# itm8

## Environmental Report 2025

*Our role in a more sustainable future.*

# Content



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CEO itm8

# Sustainability in 2026

## A Changing Landscape

Digital tools make everyday life easier and faster, but they also use a lot of electricity. Digital services already account for around 7% of all electricity consumption in the world, and that share keeps growing.

As a provider of IT services, almost all our footprint sits in scope 3: the emissions tied to the suppliers and technology we bring to our customers. We own that footprint, and we take responsibility for it, because that is where we can make a difference, close to where the world's carbon emissions are decided.

We have committed to science-based targets, and we are working towards having 79% of our suppliers (by spend) set their own science-based climate goals by 2030. Applying circular economy principles, we give old IT equipment a second life with selected partners, supported by their lifecycle management and ESG. In that way we ensure our IT takeback services provide transparency in $CO_2$ data.

# Today. Tomorrow. Together.

## Being The Digital Compass in a Complex world

itm8 is a leading Nordic IT partner delivering comprehensive managed IT services to both private and public sector organizations. Headquartered in Denmark, the company brings together more than 1,000 specialists across four core areas: Cloud & Infrastructure, Cyber Security, Digital Transformation, and Application Services.

**1,500+**
Employees

**1,000+**
Certifications*

**4**
Core Areas

* 1000+ professional certifications across cloud, cybersecurity, infrastructure and digital transformation, reflecting itm8's broad and deep technical expertise."

UN Global Compact | **itm8** focus on two SDG goals | **12** Responsible Consumption | **13** Climate Action

# DMA Key Insights & Recommendations

Our Double Materiality Assessment identified the sustainability topics that matter most - and the actions we are taking.

## OWN OPERATIONS

**01 GHG emissions & energy consumption**
- SBTi-validated climate targets, fleet electrification & transition to renewable electricity

**02 Workforce: diversity, mental health & overtime**
- Talent retention, diversity programs & employee wellbeing

**03 Business conduct & ethical AI**
- Ethical AI governance & NIS2/GDPR compliance

## VALUE CHAIN

**04 GHG emissions from hardware sourcing**
- Supplier engagement & science-based target regarding procurement

**05 Resource use for hardware**
- Circular IT & responsible hardware lifecycle management

**06 GHG emissions from 3rd-party datacenters**
- Improved sustainability data & ESG reporting

# Our 2 Science-Based Targets

Climate targets formally validated by the Science Based Targets initiative (SBTi), aligned with limiting global warming to 1.5°C.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Emission Target

**63%**

reduction in absolute scope 1 and 2 GHG emissions by **2035** from a 2024 base year

Supplier Target

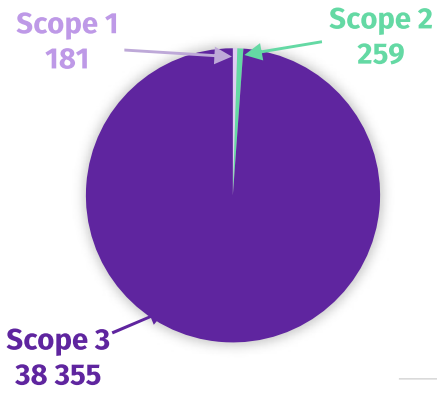
**79%**

of suppliers by spend covering purchased goods and services will have science-based targets by **2030**

Sustainability has long been an integral part of itm8's business approach. We began calculating and reporting our Scope 1 and Scope 2 GHG emissions in 2022. In 2024, we further strengthened our climate work by completing our first full corporate GHG inventory and 2025 our climate targets were formally validated by SBTi.

# Overall Sustainability Strategy

## GHG 2025 Climate Inventory



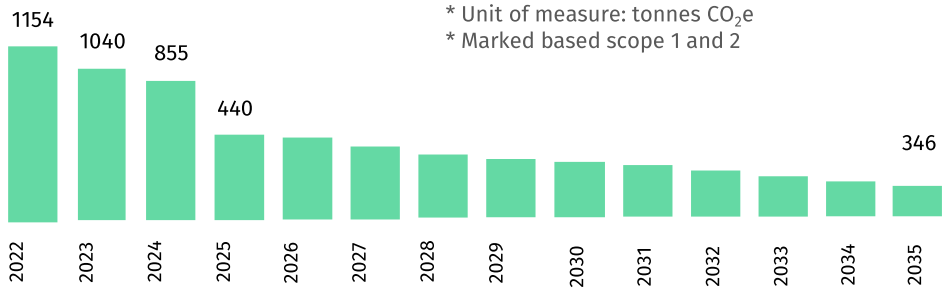

## itm8 Near-Term Science-Based Targets

**Emission target**

To reduce absolute scope 1 and 2 GHG emissions by 63% by 2035 from a 2024 base year.

**Supplier target**

79% of our suppliers by spend covering purchased goods and services will have science-based targets by 2030.




## Most emissions in scope 3

As a software and IT consulting company, most of itm8's greenhouse gas emissions occur in Scope 3, with purchased goods and services (Scope 3.1) representing the largest share.

## Action Plan - sustainable procurement

- **Responsible procurement**
- **Close collaboration with suppliers**

## Action Plan - emission reduction

- **Electrification of leasing cars**
- **Renewable electricity**

# Inside Scope 3 - Our two largest categories

## Scope 3 in focus - the two categories that matter most

| Scope | Unit | Total |
|---|---|---|
| Total Scope 1 | tCO2e | **181** |
| Total Scope 2 (market-based) | tCO2e | **259** |
| Total Scope 3 | tCO2e | **38.355** |
| **Total (market-based)** | **tCO2e** | **38.795** |

**SCOPE 3**

**38.355** tCO2e

≈ 99% of itm8's total footprint

**Categories 3.1 and 3.11 drive nearly all of it.**

### 3.1 Purchased goods & services

Emissions from IT equipment and related services procured by itm8.

**Why it matters -** Pinpoints the biggest emission hotspots in the supply chain, enabling strategic sourcing, supplier requirements and more resource-efficient products.

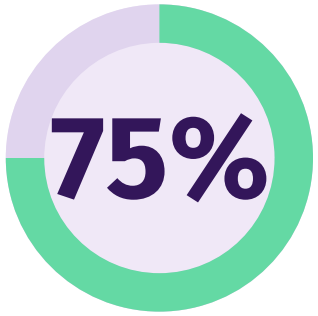
### 3.11 Use of sold products

Emissions generated throughout the lifetime use of IT equipment sold to customers.

**Why it matters -** Captures the product's full life-cycle impact, steering itm8 toward circular business models and more climate-smart technologies.

# Responsible Procurement

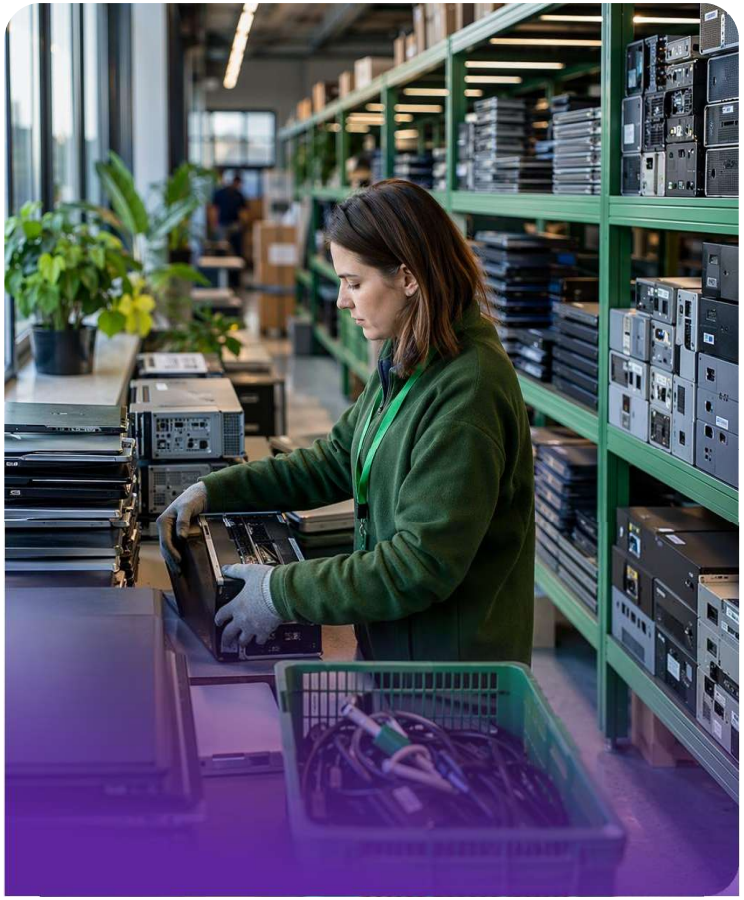
Supplier engagement is central to itm8's Scope 3 reduction strategy, as IT hardware and software account for approximately 75% of total emissions. Through responsible procurement and collaboration, itm8 works to reduce value-chain emissions.




**of total emissions from IT hardware & software**

## Key Procurement Actions

- Prioritise procurement from reliable and responsible suppliers
- 79% of suppliers by spend to have science-based climate targets by 2030
- Track refurbished vs. new IT purchases to monitor progress
- Implement supplier engagement monitoring across the value chain



# Collaboration with partners

## itm8's Scope 3 reduction strategy

Together with carefully selected partners, we take a holistic approach to sustainable IT. By combining automated climate reporting, insight into the $CO_2$ footprint of IT equipment and responsible life cycle management, we help our customers measure, reduce and document their impact. Each partner is chosen for proven expertise and a shared commitment to sustainability - so our customers get the best possible support on their journey toward their climate goals.

**$CO_2$ Footprint IT**

Rejoose

**Life Cycle Management** (itm8 DK)

3stepIT

**Life Cycle Management (itm8 SE)**

itreon
MINIMIZE WASTE – MAXIMIZE VALUE

**ESG & Climate Reporting**

VERARCA

# Circular Economy & E-Waste Management

As an IT services provider, itm8's most material waste stream relates to IT equipment. Circular economy principles are central to our IT management and Scope 3 reduction efforts.

Through close collaboration with suppliers and partners, itm8 has strengthened its circular IT practices and established structured take-back agreements. All IT equipment is reused or fully recycled.

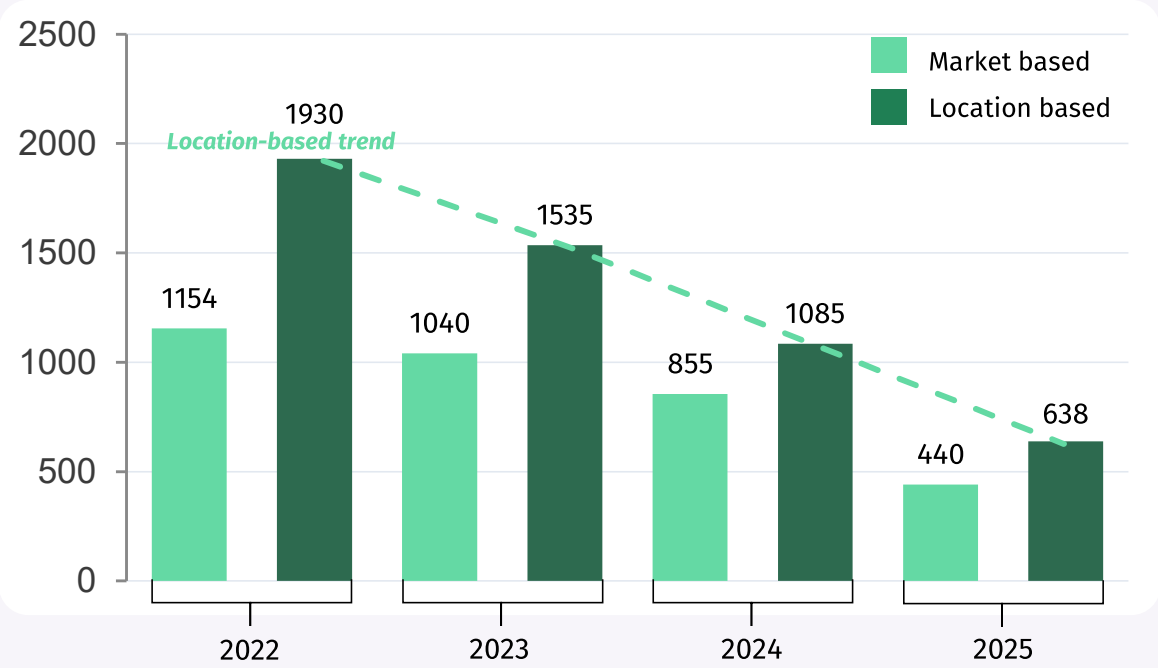
**1.403 $tCO_2e$**

Total **emissions saved** in 2025, based on partner data covering reuse and recycling of IT equipment.

Partner reporting provides insights into equipment age, condition and lifecycle emissions for improved lifecycle planning.

# itm8 Scope 1+2 - steady decrease since 2022

Location-based Scope 2 shows a consistent ~400 $tCO_2e$ annual reduction




GHG Climate Inventory 2022–2025 | Market-based and location-based Scope 1+2 | Unit: tonnes $CO_2e$

## 2025 Summary

Scope 1

**181 $tCO_2e$**

Scope 2

**259 $tCO_2e$** (market based)

**457 $tCO_2e$** (location based)

Scope 1+2

**440 $tCO_2e$** (market) **▼48%**

**638 $tCO_2e$** (location) **▼42%**

Location-Based Trend ($tCO_2e$)

**1,929 → 1,535 → 1,085 → 638**

≈400 $tCO_2e$ steady annual reduction

*Note: The larger relative YoY reduction in 2025 reflects the shrinking absolute baseline over time, not a sudden change in performance.*

# Reducing Emissions in Own Operations

**Electrifying our fleet and reaching 100% renewable electricity by 2030.**

## Transportation

Company vehicles are itm8's main Scope 1 source - the fleet is going fully electric by 2030.


## Electrification of Leasing Cars

| | 2024 | 2025 | 2030 |
|---|---|---|---|
| Electric | 38% | 56% | **100%** |
| Hybrids | 18% | 26% | — |
| Fossil fuel | 44% | 18% | — |

Electric vehicles climbed from 38% to 56% of the leasing fleet in 2025, and every new lease now prioritises electric - keeping itm8 on track for an all-electric fleet by 2030.

## Renewable Electricity

In 2025, 93% of itm8's electricity was covered by Renewable Electricity Certificates (REC).

| 2024 | 2025 | 2030 |
|---|---|---|
| **68%** | **93%** | **100%** |

**Target**
**100% renewable electricity by 2030**

# Sustainability Focuses for itm8

01

## Suppliers' Strategy

- Onboard top 50 suppliers by spend to engagement monitoring in 2028
- Reach 50% supplier SBTi coverage by spend by end of 2028 (interim milestone)

02

## Climate Strategy

- Improve Scope 3 data quality from spend-based estimates with primary, supplier-specific data by the end of 2027.
- Cut Scope 1+2 emissions by about 5% of our 94 tCO2e reduction goal each year from 2026 to 2035

03

## Awareness

- Host 1 sustainability update reaching 75% of employees
- Publish 1 customer case study on circular IT and $CO_2$ assessment impact in 2027

# itm8 Services within Sustainability

### $CO_2$ Assessment

We analyze your IT infrastructure to provide a clear energy and environmental report with recommendations for reducing emissions.

### Lifecycle Management

We manage the entire lifecycle of IT devices, from purchase to retirement, ensuring responsible end-of-life handling.

### ESG & Climate Reporting

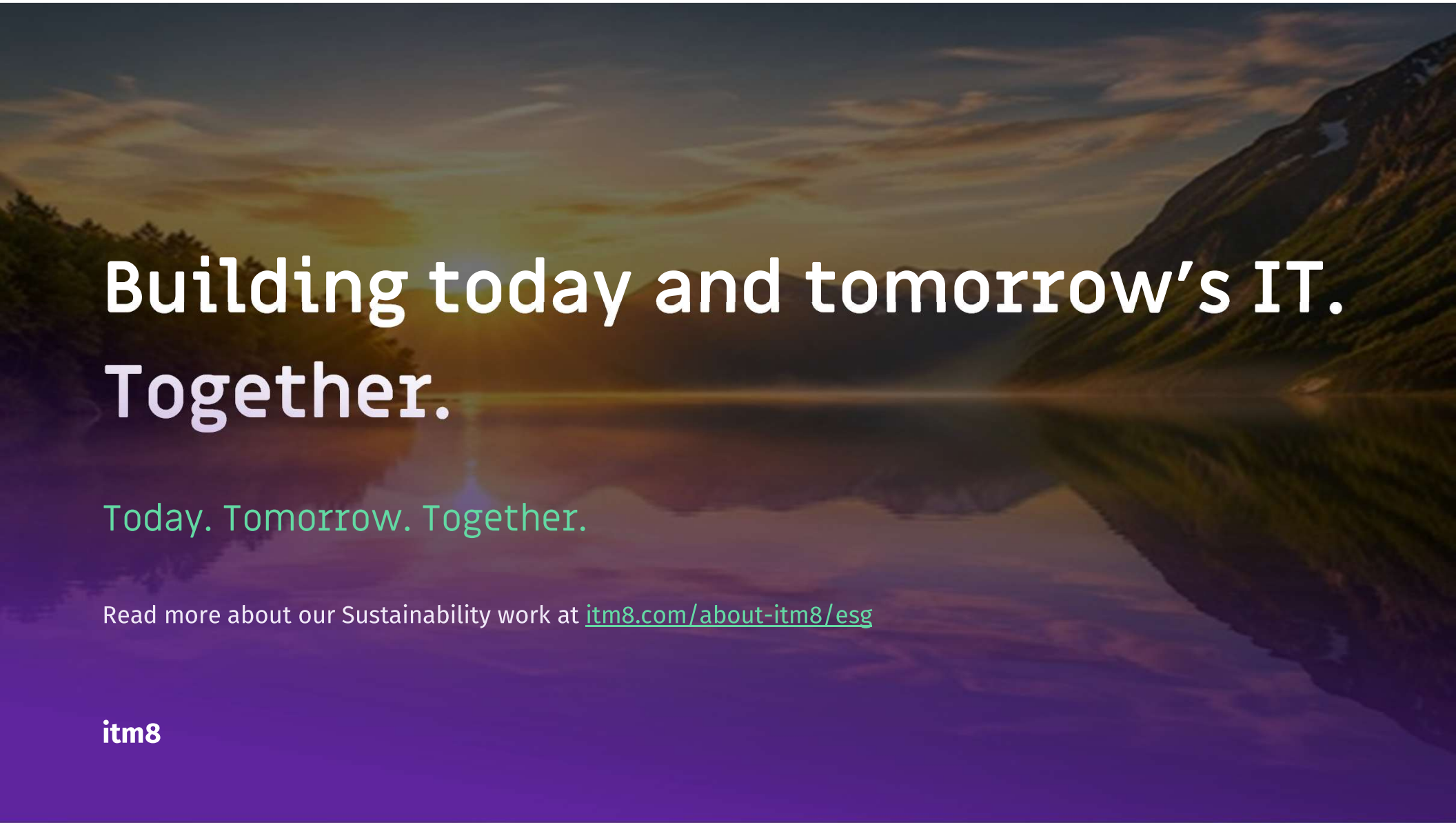
We automate the collection and reporting of environmental data directly from your ERP system.

### $CO_2$ Footprint IT

We provide a clear overview of the carbon footprint of your IT purchases - from manufacturing to daily use.

### Circular IT

We extend the life of used IT equipment through takeback, secure data deletion, reconditioning, and recycling.


Building today and tomorrow’s IT.
Together.
Today. Tomorrow. Together.
Read more about our Sustainability work at itm8.com/about-itm8/esg
itm8

# Appendix 1 – Carbon Accounting

## Methodology & Reporting Scope

At itm8, we managed our Greenhouse Gas (GHG) reporting by applying carbon accounting software built on the global reporting standard, the GHG Protocol. We collect all relevant data to fully disclose our Scope 1 and Scope 2, as well as 8 (2025) Scope 3 categories. For 2025, our reporting covers all our locations in Denmark, Sweden, the Philippines and the Czech Republic.

itm8 uses emissions factors from CEMAsys and consults with their experts to identify and apply emissions factors representative of our activities.

In 2025, significant updates have been made on the data collection used to calculate Scope 3 emissions. It may not be possible to compare with figures from 2024, so tracking developments year-over-year is limited. Improving this will be a priority in our future reporting.

Consumption data has been compiled for the period from 01.01.2025 to 31.12.2025, unless otherwise stated.

# Appendix 1 – Scope 1, 2 and 3 Details

## SCOPE 1 AND 2

We account and disclose our Scope 1 and Scope 2 emissions as defined by the World Resources Institute's GHG Protocol. Scope 1 GHG emissions include all direct combustion emissions from itm8 owned company cars. Specific emissions factors have been applied per fuel type. Scope 2 GHG emissions include the indirect GHG emissions from the generation of electricity and heat purchased and consumed.

Scope 2 emissions are calculated using consumption data, either purchased or from meter readings, or estimates per square meter have been applied.

To be transparent about our electricity consumption, including renewable energy, we are disclosing our $CO_2e$ emissions on both location-based and market-based methods for calculation in accordance with the GHG Protocol.

Our location-based emissions are calculated based on average emission factors for each country or municipality (if available).

Our market-based emissions consider the purchase of Renewable Certificates (REC) for our data centres and offices. REC ensures that in 2025, 93% of itm8´s total electricity consumption is covered by renewable energy.

## SCOPE 3

Scope 3 GHG emissions are divided into 15 sub-categories. Included categories:

**(1) Purchased Goods and Services** – Primary source of emissions in 2025: IT equipment, consulting services and software. Reported using supplier-specific, activity, and spend-based data from LCAs or CEMAsys emission factors.

**(3) Fuel- and energy-related activities** – Upstream emissions from the production and transportation of fuel, heat and electricity.

**(4) Upstream Transportation and Distribution** – Transportation data from suppliers.

**(5) Waste generated in Operations** – General waste from office locations and EE waste.

**(6) Business Travel** – Car transport, taxi, train, bus, motorcycle, and flights.

**(7) Employee Commuting** – Annual commuting survey for all locations; a scaling factor accounts for non-respondents.

**(11) Use of Sold Products** – Emissions from sold IT hardware, estimated using LCAs from DELL, Lenovo and Apple as proxies.

**(12) End-of-Life Treatment of Sold Products** – Emissions from the treatment of sold IT hardware, estimated with the same LCA-based proxy method and EE waste partners.