

Sustainability report 2022/2023



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About the report

In recent years, sustainability has become one of the most frequently used words in strategic planning, although it is often conflated with Environmental, Social and Governance (ESG) reporting. We have chosen to name this report 'Sustainability 2022/2023', although we acknowledge that ESG and sustainability are two different but closely related concepts.

While Sustainability takes a broader approach to promoting long-term, sustainable societies and ecosystems, ESG is more specific and focuses on measurable criteria that can be used to assess companies' performance and risks.

At Egiss we want to focus on both; Sustainability as an overall approach to ensure that our company and society's activities do not damage the environment and threaten resources in the long term, and ESG reporting on specific criteria to follow our performance in relation to broader environmental, social and governance issues.

This progress report presents our performance on defined Sustainability initiatives for the entire Egiss Group, including actions that are already in place, others which are still in the implementation phase, and some which will start during 2023.

We are only just getting started and when it comes to Sustainability, we will never be done. We will continue to innovate in this area, working together with our partners, for the sake of the world that we all share.

Message from our CEO

At Egiss, we take responsibility for our business and our impact on the world around us, considering and shaping our business model in the context of the local communities where we operate. Modern companies working in international contexts are not isolated islands but an active part of global trade, the environment and employee relations. We are committed to ensuring that our business practices are responsible, transparent, and sustainable, in accordance with our values and principles.

We want to transform Sustainability from emotions and intentions to metrics and documented data.

A key aspect of this process will be our partnerships with industry leaders, because only true collaboration will make it possible for us to lay the foundations for a sustainable future.

Partnering for impact

We stand on the shoulders of the world's best and most innovative IT manufacturers, delivering IT equipment around the world. We share a great responsibility to ensure our customers and end users reap the benefits of these initiatives and innovations. We aim to make our customers sustainability heroes, ensuring that our service matches the requirements they have for governance, including compliance with upcoming EU-regulations.

I hope that this report will provide some insight into our approach to Sustainability, and how we plan to reach our goals.

Jesper Ravn
Group CEO / Founder of Egiss

Sustainability in transitioning



The why

Sustainability has become a focus area due to its potential to drive positive impact, enhance corporate performance, and address the pressing challenges facing our world today.

As stakeholders increasingly prioritize sustainability and responsible practices, our businesses and industry must integrate sustainable considerations into our strategies to thrive in the evolving global landscape.

At Egiss we see 3 significant reasons for focusing on Sustainability:

License to sell

Sustainable policies, tasks and data has become a mandatory part of our customers' requirements. That is why our trusted IT solutions include commitments to organizations such as SBTi, EcoVadis and UN Global compact, and we find it encouraging that our customers take the sustainable focus just as seriously as we do.

License to operate

The new EU regulation sets a high standard for the non-financial reporting and put significant requirements on our data quality. By trusting Egiss as a reseller, we wanna ensure that ESG data related to each order is easy accessible to our customers, and is compliant with upcoming CSRD and non-financial reporting.

License to innovate:

Through partnerships with industry leaders, we want to improve the quality and availability of emission data, and only through close cooperation with IT manufactures and distributors can we ensure that the entire value chain of our business reaches this goal.

And quite honestly, it's the right thing to do.

“You can either consider sustainability as a pain in the neck, or look at it as a wonderful opportunity to develop your company in a healthy and enriching direction.”

René von Staffeldt Beck, Group COO



Egiss at a glance

Facts and figures for 2022

180+

Countries we can deliver to

130+

Countries we delivered to

1.4m+

PC users served

58

Multinational corporations served

4.800+

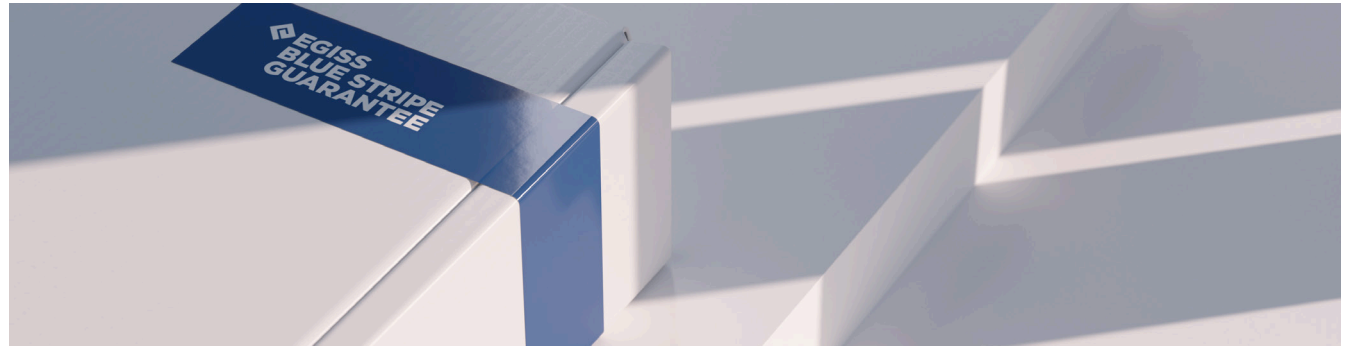
Entities served globally

+79

NPS score

Egiss was founded in 2013 with a desire to become the first IT reseller to be able to provide fast and reliable deliveries of specific IT hardware and tech devices to large global enterprises with multiple locations around the world.

Egiss at a glance



The prologue

In the years leading up to the founding of Egiss, it became increasingly clear to the founders that global corporations were challenged by long delivery lead time, different pricing from country to country and the hassle of managing several reseller relationships in each country, depending on the devices required.

At the same time, PC manufacturers and OEMs were struggling to provide a truly global distribution model for their international customers.

The vision

Egiss was founded with a clear vision: to provide a customer-specific catalogue of IT hardware and tech devices, which can be configured (if needed), delivered

and invoiced at the same price globally, from our own fully managed warehouses and legal entities around the world. This remains our main focus and core business today.

Today

Focusing on only hiring people with high-level skills in global freight, IT distribution and Supply Chain Management – while staying fully dedicated to the strategy – has proven to be the right approach.

Today, we have long-term contracts with some of the world's largest global companies, meeting their IT requirements in more than 130 countries.

Values

It was clear to the founders of Egiss that a redefining global IT sales also required a new approach to the basic business model and a new level of openness and transparency.

The internal structure of Egiss was built as a flat hierarchy, with a high degree of personal responsibility. This allows us, both as a company and as individuals, to focus on what we do best.

When recruiting, we emphasise that our colleagues and customers must be able to rely on us, no matter what happens. Without basic trust, our business foundation is compromised, and it takes respect for each other to implement transparency and trust in all our everyday routines.

Customer-centric

We listen to our customers' constantly developing needs to ensure that we create value for them – this is our focus in all aspects of our business.

Innovative / developing

We challenge traditional ways of doing business, with a focus on developing our employees and business systems to better support our customers' needs,

providing a higher degree of efficiency and quality in our offering.

Cooperation & teamwork

We work as one team and distinguish ourselves as being part of a group of dedicated professionals who constantly strive to be the best possible partner to our customers and business partners. We have each other's backs and work together.

Personal accountability

We are committed and responsible partners to our customers, and we take pride in having ownership of our roles and professional relationships.

Learn with a smile

We meet our customers with a smile and an open mind. We believe that a work environment with humor and fun is important, and fosters a culture of learning.

“Our five values are just empty words piled up in random order - until you actually understand them and do everything possible to live by them.”

Jesper Ravn, Group CEO / Founder of Egiss



Progress

-
- 2013 ○ The 1st of April Egiss A/S is founded
 - 2014 ○ Egiss AMERICA Inc
 - 2014 ○ Egiss (Shanghai) Trading Company Limited
 - 2015 ○ Egiss IT Africa Ltd.
 - 2016 ○ Egiss joins the network of UN Global Compact
 - 2018 ○ PT Egiss Konsultasi Komputer Indonesia
 - 2019 ○ Egiss Technologies India Private Ltd.
 - 2021 ○ Egiss is sold to the private equity fund EMK Capital
 - 2021 ○ An agreement with Normative is made, for processing of Emission data
 - 2021 ○ Egiss acquires Scriptor
 - 2021 ○ Egiss commits to Ecovadis
 - 2022 ○ Egiss sets target and joins Science Based Targets (SBTi)
 - 2022 ○ Egiss submits our sustainability data to WorldFavor
 - 2022 ○ The Egiss Mexico S.A. de C.V.
 - 2022 ○ Egiss acquires Refurb
 - 2023 ○ Egiss do Brasil Ltda
 - 2030 ○ **We commit to contribute to the Paris agreement to reduce, or half our GHG emissions by 2030**
 - 2050 ○ **and drop to net-zero GHG by 2050**

Sustainable business

Our core business is the simplification of complex processes and incomprehensible structures for global companies. We make it easy and transparent for our customers to invest in IT hardware and tech devices in all markets and regions, while ensuring they can choose from a variety of options that can help them to optimise their procurement process, and make it more sustainable. Some of these initiatives are:

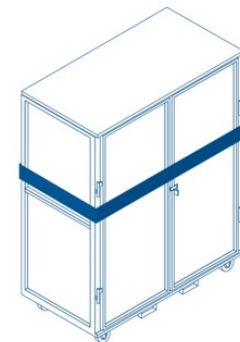
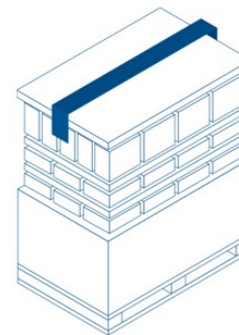
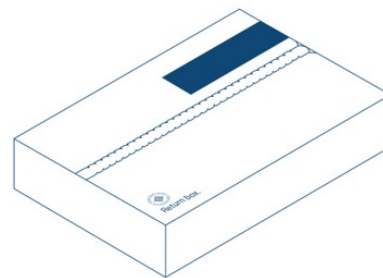
Measuring every single vendor's delivery times at a customer, category and product-level

This means we know exactly when we need to place orders for specific products, to maintain stock levels. We use this data to perform intelligent procurement at the right time, with the right method of transportation from factory to us. Because the carbon footprint of rail

and sea transport is considerably lower than air, but also slower, this data-driven approach and intelligent procurement allows us to effectively utilise rail and sea without compromising stock levels.

Standardised bundling of orders for the same destination into a single consolidated shipment

Each individual order within the bundled one is clearly labeled, ensuring that it can be sorted and handed out easily. Because this approach is considerably more sustainable, we aim to ship to office locations once a week, allowing us to bundle as much as possible while minimising business impact through proper forecasting. By doing this, we can reduce Scope 3 emissions together.



Kitting, bundling and palletisation

ITAD

It is imperative for Egiss to be an enabler of the circular economy, empowering global companies to make more sustainable choices with their IT hardware and tech devices. Because this is an area where there is the potential to drive significant change, we take this very seriously. To succeed, we work closely with our customers and partners, ensuring absolute transparency and efficiency, as well as compliance.

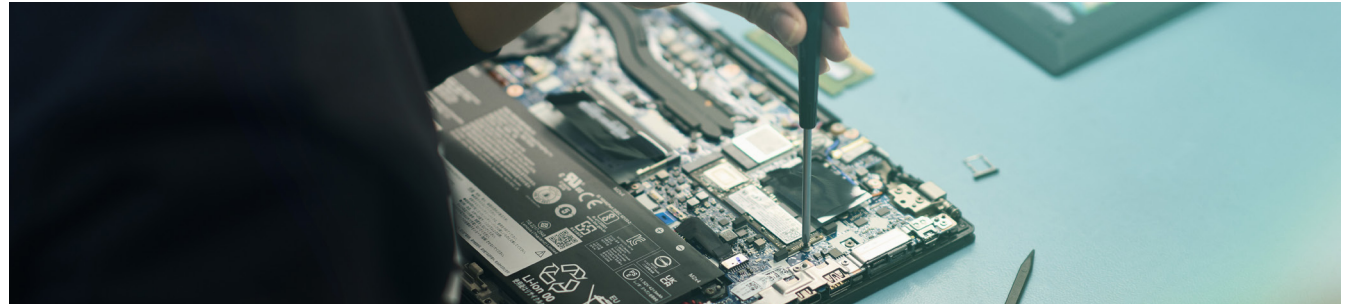
At Egiss ITAD, we provide comprehensive services that are aligned with the principles of Environmental, Social, and Governance (ESG) in a business model based on circular economy. As an IT asset disposition (ITAD) vendor, we understand the importance of managing the environmental impact, social responsibility, and ethical governance of IT assets daily.

Environmental perspective

From an environmental standpoint, ITAD is rooted in the concept of a circular economy. Our approach involves extending the lifespan of IT equipment and promoting reuse to minimise unnecessary e-waste generation.

The circular economy emphasises the value of keeping products, components, and materials in use for longer periods, either through repurposing in another position with the first owner, finding a second owner or returning them to nature. In cases where equipment cannot be reused, our ITAD vendors ensure proper recycling, allowing the materials to be reintegrated into the circular economy as manufacturing feedstock, reducing the need for new resource extraction.

It is worth noting that more than 60% of global organisations currently lack a well-defined and structured ITAD program, which highlights the urgency for action in adopting circular economy practices. Through the circular economy, we can transform our linear, wasteful system into a closed-loop approach that reduces waste, greenhouse emissions and resource consumption.



Our waste-avoidance activities have tangible benefits for companies, while reducing environmental impact by:

- Diverting equipment from landfills and the e-waste stream
- Reducing the need for mining and manufacturing
- Mitigating greenhouse gas emissions

When companies need to decommission IT assets, our team at Egiss ITAD ensures strict adherence to environmental compliance practices, minimising the resulting environmental footprint.

With our comprehensive hardware disposal documentation, such as ITAD Reports and Certificates of Recycling, companies can demonstrate the measurable impact of their responsible disposition process, and align it with their ESG goals.

Social perspective

Extending the life of IT assets through collaboration with an ITAD vendor like Egiss ITAD also has a significant social impact within the realm of ESG. Here are two common examples:

- *Donating equipment:* We partner with companies to help them donate equipment that they no longer need. This allows individuals who lack access to technology or possess outdated equipment to bridge the digital divide.
- *Donating proceeds:* Companies can also choose to redirect the revenue earned from used equipment to a non-profit organisation, particularly beneficial for non-profits that require specific types of equipment. By utilising the proceeds from their unused IT assets, companies can make a substantial social impact and support meaningful causes.

ITAD

Governance perspective

At Egiss ITAD, we understand the importance of governance in responsible IT asset disposition. We assist corporations in implementing effective governance practices, especially in two critical areas:

- *Data governance*: When disposing of IT assets, it is crucial to maintain an audit trail that demonstrates how each piece of equipment was processed, the data erasure methods used, and the fate of the equipment's components. With our comprehensive audit reporting, down to serial number level, companies can ensure compliance with regulations on the protection of sensitive data.
- *Supply chain governance*: Ensuring ethical practices throughout the supply chain is essential. We take responsibility for the disposal of IT assets ethically and vet our downstream partners accordingly. We demonstrate our commitment to governance practices such as GDPR and ensure that our partners adhere to the same high standards. By collaborating with us, companies can be confident that their ESG goals are supported by vendors who prioritise responsible practices.

We are dedicated to supporting our customers' ESG efforts by managing environmental impact, promoting social responsibility, and upholding ethical governance practices throughout the IT asset disposition process. Together, we can make a positive difference for the environment, society, and our customers' overall Sustainability goals.

ITAD

Lifecycle solution

Our *Return. Reuse. Recycle.* initiative is a complete program enabling the refurbishment and reuse of devices internally at the company, based on a defined set of parameters.

Once a device falls outside these parameters, we ensure that it is data erased and recycled in a UN approved market for secondary life.

This allows us to provide in-house circularity with best-in-class ITAD services spanning from:

- Asset recovery via managed logistics
- Data security and erasure (conforming to NIST 800-88 and HIPAA)
- Return solution to relocate devices in a new position with our customers
- Value recovery via remarketing in a multichannel setup
- Environmentally-friendly recycling

Egiss ITAD understands the critical importance of proper IT asset disposal in maintaining data security and safeguarding brand reputation. Each year, millions of tons of outdated equipment is discarded by organisations, posing potential security risks if not handled correctly. A data breach has the potential to cost millions, so it is crucial to ensure that sensitive information stored on old devices such as computers, servers, tablets, smartphones, and printers does not fall into the wrong hands.

Our eco-conscious processes at Egiss ITAD are designed to prioritise data security and protect reputations.



“I have promised my kids to make every step in our supply chain 100% sustainable before I retire. So we’d better get going.”

Jesper Alding, Group CSO



Emissions

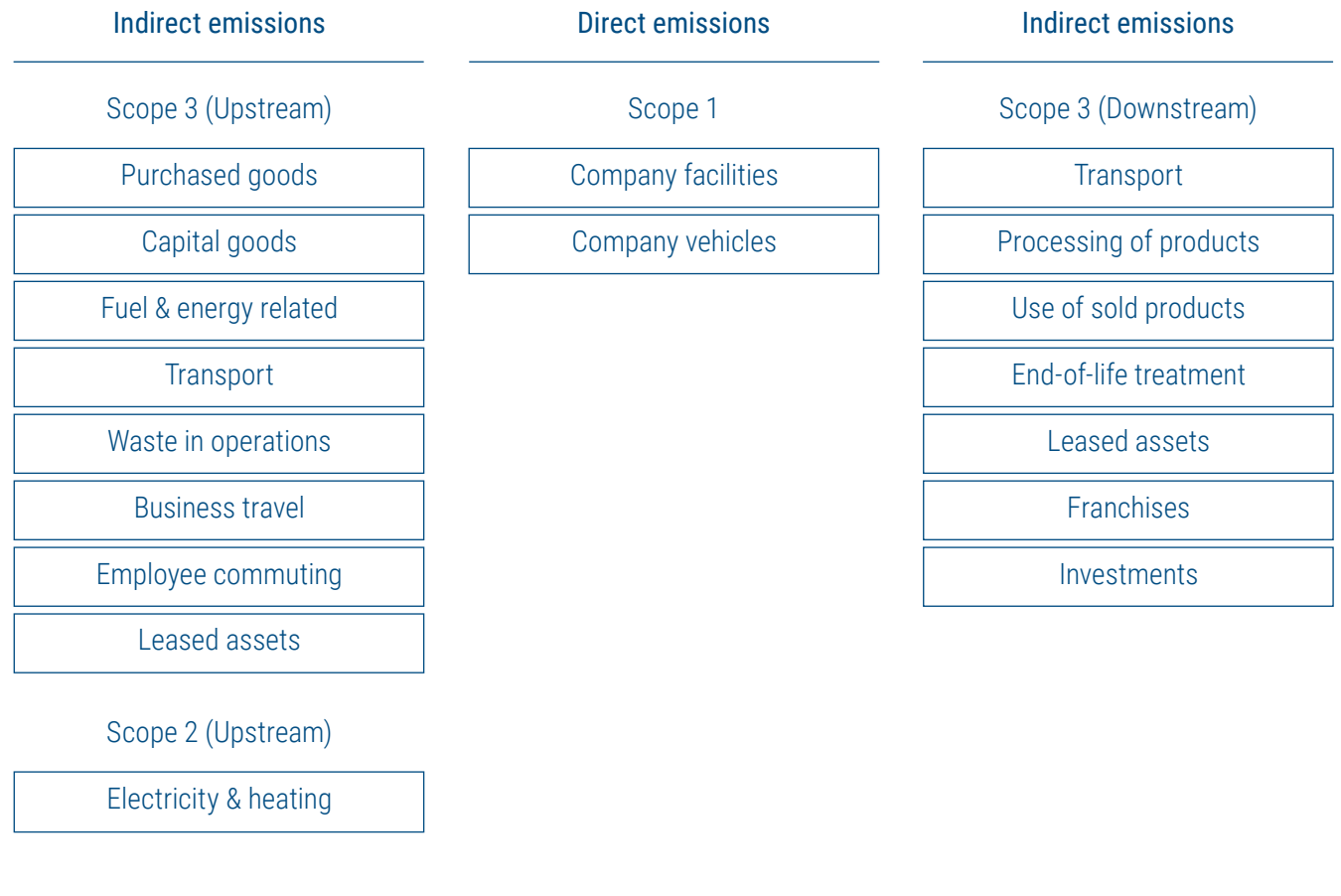
At Egiss, we take responsibility for our greenhouse gas emissions (global warming potential - GWP). Until now, we have worked with data focusing on Scope 1 and 2, exploring whether there is something we could do differently in the way we run our company. With the introduction of the Corporate Sustainability Reporting Directive (CSRD), we now expand our focus and responsibility area to include factors in our value chain that we have no direct control over.

Since we are classed as an 'asset light' company, the majority of our GWP will always lie in the field which encompasses the entire value chain, known as Scope 3.

The following highlighted results from 2022 were processed by the company Normative, which covers the Egiss entities in Denmark, US, China, India, and Indonesia:

Egiss	2022	2021
Total emission	31.84k tCO2e	37.20k tCO2e
Scope 1 emission	159.3 tCO2e	66.82 tCO2e
Fuel used	23,523,399 Litres	23,423,451 Litres
Energy used	678,473 kWh	324,990 kWh
Scope 2 emission	255.8 tCO2e	173.0 tCO2e
Energy used	879,677 kWh	592,182 kWh
Scope 3 emission	31.42k tCO2e	36.96k tCO2e
Purchased goods, services	87,8%	82,8%

Emissions



Indirect emissions (scope 3) typically holds the vast majority of CO2 emissions for a company. Most companies report only on scope 1 & 2, but on average the emissions in scope 3 is 7 times larger compared to scope 1 & 2. (Source: GHG protocol)

Emissions

Scope 1 and 2

In January 2023, after years of preparation, planning and building, Egiss opened a new European hub, located just outside Aarhus in Denmark. As well as needing a bigger warehouse and provisioning facility to support the growth of our business, we also wanted to align our business needs with the responsibility of our direct emissions and upstream.

In short, with Sustainability being an important part of our DNA and business model, it was important that the new hub was an environmentally friendly, A-energy class building. As well as intelligent district heating, it also has 1,200 solar panels installed on the roof, covering the needs of the building, allowing for the charging of electric cars, and diverting surplus electricity flow back into the utility grid. The building also utilises intelligent lighting, which continuously measures motion and daylight and adjusts the lighting accordingly.

At more than 7,700 square meters, the new hub will not only increase our capacity but also act as the design model for future hubs.

We are also working to minimise the environmental consequences of our business activities by recycling 95% of all cardboard, paper and plastic used at our warehouse. We only use recycled plastic and paper as filling in our export boxes, and plastic bags made of 80% recycled materials. All used electronics are either resold for re-use or disposed of at recycling stations.

Scope 3

Scope 3 includes all indirect value chain greenhouse gas emissions such as transport, transactions, and products. Although the CSRD reporting will not be required of Egiss from the financial year of 2024, the new legislation affects us indirectly, as our customers will have to report on the emissions of their suppliers and business partners. We therefore have a responsibility to deliver classified ESG data to them.

In 2022 98,7% of Egiss' total emission data was based on Scope 3, and we believe that working sensitively with our vendors while pushing for better and more precise data will allow us to base the calculation on actual emissions instead of spend base. It will also help our customers with compliant data and reduce emissions from their operations.

(ESG) Data is king

We often hear that data is king. And it is when you know what to do with it.

IT products are known as a significant contributor to our customers' climate impact, and we expect IT departments will face a consistent increase in reporting demands to include more detail on new acquisitions, as well as mapping existing installations.

For the measurement and calculation of GWP on ICT products, Egiss has entered a strategic collaboration with the approved data partner Rejooose. This partnership will enable Egiss to demonstrate the total GWP data for IT products and services that have been invoiced from one of Egiss' entities, covering both Scope 2 and Scope 3 reporting.

An IT baseline report from Egiss contains:

- Energy efficiency (datacentre IT) and energy consumption
- Climate impact, total for Scope 2 and 3
- Both Data Centre IT and Workplace IT
- Breakdown of energy consumption by product category
- Compliance with EU CSRD and the Taxonomy Regulation

- Reporting allowing customers to become a 'Participant' in EU Code of Conduct on Data Centre Energy Efficiency
- And much more



Category	Share (%)	GWP CO2 eq
Notebook	77,0	9,03 tonnes
Samartphone	13,1	1,54 tonnes
Docking Station	8,4	0,99 tonnes
ICT Peripherals	1,4	0,16 tonnes
ICT Accessories	0,2	0,02 tonnes
Total		11,74 tonnes

“I love passionate stories but I believe the whole area of sustainability needs solid ground under its feet, and by that I mean data.”

Rune Toft, Group CDO



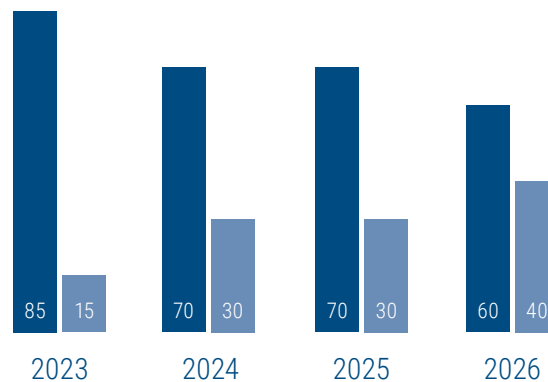
Diversity and Inclusion

Having a sustainable organisation to support the business requires a diverse and inclusive culture, a safe space to develop professional and personal competencies based on qualifications & performance, and the continued support and encouragement of all employees. By empowering our people to use their skills and play to their unique strengths, we aim to create equal career opportunities regardless of gender, age, sexual orientation, disability, nationality, religion etc.

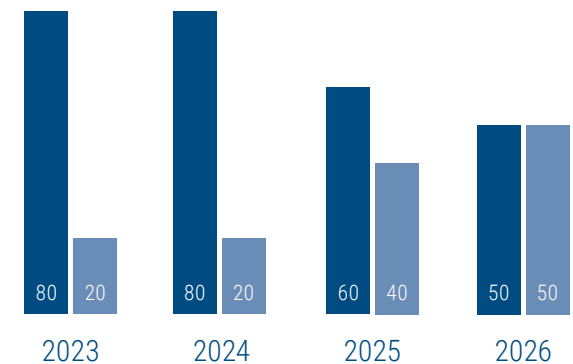
We focus on nurturing an openminded and unbiased culture, expecting all employees – no matter what they do and what position they hold – to respect and actively work to foster this. We do not tolerate discrimination of any kind, and factors such as gender, age, religion, national origin etc. are not permissible criteria when considering a candidate’s suitability for a new position or promotion.

Currently, the overall gender distribution within Egiss is 62% men and 38% women, and we are working to address this. In senior management positions the split

Management group, gender distribution:



Board, gender distribution:



Diversity and Inclusion



is 85% men and 15% women, evening out to 50/50 at second level management. We encourage women to join Egiss at all levels, and support their growth and development within the company with the aim of promoting more women into leadership roles. We seek to have at least one female candidate for vacant leadership positions, and we actively work to challenge biases and prejudices through practices like anonymising CVs and applications, and removing characteristics relating to age and gender.

Over the coming years, we aim to achieve a more equal gender distribution throughout the organisation, with a focus on the senior leadership team, where the imbalance is currently most pronounced. We aim to reach a 40/60 gender distribution in our management

group, and a 50/50 gender distribution at board level, by 2026.

Another Diversity and Inclusion initiative at Egiss is our daily work with a group of colleagues at the edge of the labour market, offering part-time employment to a variety of individuals who, for a multitude of reasons, struggle to find work within traditional labour market structures. We strive to provide a safe environment where personal challenges are met with patience, and a belief that anybody can be a valuable contributor to Egiss, as long as they are supported to do their best, and focus on their strengths.

“Sustainable changes need to be deeply rooted in culture, which is why I find it extremely important to support healthy initiatives both internally and in selected areas in world society.”

Hanne Bak, Group CHRO



IT security



The importance of Information Security continues to grow, and over the past year Egiss has made significant investments in cybersecurity and data protection, continuously managing and reducing information security risks for customers, partners and Egiss itself.

The threat from cybercrime remains very high, and well-organised ransomware groups continue to target all sections of society. The Danish CFCS estimates that the vast majority of cybercriminals are still financially motivated and work opportunistically, so we have designed our risk-based cybersecurity program to

safeguard both ours and our customers assets accordingly.

Egiss has made and will continue to make investments in our ISO 27001 management system, ongoing security assessment and risk management, tools, and processes. In doing this, we continuously improve our security posture, and our people's awareness and competencies at all levels of the organisation. Egiss and our partners work closely to meet our customers ever evolving need for cybersecurity.

Governance

Working with and for Egiss must be safe, secure, and legal in all respects. Both customers and employees must feel confident that we operate according to clear guidelines when it comes to employment, subcontractor selection and all other matters and transactions relevant to our business.

When it comes to CSR, bribery and corruption policies, work for greater sustainability and proper employment, our Code of Conduct is a common benchmark for both our head office and our warehouses in other countries and regions.

Our Code of Conduct is based on our company values and the UN Global Compact's 10 universally recognised principles of human & labour rights, environment, and anti-bribery.

We seek to ensure that the Egiss Group, its employees, suppliers, and all business partners comply and operate in accordance with the requirements of our Code of Conduct and of all relevant national and international laws.

We encourage everyone with doubts to ask themselves the following questions:

- Is it legal?
- Is it in compliance with the Code?
- Is it ethical?
- Do I lead by example?
- Will it reflect positively on the Egiss Group?
- Would I be comfortable reading about it in the news?
- Would my relatives and close friends approve of it?

If the answer is 'no' to any of the above, avoid doing it – and if necessary, seek guidance.

We feel confident that cooperation and dialogue will result in a more efficient partnership with our customers, suppliers, and other business partners, to the benefit of all parties involved.

Governance



However we also want to ensure that all Egiss employees are not only aware but also updated on any guidelines, rules and initiatives which may be implemented within our organisation. Starting from Q4 2023, all Egiss employees will attend mandatory

internal training based on the non-financial reporting requirements from the Annual Report, and upcoming projects and goals related to ESG, Diversity, IT security and more.

Our commitment

We support



United Nations
Global Compact

Every respected company knows that Sustainability is no longer just a fancy word, but a serious topic on the agenda that demands real commitment and action.

The success of a company's Sustainability initiatives rely on cooperation, and for Egiss, this cooperation is reflected in every step of the supply chain.

Our sustainable solution is driven by acceptance and requests from our customers, and our aim to do better is made possible by the support of the manufacturers we work with, and the continuing development of their products.

"As Group CEO I am pleased to confirm that Egiss reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. In this Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication."

Jesper Ravn
Group Chief Executive Officer / Founder of Egiss

UN Global Compact

The 10 principles and the 17 sustainable development goals.

The Ten Principles of the UN Global Compact provide a common ethical and practical framework for operationalizing corporate sustainability. Derived from UN Declarations and Conventions, these universal principles represent the fundamental values that business should embed in their daily strategies and operations.

The 17 Sustainable Development Goals (SDGs) have a different but deeply related purpose for business. As the heart of the 2030 Agenda for Sustainable Development, the Global Goals demonstrate the scale and ambition of the boldest vision for humanity ever adopted. They represent aspirational, long-term targets for governments, business and other stakeholders to work towards creating the world we want. Together, the Ten Principles and the SDGs equip business with both the values and vision to help companies make a meaningful contribution to people and the planet.



UN Global Compact

Since 2016, Egiss has proudly supported the UN Global Compact (UNGC) and its 10 Principles covering the 17 related Sustainable Development Goals (SDGs). During April and May 2023, as part of our ongoing commitment, we submitted our 2022 assessment on the new Communication on Progress, the annual reporting requirement of the UN Global Compact, completed the Questionnaire and re-committed to the CEO Statement of Continued Support.

Anti-corruption

We take a zero-tolerance stance regarding corruption in any form, and our explicit and clear Compliance Program sets stringent standards and guidelines for employees, customers, and business partners. The Egiss Compliance Program, including Anti-Bribery & Corruption Policy, and Anti-Money Laundering and Export Control Policy, can be found at www.egiss.net

Focus and Actions 2022
(covering SDGs 16 and 17)

- Monitor and ensure that our zero-tolerance policy is followed.
- Share the Anti-Bribery/Corruption Policy with

suppliers as part of the Egiss Compliance Program as part of a continuous effort to inform about the program.

No cases of corrupt practices have been identified.

We shared the Egiss Compliance Program, including the Anti-Bribery/Corruption Policy, with suppliers worldwide.

We will continue to inform employees, suppliers and other partners about our Code of Conduct and Anti-Bribery Policy, and we will keep monitoring incidents of corruption of our business. A whistle-blower scheme will be implemented in 2023.

Human rights

Egiss supports and respects the Universal Declaration of Human Rights and will not do business with partners or customers who commit human rights violations.

Supporting Gadens Børn and their work with Street Children in Kolkata, India (covering SDG 1, 2, 3, 4, 5 and 17)

UN Global Compact

Egiss is a major donator to the Danish charity Gadens Børn, meaning 'Street Children', honouring a pledge to support the organisation for 3 years. As well as financial support, we also donate mobile phones and other IT equipment when needed. We are supporting all 12 of the projects run by Gadens Børn, including 3 schools, a girls' home, mobile health clinics, 3 activity centres, and the financial support of more than 50 children living at a boarding school outside of Kolkata.

HP Life Foundation has expressed a wish to make a joint project sponsoring Gadens Børn. We have entered into a dialogue with Gadens Børn around the possibilities and are in the process of identifying a suitable project. It is likely that the selected project will focus on supporting young mothers in setting up small businesses to support themselves and their families. We expect to continue the partnership with HP Life Foundation, as well as developing further partnerships with other partners to promote human rights.

We also continue to support UNICEF as part of the 'UNICEF Business Support' program, and in South Africa we co-sponsor projects supporting 'Disabled women in Africa' as part of the business set-up.

Labour

At Egiss, we support and respect the fundamental principles and rights at work, as set out by the ILO and national laws. All Egiss employees have contracts, and our Employee Policy clearly states employee rights, compensations, and benefits.

Focus and Actions (covering SDG 3, 4, and 8)

Revising the main Egiss Employee Handbook, and supplementing with additional employee Handbooks where national laws, regulations, and customs require it.

- Financing relevant courses for all employees when needed.
- Creating an inclusive environment for co-workers with special needs.
- Ensuring a healthy work/life balance.
- Making a mandatory Workplace Assessment.
- Having the work force of Egiss being represented by co-workers with special needs.
- Providing internal language and communication courses for + 30 employees.
- Financing Leadership Courses for 20 team managers.

UN Global Compact

- Providing Health & Safety training for 5 employees.
- Carrying out a Workplace Assessment where Egiss employees in Denmark made suggestions to improve the working environment.

Environment

We seek to minimise the environmental consequences of our business activities. Internally, we are always working to ensure our processes are sustainable, particularly around aspects like garbage disposal, recycling, electricity consumption, and food waste. We are also monitoring the impact we have through receiving and sending goods around the world.

Focus and Actions 2022 (covering SDG 7, 9, 12, 13 and 17)

- Recycling and correctly disposing of garbage, while actively trying to reduce waste.
- Reducing the amount of plastic used in packing.
- Optimising energy consumption and reducing the use of electricity and heating at Egiss premises.
- Improving availability and quality of data used to measure carbon footprint for Scope 1, 2 and 3.
- Using local recycling stations to recycle 95% of plastic, paper and cardboard waste.
- Replacing plastic with recycled paper as package

filling in more than 80% of boxes shipped.

- Ensuring plastic bags used in packing contain at least 80% recycled plastic material.
- Building the new office and warehouse & deployment centre in Hinnerup according to the latest legislation on energy-saving buildings. This includes solar panels on the roof, charging for electric cars, LED and sensor controlled lighting, and district heating using organic materials (straw).

“Personally I find it encouraging that the EU is tightening requirements on some of the crucial areas of world business in terms of sustainable behaviour.”

Søren Holm Pedersen, Group CFO



EcoVadis

We have chosen EcoVadis – the world’s largest and most trusted provider of business Sustainability ratings – to measure our Sustainability efforts, ensuring transparency for our customers and partners. More than 65,000 companies in over 160 countries across more than 200 industries trust EcoVadis.

EcoVadis experts analyse a company’s CSR practices in relation to the industry sector, the size, and the geographic location of the company. Businesses are given a score out of 100, based on their CSR policies, actions, and results against 21 environmental, social, and governance (ESG) criteria. The criteria are broken down into four main areas:

- Environment
- Social and human rights
- Ethics
- Sustainable procurement

These criteria correspond to international standards, such as ILO (International Labour Organisation) conventions, the Ten Principles of the United Nations Global Compact, the GRI Standards for global sustainable development reporting and the ISO 260004 standard.

The analysis methodology is based on management indicators and external sources of information from various stakeholders. An international scientific committee monitors the quality of the EcoVadis process.

The Egiss Sustainability profile on EcoVadis includes ratings and carbon scorecard, and can be accessed by visiting the EcoVadis.com site and requesting additional information on Egiss.

In 2022, EcoVadis awarded Egiss a Silver Medal; an improvement on the Bronze Medal award of 2021.



Company Size: M = 100-999 employees

Assessment scope: Group = This assessment covers Egiss with its subsidiaries.
61st percentile = The percentile rank shows how Egiss score compares to other companies' scores. For example, 61st percentile means Egiss score is higher than or equal to the score of 61 percent of all companies rated by EcoVadis.
The percentile rank is calculated at the time of score publication.

SBTi

Science-based targets show organisations how much and how quickly they need to reduce their Greenhouse Gas (GHG) emissions, to prevent the worst effects of climate change.

As part of our work on reducing our negative impact on the environment, we have joined the Science Based Targets initiative (SBTi); a partnership between CDP, World Resources Institute (WRI), the Worldwide Fund for Nature (WWF), and the United Nations Global Compact (UN Global Compact). Through the combination of our work with the SBTi, and engagement with private enterprises, we aim to halve our GHG emissions by 2030, and reach net-zero by 2050.

We have committed to reducing our GHG emissions by 38% on Scope 1+2. We are also committed to the more difficult task of measuring and reducing Scope 3 emissions, where we are reliant on our partners and customers.

We have:

- Committed to becoming Co2 neutral.
- Committed to follow the adopted Greenhouse Protocol.
- Committed to reduce our Greenhouse Gas (GHG) Emissions.
- Contributed to the Paris agreement to reduce or half our GHG by 2030



Lenovo 360



In 2022 Egiss engaged with a new initiative from Lenovo called 'Lenovo 360 Circle'. Our position as one of the Founding Lead Partners to this community clearly demonstrates that we are considered mature in our Sustainability journey, with robust disclosure of key ESG criteria aligned to both mandatory and voluntary standards.

The Lenovo 360 circle is an ESG community doing smarter business together with a designated list of partners, representing global cooperation with a focus on climate change mitigation & value chain optimisation.

The IT industry has a central role in the delivery of the United Nations' 2030 Agenda for Sustainable Development. We all have a duty to accelerate sustainable technology innovation while ensuring inclusion and social equity. Being able to properly address Sustainability requires unity and collaboration not only internally but also externally. Lenovo 360 Circle is a community based on an individual and collective learning approach. Through our engagement with this community, we will:

Lenovo

Lenovo 360

ALIGN Sustainability objectives with market expectations, and accelerate our positive impacts.

TRANSFORM ESG with new business opportunities and the development of a collaborative and innovative sustainability solutions portfolio.

BUILD a global ESG Channel network of experts to support small and medium sized local partners.

Sustainability is critical at a business level, for Egiss and our customers, but also on a societal level, for all of us. Companies should consider Sustainability as a key driver for innovation, a key influencer for consumer behavior and a key criterion for talent attraction and retention, and employee happiness. Many organisations are navigating Sustainability journeys on their own with mixed results. Sustainability is still broad and complex, and access to the necessary expertise, knowledge and best practices remains a challenge. We view our collaboration with Lenovo as key to driving scale and achieving sustained impacts faster.

Focus groups and Social Council for lead partners

To drive collaboration around the community priorities, Lenovo has launched five focus groups. As a lead partner, Egiss is represented in the following groups:

Packaging:

Optimising packaging and reducing waste by leveraging market insights to develop and implement a bulk packaging offering.

Recycling/ Refurbishment:

Designing and implementing business models and offerings to address the global e-waste challenge, and searching for innovative solutions to supply-chain constraints.

Scope 3 inventory management:

Helping partners access key Sustainability metrics for their own ESG impact measurement needs.

Lenovo

“Egiss exists to deliver next-level IT solutions to our customers, and sustainability will play a pivotal role in enabling us to keep that promise for many years to come.”

Ole Gregersen, Group CCO



HP Amplify Impact

Egiss is a proud member of the HP Amplify Impact program, and we are very proud to have been awarded the HP Amplify™ Impact Award, in recognition of our continuing commitment to Sustainability in every deal we do.

We will continue to focus on sustainable solutions in cooperation with customers, partners, and industry leaders within this field.

Through the HP Amplify Impact program, Egiss drives the following projects and initiatives:

- Egiss employees complete the HP Sustainability Basics to improve their understanding of sustainability, and HP's sustainable products and service portfolio. This helps us to maximise sustainable business opportunities to our global customers.
- Print Feed Energy assessments are ongoing for customers within the Egiss Print Solution.
- Enrolling Egiss Print Solutions in the HP Planet Partners Suppliers Recycling program.
- We will disclose the Egiss Business Carbon Footprint and Action Plan, based on analytics done by the Egiss emission data processor Normative.

- A Diversity, Equity & Inclusion strategy is in development, which will benefit Egiss internal processes and improve the strategy within our organisation.
- We continue to support HP's Brainwalk Challenge, in collaboration with the non-profit organisation Plant et Træ, which will plant a tree for every 30,000 steps Egiss employees take.
- Egiss employees have volunteered at various charity events organised by Gadens Børn, and all future charitable work for the organisation will be compensated.



Gadens børn



We have chosen to support the NGO Gadens Børn, meaning 'Street Children', in India for three years initially, starting from 2021. Our annual donation of DKK 250,000 will go towards supporting their 12 projects in Kolkata, securing housing, care, education, food and

health care. We will also donate IT hardware and tech devices to be used at their schools and girls' home, allowing us to directly impact the children's education, development, and learning.

€35.000

Yearly aid

12

Projects

India

Location

Kwera



In 2015, Kwera Founder and CEO, Jimmy Scavenius quit his job as a corporate finance lawyer in Denmark, sold all his belongings and moved to Malawi, where he founded Kwera in 2017.

Kwera is dedicated to improving the lives of youths in low- and middle-income countries. Today, Kwera consists of a diverse, global team from eight different countries, working to realise Kwera's vision by financing higher education for students enrolled at local universities, and developing their employability and entrepreneurship skills.

'Kwera' means 'to climb' in Chichewa, Malawi's native language. Kwera see education as a fundamental climb

towards greater personal and professional growth, referring to their students as 'Student Climbers'. Egiss (former collaboration through Refurb) makes our ITAD resources available to Kwera, collecting, processing, and preparing donated IT for the students.

The model is simple:

- Companies can choose to donate their decommissioned IT to Kwera, either directly as reuse, or indirectly as financing.
- We manage the professional logistics and data remediation, and then prepare the computers for the students, at no cost.
- Kwera gives the equipment to the students for free use during their studies.

“These are matters of great importance and complexity, and it’s great to have the total support of management and the wider team.”

Belinda Fjord, Director of ESG and Global Partnerships



More to come

We will keep improving and strengthening our ESG efforts and creating a sustainable supply chain, together with our community of suppliers, employees, partners, and customers because for us, ESG is not an option. We promise not to settle until we are top of our industry, and remain there.

We believe that being transparent about the things we don't know yet helps us make sure we're asking the right questions, improving our way of doing business, and basing our work on the right strategy. Nothing is too small for consideration as part of the ESG agenda and focus when it comes to responsible sourcing. Details like where we procure our coffee for the offices, how much food waste our kitchen generates, or how we could improve our energy consumption are all important factors in reaching our Sustainability goals.

Materiality assessment

To gain insight into the views and opinions of our strategic partners and a representative list of our customers, we will start conducting interviews to ensure a valid gap analysis, ultimately leading to the Egiss materiality assessment focus.

CSRD

What are the criteria and when do we expect them to become mandatory? Which ones do we already comply with, which ones match our customers' requirements, and how will we implement the CSRD as a strategic plan covering the entire Egiss Group? A lot of questions are yet to be answered, and we look forward to taking up the task, which will give us the license to sell and operate as a market leader in the global IT industry.

Taxonomy

We have not implemented the EU Taxonomy in Egiss yet. However, we have begun the process of adapting to taxonomy, and we are preparing for the new legislation.

We hope that this report gives an insight into the Egiss sustainable strategy and focus areas, and our progress so far. We stay humble and respectful about this important topic that impacts us all.

Egiss will continue to prioritise ways of working that ensure the people and companies around us - whose cooperation we cannot survive without - will find it easy to choose us in the future.

Where to find us?

DENMARK
Headquarter

DENMARK
Warehouse, Configuration &
Deployment Center

CHINA
Warehouse, Configuration
& Deployment Center

INDIA
Warehouse, Configuration &
Deployment Center

INDONESIA
Warehouse, Configuration
& Deployment Center

SOUTH AFRICA
Warehouse, Configuration
& Deployment Center

UNITED STATES
Warehouse, Configuration
& Deployment Center

SWITZERLAND
Sales Office

BRAZIL
Warehouse, Configuration &
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MEXICO
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