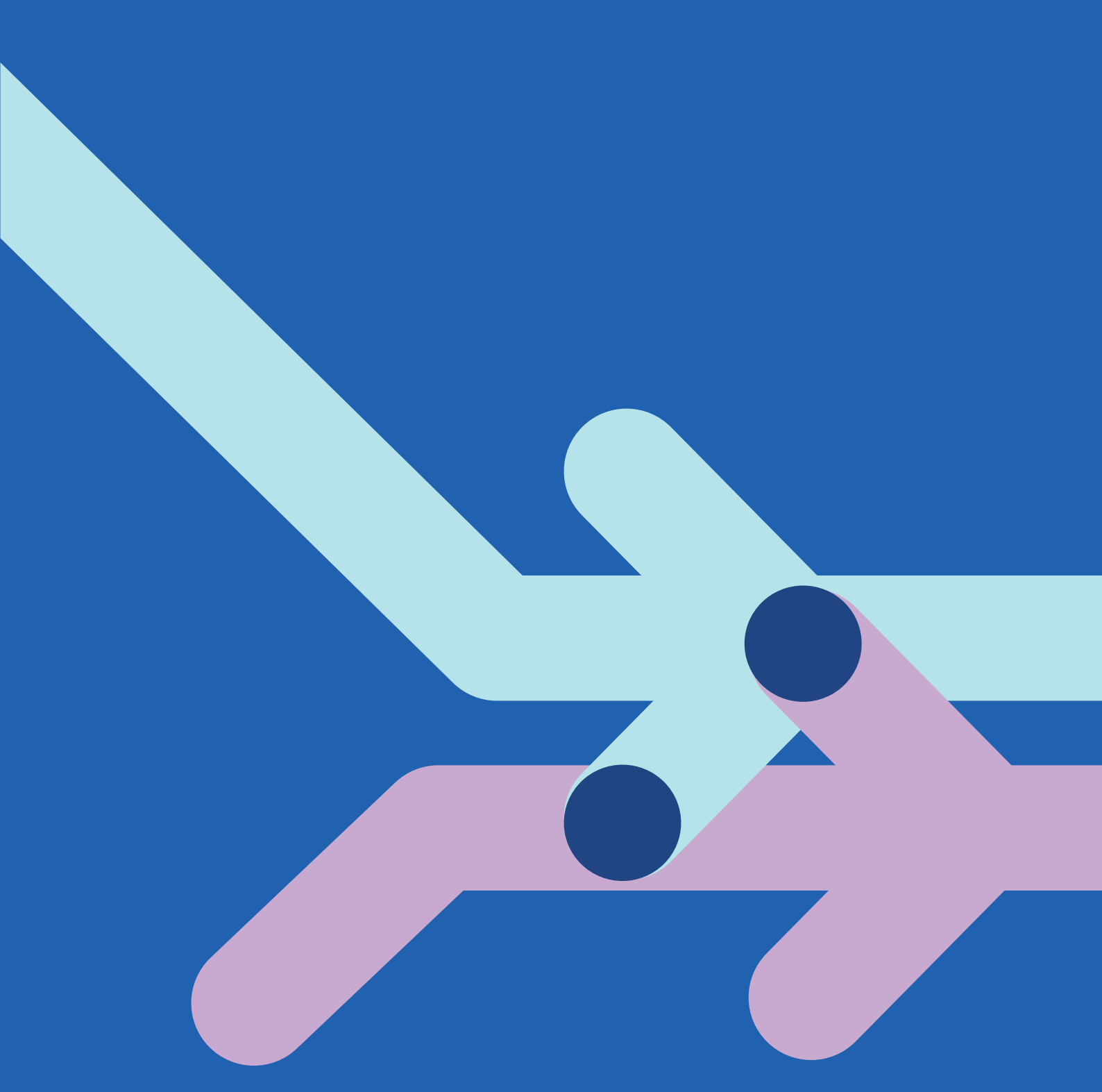




ESG Report

2025

ESG report 2025

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The Board of Directors and the Executive Board have discussed and approved the ESG report of EET A/S for the financial year 1 January - 31 December 2025. This report constitutes the statutory ESG reporting of EET A/S in accordance with §99a of the Danish Financial Statements Act. This report forms part of EET A/S and Mgt Holdco ApS.

01 Introduction

We are EET

The role of IT in society is both dynamic and increasingly crucial. It underpins the networks, security, and business operations we all depend on. As an IT distributor, we ensure solutions and components' availability and timely delivery, enabling suppliers and customers to pursue growth. Through unparalleled local service, a robust supply chain, deep industry knowledge, and innovative digital tools, we empower the convergence of people, parts and projects.

We span over several business lines, from Server, Computer & Printer parts, ProAV Solutions, Surveillance & Security, Network, POS & Auto-ID to Consumer Electronics.

We were founded in 1984, and much has happened since we were just a Nordic company. Now we are present with 27 offices in Europe and we have more than 740 employees in Europe, with our headquarter located in Birkerød, Denmark.

Our Values are at the heart of our business and define how we work. The values are characterised by clear trademarks and the behaviors we are all measured by.

Our values

How we work

One company Values

We act as one team to make each other great.

Trademarks

Our team is our greatest asset, and we are all committed to creating an inclusive and pleasant work environment. We invest time and resources in fostering a culture of collaboration and teamwork. Based on a sincere interest in our colleagues and their work, we collaboratively pursue common goals.

Behaviours

- Open and timely communication
- Cross-functional support
- Curiosity

Customer-centricity Values

We put people first to create engaging partnerships.

Trademarks

Our customers and suppliers are at the heart of everything we do. Our extensive offering of services, products, and solutions provides unmatched convenience and through expertise, reliability, and engaging partnerships, we create lasting value for our customers and suppliers.

Behaviours

- Engagement Integrity
- Expertise and guidance

Challenge & Deliver Values

We challenge status quo to deliver exceptional results.

Trademarks

Based on solid industry knowledge and data we take decisive action and continuously predict and adapt to evolving demands. We reach exceptional results by constantly optimizing processes, driving efficiency, and offering state-of-the-art services, products, and solutions.

Behaviours

- Continuous learning
- Data driven
- Results orientation

24

markets

Local sales offices across Europe
with shipments to 70+ countries
worldwide

+740

employees

734

M€

Annual revenue in 2025



90,000

products

Ready for same-day dispatch



+33.000

Buying B2B customers.
No direct end-user sale



1,1 M

deliveries every year with
99,5% picking accuracy



27

Local sales offices across
Europe with shipments to
70+ countries worldwide

1984

Founded in Sweden in 1984,
and established across the
Nordics during the first 3
years





Søren Drewsen

CEO

CEO Statement

A year of progress: Growing in a recovering Market

2025 marked an important year of progress for both our company and the wider IT sector, which took significant steps toward recovery after several years of headwinds. In this improving market environment, we delivered a strong sales performance and reached several key milestones, demonstrating the resilience of our business model and the strength of our strategic direction.

A central focus throughout the year has been to strengthen our operational foundation while enabling scalable and sustainable growth. We continued to optimize our logistics footprint by closing several smaller warehouses in Portugal and the UK, while successfully establishing our new distribution center in Newport.

This facility now serves as a key hub supporting our entities across the UK and Wales, enhancing efficiency, reducing complexity, and enabling us to better serve our customers. At the same time, we have accelerated our efforts within digitalization and automation, leveraging our strong infrastructure to improve processes, increase transparency, and support long-term scalability.

We also strengthened our market position through the acquisition of Coferro/Mercodan in Denmark, further expanding our capabilities and reinforcing our presence in key markets. Strategic growth remains closely aligned with our commitment to responsible business practices and long-term value creation.

Serving our customers remains at the center of our focus, and in 2025 we achieved an all-time high cNPS score. This reflects a high level of satisfaction and underlines our continued focus on delivering knowledge-based partnerships.

Sustainability continues to be a core pillar of our strategy despite a changing political environment. In 2025, we reached the milestone of 2 million planted trees, reinforcing our commitment to environmental responsibility and global reforestation efforts. In addition, we maintained our support for social initiatives, including our contributions to Skyggebørn in Denmark, helping children and young people cope with grief. These efforts reflect our broader ambition to contribute positively to the communities in which we operate.

Overall, 2025 has been a year defined by progress, execution, and a clear focus on building a more efficient, digital, and scalable organization. Our investments in infrastructure, technology, and people are enabling us to operate more responsibly while supporting continued growth.

Looking ahead, we remain committed to advancing our ESG agenda, strengthening governance, and driving sustainable value creation for all stakeholders. We will continue to integrate sustainability into our core business practices, ensuring that we contribute positively to society while maintaining a strong and resilient company.

I would like to thank our employees, partners, and stakeholders for their continued dedication and trust. Together, we are building a more sustainable, responsible, and future-ready organisation.

02 Executive summary

Key focus areas 2025

ESG is becoming an increasingly integrated part of our strategy, our business operations and our business model where we continuously strive to be climate responsible, take actions and create measurable impact.

In a market under constant change, we focus on areas where we can make a difference by taking targeted steps towards a better future.

In 2025 we have focused on the following areas

Environment	Social	Governance
■ Establishing environmental targets towards 2028 as well as transition plan to reach targets ■ EcoVadis Comitted with ambition to reach Bronze level in 2026 ■ Planting trees – we reached more than 2 million planted trees in 2025 ■ Expanding recycled packaging in our Private Label portfolio	■ Ensuring our voluntary employee turnover remains low ■ Monitoring potential gender bias in our compensation models ■ Preparing for Gender Pay Transparency Act ■ Implementing initiatives in our recruitment process to ensure diversity in the candidate pool	■ Increased focus on compliance training ■ Ensuring our suppliers provide the correct data upon onboarding (SAQ) ■ Implementation of compliance and reporting processes to live up to EPR and PPWR ■ Completing a full Double Materiality Assessment to identify ESG risk and opportunities for EET Group

Key figures for 2025

	2025	2024
Environmental (Tons CO₂-eqv.)		
Scope 1 emissions total	110,9	139,0
Scope 2 emissions total	392,7	444,4
Scope 3 emissions total	194.195,1	184.609,4
Social		
Number of employees (end year)	746	734
Gender distribution female / male %	27/73	27/73
Gender distribution (managers) female / male %	19/81	18/82
Group Management female / male %	14/86	14/86
Employee turnover % (voluntary)	7,5	9,0
Average seniority (years)	8,9	8,6
Average Emgagement Score	7,8	7,6
Governance		
Board of Directors female / male %	20/80	20/80

CSRD – EET Double Materiality Assessment

Double Materiality Results

EET Group's Double Materiality Assessment has been conducted at the Group level, meaning that no entity-specific IROs for EET's European subsidiaries have been weighted or estimated separately.

Our Double Materiality Analysis includes an Impact Analysis, which assesses EET's impact on society and the environment (inside-out impacts). The Financial Materiality analysis shows how social and environmental changes impact EET (outside-in impact). The scale of impact ranges from present impacts to essential impacts, excluding minimal impacts from our analysis.

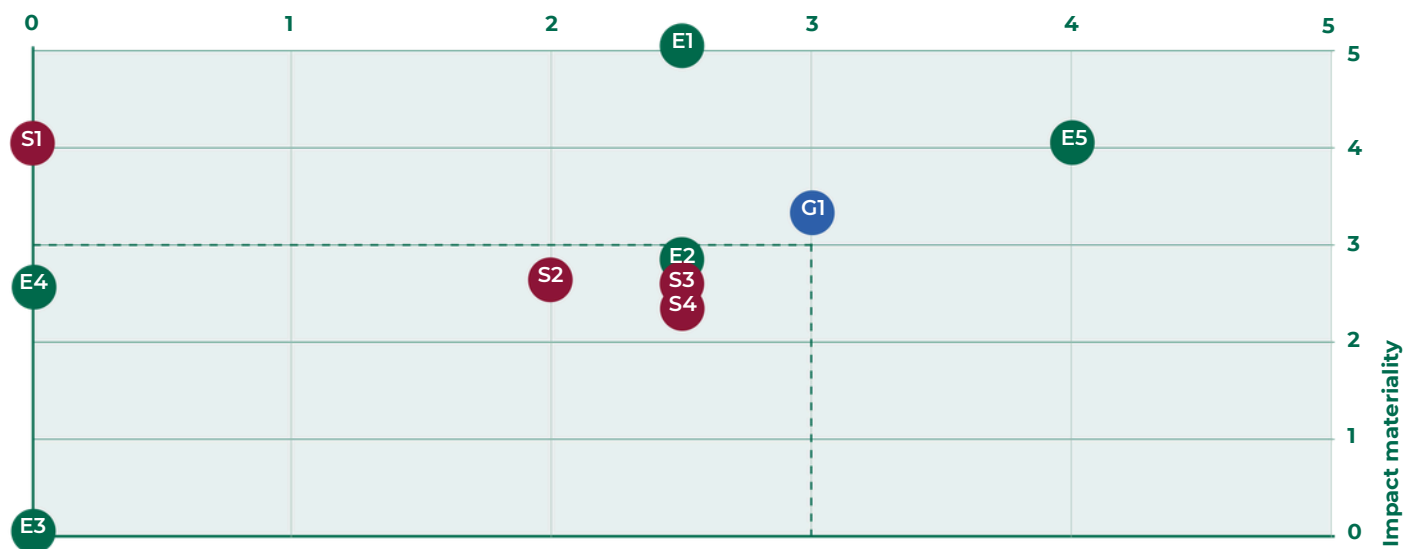
EET follows a market-based threshold to determine when identified IROs are considered material. An average threshold score of 3 or above qualifies an ESRS topic material.

The topics, conclusions, and results have been developed by our ESG, Finance, and Senior Management teams, with approval from our external accounting firm. For input into the Double Materiality Assessment, we have consulted internal and external stakeholders across the ESRS categories. Internal stakeholders include C-level executives, middle management, and operational staff.

EET is conducting double-materiality analysis on a voluntary basis, as we do not meet the employee threshold requirements to be in scope of CSRD. The threshold is set at 1,000 employees and we do not qualify yet for that in our current size.

CSRD – EET Double Materiality Assessment

Financial materiality



ESRS Categories

- E1

Climate change
- E4

Biodiversity and ecosystems
- S1

Own workforce
- S4

Consumers and end users
- E2

Pollution
- E5

Circular economy
- S2

Workers in the value chain
- C1

Business conduct
- E3

Water
- S3

Affected communities

CSRD - Identified ESG Risks and Opportunities material to EET Group

E1 – Climate Change Climate change mitigation

EET emits CO₂ due to the nature of our business, particularly in Scope 3, which includes the purchase of goods and products, as well as transportation (by plane, ship, and truck). This has a tangible negative impact on climate change mitigation. Our largest emissions categories are the upstream and downstream transportation of products, purchased goods and services, and the use of sold products. Due to our business model, we have limited influence over these emissions, but make efforts to improve where possible.

Energy

The energy consumption in EET's warehouses and offices, which mainly covers electricity, heating, and cooling, has a negative climate impact due to its reliance on non-renewable energy sources and the resulting emissions. This negative impact can be mitigated by securing a green energy agreement. However, in facilities where we have offices with shared premises, we are not able to choose the energy source ourselves and are therefore dependent on the landlord's choice of supplier. We are actively procuring green energy through local contracts where possible.

E5 – Circular Economy

Resources inflows, incl. resource use

The EU Right to Repair was adopted in 2024 and will boost EET's spare parts business going forward. EET can prolong the lifetime of products by selling spare parts to customers, which has a positive impact on the circular economy. IT spare parts can minimize e-waste when a product's components can be replaced.

Waste

At EET, we are well aware that the products we distribute primarily consist of plastic, minerals, and metals. While these materials can be upcycled, recycled, or downcycled under the right conditions, there is a risk that such conditions are not met in practice, potentially leading to inefficient resource use and increased waste.

Therefore, we partner in collective agreements across the countries we operate in for WEEE (electronics), BAT (batteries), and PACK (packaging) to pay our share of the sorting and waste handling process, which is done locally. Furthermore, we engage in ITAD processes at our HQ to ensure efficient waste recovery, recycling or resale.

S1 – Own workforce

Working conditions

Our employees at EET are the backbone of our operations and the key to our success across the countries and markets we operate in. We also acknowledge that our sales staff is an affected group regarding job security, as their performance and job security are based on sales results.

For warehouse staff, there is a potential negative impact on the physical working environment, as there is a risk of injuries and accidents related to daily operations in the warehouse, such as heavy machinery and lifting.

We strive to provide a healthy and safe working environment for all our staff in warehouse sites and office functions by monitoring physical and psychological working conditions through continuous improvements and measuring satisfaction results annually through surveys and employee feedback.

Equal treatment and opportunities for all

Providing a safe, thriving, and developing working environment is a key priority for EET. We take matters of equality and equal treatment seriously when it comes to onboarding and maintaining our staff.

G1 – Business conduct Corporate culture

As the geopolitical landscape evolves rapidly, and themes such as secure supply chains, dual-use products, and trusted allies become key topics on a global scale, governance becomes more important than ever for EET Group due to the nature of our products.

At EET, we have implemented systems that identify risk customers and sanctioned countries, and thereby we avoid sales to conflict areas. This has a positive potential impact on our risk mitigation and exposure to potentially conflicting business partners.

On the supply chain side, EET faces potential negative impacts due to the risk of corruption and bribery within our value chains, as we deal with suppliers outside of Europe, where our control is only limited to our Tier 1 suppliers.

SDG UN Targets alignment

We have aligned and clarified our SDG targets and defined mission and actions

5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	15 LIFE ON LAND 
Mission We believe in providing equal opportunities to our current employees as well as potential employees, and strive to reach a good balance between genders across our organization.	Mission EET wishes to promote inclusive and sustainable economic growth, full and productive employment and decent work for all.	Mission We continuously work to ensure our supply chain is ethical and responsible and we work with our vendors to ensure progress, as well as in our own operations.	Mission EET is dedicated to take the necessary steps to reduce the negative impact our business may have on the planet, which is outlined in our ESG Strategy, focusing on minimizing our scope 1-3 emissions and reduce waste.	Mission EET believes in restoring and promoting sustainably managed forests through key partnerships and programs.
Actions We actively promote anti-discrimination, diversity, inclusion and fair treatment. We strive for a gender balanced workforce and management team.	Actions We measure employee engagement through annual engagement surveys and take actions based on results. We focus on Health and Safety and ensure to have a good working environment. We measure customer satisfaction and implement actions to improve score where possible.	Actions We screen our supply chain, to make sure our vendors, OEM's and trade partners live up to global Human Rights Standards and avoid any use of conflict minerals. We conduct background checks and supplier screenings to make sure our vendors and trade partners are reliant, sanction free and trusted business partners.	Actions We measure and actively work to reduce energy, consumption and waste. We engage in specific recycling initiatives and implement an environmental strategy on all Private Label brands.	Actions We plant trees to support life on land, by planting 1 tree for every 5 shipments - adding a minimum of 220.000 trees per year to the EET forest.

We follow the UN Sustainable Development Goals, and align our business goals and actions with the 5 chosen Development Goals, in order to impact our operations in a sustainable direction.

SDG UN Targets progress

Category	Objective	2025 Progress	SDG
Renewable energy	Achieving 90% of Renewable Energy purchase across our warehouses and offices in Europe towards 2028.	We reached 75.8% of Renewable Energy purchased on average in 2025, across our operations.	
Reduction in GHG emissions	Reducing our scope 1 and 2 GHG emissions footprint	We reached a reduction of 23,7% of scope 1 and 11,6% reduction in scope 2 GHG emissions.	
Planting trees	Reaching 2 million trees planted before 2026 through our contribution partnership with Ecologi.	We reached 2.046.331 trees planted globally from 2021 to 2025, through our partnership with Ecologi.	
Circularity in our operations	Achieving 90% of recycled waste across our main distribution sites towards 2028.	We reached 86% of recycled waste in 2025, up from 83% in 2024.	
Recycled packaging materials	As we implement the EU PPWR regulation across our products in Europe, we aim at 90% of recycled packaging for our Private Label product portfolio.	In 2025, we reached 71% of recycled packaging materials for our Private Label product portfolio.	
Engaged employees	Our goal is to make EET Group an attractive, dynamic and engaging workplace, which can keep and attract new talents to grow EET further.	In 2025, we kept a high engagement score of 7,8 out of 10, which keeps EET an attractive place to work, combined with high employee seniority.	

Governance of the ESG Strategy

ESG is embedded within EET Group's organizational structure and operations, supported by a robust governance framework that drives progress toward our ambitious sustainability objectives. The ESG Manager reports directly to the Group Chief Human Resources Officer, ensuring clear accountability and strategic alignment.

Sustainability is integrated into the overall leadership structure and formalized within the agenda and decision-making processes of the Group Executive Management. The Board of Directors reviews and approves the sustainability strategy and the annual ESG report. Sustainability remains a standing agenda item, and is presented by the ESG department at least annually.



[Learn more about our Management structure on our website.](#)



03 Focus area

EET Private Label business

Responsible Supply Chain Management Practice

Our responsibilities through the value chain

A substantial part of EET’s business comes from our Private Label products, sourced from a range of suppliers, particularly in East Asia. We are aware of the conditions under which our distributed products are produced and the potential impacts on end-user safety.

Therefore, human rights risks, working conditions, and health and safety requirements are managed under clear supplier requirements and processes for workforce management within our supply chain.

Material risk

There is a risk of supply chain disruption and increased costs due to the volatility in the availability and prices of raw materials caused by climate-related events, such as extreme weather conditions or natural disasters.

Toolbox

Our Supply Chain Code of Conduct (SCC) ensures our suppliers are aware of and comply with the overall supplier code of conduct set by EET. The Self-Assessment Questionnaire (SAQ) ensures that suppliers confirm specific and relevant elements of the SCC. Additionally, the SAQ provides documented insights into the operations of the supplier.

The EET Private Label Supplier Onboarding Policy are used to effectively manage our supply chain, ensuring suppliers are vetted from product compliance, social, and legal perspectives. Furthermore, we use auditors and a third-party platform to screen our vendors for human and environmental risks.

EET Supplier Onboarding Policy

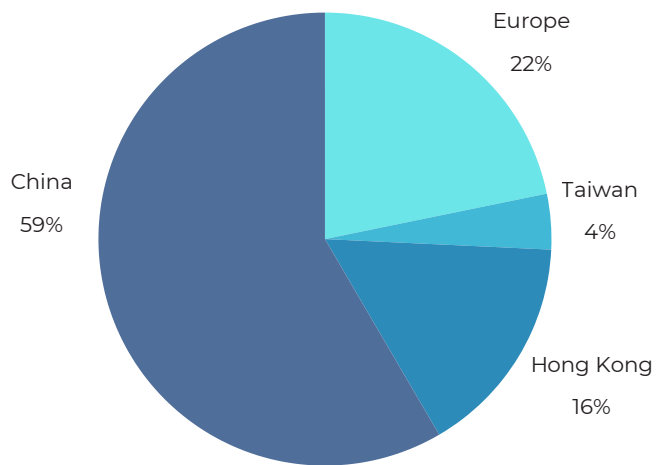
For our Private Label business, we maintain a fixed onboarding process that all suppliers must complete when doing business with EET Group.

This way, we ensure that all our suppliers have completed the same onboarding process, reducing both compliance and social risks.

Private Label KPIs	2025
Share of total vendor base covered by EET agreement or SAQ	63%
Share of signed Private Label supplier contracts	50%
Private Label SAQs received	81
Private Label Legal background checks	53*
Disqualification based on legal background check	1
Major deviations addressed in SAQs	0
Minor deviations addressed in SAQs	1

*53 checks in 2025, our total coverage is on 119 suppliers.

Private Label Purchase - vendor origin %



Private Label brand portfolio



Private Label Brands on the Responsibly Platform

In spring 2025, the EET Private Label brand Sandberg was added to the Responsibly platform. With all 52 suppliers delivering products to Sandberg now included, this marks the completion of onboarding all Private Label brands onto the platform.

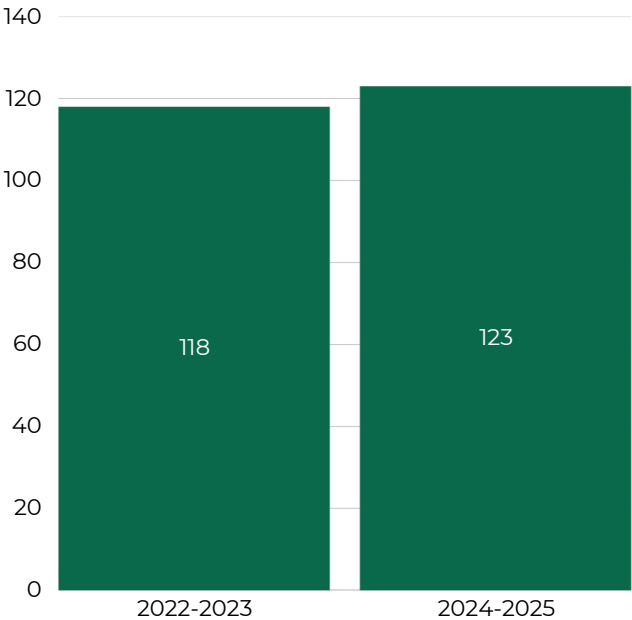
Bi-yearly Self-Assessment Questionnaires (SAQs) to our suppliers

In 2025, we sent SAQs out to all suppliers who had not responded in 2024 or whose responses were incomplete. This resulted in 26 new suppliers completing the SAQ, bringing our total response rate to 63% of all suppliers. We continue to encourage all suppliers to upload supporting documentation in the SAQ to achieve the highest possible score. This message was also emphasized during the EET Partnership Day, held in Copenhagen in September 2025, where all major Private Label suppliers participated.

The majority of the EET Private Label supplier portfolio filled out the required bi-yearly SAQ in 2024, through Responsibly, and the remaining outstanding SAQs were sent out during Q1 2025.

In 2026, we will again send out an SAQ to the entire EET Private Label supplier portfolio, to maintain an updated view of supplier performance.

Bi-yearly SAQs received from our suppliers



Private Label - 2025 standout ESG cases

Ernitec helps DSB modernize platform safety systems and reduce energy consumption

In Denmark, DSB (Danske Statsbaner) - the national railway operator, carrying more than 190 million passengers annually, has been upgrading its safety systems across all station platforms in Denmark. One critical element is the monitors used by train conductors to check that the platform is clear of passengers before departure.

Until now DSB relied on outdated equipment, no longer available on the market. Ernitec has been able to redesign and produce two brand-new energy saving, extra durable and resistant monitors, to overcome harsh weather conditions. The new monitor solution are built as an out-of-the-box product in a water- and vandal-resistant design.

The first models were successfully installed at Køge Station, in Denmark as proof of concept. This led to the order coming through to all stations and the first deliveries and installations was then carried out in Q4 2025, with the existing orders and roll out to happen during 2026.



By switching to Ernitec's new monitor solutions, DSB has achieved:

- A substantial energy saving - Going from previous 200W down to 70W, with better screen resolution. A robust design
- and solution which hinders damages from harsh weather or vandalism. Safety features built in - Real-time video
- without delay - a crucial factor when train conductors make split-second safety decisions.

From returns to reuse with CoreParts

CoreParts is a spare-parts brand offering a wide range of components designed to keep devices running smoothly for longer. By extending the lifespan of existing products, we help reduce the need for constant new purchases, which is a benefit for both our customers budgets and the life cycle of a device. We work closely with our refurbishment partners who acquire used laptops that need a second life, and this is where CoreParts plays an important role.

When customers return their routers to 3 - for example when switching subscription provider, they often forget to include the original cable and power supply. Without these core parts, the routers can't be reused. EET has been supplying 3 with the missing parts from our CoreParts brand, as an alternative to the original cable and power supply.



Through this initiative, we supported 3 in:

- Saving costs - by supplying a CoreParts product as an alternative to the missing part.
- Extending product life - by supplying the missing parts instead of the product being discarded.



[Learn more about our refurbished product offerings here](#)

EET Partner Days 2025

In the beginning of September 2025, we welcomed 17 of our largest Private Label suppliers to our largest distribution facility - Greve Distribution Center in Denmark. Over three days, we shared insights, discussed brand performance, long-term partnerships and which expectations and requirements we have to our Private Label suppliers, when it comes to responsible sourcing of raw materials, our ESG certification initiatives in collaboration with our suppliers, and our ESG Private Label goals.

In EET we believe in long-term partnerships with key suppliers, which also strengthens our ESG performance and goal settings.



Strengthening recycled content in our Private Label portfolio

EET Group is certified to the Global Recycled Standard Certified by Control Union #1409828. Products certified to the Global Recycled Standard (GRS) contain recycled material that has been independently verified at each stage of the supply chain, from the source to the final product. In addition, facilities from the source to the final supplier have met social, environmental, and chemical requirements.

MicroConnect’s product line Reconnect was launched in mid-2025 and includes various cable types containing recycled material. Furthermore, in 2025, eSTUFF introduced screen protectors containing recycled material into their INFINITE product line.

Private Label ambitions and goals for 2026

EET will continue to enhance and refine the use of the Responsibly vendor evaluation platform, where we have spent 2025 establishing the fully implemented scoring framework for 2026 and going forward.

The platform’s existing parameters will remain in place, with scoring of vendors across the 6 categories - Business Ethics, Cybersecurity and Data Protection, Decarbonization, Environment, Labor and Human Rights, and Quality Assurance.

In 2026, the Private Label Management Team will maintain its commitment to driving environmental progress across EET’s eight Private Label brands. The key priorities will include achieving 90% plastic-free packaging towards 2028, incorporating recycled materials, and minimizing packaging sizes across all product lines.






eet

04 Environmental performance

Scope 1-3 categories material to EET

Scope 1 Direct emissions from activities EET controls, ex. emissions from company vehicles.	Scope 2 Indirect emissions from collective energy - production of electricity and district heating.	Scope 3 Indirect emissions such as the purchase of raw materials, products and services derive from the activities at other companies and vendors.
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EET’s Scope 1-3 footprint

In EET Group we calculate our CO₂ emissions in accordance with the GHG protocol.



Scope 1	Scope 2	Scope 3	Scope 3
Direct emissions	Indirect emissions (Own operations)	Indirect emissions (Upstream)	Indirect emissions (Downstream)
 Company cars – Diesel and Petrol CO ₂ emissions	 Electricity and heat in our offices and warehouses	 Inbound transport and distribution of products	 Outbound transport and distribution of products
		 Business travels	 Waste handling – own operations
		 Purchased products	 End-of-life treatment of sold products
		 Employee commuting	 Use of sold products

For further clarification, see section 09: Accounting Practices - Environmental.

Carbon footprint and emissions for 2025

Customer Centricity

At the beginning of 2025, during a major tender for a leading European security company, EET provided detailed CO₂ calculations of total kWh consumed and waste generated across more than 6,000 products sold during the period, in order to meet the customer's specific requirements.

Centralization of emissions

In Q1 2025, we centralized freight CO₂ emissions reporting under the ESG and Transport team to create a more consistent reporting database for both upstream and downstream logistics emissions at both Group and local country levels. This shift has relieved local country management of the reporting burden and will result in a more accurate and consistent overview of our Group and local transport emissions across all freight categories and carriers. From a centralization and system point of view, together with our software provider Cemasis, we have merged our Scope 1– 3 emissions reporting into a full-year basis instead of quarterly reporting, as done previously. With several EET office and warehouse entities across Europe, this change will simplify reporting going forward.

Data collection of Scope 1 is also internalized from Country Management to the ESG core-team, in order to achieve more consistent reporting of the company vehicle fleet. This means that all categories under Scope 1-3 are now collected, analyzed, and calculated by the ESG team.

Annual GHG emission per scope

	Unit	Change %	2025	2024
Scope 1				
Transportation - Leased company cars	tCO ₂ e	-23,7%	110,9	139
Scope 1 Total	tCO ₂ e	-23,7%	110,9	139
Scope 2				
Electricity location-based	tCO ₂ e	-19%	227	280,3
District heating location	tCO ₂ e	+147,2%	57,6	23,3
District heating general	tCO ₂ e	-23,3%	108	140,8
Scope 2 Total	tCO ₂ e	-11,6%	392,7	444 ,4
Scope 3				
Purchased goods and services	tCO ₂ e	+0,6%	108.888,2	108.277,7
Upstream transportation and distribution	tCO ₂ e	+64,7%	4.229,7	2.567,5
Waste - Own operations	tCO ₂ e	+3,5%	44,5	43
Business travel	tCO ₂ e	+142,7%	347	143
Employee commuting	tCO ₂ e	-41,6%	506,6	867,4
Downstream transportation and distribution	tCO ₂ e	-45,8%	2.026,5	3.724,2
Use of sold products	tCO ₂ e	+13,3%	78.074,9	68.919,4
Waste - End-of-life treatment of sold products	tCO ₂ e	+25,9%	84,6	67,2
Scope 3 Total	tCO ₂ e	+5,19%	194.195,1	184.609,4
Sum	tCO₂e	+5,1%	194.698,7	185.199,1



Logistics & Warehouse performance for 2025

Greve Distribution Center

During 2025, we spent time fine-tuning our operations and sustainability practices at the Greve Distribution Center (GDC), where we moved all our Denmark-based stock and warehouse operations in 2024. In March 2025, Logio Consulting, a Danish-based optimization and supply chain solutions company, assisted our Greve Distribution Site in implementing an automated solution for erecting, height-adjusting and closing outbound boxes to customers in our AutoStore setup.

Automating this previously manual process ensures consistent packaging protection for shipped orders and supports a more efficient outbound logistics flow to better serve our customers. This is an example of how we continuously improve and optimize the details of our packaging setup and outbound logistics. Furthermore, during Q2 we installed electric charging stations for e-bikes and e-scooters in Greve to facilitate and encourage employees to adopt electric alternatives.



Newport Distribution Center

Our new Newport facility, Unit 10, is a highly functional modern warehouse with sustainability-focused installations and solutions throughout the warehouse. For EET, quality and sustainability goes hand in hand in the evaluation of new sites, as efficiency in deliveries and customer satisfaction can only be achieved through quality in our warehouse operations. The new warehouse offers 9,861 square meters of available space.

Since moving all our UK warehouse facilities to the Newport Distribution Center, we transitioned to a single waste handler vendor solution with GD Environmental. After completing a successful trial period, GD took the time to understand our requirements and implemented a structured plan to support our operations and ESG journey. In October 2025, the ISO 9001 certification for Oprema was renewed, marking the 6th continuous renewal since the initial certification in 2019.



In our Logistics & Warehouse business, we operate with 3 key areas which are part of our Reduction Roadmap for the EET ESG strategy:

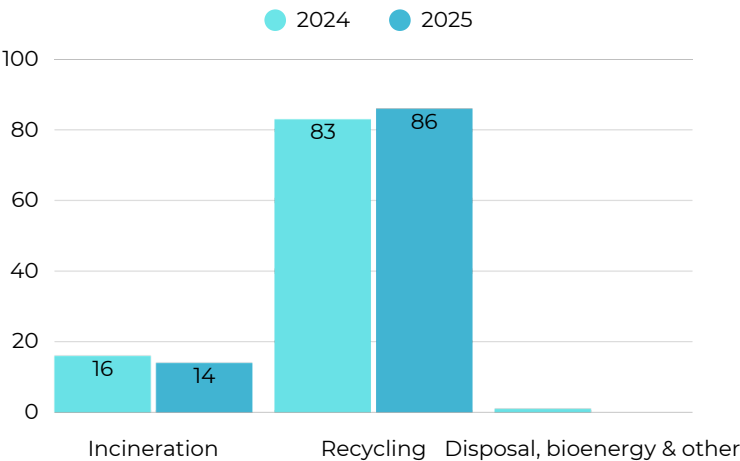
1. Circularity in our warehouse operations

During 2025, as part of ongoing circularity improvements when moving into the Newport Distribution Center, we have introduced cardboard boxes made from 80% recycled fiber, air cushions produced from recycled low-density polyethylene (PE-LD) and 100% recyclable. Furthermore, we have introduced reinforced paper tape, which is fully recyclable. Our plastic films used for pallet wrapping are recyclable and designed to degrade over time in landfill. Lastly, our padded bags are made from recycled paper fiber. Our rainwater harvesting system is designed to collect and reuse rainwater on site. In 2025, our recycling percentage across our main distribution sites (Denmark, UK, Spain and France) reached 86.49%, up from 83.46% in 2024.

2. Electricity and heat optimization

For our Newport Distribution Center, the rooftop is covered with solar panels, and lighting in the warehouse is equipped with smart LED lighting, which helps us reduce the total energy consumption and costs for the site. The solar panels will be connected to the grid in January 2026, and are expected to cover the majority of the electricity need for Newport Distribution Center's annual consumption. The Newport site has obtained a BREEAM Excellent target accreditation, placing this warehouse in the top 10% of warehouses in the UK for sustainability. The Newport Distribution Center has 30 electric car charging points, and for our Birkerød Headquarter office, the plan is to install 10 car charging points during 2026.

Waste hierarchy for our main distribution sites %



BREEAM Excellent (+70%) accreditation places this building in the top 10% of UK warehouses according to BREEAM's rating scale.

EPC A+ rating

With an EPC A+ building efficiency rating (rated from A - G) we will lower our energy bills and power our building through roof top solar panels going forward.



Newport Distribution Center in motion

3. Freight partners with sustainable ambitions

At EET Group, we partner with the largest transport carriers operating in Europe, who set ambitions and initiatives for emissions reduction and provide detailed reports on EET Group's CO₂ emissions.

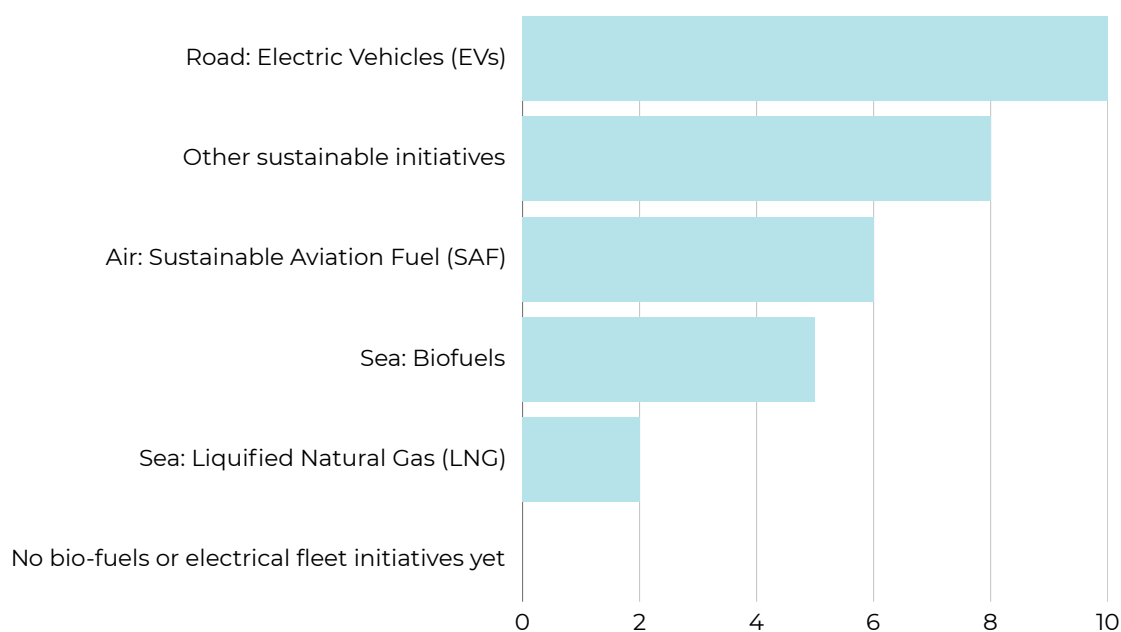
The majority of our freight carriers have implemented sustainable fuels in their fleets, as shown in the submission below.

In Q2 2025, we conducted an ESG survey for all our freight partners titled "EET Freight Partner – Sustainable Fleet Initiatives" to determine how many have adopted sustainable fuels and other green transport initiatives. 71% of our active freight partners responded and filled out the questionnaire. All of the 71% of respondents had introduced sustainable fuels in parts of their fleet, and plans to deploy further. The percentage of sustainable fuels used for the products shipped for us, averaged to 15.9% for the transport partners which responded to our survey.

In the respondents group of "Other sustainability initiatives" are ex. represented Hybrid transportation, CNG (Compressed Natural Gas), HVO100 (Hydrotreated Vegetable Oil), Bio-LNG (Liquefied Bio-Methane), and hydrogen vehicles.

In 2026, we will continue to collect information through detailed questionnaires, and collaborate with our freight partners, on how we can drive transport in a sustainable direction.

Number of freight partner respondents





“In 2025, we focused on refining and optimizing our distribution centers in Denmark, the UK, France and Spain to better support our customers. Our efforts were aimed at enabling reliability, faster deliveries, increased and stable supply chains that our customers can depend on.

Our ambition is to further centralize freight planning to improve cost efficiency, while ensuring that our operations remain sustainable and, above all, customer-focused, delivering consistent service, transparency and reliability across markets.”

Bjarke Roost

Group Chief Logistics Officer, EET Group

Enablers to support our performance

CO₂ Emissions on product level and on website

To meet customer requirements, we have partnered with Icecat, our product data content provider, to establish a common taxonomy and data framework that enables EET Group to receive enriched CO₂ Master Data on the products we distribute in Europe. Some brands already have information available and more will follow in the future.

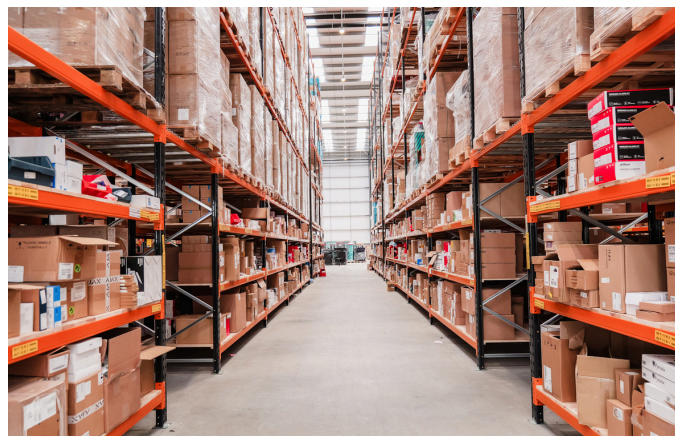
EU Legislations

The PPWR (Packaging and Packaging Waste Regulation), EPR (Extended Producer Responsibility) and DPP (Digital Product Passport) legislation is currently being rolled out on a European level.

The pace and the exact timeline differ from country to country due to local legislation, but the overall outcome will ensure that we can contribute to sustainable waste handling of products and packaging across Europe.

Logistics actions and ambitions for 2026

We are planning to have Newport Distribution Center ISO 14001 certified in 2026. This will add to the existing ISO 9001 certification of Newport Distribution Center, and highlight our focus on environmental management in our operations. Our ISO 9001 will be expanded to cover both EET UK and Oprema UK. The certification work will take place in Q1-Q2 2026, and both entities will be certified in Q3 the latest. Furthermore, we are taking the initial investigation steps for ISO 14001 certification in Gonesse - France in 2026.



EcoVadis recognition

In Q2 2025, we pursued the EcoVadis assessment with the ambition of achieving Bronze recognition. Although EET did not reach the Bronze level, we still ranked higher than the average company in our peer group.

EET Group was awarded the COMMITTED badge for a score of 59/100, which is given to companies scoring 45 or higher. In 2026, we will work on several corrective actions to improve our score and achieve the Bronze level, which requires a score of 65 or higher.



[See link to our official EcoVadis Recognition Page.](#)



[Learn more about our Group recognitions on our website.](#)

2028 Environmental reduction goals

- 30%

Reduction in Scope 1 emissions

In 2028, our goal is to have reduced our scope 1 - direct emissions by 30%.
- 30%

Reduction in Scope 2 emissions

In 2028, our goal is to have reduced our scope 2 emissions - indirect emissions (Own operations) by 30%.
- 90%

Circularity in our warehouse operations

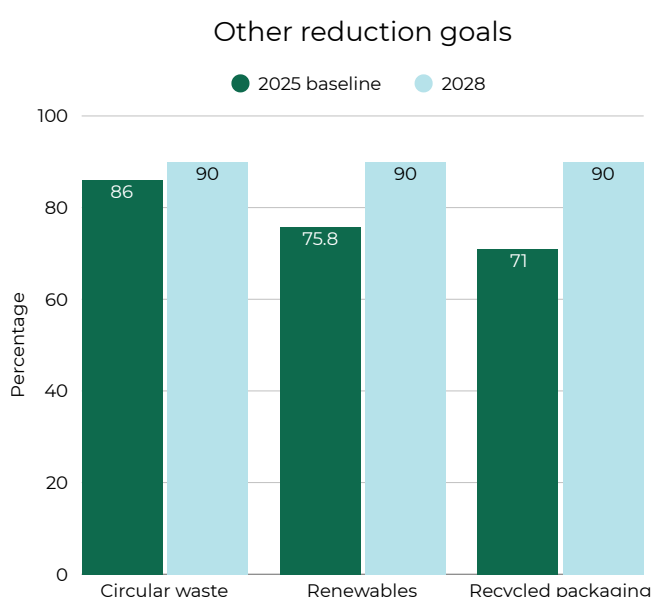
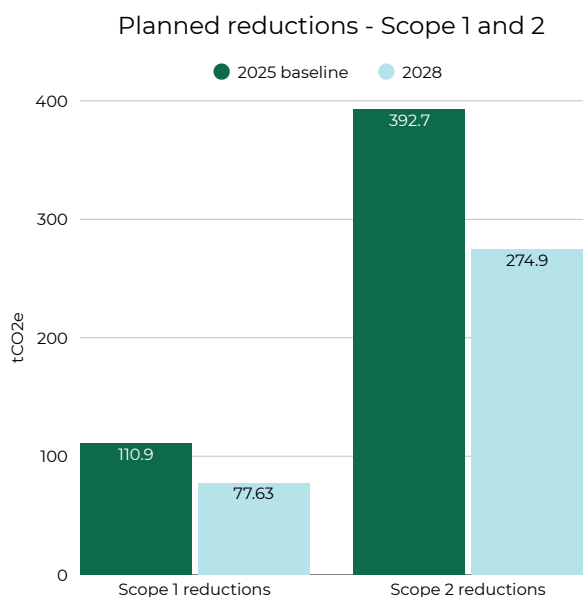
In 2028, our goal is to have 90% of waste recycled in our main distribution sites. (Greve - Denmark, Gonesse - France, Madrid - Spain & Newport - Wales (UK).
- 90%

Renewable energy in our warehouse and office sites

In 2028, our goal is to reach 90% of renewable energy share totally for energy consumed in our sites.
- 90%

Recycled packaging materials

In 2028, our goal is to have recycled packaging materials on products packaging across all Private Label brands.



Transition plan

From transparency to climate performance

Reduction in Scope 1 emissions

Our Scope 1 (direct) emissions will be steadily reduced over the coming years through the transition of our leased vehicle fleet to electric vehicles (EVs). Country Managers will be responsible for prioritizing electric options for sales and customer-facing roles. In addition, we are supporting this transition by installing EV charging stations at our headquarters in Birkerød, Denmark, in 2026. Charging stations have already been established at our Newport, UK, location to make electric commuting a convenient and accessible option for our employees.

Reduction in Scope 2 emissions

A combination of initiatives aimed at optimizing electricity and heat consumption across our offices and distribution sites, alongside the transition to greener energy sources across the European grid and among our energy providers, will contribute to a substantial reduction in emissions by 2028. Additionally, several energy-efficiency measures at our distribution sites - such as the installation of rooftop solar panels, LED lighting upgrades at key locations, and the replacement of outdated systems - are expected to deliver significant annual energy savings.

Circularity in our warehouse operations

As we enhance our warehouse operations and centralize freight in strategically optimized locations, we are able to implement sorting processes, which ensure a high recycling-rate. Our goal is that waste separation and sorting are carried out in the most effective and responsible manner. Best-practice examples include our distribution centers in Greve (Denmark) and Newport (United Kingdom). Our focus moving forward is to bring the Paris (France) and Madrid (Spain) distribution centers to the same level of efficiency and circularity.

Renewable energy in our warehouse and office sites

In 2025, we identified our average share of renewable energy across all European countries in which we operate to be 75.8%. This represents a solid baseline as we work toward our goal of reaching 90% renewable energy by 2028. To support this ambition, we will integrate renewable energy requirements into our energy procurement practices. Additionally, we will continue to advance electrification efforts across our European operations.

Low-emission freight partners

As we begin to measure and evaluate the green energy transition as a key parameter in our fleet partnerships, we will require our transport partners to integrate green energy solutions across their fleets. Internally, we are also exploring smarter demand planning, which will enable a shift from air freight to sea freight - resulting in significantly lower CO₂ emissions.

Recycled packaging materials

As EET holds full producer responsibility for all Private Label brands placed on the European market, we are committed to using recycled packaging materials across our Private Label portfolio and unique product SKUs. This ambition is being realized through close collaboration with our suppliers and manufacturers, where we actively promote packaging requirements that ensure full recyclability for the end consumer. Our current baseline for Recycled packaging is 71% in 2025.

Partnership performance for 2025

EET and Atea Return

In May 2024, we signed a contract with Atea’s subdivision, Atea Return, to handle all scrapped IT equipment at our headquarters in Birkerød. As our largest location, with approximately 200 FTEs on site, Birkerød was the natural choice for launching our IT Asset Disposal (ITAD) process.

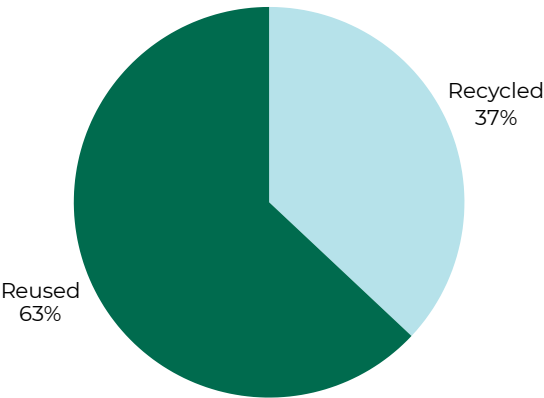
This partnership continued into 2025, with Atea Return supporting our efforts to securely and sustainably manage end-of-life for IT equipment. The collaboration has helped ensure responsible recycling and data handling, while also contributing to our broader ESG goals.

Secure Data

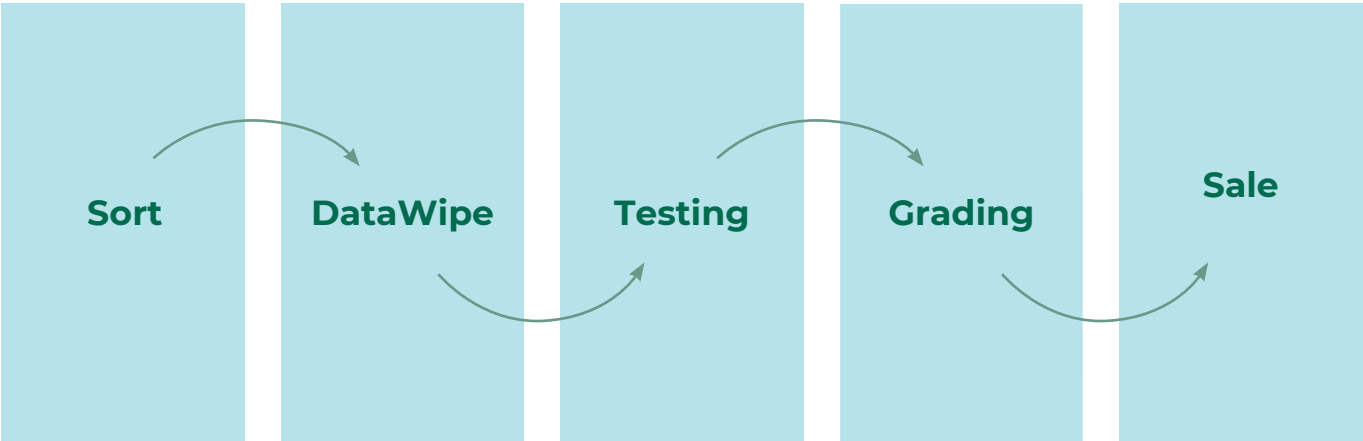
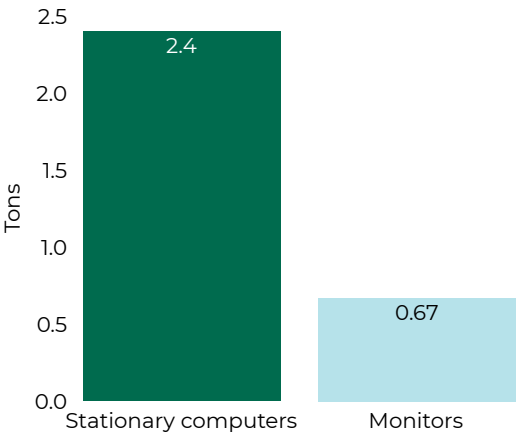
Our old hardware may still contain sensitive data, which is why Atea Return, our ITAD provider, follows best practices for thorough data deletion and secure device wiping.

All components and products are graded at Atea Return from A-D. Grade A-C can typically be data-whipped, resold and reused. Grade D products are typically damaged and will be recycled. The majority of our products delivered to Atea, are reused.

Percentage of Recycled or Reused units



Component distribution



Besides Atea Return, we utilize STENA Recycling and other local waste handlers in Europe, ensuring that EET’s IT waste is handled responsibly and that as many components as possible are recycled, and raw minerals are extracted and reused for new IT products.

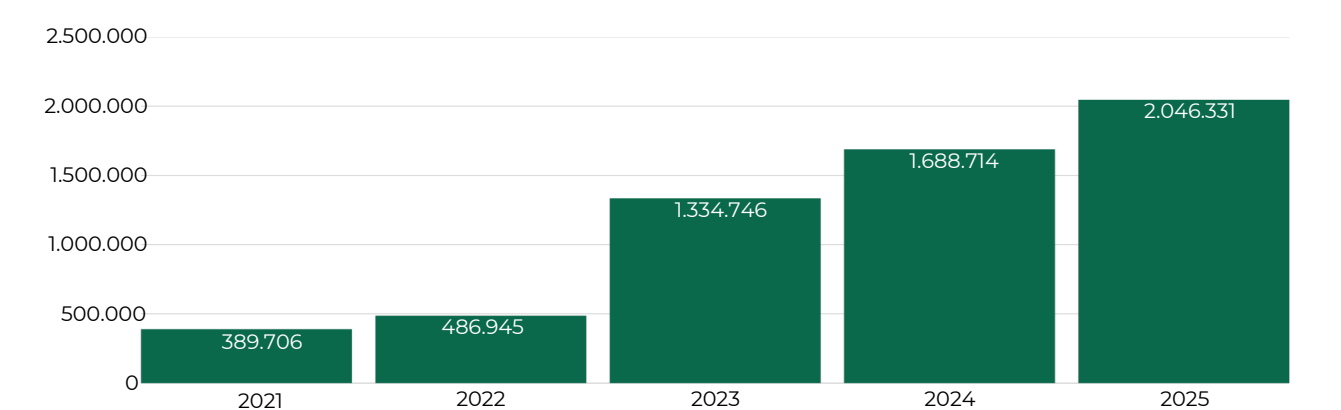
Initiatives to mitigate environmental impacts

EET and Ecologi Partnership

2025 marked our fifth year utilizing Ecologi as an effective and systemized way of contributing to climate and reforestation projects by planting a tree for every fifth shipment leaving our warehouse. From 2020 to 2025, we have seen a significant increase in our contribution to forests globally planted via Ecologi, as EET Group has grown rapidly over the last four years, and thereby increasing our contribution.

Shipment data remains key to our tree planting efforts, and in 2025 we exceeded 2 million trees planted through our Ecologi partnership. In the full period of contributions, from 2021-2025 we have funded the planting of 2.046.331 trees across 16 individual projects on a global scale.

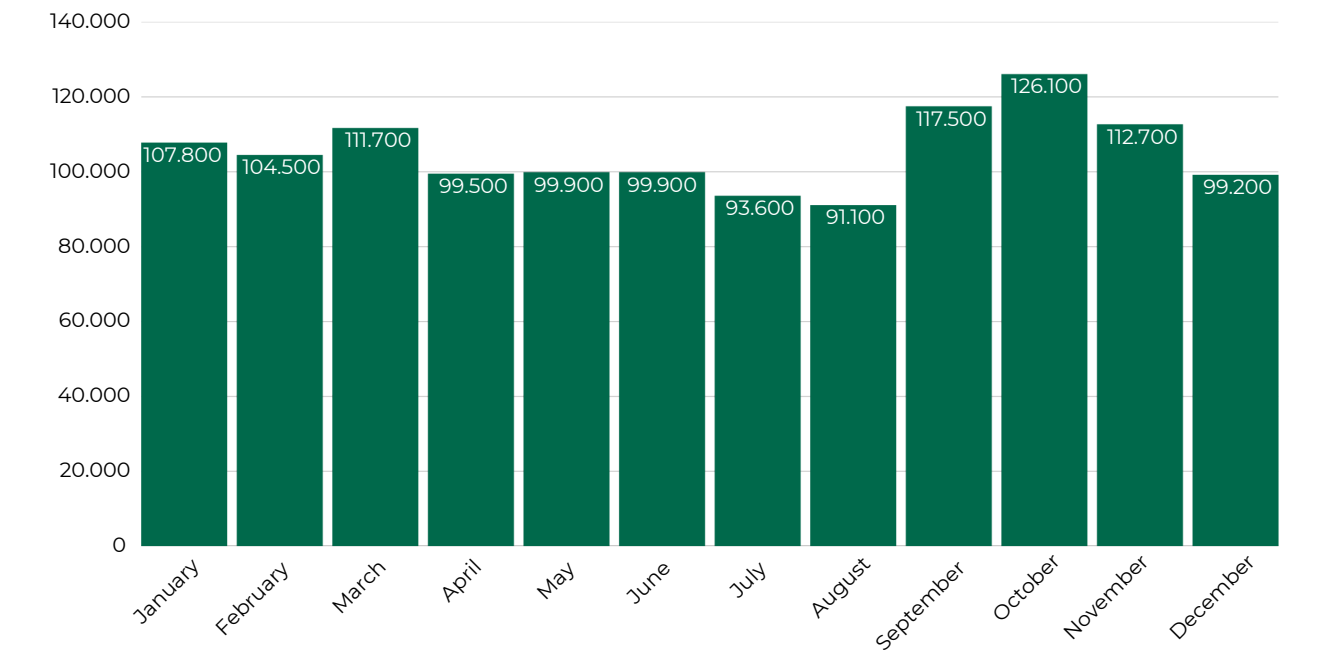
Accumulated growth in trees planted - Count of Trees



Our contribution to forest and plantation projects globally is based on our outbound shipments, which have steadily

grown over the last four years, resulting in a consistent increase in our forest project contributions.

2025 Shipments - Including internal shipments



"Since 2021, EET's shipments have done more than deliver technology - they have planted forests. One tree for every five shipments, more than 2 million trees taking root.



This is what happens when we come together - suppliers, partners, and customers united behind a commitment that scales with every order we fulfill, and grows stronger every year."

Kristian Lading

Group Chief Products & Solutions Officer at EET Group

A close-up photograph of a small green seedling with several leaves growing out of a mound of dark brown soil. The background is a soft-focus green forest with sunlight filtering through the trees, creating a warm, natural atmosphere.

2
million trees

Green Friday 2025 - EET and our Suppliers Celebrate a Major Milestone

All year round, EET plants one tree for every five shipments leaving our warehouses and runs sustainability campaigns such as Green Friday and World Environment Day together with our suppliers. Since 2021, Green Friday has offered an environmentally responsible alternative to traditional Black Friday. What started as a small seed of an idea has grown into a strong, collective effort – making a measurable difference for the planet.

We proudly celebrate a major milestone as our tree-planting initiatives reached 2 million trees planted. This year, the Green Friday initiative contributed to this achievement with strong support from EET's suppliers. In total, 21 brands joined the effort, planting 105,000 trees and supporting multiple verified climate projects worldwide. These projects were carried out through EET's partnership with Ecologi - a certified B Corp that enables businesses to support transparent, traceable climate projects.

105.000 Trees planted on Green Friday 2025



[Learn more about our Green Friday and the EET forest on our website.](#)

2 million trees mark - What's next?

During 2025, in our annual Green Friday event, we came together with our valued partners to contribute to global forest plantation and reforestation, and managed to grow the EET forest to more than 2 million trees planted in total. We plan to continue growing our forest in the coming years, while also adopting a more diverse approach to climate contribution, by diversifying our contributions through our Impact Fund.

EET Group Impact Fund

EET Group creates a portfolio of nature restoration projects, where each shipment contributes to the protection of approximately 100 m² of land or marine ecosystems.

Key requirements for our Impact Fund:

- Funding high integrity and low risk diversified projects.
- Maximizing contributions towards UN Sustainable Development Goals.
- Highest quality project types, underpinned by Ecologi's nature restoration project framework.

Sustainable Development Goals supported through the Impact Fund:



[Visit our public project and UN SDG contribution page.](#)



05 Social performance

Own workforce

EET Group is built on strong core values, with “One Company” as a fundamental principle guiding all activities. This principle reflects our commitment to operating as an integrated international organization while respecting local differences across our entities. We aim to ensure that local practices are aligned with and safeguard the core principles of responsible and consistent business conduct.

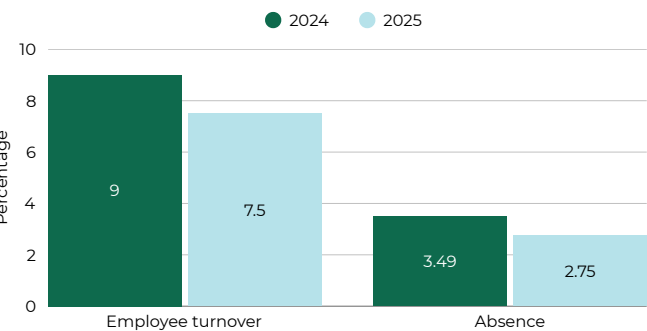
Our workforce:

- +740 employees and more than 45 different nationalities
- Average age 44,5 in 2025 compared to 43,9 in 2024.

Our workforce is characterized by high seniority and a mature employee base, contributing to organizational stability, experience, and continuity. At the same time, EET Group is committed to fostering a diverse and inclusive workforce, promoting equal opportunities and a working environment based on respect and non-discrimination.

Employee Turnover and absence

We actively monitor voluntary and involuntary turnover in order to track the stability of our workforce. High voluntary turnover may indicate underlying problems in markets or departments, and hence we measure this on all levels of the organization. In addition, we ask voluntary leavers to provide feedback upon exit surveys. Our voluntary turnover has been declining since 2023. In 2025 it was 7,5% compared to 9% in 2024. The same trend applies to Group absence.



Employee Diversity and Inclusion

EET Group operates within the IT industry, which remains predominantly male-dominated. This continues to present challenges in attracting a more gender-diverse candidate pool, despite our ongoing efforts to ensure unbiased recruitment processes and the use of gender-neutral language in job advertisements.

Currently, women represent 27% of the total workforce across the organization. EET Group is committed to improving this balance over time through targeted employer branding initiatives and continuously refining recruitment practices to promote diversity and inclusion. Our target remains at 30%.

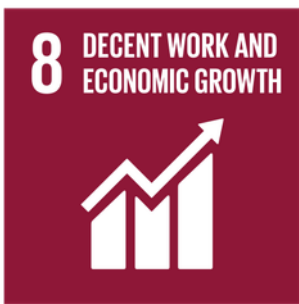
Employee wellbeing

Through these measures, EET Group aims to ensure safe working conditions, promote employee well-being, and uphold our responsibilities towards our own workforce in accordance with applicable standards and regulations.

Following the COVID-19 pandemic, EET Group has observed an increase in mental health-related challenges and absence related to mental health issues. In response, we seek to mitigate these impacts by facilitating access to health insurance schemes, employee support initiatives, and relevant guidance, where appropriate.



We believe in providing equal opportunities to our current employees as well as potential employees, and strive to reach a good balance between genders across our organization.



EET wishes to promote inclusive and sustainable economic growth, full and productive employment and decent work for all.

Human & Labour Rights

EET Group is committed to respecting internationally recognized human rights in all our operations and across our value chain. Our approach is guided by relevant international standards, including the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

As part of our “One Company” principle, we seek to ensure that human rights considerations are consistently embedded across all entities while respecting local regulatory requirements and cultural contexts. We recognize our responsibility to avoid causing or contributing to adverse human rights impacts and to address such impacts, should they occur.

EET Group upholds fundamental labour rights, including the prohibition of forced labour, child labour, and discrimination in employment. We are committed to providing fair and equitable working conditions and treating all employees with dignity and respect. This includes respecting employees’ rights to freedom of association and collective bargaining.

We promote a culture of openness and accountability, where employees are encouraged to raise concerns related to human rights or working conditions. Dialogue with employees and relevant stakeholders is considered an important element in identifying and addressing potential risks. Our “Code of Conduct” describes in details how to report concerns or incidents related to human rights or working conditions.

In 2025, no cases of human rights violations were identified within EET’s operations. We will continue to monitor potential risks and ensure ongoing compliance.

In managing human rights risks, EET Group applies a risk-based approach, focusing on areas where the likelihood and severity of potential impacts may be higher. Where relevant, we seek to mitigate identified risks through internal policies, procedures, and awareness.

In EET Group we remain committed to continuously strengthening our approach to human rights, including enhancing our processes for identifying, assessing, and addressing risks, and ensuring alignment with applicable regulatory requirements and evolving best practices.

We are committed to contributing to SDG 8 regarding decent work and economic growth, and we do not tolerate any kind of forced labour, slavery and trafficking.

EET is committed to:

- Ensuring the right to freely associate and collective bargaining
- Eliminating any form of discrimination, this includes reducing potential bias in the recruitment processes
- Fair, respectful and dignified treatment of all employees

Employee Health and Safety Management

The Health and Safety of our employees is a key area for EET Group, and we consider it a fundamental human right to be safe at work and remain healthy throughout the employment. Accidents, incidents, injuries, and work-related illnesses are, for the most part, preventable and therefore it is important that employee health and safety is managed systematically, and that we apply a proactive approach. Employee health and safety risks and impacts are managed through our Human Resources department and its related policies.

Material risk

Failure to maintain adequate health and safety standards poses a risk of accidents, injuries, or occupational hazards. This could result in legal liabilities, fines, increased insurance premiums, and damage to our reputation.

We have Health and Safety committees in place where this is a legal requirement, and the local health and safety representative is involved in safety briefings and safety training. We conduct daily safety briefings in our warehouses and register accidents as well as near-misses and analyze these to understand how we can improve the safety for our employees. In 2025 we had 3 work-related injuries, amounting to 18 days lost due to injury (LTI - Lost Time Injury).

For further clarification see section 09 Accounting practices - Social.



06 Governance

Governance structure and Management

EET Group has a two-tier management structure, consisting of the Board of Directors and the Group Executive Management Team. Together, these two teams are responsible for and committed to exercising good corporate governance at all times.

The Board of Directors and the Group Executive Management review the most important governance topics material to the business and implement necessary actions based on these.

Governance of Group Policies

We develop new policies and update existing policies on an ongoing basis, in order to keep up with the changing market conditions, new legislations being implemented, as well as customers' expectations.

In 2026 we will be adding a Group Health & Safety Policy, which summarizes our Health & Safety initiatives across our sites, as well as a Sustainable Procurement Policy, in order to highlight our supplier onboarding and contract requirements.



Group ESG Policies available in 2025:

- EET Supply Chain Code of Conduct
- EET Code of Conduct (Own workforce)
- EET Conflict Mineral Policy
- EET Anti-Corruption and Anti-Bribery Policy
- EET Data Ethics Policy
- EET Whistleblower Policy
- EET Quality Policy
- EET ESG Strategy
- Private Label Supplier Onboarding Policy



[Learn more about our Group Governance structure on our website.](#)

Group Governance topics

Data Ethics

As a B2B company with an online webshop, we work with cyber risks daily and continuously implement measures to safeguard and protect our customers' data.

In accordance with our Data Ethics Policy, we assess these risks and protect data based on the risks related to the data subjects.

Our Head of IT Security, together with the Group Executive Management, is responsible for developing and maintaining procedures and training programs to ensure that our employees comply with the data ethics principles set out in the Data Ethics Policy.

Dual Use Products

For dual-use category products, which can be used for purposes other than what they were produced for, ECCN codes (Export Control Classification Number) are represented via order and invoice. This ensures that the product will not be distributed to Russia and other conflict areas.

The ECCN code governs dual-use at EET Group. We also conduct sanctions screening by looking up DUNS numbers, ensuring we do not sell products to customers or countries we are prohibited from selling to due to EU or global sanctions. Furthermore, we have created alerts to check that the governing members and leadership in the management group of the company are not convicted or indicted in criminal cases.

Additionally, we have VAT number screening, which ensures that we do not do business with companies that have been shut down. We perform these screenings in all the countries we operate in.

Code of Conduct Training

We are actively training our employees in our Code of Conduct, ensuring they are aware of policies relevant to the business. All new joiners are trained in the EET Code of Conduct.

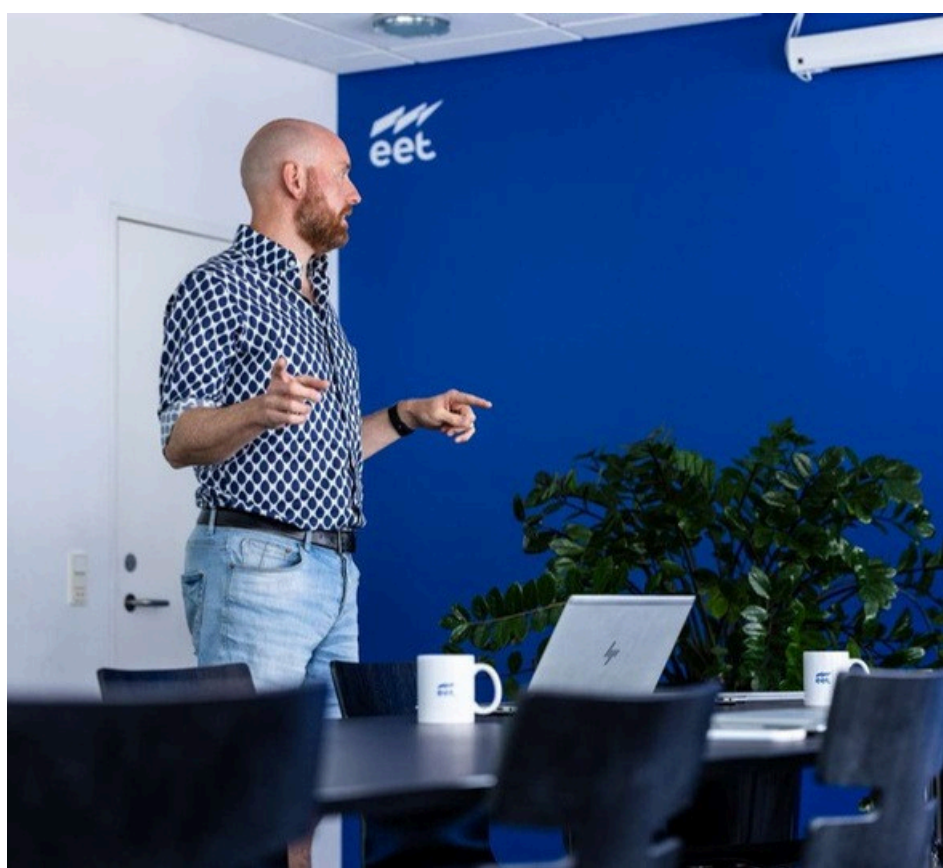
Business Partners and whistleblower system

EET is an international business, and there is an inherent risk that business partners or customers may not have the same level of ethical standards regarding bribery, corruption, data ethics, or discrimination.

To mitigate these risks, EET has implemented a whistleblower system, which can be used by employees, business partners, or others to report potential non-compliance matters. To extend our corporate social responsibility expectations to our suppliers and business partners, we have published a supplier code of conduct that sets out the requirements we expect our suppliers to follow in order to conduct business with EET Group.

NIS2 and Cyber Resilience Act

We are on an ongoing basis conducting analysis about how EET is in scope of new legislations as NIS2 and Cyber Resilience Act, and what information our customers need from us, in order to be compliant with the market requirements.



Supplier Due Diligence

Screening of suppliers

We acknowledge that our business partners are at different levels in terms of ESG maturity, but we actively work with our suppliers and expect continuous improvements from them. For example, through our Responsibly supplier onboarding and screening tool, which we have expanded to OEMs during 2025-2026. Furthermore, we have an Anti-Conflict Mineral Policy, as well as Anti-Corruption and Anti-Bribery Policies in place, which we require our suppliers to adhere to when doing business with us.

During the accounting year 2025, we identified 1 new case of corruption for a supplier dating back to 2022. We decided to stop trading with the supplier based on this information.

Scorecards in Responsibly

To enhance and standardize the evaluation of supplier performance, we decided to remove country-specific scorecards. All suppliers are now assessed using the same parameters: Business Ethics, Cybersecurity and Data Protection, Decarbonization, Environment, Labor and Human Rights, and Quality Assurance. We calculate the overall score as the average of all scorecards, meaning that Business Ethics (3 parameters) has the same weight as Environment (16 parameters), for example.

Our objective is that all of our suppliers live up to the European Product Legislation and that we bring safe and sustainable sourced products to the European market.

Explanation to score distribution

Our scoring methodology goes from -3 to +3. Our percentage distribution is based on spend per supplier. Below are the score categories our suppliers are represented in.

+2

Suppliers with a score of +2 represents suppliers which are on track. We have 29% of our suppliers in this range.

+1

Suppliers with a score of +1 represents suppliers which are ramping up. We have 45% of our suppliers in this range.

0

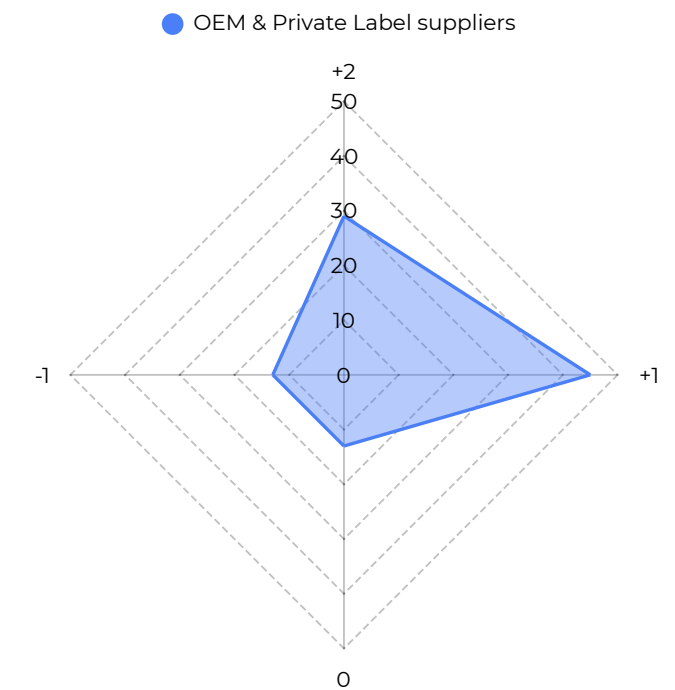
Suppliers which are less than 0 or above 0 represents either a minor risk or a neutral risk. We have 13% of our suppliers in this range.

-1

A score of -1 represents suppliers which has material risk in the ESG topic area. We have 13% of our suppliers in this range.

Supplier goal setting towards 2028

Our goal is to reach a score of minimum +1 in average for our entire supplier portfolio, meaning that our suppliers are committed to becoming more sustainable in the ESG topic area and has started to put policies and/or procedures into place.



For further clarification see section 09 Accounting practices - Governance.

07 Looking ahead

As we enter 2026, EET Group remains steadfast in our commitment to sustainability and running our operations in a lean and optimized way, where waste and transport is continuously improved.

Our key objectives include achieving a high degree of circularity in our warehouse operations. Utilizing our facilities to harvest green electricity through ex. rooftop solar panels, and setting high requirements and standards towards our Private Label and OEM suppliers, in terms of sustainability practices, product quality, business ethics and Labour and Human Rights practices in our supply chain. EET will continue to strengthen our governance framework to mitigate risks related to corruption and bribery.

Transport of our products

For our transport business partners, both in upstream- and downstream transport, we will keep on requiring actions in terms of sustainable fuels and fleet implementation. Our transport emissions take up a substantial proportion of our total emissions for EET Group, and therefore we also recognize our responsibility to impact this area in a way where electric trucks, Sustainable Aviation Fuels and Sea Biofuels are prioritized and implemented by our transport partners.

Goal setting and partnerships

As we in the last years have worked towards establishing and collecting our scope 1-3 data in a structured and consistent way, we are now in a position to set environmental reduction targets, which we are working towards achieving in 2028. We are also proud to continuing our partnership with Ecologi, with the great milestone of reaching 2 million trees planted for EET Group in 2025. As we look towards 2026 and the years to come, we are also excited to contribute with different kinds of restoration projects across the planet.

Advancing Social Responsibility and Diversity

EET is more than a distributor – **we unite people.** Our ambition for our social performance is centered on fostering greater diversity and inclusion within our

business. Recognizing that the IT industry remains male-dominated, we are committed to paying an active role in promoting a more diverse representation of our industry and our company. This includes refining our recruitment processes to reduce biases and ensure equitable opportunities for all candidates.

Moreover, we remain vigilant in ensuring a safe and supportive working environment for our employees. By monitoring workplace conditions, tracking absenteeism, and implementing proactive well-being initiatives, we strive to enhance both the mental and physical well-being of our workforce. Acknowledging that the most effective way to attract the right candidates is by empowering our employees to be our strongest advocates.

Commitment to Responsible Growth

For EET Group, ESG plays a crucial role in driving sustainable growth and long-term value creation for our customers, employees and society around us. As EET Group grows as a company, through acquisitions and organic growth across the markets we serve, we simultaneously advance our ESG practices and due diligence, as a part of growing a responsible company.

As we navigate in an increasingly complex and interconnected world, we recognize that sustainability is not merely a choice but a necessity – essential for securing the future of our business and the ESG considerations into our core strategy, we are not only fulfilling our corporate responsibility but also unlocking new opportunities for competitive advantage and long-term resilience.

Moving forward, we remain dedicated to continuous improvement, collaboration and transparency in business practices, ensuring that we maximize our positive impact while building more sustainable practices through our value chain operations and the partners we engage with.





eet

PortCarousel 4.0

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12

41

08 Accounting Practices

This ESG report covers the period 1 January – 31 December 2025, following the calendar year-end aligned with our financial reporting. The ESG figures are consumption by year-end on 31 December 2025.

The ESG indicators cover the issues identified as material to the EET Group, in terms of importance to our business. In addition, we report on our 'running indicators', which are important measures that we track continuously. For an overview of our ESG indicators and 2025 progress, please see the Key figures for 2025.

All figures in the ESG table have been examined by external auditors.

Organizational scope

Unless otherwise stated, indicators consist of data from all of EET Group's entities.

Environmental

Scope 1 GHG Emissions Scope 1 GHG emissions are measured in tons of CO₂ equivalents (TCO₂e). These emissions stem from mobile combustion, including the consumption of diesel, petrol, or electricity by company vehicles and transportation under the control of EET group within our local entities. We report Scope 1 GHG emissions on a per-country basis where company cars are available for employees. Data on emissions is accessible through our local car lease agreements or local Country Management.

Scope 2 GHG Emissions

Scope 2 GHG emissions are also measured in tons of CO₂ equivalents (TCO₂e). These emissions refer to indirect emissions such as heating and electricity, consumed in EET's owned or leased offices, buildings or warehouses.

This includes the consumption of local energy sources from district heating and grid electricity. Electricity is location-based, as is district heating. Data is collected for all our warehouse facilities and offices in Europe, with Country Management responsible for collecting and reporting country-based Scope 2 emissions for their respective entities. We utilize Navision ERP-accounting system to gather invoices containing local utilities spending and emissions consumption data.

Scope 3 GHG Emissions Scope 3 GHG emissions, also measured in tons of CO₂ equivalents (TCO₂e) and contain all other indirect GHG emissions within EET's upstream and downstream value chain that are material to EET. Scope 3 is further categorized as follows:

1. Purchased Goods and Services: Data on purchased goods and services is collected for products used internally and products for sale across the business. These products are categorized based on EET's item groups and further split into 14 subcategories, measured either in kilograms or quantities, using our CO₂ emissions software solution, Cemasys. Data is sourced from our internal ERP product data system, TARGIT, which contains yearly purchase overviews. The Private Label and Products and Solutions Management team are responsible for providing yearly data through Cemasys.

2. Upstream Transportation and Distribution: This category includes emissions data from upstream transportation vendors, including air, truck, sea, and railway. The EET Group Logistics team collects data from all group transportation carriers, reporting emissions in tons of CO₂ per transportation carrier.

3. Downstream Transportation and Distribution:

This category includes emissions data from downstream transportation vendors, including air, truck, sea, and railway. The EET Group ESG team collects spend data from all group transportation carriers, as well as freight type, distance type and other emission factors as freight rates and green transportation methods, in order to reporting emissions in tons of CO₂ per transportation carrier.

4. Business Travel:

Business travel within the EET Group primarily involves continental and intercontinental flights. Data is primarily collected via our travel agency, Egencia, at the group level or through local reporting at the country level. The ESG team is responsible for collecting travels booked through our agency via the HR team, while Country Managers report all travels booked in the accounting year. We utilize flight trip carbon calculator software to estimate travels between airports if specific flight trips are not registered in the Egencia travel agency.

5. Waste Generated in Operations: Waste data is extracted from our waste handlers and categorized accordingly. Country Management is responsible for collecting waste data from warehouses and offices through local country waste handling agreements. The EET Group Logistics team collects waste data from waste handlers at the group level. For offices

and warehouses where data cannot be obtained from waste handlers, we use an Excel-based estimation tool based on the number of employees in each location. All data is converted to tons of waste.

6. Use of Sold Products:

This category is calculated based on data from "Scope 3 - Purchased Goods and Services." Products sold through our website serve as a baseline for power calculation during their lifetime. Kilowatt-hour (kWh) results for each product type are calculated based on watt usage, daily average usage hours, and the average product lifetime.

7. End-of-Life Treatment of Sold Products:

This category is split into different waste categories represented by purchased goods and services. This primarily includes e-waste, as most electronics equipment falls under this category, but also plastic, metal and textile waste are present in the category. Percentages of collected, recycled, and landfilled waste are based on waste sorting statistics from the latest report available from the Danish Environmental Protection Agency. The collected waste percentage is estimated to be 42,3% on average across waste categories. The recycled percentage is estimated to 80,2% on average across waste categories, and landfill is calculated as total waste minus the recycled waste share, based on guidance from the report.

8. Employee Commuting:

Employee commuting is calculated with an estimation of 84% of employees commuting via car, 3% via bus, 7% via train, and 6% by bike and e-bike with an average distance of 22,1 km between home and work and an average of 220 workdays per year. CO₂ consumption for the full-time equivalents (FTEs) serves as the basis for this calculation at the group level. It is then further broken down by country based on the number of employees in each country.

Social

Number of employees (Headcount)

Number of employees are measured at year-end. Employees include: regular, temporary and seasonal employees, as well as trainees and student workers. Temporary and seasonal employees are employees who have a fixed-term contract. Employees excluded in the figures are contractors and those on Garden Leave.

Improve Gender Diversity

This indicator seeks to ensure diversity and equal opportunity at work at all levels in the organization. The indicator focuses on having increased representation of women across the whole organization including managerial positions. All core employee master data are stored in our HR System. Data on gender are recorded in Bamboo HR System upon hiring and are voluntarily self-declared by employees. The reporting figures are at year-end.

Women in management

A manager is defined as a person who leads at least one person. In Bamboo HR System, all managers registered are included in this indicator.

Group Management is Level 1 – where all are reporting directly to the CEO.

Employee turnover

The term 'employee turnover rate' refers to the percentage share of employees who leave the organization voluntarily (including retirement) during the calendar year relative to the average headcount over the same 12 months. The turnover rate thereby excludes employees who involuntarily leave the organization. All data are stored in Bamboo HR System. We are solely focused on monitoring Voluntary Turnover Ratio as it shows how successful the company is in retaining its employees. This ratio can be seen as a proxy for employee satisfaction measurements, which often are incomparable across companies.

Average seniority

The average seniority is calculated based on the HC numbers and the numbers of years the employees have worked for the company. A higher seniority can be seen as a proxy for employee satisfaction measurements.

Employee Net Promoter Score (eNPS)

The eNPS is measured on a bi-annual basis using our HR System, which is an anonymous survey. Employee Net Promoter Score or eNPS, is a scoring system designed to help employers measure employee satisfaction and loyalty within their organization.

The eNPS system consists of a question asking employees to rate, on a scale from zero to ten, how likely they are to recommend the organization as a place to work.

The system generates a score, first by sorting ratings into three categories:

- Promoters (score 9-10)
- Passives (also called "neutrals") (score 7-8)
- Detractors (score 0-6)

The ratings are tallied, and the percentage of detractors is subtracted from the percentage of promoters. The final number represents the organization's Employer Net Promoter Score, or how employees feel about working for their company. eNPS scores can range from

+100 (mostly promoters) to -100 (mostly detractors).

An effective eNPS survey takes steps to ensure employee anonymity so employees provide honest feedback.

Strive for zero accidents

This indicator tracks the accident frequency across EET Group sites for EET employees. Only accidents with absence are included. Accidents that result in a full workday of absence are tracked. A full workday depends on the country specific hours. A Lost Time Injuries (LTI) is defined as a work-related accident resulting in injury or illness, where the employee is required to take at least one full day of absence.

Work-related illnesses are currently excluded because privacy policies/internal data protection and national regulations make it difficult to collect data globally. However, we monitor and register all absences across EET Group.

Working hours are calculated as the sum of working hours for the total headcount of EET Group employees. This excludes overtime.

Accidents are recorded locally by all EET Group companies and reported monthly to management.

Governance

Gender diversity in board of directors

This indicator tracks the gender diversity in the board of directors. The indicator shows the share of female and male board members, respectively, at year-end. This indicator only includes the board of directors in EET Group.

Supplier scoring

Score 3 - Top performer:

The supplier is a top performer for sustainable practices in the ESG topic area, with strong governance for tracking its progress going forward.

Score 2 - On track:

The supplier has met the basic requirements for addressing material risks in the ESG topic area through disclosure, targets for improvement, and actions toward meeting the targets.

Score 1 - Ramping up:

The supplier has committed to becoming more sustainable in the ESG topic area and has started to put policies and/or procedures in place.

Score 0 or below - Neutral or at risk:

Suppliers which are around 0 represents a neutral risk.

A score of -1 or worse, represents suppliers which has material risk in the ESG topic area.





We put people first

Challenge & deliver

We deliver exceptional results

Come Together