

# Itm8 Double Materiality Report 2025

Today.  
Tomorrow.  
**Together.**

itm8®





“it” represents our deep and broad grounding in technology.

With more than 1,900 employees, including 1,000 specialists with more than 1,000 certifications, we are geared to meet your IT needs.

Big and small.



“m8” is a symbol that we consider everyone we work with, as our good teammates.

We place cooperation on the highest pedestal. Consider it the starting point for innovation and good performance.

It is right there — in the interaction between abilities, insights and differences — that the best ideas and the strongest solutions emerge.

# Global ambitions. Local focus

Our ambitions are global and we will soon be 2,000 m8s. But we haven't forgotten our roots.

- We remain adept at serving small and medium-sized companies. Both **here and now**, but also to initiate the **digital journey** that prepares the business for the future.
- Our competent and service-oriented teamm8s continue to function as an **extension of your IT department**.
- We continue to provide **tailored IT** solutions for your business.
- We are and remain **proud sponsors** of a large number of local athletes, cultural institutions and charities in Denmark.



## ESG INITIATIVES

We take responsibility  
for the future

# Our ESG initiatives

Our goal is to become “**The most responsible IT company**” and “**The most attractive workplace in the industry**”. We are therefore implementing a wide range of ESG initiatives so that we can create effective climate change, strengthen our social responsibility and build structures that have a positive impact on the environment, customers and society.



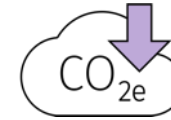
## Ethics

Doing business in a socially responsible and ethical way.



## Safety

Develop measures that ensure the health and safety of our employees.



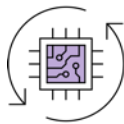
## CO2e reduction

Minimize the impact of our company on the environment by tracking and measuring our CO2e emissions.



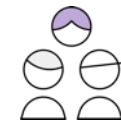
## Human rights

Respect for human rights, employees, suppliers and the communities in which we operate.



## Waste

Purchase of used hardware and minimize waste - together, of course with good partners to ensure that everything is handled properly.



## Diversity

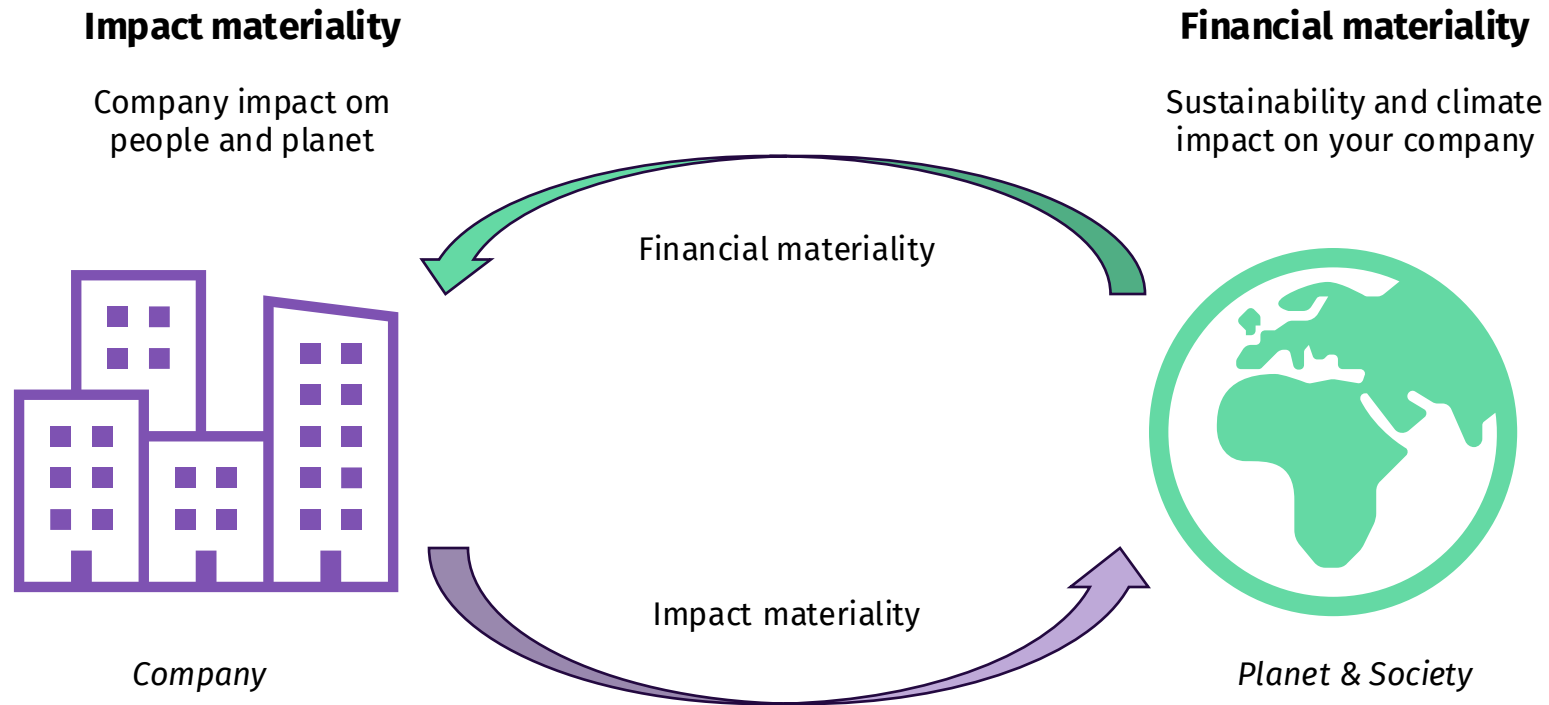
Respect, engage with and support the communities and cultures we are a part of. We ensure gender diversity, inclusion and equal opportunities for all.

# Results Double Materiality Assessment



# DOUBLE MATERIALITY ASSESSMENT

By understanding how **OUR** operations impact society and the environment, and how these factors in turn affect the company's financial health, we can integrate sustainability into our business strategy and create long-term competitiveness and value.



Itm8 has conducted a double materiality assessment (DMA) to **meet regulatory requirements** such as CSRD, identify and manage **sustainability risks and opportunities**, and increase transparency and trust among our customers, suppliers and partners.



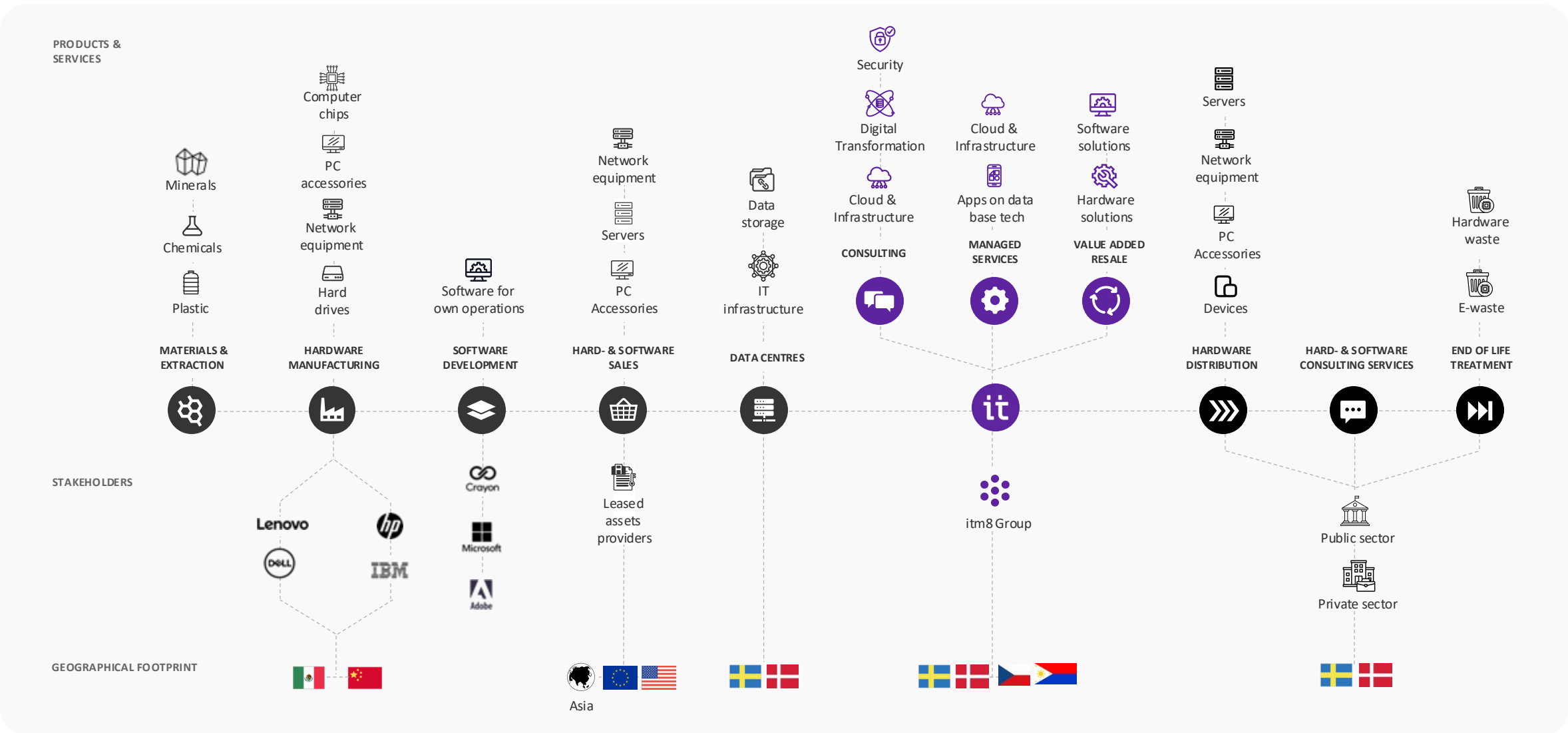
# Double materiality assessment and data gap assessment

itm8 is in scope for CSRD reporting as of FY 2027 (based on FY 2026 data). One central part of CSRD reporting will be to disclose **material impacts on people and the planet** alongside **material financial risks and opportunities associated with sustainability**.

For this purpose, a **double materiality assessment (DMA)** for itm8 was made (June – September 2024) and **identified key environmental, social, and governance** matters, evaluating both **impact and financial materiality** in line with the ESRS standards. The assessment scope comprised itm8's own operations as well as the up- and downstream value chain.



# Scope: the DMA includes itm8's complete value chain



# Key Insights & Recommendations

## Top own operations impacts:

- GHG emissions and energy consumption
- Own workforce (diversity, mental health, overtime)
- Business conduct (corporate culture, data/information security, ethical use of AI)

## Top value chain impacts:

- GHG emissions and energy consumption from hardware sourcing
- Resource use for hardware
- GHG emissions 3rd party data centres

## Improvements

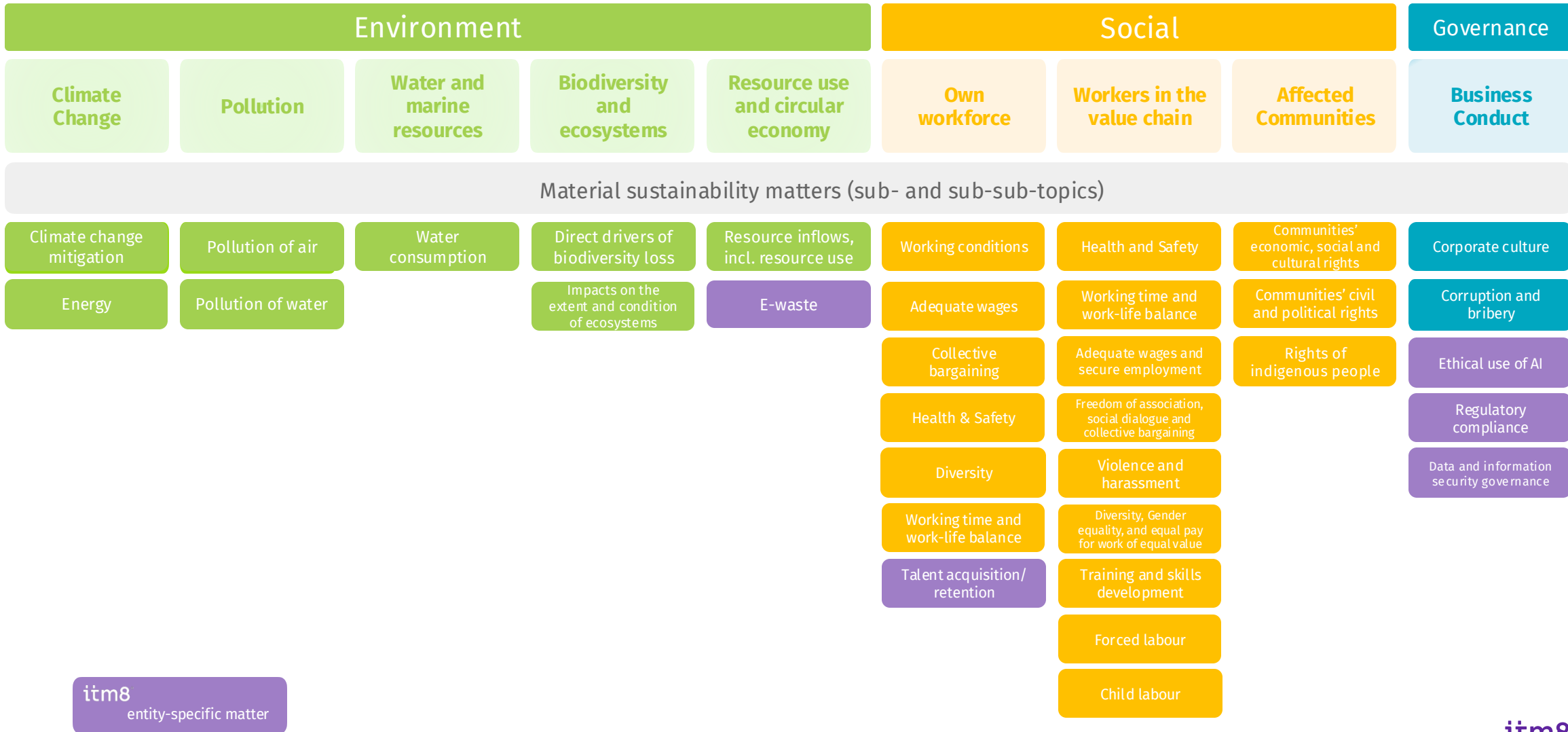
- Climate strategy & SBTi targets
- ESG requirements & NIS2 compliance
- Attract & retain talent
- Improve sustainability data
- Address value chain impacts

## Financial opportunities and challenges

- Cyberattacks
- NIS2/GDPR compliance
- Low-carbon offerings
- Ethics violations

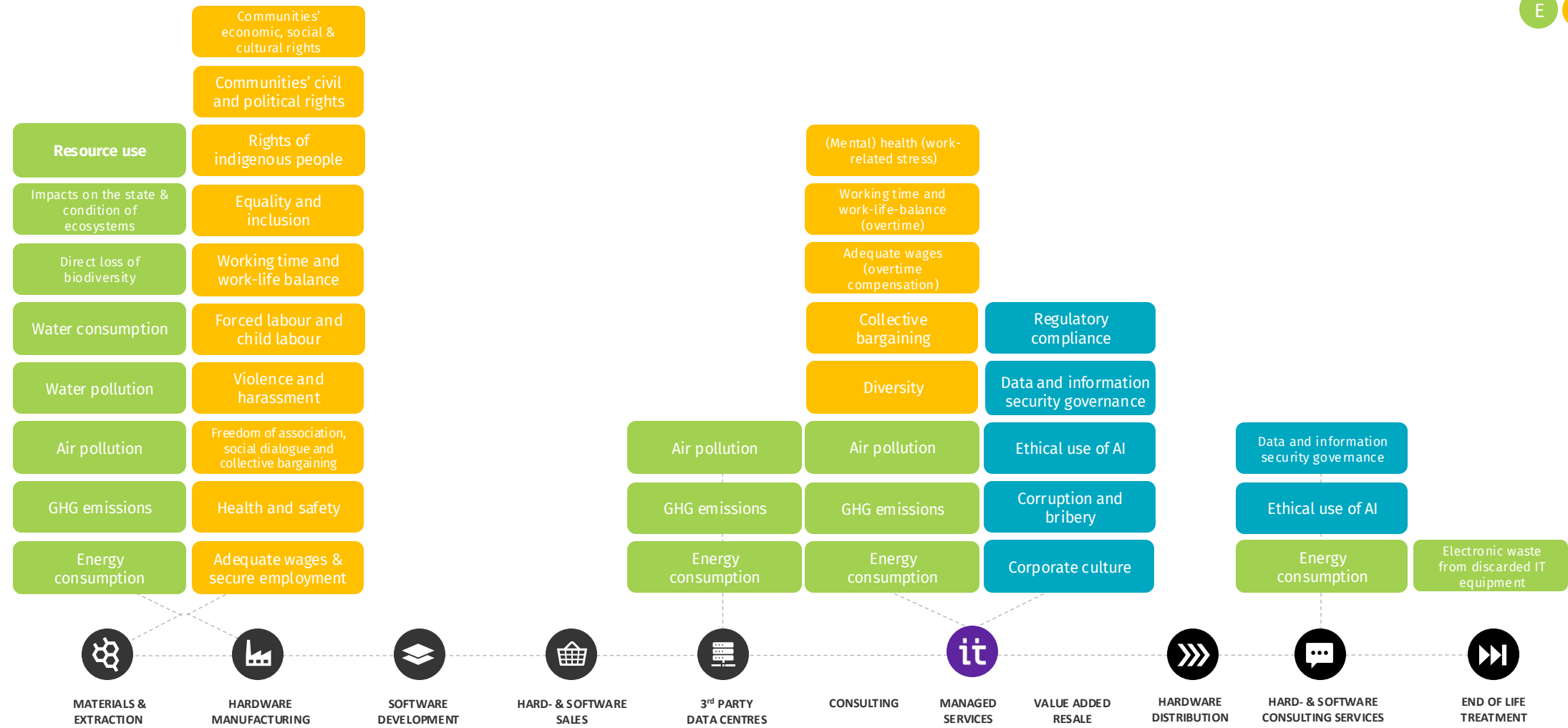
- **NEXT STEPS...** Prepare technical CSRD reporting and Launch strategic CSRD initiatives

# Out of 120 considered sustainability matters 33 are found to be material matters (26%) for itm8



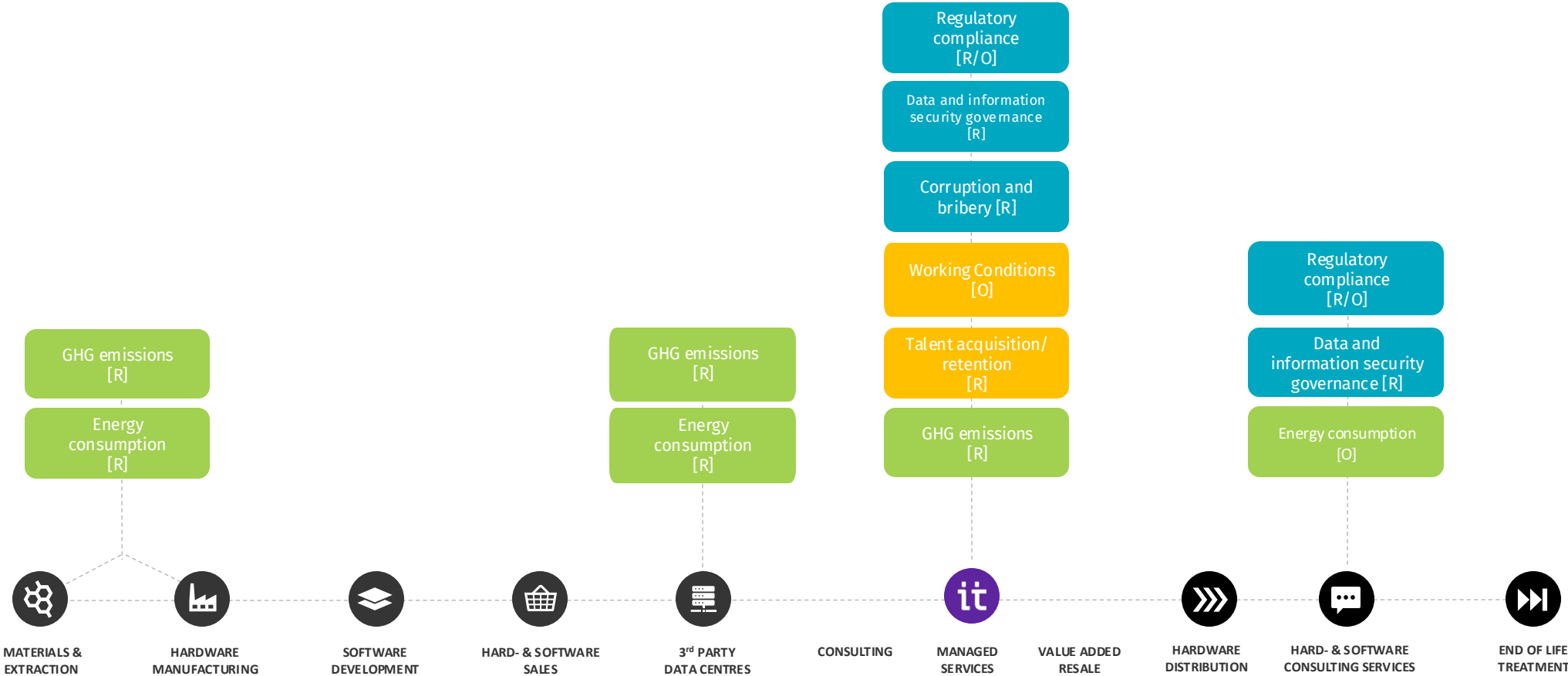


# Visualisation of material sustainability matters that are linked to impacts in itm8's value chain and own operations



# Visualisation of material sustainability matters that are linked to financial risks and opportunities in itm8's value chain and own operations

E S G  
[R] Risk  
[O] Opportunity



We build IT  
solutions that  
support your  
business **today.**

And prepare you  
for the  
challenges,  
you will meet  
**tomorrow.**

itm8®

We do it all  
**together.**

Building today's and  
tomorrow's IT. Together.

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