educate and develop our employees professionally and personally through seminars, workshops and through daily coaching. Management gathers all employees on a regular basis to share knowledge of professional character or to inform them about the work we do with our customers in the field. Here we also learn about cultural differences to understand the diversity of the world we live in.

Communication and information within a company is key for success and employee satisfaction. Therefore, we have a very clear and transparent communication of our strategy plan where employees attend regular company meetings as well as department meetings where status on current business and future initiatives are discussed in an open and inclusive way, where everyone can ask questions and receive information on the strategy and the business.



Principle 4: Elimination of all forms of forced and compulsory labour

We do not use any form of forced or compulsory labour, nor do we accept partners who do. Vendors, partners and customers must confirm the same behavioral policy before a cooperation and future business endeavor can take place.

Principle 5: Effective abolition of child labour

We do not use any form of child labour, nor do we accept partners who do. Vendors, partners and customers must confirm the same behavioral policy before a cooperation and future business endeavor can take place. Our labour policy prohibits employment of any person under the age of 16 years.

Principle 6: Elimination of discrimination in respect of employment and occupation.

With our presence in Denmark, Switzerland, USA, Singapore, China and India, our department management constantly strives at building a workforce with balance of nationality, race, gender, religion, class and political opinions. Our workforce is balanced between all above-mentioned groups, and all employees receive equal conditions and rights regardless of location or background. To balance the gender best possible we seek to have at least one of each gender represented among the last three candidates in the hiring process.

Supplier Code of Conduct

We set high standards for the way we do business, and with our Supplier Conduct of Conduct we require safe working conditions throughout our supply chain, ensuring that workers and employees are treated with respect and dignity, impartially and fairly, that business operations are environmentally sound, and that business is conducted in accordance with internationally recognized principles and relevant international conventions relating to responsible business conduct.



RESULTS AND HIGHLIGHTS FROM 2025

There were no reporting of labour rights violations in any of our locations.

There has been three minor safety-related injuries requiring 3 days recovery in total.

Stress Prevention Workshops

In 2025, six Stress Prevention workshops were held for employees and managers in Denmark in collaboration with a team of psychologists from Falck. The purpose was to provide participants with concrete and practical tools to both prevent and manage stress—for the benefit of the individual, colleagues, and Danoffice IT.

Building a Structured Approach to Supplier Sustainability

In 2025, Danoffice IT invested in and implemented a sustainability and supplier due diligence system to strengthen the management of environmental, social, and ethical risks across our value chain. During the year, primary suppliers were onboarded to the system, marking an important first step in establishing a structured and systematic assessment process.

The system enables automated risk screening based on country, industry, and ESG factors, combined with supplier self-assessment questionnaires. The assessments cover key environmental areas such as emissions, energy, water, waste, and resource efficiency, as well as social and human rights topics including labor rights, working conditions, health and safety, non-discrimination, prevention of harassment, and diversity and inclusion. Relevant certifications, such as ISO 14001, ISO 45001, SA8000, or equivalent standards, are also monitored.

Following the onboarding phase, supplier data will be analysed on an individual basis, with the objective of assessing risk levels, informing procurement decisions, and defining follow-up actions where necessary. This investment will strengthen our ability to promote responsible business practices and respect human rights throughout our global supply chain.



Meaningfulness Survey

In 2025 the annual meaningfulness survey was carried out amongst all employees to monitor and track the sense of meaningfulness. The purpose of the survey is to gain insight into how employees are experiencing meaningful work through the four drivers of Purpose, Leadership, Belonging and Personal Growth.

Through the meaningfulness survey we aim to create a workplace where every employee can realize their potential. Research shows that meaningful work drives engagement, productivity, innovation, retention, and reduces stress. In 2025, the satisfaction survey showed a positive development, with an increase of 8.5% compared to 2024, alongside a higher participation rate than the previous year. This improvement reflects the targeted actions taken following last year's results, demonstrating that the initiatives implemented to support employees and strengthen meaningful work have had a clear and positive impact.



ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges

We all have a responsibility for the environment and for looking after each other, but as an international company with influence and means we carry an even greater responsibility than ordinary. We are devoted to making UN Global Compact a success and alongside other dedicated members we strive to create awareness and set new standards for good governance. We only work with internationally recognized vendors with environmentally friendly policies.

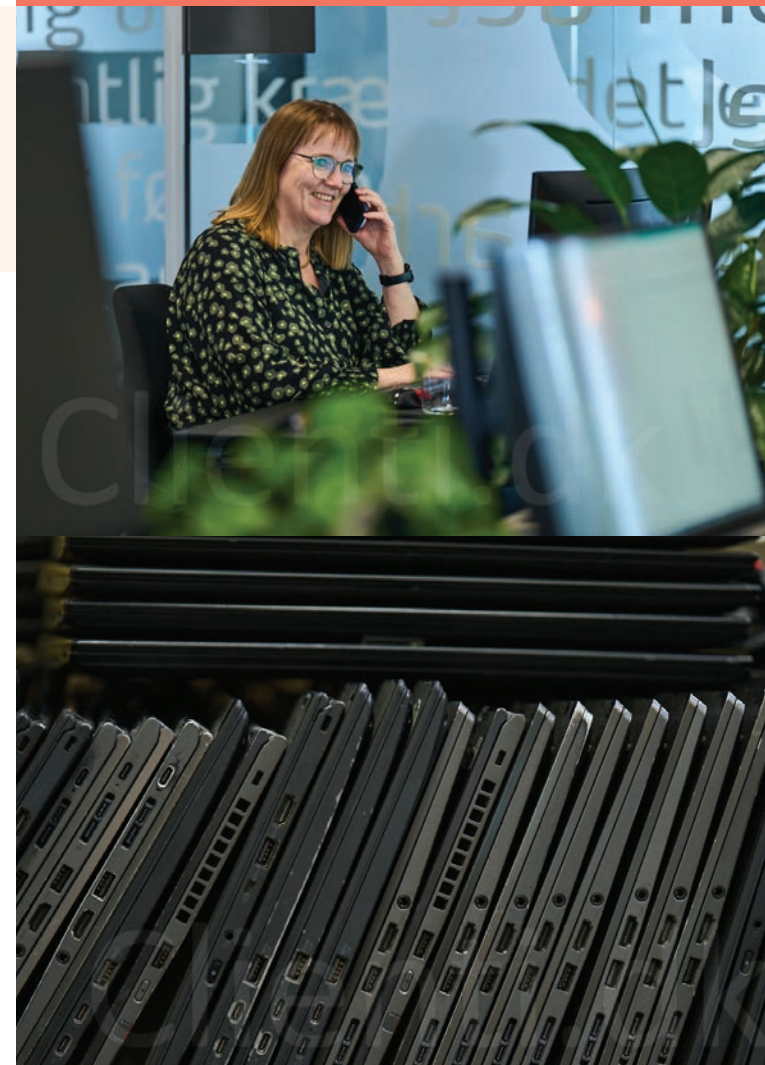
Principle 8: Undertake initiatives to promote greater environmental responsibility

We care about the environment, and we seek to reduce the negative impact we have on the environment and the climate, whenever we do business with our customers and partners. We are therefore committed to the Science-based Targets initiative (SBTi) to build a sustainable business with minimal negative impact on the climate. From 2020 to 2030 our SBTi approved near-term target is to reduce our greenhouse gas emissions by 42% for scope 1 and scope 2, and to reduce our emissions in scope 3 as much as possible. This is in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to 1.5°C above pre-industrial levels. We have, however, raised our goal to reduce our greenhouse gas emissions by 50% for scopes 1 and 2, and have a target of net-zero emissions by 2050 for all three scopes as well.

Circular IT Solutions

Danoffice IT Green offers customers a global ITAD service. One contact, one contract. Danoffice IT Green makes it easy for customers to manage all their used IT equipment as well as obtain documentation of their compliance. The customer enters into an agreement with Danoffice IT Green, which then takes care of everything. Coordinates each task and ensures pickup and safe transportation to the nearest ITAD hub to handle the tasks as local-to-local as possible - and thus avoid moving the equipment over long geographical distances. [Read more here](#)

Every year we initiate activities to reduce our negative impact, and the initiatives will be highlighted in our COP reports.



Principle 9: Encourage the development and diffusion of environmentally friendly technologies

We encourage our customers to look at the Total Cost of Ownership (TCO) as well as Total Impact on Environment (TIE). A cost-saving solution that also has as little negative environmental impact as possible. We strive at a TCO/TIE solution with low power consumption, more recycled materials, best quality, longer lifespan and that the solution is resold for reuse when it is no longer needed.

RESULTS AND HIGHLIGHTS FROM 2025

In 2025 we took several actions which will play an important role for us in becoming a more sustainable business in the future.

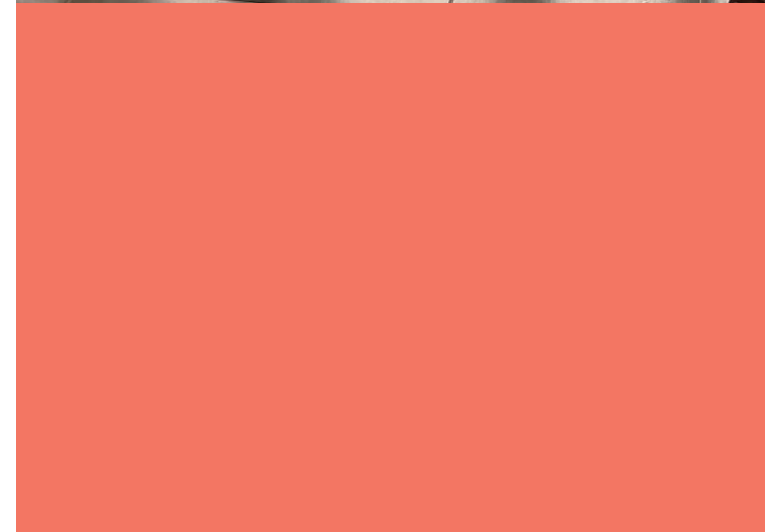
Certified Environmental Management

In 2025, Danoffice IT achieved ISO 14001 certification in Environmental Management across all Danish locations, marking a key milestone in our sustainability journey. The certification provides a recognized framework for systematically managing and reducing environmental impact, from energy use and waste management to transport optimization and responsible supplier practices.

This achievement, alongside our EcoVadis Silver rating, placing us in the top 15% globally, highlights our commitment to transparency, compliance, and continuous improvement, while embedding sustainability at the core of our business.

ISO 14001 also benefits our customers, enabling them to document responsible supplier choices and integrate our partnership into their own sustainability reporting, supporting shared progress across the IT industry.

Achieving certification required a company-wide effort, with processes, responsibilities, and environmental goals clearly defined and monitored. It strengthens our ability to set ambitious targets, track progress, and implement action plans, aligning with our ESG strategy and 2030 goals. ISO 14001 demonstrates our dedication to acting responsibly today while building a more sustainable future for employees, clients, and the communities we serve.



Automated Carbon Reporting

In 2025, Danoffice IT introduced a new service that allows customers to access detailed CO2 data for the IT equipment they purchase. The data covers the full life cycle of each product, including emissions from production, transport, use, and disposal, and supports both Scope 2 and Scope 3 reporting. Our approved data partner, Rejoose, enables Danoffice IT to provide this CO2 data for IT products invoiced from any of our entities.

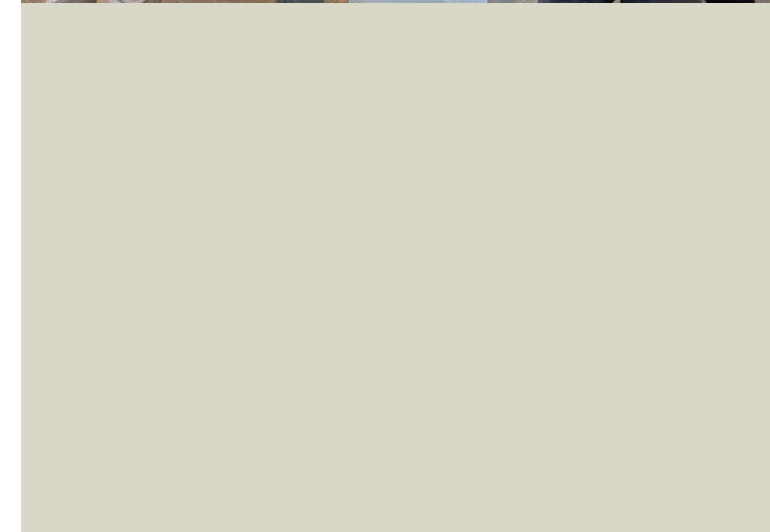
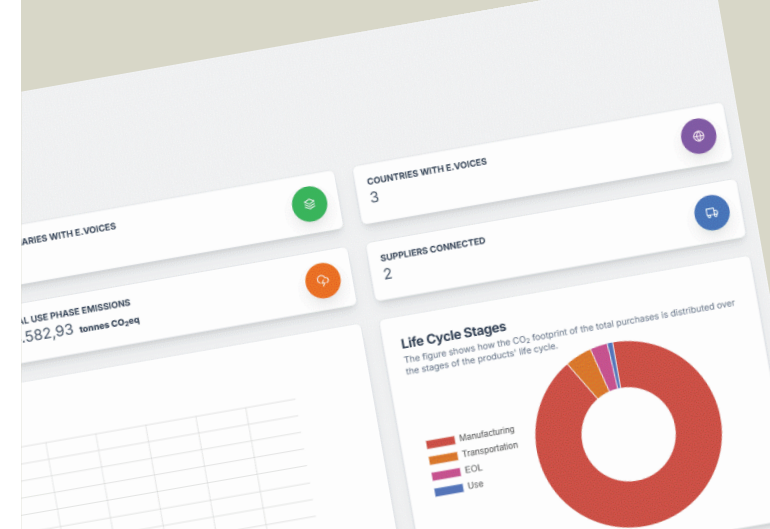
With the new online platform, customers can now access this information directly through a secure login, with data linked to individual invoices for accurate invoice-level reporting. This service provides customers with reliable and transparent data to better understand the CO2 footprint of their IT purchases. By integrating this information into their sustainability reporting and decision-making processes, customers can make more informed choices about their IT procurement.

Circular Economy Forum with HP

In 2025 Danoffice IT Green had a joint stand with HP at the Loop Forum conference, which is an annual Nordic event that focuses on the circular economy and sustainable transition. The conference brings together business, researchers, public authorities and organizations to promote collaboration and innovation across industries. The goal is to accelerate the transition to a more circular economy by sharing knowledge, showing concrete solutions and discussing challenges and opportunities. At the Forum Danoffice IT presented their ITAD solutions for customers, while HP showcased how they use recycled materials in their products. [Read more about Loop Forum here](#)

Danoffice IT Green video with HP

Electronic waste is one of the fastest growing waste streams, and today only about 20 percent of used electronics are disposed of in an environmentally friendly manner. By 2030, it is expected that 80 million tons of electronic waste will be generated worldwide. Danoffice IT Green is actively working for a more responsible and circular IT industry and has built a strong, international network for many years that enables us to buy and sell used IT equipment globally. This means that customers collaborating with Danoffice IT Green can contribute to a more resource-conscious future and at the same time strengthen their business. Danoffice IT has a close collaboration with HP on sustainability and therefore made a joint video to showcase how both companies work with circular economy. [Watch the video here](#)



Highest Sustainability Rating from HP

HP is among the world's most sustainable companies, and they take the lead in progress. Not least with their ambitious sustainability program HP Amplify Impact. The first of its kind, where HP brings its partners together to work for a better future. At Danoffice IT, we have been a part of this from the start and in 2025 were awarded the maximum five stars from the program for the second year in a row. A solid indication that our sustainability efforts are serious and aimed at the future.

Silver rating from EcoVadis - Top 15%

In 2025 Danoffice IT was once again audited and assessed by an external auditor, EcoVadis, for our sustainability work. We maintained our silver rating from last year, and this rating places us in the top 15% globally among the more than 150,000 companies that EcoVadis assesses every year. Danoffice IT will be assessed by EcoVadis every year, and we have an ambition to move up to a higher rating. EcoVadis is the largest player globally in assessing companies' work with sustainability, and for the same reason, their ratings provide great security for us and our customers. Our credibility is crucial to our success in our work worldwide, and is an important confirmation to our customers that we are taking action on our promises. [Read more here](#)

Digital Cleanup Day

In 2025 Danoffice IT participated in Digital Cleanup Day during a two week period, where we focused on removing unnecessary data across our systems to reduce our digital CO2 footprint. While overall data growth on OneDrive, Teams, and SharePoint largely offset the deletions, we saw a measurable improvement on the mailbox side, where 5.5% of total mailbox data was removed. In total, 700,000 emails were deleted, corresponding to approximately 389 GB of data once normal growth is accounted for. This reduction equates to around 97 kg CO2e per year. Danoffice IT was also placed second in the IT industry's competition to become Denmark's Best Data Cleaner.

[Read more from the IT industry here \(only in Danish\)](#)



Green Transformation Together with Our Customers

In 2025 we continued running the Green IT Forum for our customers, where we invite them to join us in an initiative where we put increased focus on IT and sustainability. We do not only want to improve our own business to become more sustainable – we also want to help our customers create change. The Green IT Forum is an experience-sharing group for our customers in Denmark, with a focus on IT and sustainability. The purpose is to create a forum for IT managers, IT purchasing managers and sustainability managers, where we can inspire each other and exchange experiences about IT and sustainability. Here customers can share their experiences and at the same time hear how others are working with sustainability in the IT area.

For more information, please contact sustainability@danofficeit.com.

The Danish IT industry's Policy Board for Green Transition

In 2025 we continued our active participation in the Danish IT industry's Policy Board for Green Transition. Digitization and new technology play a key role in the solution to climate challenges. The digital technologies and services of the Danish IT companies are determined to create green development and growth in Denmark and abroad. The Policy Board for Green Transition aims to create great framework conditions for data and digitization to support and accelerate a green transition in Danish society. [Read more here](#).

Company Cars and Electric Charger Stands

We have charger stands for electric and hybrid cars at our offices in Denmark. It is important for us to make it easy for employees and customers with electric cars to charge their cars at our offices.

There are 6 chargers at the Svendborg office, 12 chargers at the Ballerup office and 10 chargers at the Hinnerup office. Our goal is that all company-owned vehicles are electric before 2030 to support our 2030 ESG Goal of reducing our carbon emissions as a company. In 2025, more than 80% of the company vehicles were hybrid or electric compared to 65% in 2024.



OVERVIEW OF ONGOING ENVIRONMENTAL SUSTAINABILITY INITIATIVES

Global ITAD Services

We offer to buy and resell our customers' used IT equipment globally – prolonging the lifecycle of the products and saving the environment for greenhouse gas emissions from the production of new products. We buy back most IT equipment, and primarily we resell mobile phones, tablets, computers, networking, servers and storage systems. When it's not possible to resell a product for reuse, it is recycled via ISO 14001 standards. We reuse thousands of units every year, and in 2025 we reused 108.012 units and sent 87 tons of electronics to recycling.

IT Carbon Reporting

We can deliver carbon and energy data on different IT equipment to our customers across all brands. The carbon footprint can be calculated for the entire product life cycle: from production and transport to energy consumption and disposal. This gives our customers a better transparency of the carbon emissions that the different IT products have in their entire lifecycles, and customers will be able to make purchase decisions that also consider the environmental impact of the products. Our financial invoicing system is integrated with an external carbon data base, which enables us to deliver carbon data at invoice-level to our customers. Carbon data is activity-based and not based on financial data.

Print Cartridge Recycle Program

Since 2009 we have executed on the "HP Planet Partner" recycle program in collaboration with HP. In partnership with our United Nations customers and HP, we collect used toners and cartridges from UN missions all over the world and recycle them in Europe. Through our combined efforts we have recycled several thousands of units so far and still counting. In 2025 we recycled 8.953 units.

HP BrainWalk Challenge

Every year our employees participate in the HP BrainWalk Challenge, which is focused on health and sustainability. The challenge is to walk as many steps as possible for 10 days, while competing against colleagues and other companies, and every day there is a sustainability question to earn extra steps in the contest. In the end HP converts the steps taken into planting several trees on behalf of the participants. In 2025, 61 employees participated and took approx. 8.1 million steps for which HP planted 299 trees.

World Cleanup Day

Every year our employees can participate in the global World Cleanup Day, which is the world's largest clean-up event, where millions of people clean up waste. In 2025, 16 employees signed up to clean up waste, and they removed a total of 50 kg of waste from the streets and in nature.

OVERVIEW OF ONGOING ENVIRONMENTAL SUSTAINABILITY INITIATIVES

Collection of Used IT from Employees

Every year in November all employees can hand in their old private IT equipment, which they no longer need. The IT equipment is data deleted by Danoffice IT Green and is checked if some of it can be reused and thus resold. All possible earnings on the used IT equipment will go to a good cause selected by Danoffice IT Green. In 2025 the total number of collected IT devices was 138.

CO2 Compensation for Employee Workspaces

Since 2020 we have neutralized all employees' CO2 footprint on a yearly basis covering their workspace PC's and monitors. This covers both the energy during usage as well as the transport and production of the IT equipment. The neutralization is done via a selected UNFCCC program project every year. In 2025 we neutralized 100 tons of CO2 via a UNFCCC project.

CO2 compensation for goods transportation

The CO2 footprint from our transportation of goods to customers via DHL and UPS are compensated every year, and in 2025 365 tons of CO2 was compensated. We furthermore have a collaboration with PostNord, where all domestic packages will be shipped with what is referred to as a climate contribution which is created for the benefit of preserving Danish nature, biodiversity, and our climate. PostNord's climate contribution will be donated in full to the Danish Nature Fund and the Climate Forest Fund.

Optimizing Warehouse Waste and Packaging

In our warehouses we use 100% bio-degradable cardboard materials and work at reducing weight and volume to minimize shipment and hereby CO2 emissions. Packaging waste is sorted and recycled. We work closely with suppliers to ensure packaging around products are optimized for onward supply. Whenever possible, our warehouses reuse packaging.

Smarter and Better Lighting

We continuously invest in smarter and better lighting at all our locations. In our biggest warehouse in Svendborg we only use LED lighting for energy efficiency, and in our Ballerup office all lighting is "smart lighting", where light is automatically turned on by movement in all rooms and turned off with no movement for a longer period of time.

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

A Strong Commitment to Anti-Corruption and a Core Value in Our Company

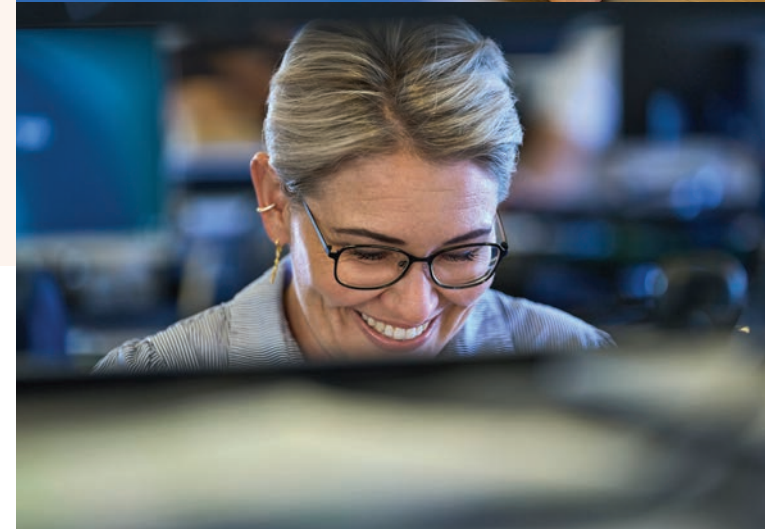
In a global landscape where responsible business conduct is essential for sustainable growth, we uphold a firm zero-tolerance policy against all forms of corruption, including extortion and bribery. Transparency and integrity are fundamental pillars of any responsible organization, and our dedication to combating corruption has remained steadfast since our founding in 1995.

Corruption undermines trust, drives inequality, and distorts fair market competition. We define corruption as any manipulation or misuse of systems for personal or political gain rather than for the public good. Bribery refers to offering or accepting money, goods, or services in exchange for an action that would not otherwise be taken. Such behavior is unacceptable under all circumstances, and we actively work to identify and prevent unethical practices across our business.

A Clear Ethical Compass

Our employees are required to act in accordance with our ethical guidelines. Any suspicion of irregularities, corruption-related behavior, or attempts at unlawful influence must be reported immediately to a direct manager, senior management, or through our Whistleblower Portal. This ensures that potential risks are addressed quickly and effectively, safeguarding both our integrity and our operations.

To support our employees in meeting these expectations, all staff members have signed our Anti-Bribery and Corruption (ABC) Policy, which clearly outlines our standards and procedures. We also conduct annual training to ensure that everyone stays updated on relevant regulations and best practices within anti-corruption.



Whistleblower Portal

As part of our transparency culture, we offer an anonymous whistleblower portal where employees, business partners, and other stakeholders can report suspected fraud or corruption. We encourage everyone to use this platform if they witness or suspect unethical behavior among our employees or associated business partners.

ISO 37001 Certification: A Guarantee of Compliance

To ensure a structured and well-documented approach to preventing bribery and corruption, we have been certified under the ISO 37001 standard since 2020. This certification, which is audited annually, reflects our continued commitment to operating a transparent and ethical business. It also ensures that our employees maintain a strong understanding of our zero-tolerance policy, associated procedures, and compliance requirements.

A Responsible Partnership

We consider it our duty to lead by example in the fight against corruption - and we expect the same commitment from our business partners. Our goal is to act as a trustworthy and responsible organization that creates value through honesty, integrity, and fair competition.

By adhering to these principles, we contribute to a more open and equitable global economy, where businesses can thrive on a strong ethical foundation. Our commitment does not end here: we will continue to strengthen internal processes, educate our employees, and collaborate with stakeholders to combat corruption in all its forms.

Together, we can help ensure a future where transparency and accountability define business practices worldwide. Our work with Principle 10 supports UN Sustainable Development Goal #16: Peace, Justice, and Strong Institutions.



RESULTS AND HIGHLIGHTS FROM 2025

In 2025 Danoffice IT successfully achieved its ISO 37001:2016 re-certification with zero deviations. This year, our offices in China and India were included in the certification scope.

Looking ahead to 2026, our goal is to extend the certification to include Danoffice IT Green. This will ensure that all entities within the Danoffice IT Group are fully certified. The upcoming certification will follow the latest ISO standard: ISO 37001:2025.

In 2025, no incidents of bribery or corruption were reported, underscoring our strong and ongoing commitment to the highest standards of ethical business conduct. In addition, all objectives set for the period were successfully met.

OUR WORK WITH THE UN SUSTAINABLE DEVELOPMENT GOALS

We conduct our business with respect for the UN Sustainable Development Goals (SDGs), and we focus on supporting SDGs where we can have the greatest impact, even though we directly or indirectly touch many of the goals.

We directly support 7 of the 17 Sustainable Development Goals.

We do, however, believe that we can have the greatest impact on SDG# 3, 9, 12 and 16, because these are a big part of our daily business.

The SDG#12, Responsible Consumption and Production, is the goal where we can contribute the most, as this goal directly relates to our core business of selling and delivering IT-infrastructure and solutions as well as reusing and recycling used IT equipment. We have described all our activities related to SDG #12 in the section “Results and highlights 2025” in relation to the Environmental principles 7-9.

For SDG# 13, Climate Action, we have also described our activities related to SDG #13 in the section “Results and highlights 2025” in relation to the Environmental principles 7-9.

We have, furthermore, described our activities related to SDG #16, Peace, Justice and Strong Institutions, in the section “Results and highlights 2025” in relation to the Anti-Corruption principle 10.

In this section we will thus only describe our activities around the following SDGs:

SDG #3 Good Health and Well-Being

SDG #5 Gender Equality

SDG #8 Decent Work and Economic Growth

SDG #9 Industry, Innovation and Infrastructure

In 2025 we also supported SDG #10 Reduced Inequalities, and this activity will also be described in this section.



SDG #3 Good Health and Well-Being

In this section we will describe activities related to the good health and well-being of our employees as well as how we are supporting this goal other places in society. In the previous Labour section we have already described our “Meaningfulness Survey”, which focuses on the well-being of our employees as well.

Run for a Purpose

During the year all employees are encouraged to “Run for a purpose” – either by walking or running once or twice a week during work hours. At the end of the year the number of walks and runs are summed together, and we donate an amount of money for a good cause. Based on the employee activities in “Run for a Purpose” during 2024, we supported several good causes in 2025.

- **SOS Children’s Villages**, where we sponsor the girl Hellen, who is 18 years old and from Kenya
- **Plan Børnefonden**, where we sponsor the girl Adjaratou, who is 15 years old and from Burkina Faso
- **Football Shirt Friday**, which raises funds for the Children’s Cancer Foundation
- **Team Rynkeby**, which raises funds for the Children’s Cancer Foundation and the Children’s Lung Foundation via cycling teams riding from Denmark to Paris every year. In 2025 we supported both Team Ringe and Team Copenhagen, where two of our own employees also ride on the teams.
- **Forests of the World**, which is a Danish environmental organization that works to protect the world’s forests and strengthen nature and biodiversity. They collaborate with local communities, indigenous peoples and authorities to promote sustainable forest management and ensure human rights.

Cycling4Cancer

In 2025 we once again supported the spinning event “Cycling4Cancer”, which raises funding to support the fight against cancer. Together with our partner HPE, 17 of our employees participated on two bikes at the event which was also great for teambuilding.



The DHL Relay Run

The DHL Relay Run is a popular annual running and exercise event, and it promotes physical activity, teamwork, and community engagement. Every year our employees have the possibility to participate in the DHL Relay Run in Denmark, where they can run or walk 5 kms together, or just participate for the social part of the run. In 2025, 88 employees participated.

Healthy Diet for Employees

Our employees are our most important resource and therefore we strive at keeping them mentally and physically fit. An important part of being mentally and physically fit is what you consume, and therefore all employees have a large variety of salads, vegetables, natural foods, organic foods and vegetarian food to choose from at lunch in the canteens.

Sponsorship of Local Associations

Every year employees have the opportunity to suggest local associations they would like Danoffice IT to support. The employees or their families are usually involved in the associations. In 2025 we supported three local associations out of many suggested by the employees. By sponsoring these associations, we support living a healthy life by SDG #3.

1) Jelling Table Tennis Club, which is an inclusive and active club for adults of all ages. They focus on developing skills, fitness, and teamwork, and will use the sponsorship to purchase a table tennis robot to make practice effective and fun for everyone.

2) Slangerup Handball Girl's team (U-11), which is a dedicated and energetic group of young girls who are passionate about handball and love playing together.

3) Stenstrup Sports Association, which is a broad sports association with room for everyone. The association offers handball, football, gymnastics, badminton, swimming and cycling.



Slangerup Handball Girls



Stenstrup Sports Association

SDG #5 Gender Equality

Supporting Tech Education for Women

Since 2019, Danoffice IT has supported Martha Annan from Ghana through the TechGirls program under the Peace Innovation Foundation. Martha started with no experience in IT, but with great curiosity and a desire to make a difference. With support from Danoffice IT and others, she was given the opportunity to pursue an education – and in 2025 she completed her master’s degree with a specialization in cybersecurity.

Along the way, Martha has overcome both professional and personal barriers in a field where few women are represented. Today, she uses her knowledge to contribute to a safer digital Ghana and to inspire other young people – especially women – to believe that a career in IT is possible. Martha’s story shows how targeted support and access to education can change lives and create the tech profiles of the future. Danoffice IT is proud to have been part of her journey. [Read more about Martha here](#)

Women in Technology

One of our five ESG goals towards 2030 is to promote diversity, equality and inclusion in our own organization and in our industry. Among other things, our goal is to achieve a better gender balance in our workforce, and that by 2030 we will have at least 40% female employees in our organization – both among employees and in management. In 2025, 30% of our employees were women.

This year we therefore focused on women in IT, so we can make it attractive for more women to work in the IT industry, and not least make it even more attractive for women to apply for a job at Danoffice IT. We launched a series of mini-portraits of women in Danoffice IT and their path to IT, so that they can stand out as inspiring role models for other women. Our focus on more women in Danoffice IT was in conjunction with the IT industry’s campaign “MyPathToIT”, which aims to get more women and more diversity in the IT industry. Their campaign highlighted some of the many job types, career opportunities and women in the industry. [Read more here](#)



SDG #8 Decent Work and Economic Growth

Partnership with Special Minds

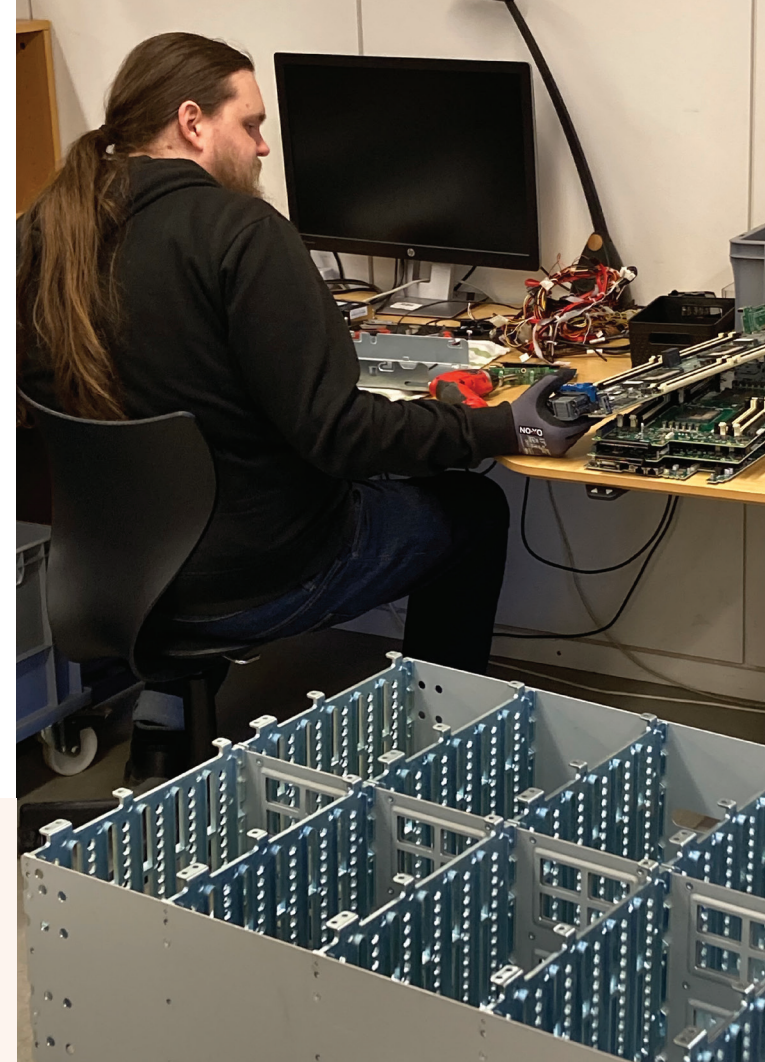
We have a partnership agreement with Special Minds, which is a social economy company that helps young people and adults with Autism Spectrum Disorder to succeed in education or employment. The employees at Special Minds help our circular department Danoffice IT Green to separate used IT equipment for recycling. If the IT equipment is taken apart in relation to the different materials and specific units such as motherboards, CPUs etc., it can be recycled more easily. The employees at Special Minds are pleased with the collaboration as it is a work task they enjoy, and they are good at it. Special Minds is operated with the notion that all people have the right to meaningful employment and a good life. Special Minds is driven by an ideal that all people have the right to meaningful employment and a good life. They would like to contribute to a new mindset in Denmark which results in ensuring that people on the autism spectrum or with similar profiles succeed in education and contribute to the workforce with their respective skill sets.

SDG #9 Industry, Innovation and Infrastructure

Strong Cybersecurity Focus

Goal 9 seeks to build resilient infrastructure, promote sustainable industrialization and foster innovation. Cybersecurity ensures that critical infrastructure, including digital platforms, communication networks, and industrial systems, are secure from cyber threats. This is vital for innovation, as secure systems enable companies, governments, and other organizations to develop and deploy sustainable technologies without fear of disruption. It also helps to build resilient infrastructure that is essential for long-term development.

Our work with cybersecurity is twofold. We have a strong cybersecurity focus within our own IT department to ensure that we are protected against IT security threats. In addition, we advise our customers how to create the most efficient infrastructure possible to protect their businesses from IT security threats.



Internal IT Security

The year has been marked by ongoing improvements to our internal IT security, both technically and in terms of compliance. Our external 24/7 SOC with managed risk, monitoring, advisory and response is now running smoothly and with well-established routines. The ISO 27001 framework has during the year been implemented in Risma GRC and is being continuously improved with adjustment of policies and with systematic controls and routines. This framework forms the basis for complying with the requirements of, among others, NIS2 and DORA.

The ISO 27001 framework also forms the basis for the current work to get our subsidiary Danoffice IT Green to achieve formal ISO 27001 certification for their ITAD process.

IT security awareness training has also been a focus area, both with expansion and an increased regular cycle. In addition, the tools for handling phishing issues in particular have been strengthened.

We have a solid platform for continuing the work on strengthening our security and compliance strategy to meet future requirements and challenges.

IT Security for Customers

Our IT security work for customers is centered on helping organizations navigate an increasingly complex and demanding security landscape through product-based advisory and implementation. By aligning security strategy with the technologies customers already use – or are planning to adopt – we ensure that security becomes an integrated and operational part of their IT environment rather than a parallel initiative. We support our customers both managerially and technologically, strengthening their resilience to cyber threats through secure architectures, governance, and operational security capabilities. As part of this, we have expanded our competencies to assist customers with regulatory and compliance requirements, including guidance and planning related to EU security legislation such as NIS2.

Helping organizations build robust and resilient security foundations is a socially important responsibility. Cyber incidents can lead to significant financial losses, operational disruption, and indirect environmental impact through inefficiencies and wasted resources. By advising customers on how to leverage their security products effectively and design secure, efficient infrastructures, we help enable stable operations that support long-term sustainability and responsible growth.



Building Scalable and Responsible AI for the Future

In 2025, our focus has shifted from establishing AI capabilities to scaling, structuring, and operationalizing AI in a sustainable and responsible way. As AI continues to be one of the most influential technological drivers globally, the ability to build scalable and well-structured AI solutions has become essential—not only for innovation and competitiveness, but also for long-term sustainability.

Building resilient infrastructure and supporting sustainable industrial development increasingly depend on how efficiently data and computing resources are used. In 2025, we worked systematically with optimization of AI architectures, ensuring that solutions are designed to scale without unnecessary consumption of energy, compute, or data. This includes placing AI workloads closer to data sources, designing modular AI platforms, and ensuring that solutions can evolve without being rebuilt from scratch.

A key part of our sustainability effort in 2025 has been our active contribution to the Danish education system, helping to develop the next generation of AI and data science professionals. We see this as a long-term investment in sustainable innovation capacity. Throughout the year, we have supported:

- Two master's thesis projects (one group of three students and one individual project)
- One bachelor project
- Four full-time student workers
- Two teams of agile developer students (2 × 8 students)

Together with these students, we have worked on building and validating next-generation IT solutions based on Vision AI, focusing on real-world industrial and societal use cases. This collaboration ensures that academic knowledge is transformed into practical, production-ready solutions, while students gain hands-on experience with scalable and responsible AI systems. By combining experienced professionals with emerging talent, we strengthen both our internal competencies and the broader AI ecosystem in Denmark. This approach supports sustainable growth by ensuring that future AI solutions are developed with structure, transparency, and efficiency from the outset.



AI remains a powerful enabler for innovation and sustainability, but its impact depends on how it is designed and applied. In 2025, we have taken important steps toward ensuring that AI at Danoffice IT is not only innovative, but also scalable, resource-efficient, and socially responsible. Through structured development practices, optimized architectures, and close collaboration with educational institutions, we continue to contribute to a sustainable transition—where AI acts as a strategic tool that complements human knowledge and supports long-term societal value.

SDG #10 Reduced Inequalities

Supporting Children in Need

We have had a global presence for more than two decades. In collaboration with our customers, we reach the farthest corners of the world where there is a dire need for help. We work to make a difference, and in December we created a donation holiday calendar. On four separate occasions, we used this calendar to make donations to the children of the world living in unrest and uncertainty both near and far.

Donation #1: Julemærkehjemmene

Julemærkehjemmene is a Danish organization, which does an incredible job helping children struggling with loneliness, bullying, and well-being challenges. The vision of Julemærkehjemmene is to create a better childhood in Denmark, and they achieve this through strong communities, caring adults who listen and see the children, and healthy habits that give them strength and energy for life.

Donation #2: Child's Dream Foundation

Child's Dream Foundation is an organization whose mission is to fight inequality in the Mekong Sub-Region. An area that, in addition to inequality, is also marked by poverty, corruption, civil war, and political unrest. They focus on helping children and young people in the region grow up healthy and gain access to quality education and better job opportunities, so they do not suffer from societal inequality. Everything the organization does enables them to live empowered and self-determined lives as equal and active members of society.

Donation #3: BørneTelefonen

BørneTelefonen is a Danish organization that makes a difference for children and young people. BørneTelefonen, which is part of Børns Vilkår, is a lifeline for children and young people who need someone to talk to about everything from loneliness and bullying to difficult thoughts and mental health challenges. At BørneTelefonen, children can call, chat, or write anonymously and free of charge and meet adults who listen, understand, and help. As part of Børns Vilkår, the organization works to ensure that all children in Denmark have a place to turn when life feels hard, helping create safety and hope in their everyday lives.

Donation #4: Life for a Child

Life for a Child is an organization dedicated to saving the lives of some of the world's most vulnerable children. The organization helps children with type 1 diabetes in countries where access to insulin and basic treatment is often impossible. They ensure that children receive life-saving insulin, blood glucose meters, education, and health support. Without this help, many of these children risk dying very early—something that can be prevented with even small contributions. The organization is small, efficient, and has a heartfelt mission that beautifully aligns with the spirit of Christmas

[Read more about the organisations here](#)



BELOW IS AN OVERVIEW OF NEW 2025 INITIATIVES AND RECURRING ACTIVITIES.

	3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Meaningfulness Survey	X							
Cultural Constitution	X							
Run for a Purpose	X							
Cycling4Cancer	X							
Healthy Diet for Employees	X							
Sponsorship of Local Associations	X							
Supporting Tech Education for Women		X						
Focus on Women in Technology		X						
Partnership with Special Minds			X					
Supplier Code of Conduct			X			X		X
Supplier due diligence system			X			X		X
Cyber Security Focus				X				
AI Competencies				X				
Supporting Children in Need					X			
Global ITAD Services (IT Reuse & Recycle)						X		
Collection of used IT from employees						X		
IT Carbon Reports						X		
Print Cartridge Recycle Program						X		

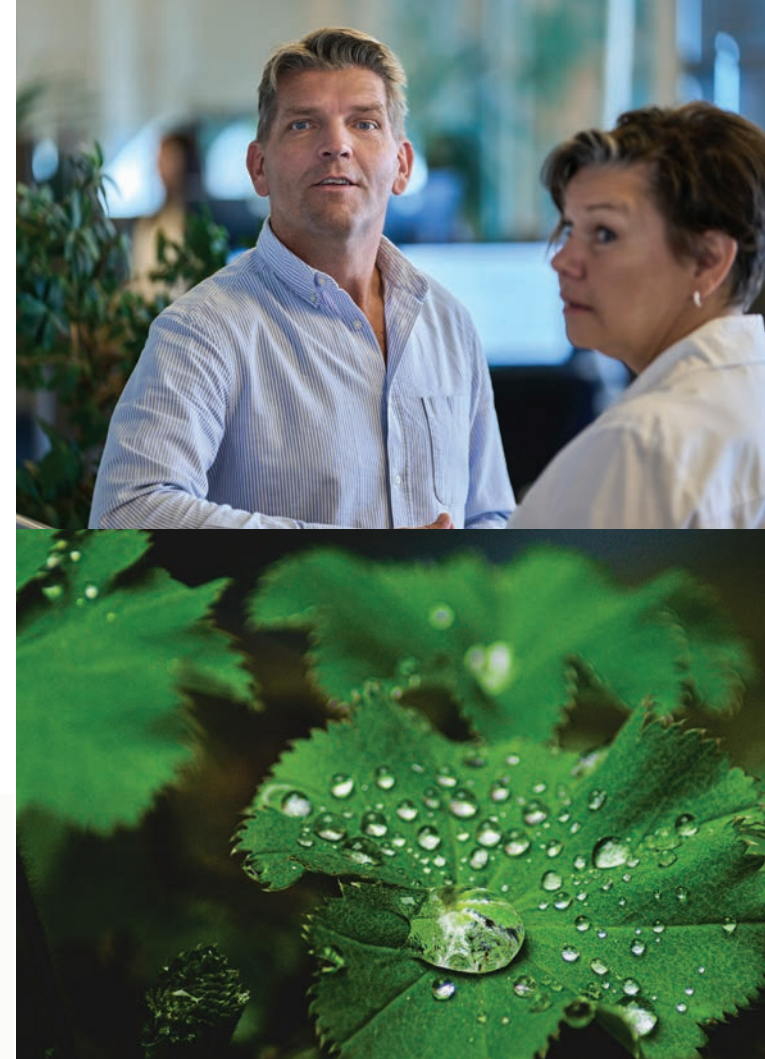
Thank You

As we conclude this year's Communications on Progress Report, we would like to extend our gratitude to everyone who has contributed to our progress. Our achievements in sustainability are the result of collective effort, passion, dedication and continuous expectations from our employees, customers, partners, communities, and other stakeholders. Together, we continuously make meaningful strides towards a more sustainable future.

We are inspired by the commitment and resilience of all those who are working alongside us, and we remain excited for the opportunities and challenges that lie ahead. Your continued support is vital in driving positive change, and we look forward to advancing our sustainability goals together in the coming years.

Thank you for being a part of our journey.

We would also like to thank the following photographers on Unsplash.com for the use of their photos in this report: Hanson Lu, Debby Hudson, Danist Soh, Seth Doyle, Sovannkiry Sim and Shane Rounce.





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