



Powering Europe with Refurbished IT

Corporate Sustainability Report 2025





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CEO LETTER

30 years in – and still moving forward

The need for circular IT is only becoming more urgent as electronic waste continues to grow. For Renewtech, 2025 was a moment to reflect on how long we have worked with different answers to that challenge.

We celebrated our 30th anniversary – and we did it properly. Over several days, colleagues came together to mark three decades of building, repairing, reusing, delivering, learning, and growing. It was a celebration of where we come from. Just as importantly, it was a reminder of where we are going. Renewtech is not the same company it was 30 years ago.

In 2025, we strengthened our position as one of Europe's leading one-stop shops for circular IT solutions. Through the acquisitions of eco-rete by semantic in Italy and Intelligent Servers in the UK, we expanded our local presence, strengthened our technical capabilities, and grew from approximately 100 employees to more than 200.

That is a big step in one year. More importantly, it brings us closer to customers across Europe and strengthens our ability to deliver sustainable IT solutions at scale. Growth, for us, is not just about becoming bigger. It is about becoming better.

Better at helping customers extend the life of critical IT infrastructure. Better at providing reliable refurbished hardware, spare parts, repair, maintenance, and IT Asset Disposition. Better at turning circular IT from a good idea into a practical, commercially relevant solution – in daily operations, customer deliveries, and measurable data.

In 2025, we also strengthened our environmental performance and reporting maturity. We reduced key parts of our own operational footprint, improved our data foundation, and made our customer impact easier to document. Our CO₂ calculator, now supported by third-party validation, gives customers more robust and transparent data on the carbon value of choosing refurbished hardware instead of new. In a market where sustainability claims are no longer enough, that matters.

As Renewtech grows, we are welcoming new colleagues, new expertise, and new perspectives into one shared company. This creates opportunity and responsibility. We continue to invest in onboarding, leadership development, knowledge sharing, safety, and employee engagement.

Because circular IT does not happen by itself. Skilled people make it work.

Governance has also become even more important as we scale. Shared standards, stronger ESG ownership, clearer responsibilities, and reliable management systems help us grow without losing control of what matters. This report tells the story of a company in motion. A company with 30 years behind it, strong momentum today, and a clear direction for the future.

We are proud of what Renewtech achieved in 2025. But we are not standing still. Companies need better access to sustainable hardware, stronger ESG documentation, and partners who can help them reduce waste, emissions, and unnecessary replacement without compromising performance.

That is where Renewtech has a role to play. As we look ahead, our direction is clear: to make circular IT easier to choose, easier to document, and easier to scale. For our customers, for our business, and for a digital world that needs to use its resources much more intelligently.

Thank you for being part of the journey.

Claudio Christensen
CEO, Renewtech



Claudio Christensen
CEO

Introduction

Environment

Social

Governance

ESG in numbers

Highlights from 2025

559,489

used and refurbished
units sold

9,000

customers
served

12,000+

tons of CO₂ saved
for customers

4.6 / 5

customer rating
on Trustpilot



**Reduce
Reuse
Recycle
Refurbish**

Sustainability is our core business

In a world of circularity, it is about using resources more wisely and reducing waste. From our perspective, every discarded IT product or part is a raw material waiting for its next life. Renewtech leads the way in bringing circularity to the IT hardware sector.

Sustainability is where we begin. We work in an industry built on raw materials, global supply chains, energy-intensive production, and hardware that is often replaced long before its real value is gone. We think that deserves a better answer.

That answer is circular IT.

By refurbishing, repairing, maintaining, and responsibly retiring enterprise hardware, we help businesses cut waste, reduce emissions, and get more from the infrastructure they already have. Good for the planet. Good for performance. Good for business. That is the sweet spot we work in every day. It is also what we mean when we say: as sustainable as IT gets.

Every server, storage system, and piece of networking equipment we bring back to life helps reduce the need for new production. Every spare

part we put back into use and every maintenance agreement that keeps critical systems running longer keeps valuable resources in circulation. At the same time, customers get faster access to reliable, proven IT in a market where lead times, availability, and cost still matter. Very much.

Circular IT is just better business

For us, sustainability is not only an environmental ambition. It shapes our services, our partnerships, our culture, and the way we grow across Europe. It is part of how we make decisions, support customers, and build a stronger company.

Too much IT hardware is replaced long before it reaches the end of its useful life. We think that is a waste of resources. And frankly, so do many of our customers. That is why we believe circular IT is not an alternative. It is simply a smarter way of doing business.

Over the years, Renewtech has grown from a Danish specialist into a European platform for sustainable IT.

Through acquisitions, partnerships, and local presence across key markets, we continue to strengthen our capabilities and move closer to

our ambition of becoming Europe's leading one-stop shop for sustainable IT.

From ambition to documented impact

Our ambition is twofold. First, we want to make circular IT the obvious choice for businesses that want performance, reliability, and sustainability in the same solution. Second, we want to be trusted partners to help customers navigate a future where ESG data, transparency, and responsible resource management are becoming business critical.

We believe the future of IT is not only about innovation. It is also about using existing resources more intelligently and helping businesses grow with lower environmental impact.

We are proud of what we do, and even more determined to build on it. As Renewtech grows, we continue to improve our ESG reporting, strengthen our data, and document our impact with more clarity.

OUR BUSINESS MODEL

Extending IT lifespans for our customers



Repair & Refurbishment

Thorough testing and data erasure

Component-level repairs

Antistatic packaging and ready



Sales of Refurbished Hardware

One-stop shop for customized IT

250,000+ products in stock

Large cost savings (up to 80%)



RenewCare Maintenance

Onsite hardware support

Multivendor solutions

Cost-effective solutions

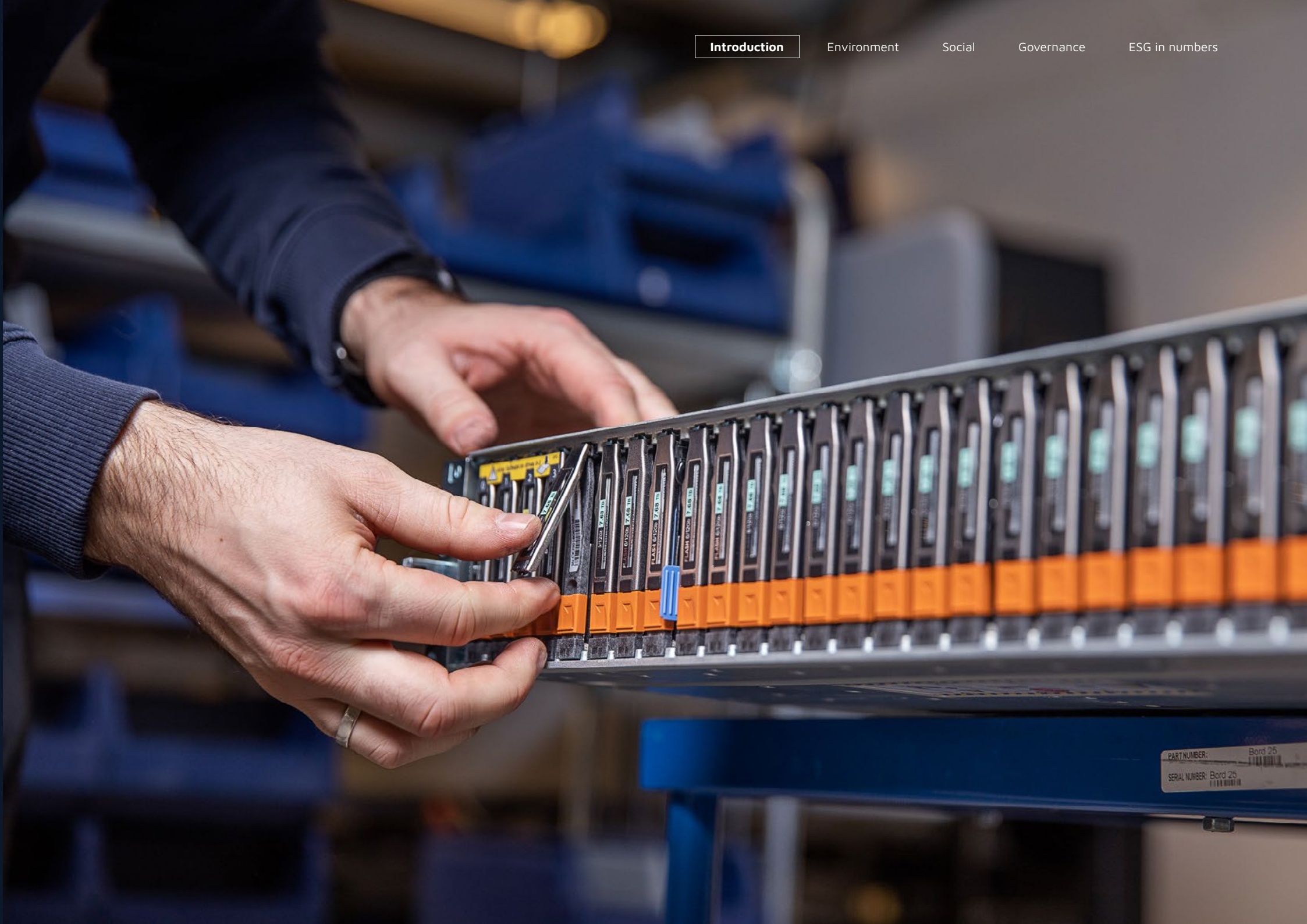


IT Asset Disposition (ITAD)

Secure deinstallation and transport

Certified repair and refurbishment

Expertise to optimize reuse and recycling



We are Renewtech

Renewtech is one of Europe's leading one-stop shops for circular IT solutions, with more than 30 years of experience and customers in more than 80 countries. In short, we help businesses make better use of the IT hardware they already have – or the hardware someone else no longer needs.

Not very glamorous, maybe. Very effective? Absolutely.

From refurbished enterprise hardware and spare parts to repair, maintenance, IT Asset Disposition (ITAD), and lifecycle extension services, we support the full IT lifecycle. Our role is to help customers keep critical infrastructure running, reduce costs, improve availability, and avoid unnecessary replacement.

We work with data centers, service providers, enterprises, and public organizations where uptime, reliability, and performance are need-to-haves. That is why our work is built on technical expertise, strong logistics, high quality, and long-term partnerships.

Sustainable IT, ready when customers need it

Today, Renewtech operates across Europe with locations in Denmark, the Netherlands, Italy, France, and the UK. Our facilities enable 48-hour delivery throughout Europe and allow us to offer everything from refurbished configurations and spare parts to proactive maintenance and professional repair services.

Combined with our user-friendly webshop, over 250,000 units in stock, and dedicated customer service, we make quality IT solutions both accessible and efficient. In recent years, we have also strengthened our European platform by integrating new capabilities, including repair services and expanded sustainable IT capacity.

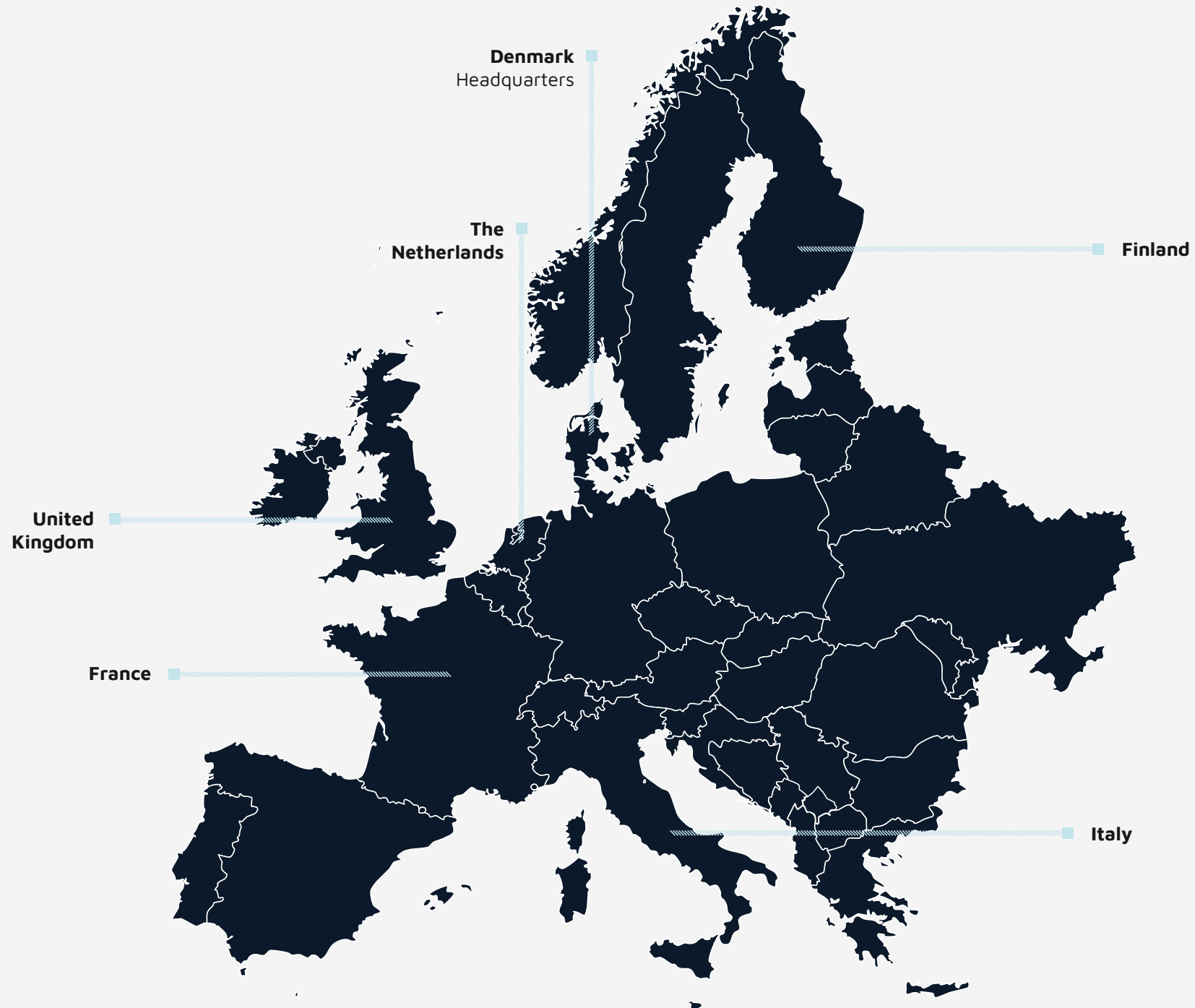
Sustainable IT should not be complicated. It should be reliable, commercially relevant, and ready when customers need it. That is how we help customers maximize the value of their infrastructure while reducing unnecessary waste and emissions.

Global IT

30+ years of
experience

80+ operations
in countries

6 locations
across Europe



Environment

Too much IT hardware is treated as waste long before it has finished doing its job. We think that is a design flaw – not in the hardware, but in the way the industry handles it.

At Renewtech, environmental impact starts with our business model. By refurbishing, repairing, maintaining, and responsibly retiring IT hardware, we help customers extend lifecycles, reduce unnecessary replacement, and document the carbon value of choosing circular IT.

This chapter is about how we create environmental value for customers – and how we keep improving our own footprint through better data, lower energy use, lower emissions, waste traceability, and smarter operations.

Sustainable IT should just be the better choice.

Introduction

Environment

Social

Governance

ESG in numbers





“Through sales of refurbished hardware, repair and refurbishment, RenewCare maintenance, and responsible IT Asset Disposition, we support customers across the full lifecycle of their infrastructure.”

Rasmus Vilain,
ESG & Sourcing
Director

Sustainability built into our business model

Our business model rests on a simple idea: IT hardware should deliver its full value before becoming waste.

Through our products and services, we support customers across the full lifecycle of their IT infrastructure. From secure deinstallation and data erasure to testing, component-level repair, resale, reuse, and responsible recycling, our services are designed to make circular IT practical, reliable, and scalable.

This is where our environmental impact is greatest. When customers choose refurbished hardware instead of new, extend the life of existing equipment, or use our ITAD services to give assets a new purpose, they reduce the need for new production and keep usable hardware out of the waste stream.

In return, they gain access to high-quality hardware, fast delivery, strong technical expertise, and cost-effective solutions that support both business performance and sustainability goals. As digital infrastructure continues to grow, the environmental footprint of IT has become a real business issue.

For many organizations, hardware choices now carry direct implications for emissions, resource use, reporting, and compliance. Renewtech helps customers act on that responsibility without compromising availability, quality, or security.

Sharper data for greater circular impact

Our own journey is also evolving. As Renewtech expands across Europe, we are strengthening our environmental reporting, building on our data foundation, and improving the quality of the

information we use to guide decisions. That means sharper insight into emissions, waste, energy use, transport, and the impact created through our circular services.

Renewtech's environmental work is not only about showing what already works. It is also about understanding where we can improve, where data must become stronger, and how we can use our scale to create more value for customers and for the circular economy.

Sustainability is both our offering and our operating model. By making refurbished IT easier to choose, easier to document, and easier to integrate into everyday business, Renewtech helps build a more responsible digital future – one lifecycle at a time.

MEETING TOMORROW'S REPORTING DEMANDS

From discarded hardware to documented value

According to the UN's latest Global E-waste Monitor*, around 40% of all electronics worldwide cannot be traced after first ownership, and 40% end up in landfills as waste. Electronic equipment is one of the fastest-growing waste streams in the world. Too much hardware loses its value when it leaves the first owner – not because it has reached the end of its life, but because it is not traced, tested, repaired, or passed on through a responsible lifecycle. This is where Renewtech makes a difference.

In 2025, we strengthened our ability to document the environmental value we create for customers. We improved our data foundation, refined our calculations, and gained better insight into how our solutions support customers when they choose refurbished hardware, extend the life of existing equipment, or use our ITAD services to handle retired hardware responsibly.

A key part of this work is our CO₂ calculator. Based on lifecycle methodology, it makes it possible to estimate the carbon savings from choosing refurbished hardware instead of new.

In 2025, we strengthened the calculator further through a fixed collaboration with NRGi on third-party validation of our calculations. That makes the data we provide more robust, transparent, and useful for customers and suppliers – including companies facing stricter ESG and CSRD-related reporting requirements.

This matters in a market where sustainability claims are no longer enough.

Customers need reliable data, clear methodology, and reporting-ready insights they can use. By combining our CO₂ calculator with stronger material and packaging data, full traceability in 2025, and detailed waste handling, we give customers a clearer view of the environmental value created through circular IT.

When reuse is not an option, responsibility still is

At the same time, we have maintained our focus on equipment that cannot be given a new life. Not all IT can be reused or repaired. That is why we work with traceability, waste sorting, and

responsible partners, so materials can be recovered, energy can be utilized, and residual products are handled correctly.

Among other initiatives, we sort waste into 19 different fractions and deliver it to a recycling partner that processes it responsibly. In this way, we achieved full traceability of all our waste products in 2025.

For us, this is where proof becomes position.

By making circular IT easier to document, more accessible, and more valuable for customers, we strengthen our role as a trusted partner in the transition to more responsible IT, and we will keep building from here.

*Source: UN Global E-waste Monitor, www.ewastemonitor.info/the-global-e-waste-monitor-2024

Our emissions



Scope 1
emissions

4.03 tCO₂eq



Scope 2
emissions

15.47 tCO₂eq



Scope 3
emissions

1,569 tCO₂eq

Reduction from
previous year

60%

Reduction from
previous year

16%

Reduction from
previous year

56%

OUR OPERATIONAL FOOTPRINT

Small footprint. Big ambition.

Every day, we help companies extend the life of IT hardware, reduce unnecessary replacement, and keep valuable technology in circulation. That is where our biggest impact lives. But if we want to help customers make smarter IT decisions, we must also keep improving the way we operate ourselves.

In 2025, the numbers tell a strong story. Years of focused work began to pay off – and we are proud of that. By making our operations smarter, cleaner, and more efficient step by step, we turned long-term ambition into measurable CO₂ reductions.

- Our total energy consumption decreased from 653.7 MWh to 621.7 MWh.
- Our combined Scope 1 and Scope 2 emissions dropped from 28.34 tCO₂e to 19.49 tCO₂e.
- Water consumption decreased from 197.9 m³ to 180.5 m³, and total waste was reduced significantly.

That is not just data in a spreadsheet. It is a clear signal.

A signal that growth and responsibility can move in the same direction. Renewtech is growing across Europe, integrating new sites, and expanding. More activity usually means more complexity. But in 2025, we still reduced key parts of our operational footprint.

No fairy tales – only better data

Of course, we are not pretending everything is perfect. We are in the business of circular IT – not fairy tales. Some figures are influenced by broader reporting boundaries, improved data quality, and the ongoing integration of acquired companies. But that is also progress. Better data gives us a clearer view of our impact and helps us make better decisions.

Across our operations, we continue to focus on practical improvements: smarter energy use, structured waste sorting, responsible recycling partners, and better processes for handling products and materials that cannot be reused.

In the years ahead, we will keep raising the bar – for our own business, for the companies we integrate, and for what customers should expect from a sustainable IT partner.

The value of circular IT

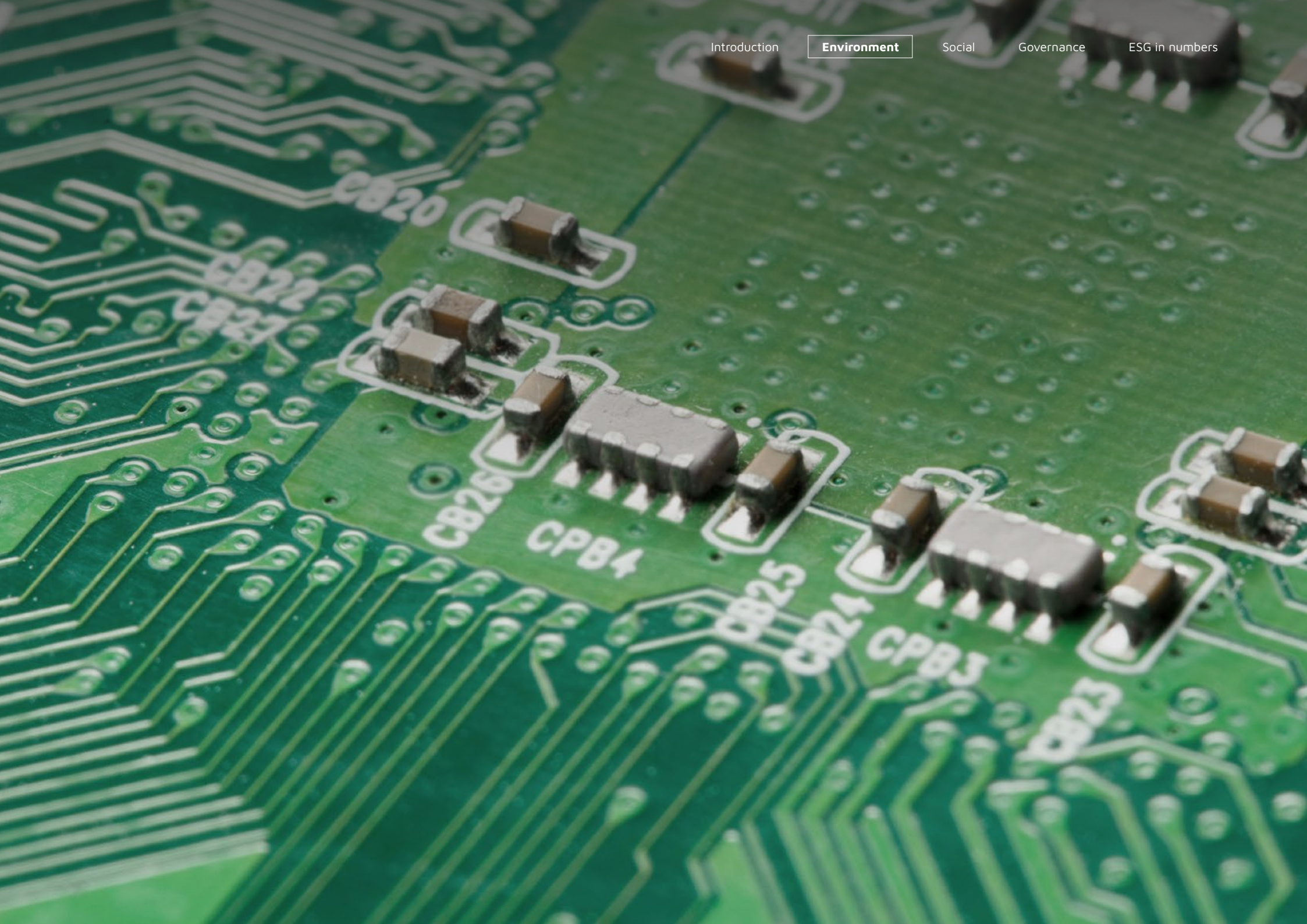


12,462 tons of carbon savings from customers choosing our refurbished hardware*



3,090 tons of carbon savings from end users choosing our refurbished hardware

*The first number is based on all refurbished products sold, including products sold to brokers and resellers.





Our resource consumption



Energy
consumption

622 MWh



Waste
generated

204,600 kg



Material
recycling

155,100 kg



Water
consumption

181 m³



Landfill

2,100 kg



Incineration with
energy recovery

52,000 kg

TOWARD 2026

What sharper data makes possible

In 2025, we strengthened the foundation of our environmental reporting. Broader reporting boundaries, additional sites, better supplier data, and improved methodologies gave us a clearer picture of our footprint – and where we can do even better. That matters, because sharper data leads to smarter decisions.

Looking ahead, transport will be a key focus. Renewtech ships IT hardware to customers in more than 80 countries, and logistics is an important part of our footprint. It is also an area where we depend on external partners. So no, there is no magic green button. But there is dialogue, regulation, and progress.

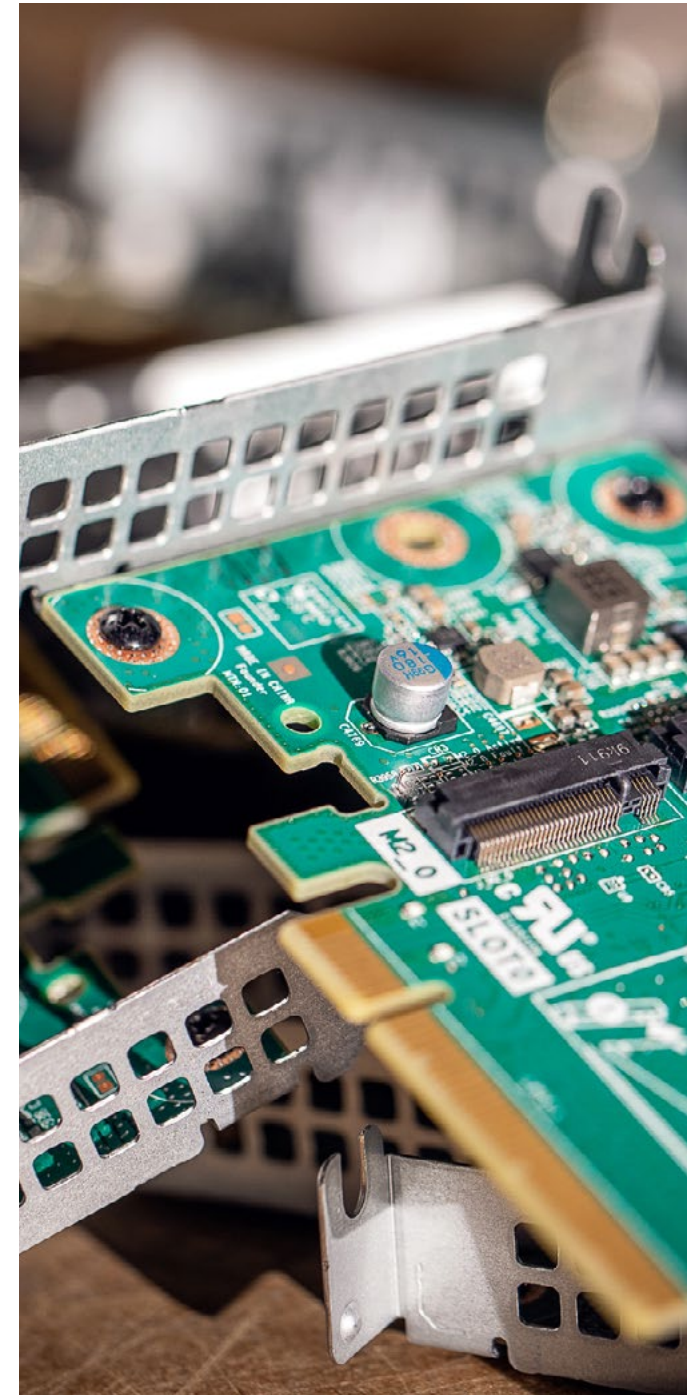
Scaling our environmental practices across Renewtech

In 2026, we will continue working with key transport partners to improve emissions data and explore how we can reduce CO₂ emissions related to shipping over time. Our ambition is to

strengthen calculations on transport emissions per kilogram and, in the longer term, develop tools that give us and our customers better insight into the climate impact of freight.

Another priority is integration. When Renewtech acquires new companies, we bring our “green package”: practical experience with waste sorting, warehouse processes, packaging, emissions data, and renewable electricity. The goal is to transfer what already works and help new locations become part of our environmental practices faster.

In 2026 and 2027, we will also continue to develop our customer platform, My Renewtech, making it easier for customers to access invoices, download relevant data, and view estimates of the CO₂ savings connected to their purchases. Because sustainability data should not be hidden in a spreadsheet maze. It should be easy to find and easy to use.



Environmental priorities for 2026



Better emissions
transparency



More repair and lifecycle
extension capacity



Stronger supplier
data



Broader European
reporting integration



Expanded circular
services

Social

Circular IT does not happen by itself. Someone must know how to make it work.

At Renewtech, our people are the expertise behind every refurbished product, every repair, every ITAD process, and every customer solution. As we have grown from approximately 100 employees to more than 200, our culture, leadership, skills, and shared way of working have become more important than ever.

This chapter is about the people powering Renewtech's growth – and how we build a workplace where knowledge is shared, talent is developed, safety is taken seriously, and new colleagues become part of one company.

Sustainable IT needs skilled people. Luckily, we have quite a few.

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Growing our impact through our team

At Renewtech, growth is not just about adding new dots to the map. It is about becoming better, stronger, and able to make an even bigger difference for our customers.

In 2025, we took a big step forward. With the acquisitions of eco-rete by semantic in Italy and Intelligent Servers in the UK, Renewtech grew from approximately 100 employees to more than 200. But the real story is not only the number. It is the people behind it.

New colleagues. New expertise. New capabilities. New local strength in important European markets.

Together, these additions have made Renewtech stronger. They have expanded our technical knowledge, increased our capacity, and brought us even closer to customers across Europe. Just as importantly, the acquisitions have added companies and people who share many of the same values as we do: a commitment to quality,

responsibility, customer trust, and doing things properly. That matters. A lot.

As new teams, systems, and ways of working come together, our ambition remains clear: to build one company united by a shared purpose, common values, and a strong commitment to quality and sustainability in everything we do.

Working together on complex challenges

For us, integration is not just about processes, platforms, and practicalities – although there are plenty of those, too. It is about bringing people, knowledge, and perspectives together in a way that creates real value. When we combine local experience with Renewtech's business model, we become better at helping customers extend the life of critical hardware.

Knowledge sharing, teamwork, transparency, and continuous development are central to our culture. They shape how we collaborate across markets, how we trust each other's expertise,

and how we try to make Renewtech a place people genuinely enjoy being part of – while delivering reliable solutions our customers can count on.

The acquisition of Intelligent Servers in the UK is a strong example. By welcoming an experienced professional services team to Renewtech, we have strengthened our technical capabilities and added deeper product expertise to the organization. Combined with a stronger local presence in the UK, this enables us to support customers even better and expand our impact in a key market.

Eco-rete by semantic in Italy adds another important layer to the same story: stronger European reach, deeper local market understanding, and even more capacity to support customers in their transition to sustainable IT practices.

This is how we grow at Renewtech – not just bigger, but better together.

OUR CORE

We care about tomorrow



I think we

- We commit to a team-oriented and caring workplace
- We take ownership and trust each other across functions and teams
- We aim for shared success and making workdays enjoyable and motivating



Quality and sustainability in everything we do

- Quality and high standards are the core of our work. We deliver on our promises
- We reduce, reuse, refurbish, and recycle in the way we work
- Knowledge sharing, continuous learning, and collaboration are our foundation for world-class teamwork



Dedicated to our customers and suppliers

- Our customer-centric approach is based on expertise and quality
- We strive to build long-lasting relationships with our customers and suppliers
- We believe that transparency and teamwork are essential to deliver the best solutions



Embracing a commercial mindset

- We prioritize fairness and mutual trust in everything we do
- We make responsible decisions for sustainable growth and use resources wisely. We care about tomorrow
- We embrace change with a proactive and flexible approach to meet evolving business needs





“Renewtech is a land of opportunities. If you have the motivation and passion, there will always be chances for you to take the next step in your personal and professional development.”

Kenni Jensen,
Warehouse & Technical
Operations Manager

Skills, curiosity, and a good dose of “let’s figure it out”

Building a more sustainable IT industry takes more than hardware and smart systems. It takes people who know their stuff and who are curious enough to challenge the way things have always been done.

At Renewtech, learning and development are closely connected to the value we deliver every day. The better our people become at what they do, the better we can help customers get more life out of the IT they already have.

With colleagues working across multiple markets and services, onboarding, knowledge sharing, and professional development sit at the center of how we operate. Every new employee follows a structured onboarding journey based on hands-on learning, close collaboration, and support from experienced colleagues. At the same time, we are strengthening training in areas such as ESG, ISO compliance, cybersecurity, and AI to make sure our teams are equipped for a world that is moving fast and asking more of us all.

Expertise is better when shared

We believe expertise grows strongest when people learn from each other. Across functions

and countries, employees share knowledge, challenge ideas, and work together to solve complex customer needs. This culture of continuous learning helps us maintain the high standards of quality, reliability, and service our customers depend on.

But development at Renewtech is not only about technical skills. It is also about seeing potential and creating room for people to grow. Through our annual Performance & Development dialogues, employees and managers discuss goals, ambitions, strengths, and future opportunities. The point is not just to perform well today, but to keep growing over time.

Kenni Jensen is a good example of what that can look like in practice. He joined Renewtech as an IT support apprentice in 2016. Today, he leads large parts of our operational and technical organization.

“Renewtech is a land of opportunities. If you have the motivation and passion, there will always be chances for you to take the next step in your personal and professional development,” he says.

Everyone has strengths worth building on

For Kenni, one of Renewtech’s greatest strengths is culture and the ability to make room for different people, skills, and perspectives.

“We embrace diversity and know you can learn something from all colleagues. Everyone has strengths, and it is about finding the right place for each person to grow and succeed. We retain and develop talent within the organization, and I am very proud of contributing to this in the company,” he explains.

That mindset also shapes our trainee and apprenticeship programs across technical, logistics, warehouse, finance, sales, and support functions. By investing in future talent, we are not just strengthening Renewtech from within. We are helping build the skills the IT industry needs to become genuinely sustainable in the future.

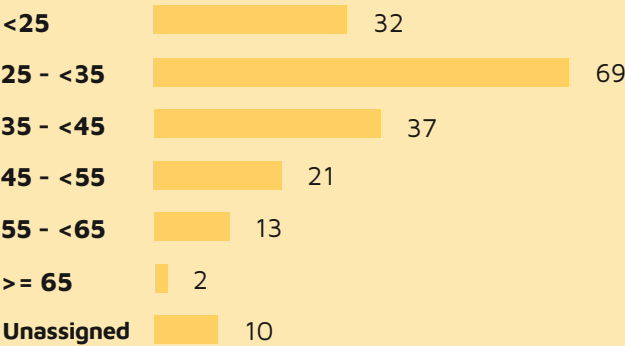
Renewtech in numbers

Female **42 / 188**
employees

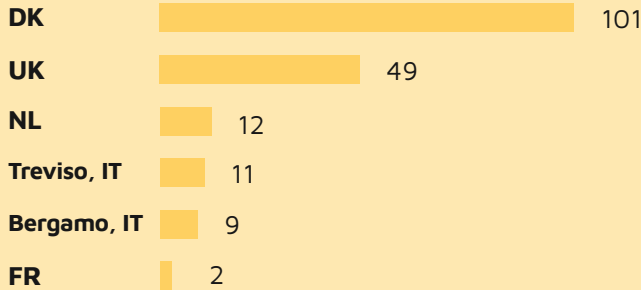
Male **146 / 188**
employees

Employee **6.15%**
turnover rate

Age distribution



Headcount by workplace



Wellbeing, safety, and a workplace worth showing up to

Renewtech is growing fast. In 2025, we went from approximately 100 employees to more than 200. That is not just a bigger team. It is a bigger responsibility.

As we scale, one thing becomes even more important – building a workplace where people feel safe, valued, respected, and ready to do their best work. Growth is exciting. But good growth requires structure, culture, and a serious commitment to the people making it happen.

At Renewtech, wellbeing and safety are part of how we build a sustainable business.

From ISO standards to everyday wellbeing

As an ISO 45001-certified company, we work systematically with occupational health and safety across our operations. In practice, this means that health and safety considerations are built into onboarding, training, daily procedures, warehouse routines, and technical workflows.

Every employee receives the necessary training and protective equipment relevant to their roles, helping to ensure a safe working environment throughout the organization.

Our working environment committee also plays an active role. It meets regularly, gathers employee feedback, and helps make sure that decisions and improvements are communicated across the business. This supports a culture where people are encouraged to raise concerns, share ideas, and help make the workplace better.

But a good workplace is not only about procedures. We also know that people have lives outside Renewtech – shocking, but true. That is why we strive to create a flexible and caring work environment where people believe in our shared purpose, feel they belong, and know that they matter – an environment where they can take ownership, trust each other, and find ways of working that support both performance and everyday life.

Growing bigger and listening better

The growth is a clear sign of Renewtech's journey. It also marks a cultural transformation. New colleagues, new perspectives, and new ways of working are becoming part of one shared company. That requires openness, consistency, and ongoing dialogue.

Looking ahead, we will take further steps to strengthen how we understand employee wellbeing and engagement. In 2026, Renewtech will conduct its first group-wide Employee Engagement Survey, creating a stronger foundation for listening to employees, identifying opportunities for improvement, and building a workplace that can grow without losing what makes it worth being part of.

Leadership, inclusion, and what comes next

As Renewtech continues to grow across Europe, building a strong, connected organization remains a key priority. New colleagues, new markets, and new capabilities create exciting opportunities, and that raises the importance of shared values, strong leadership, and consistent employee experience across our organization.

In recent years, we have taken important steps to strengthen onboarding, integration, and leadership development. While significant progress has been made, we see further opportunities to keep improving and scaling these efforts. This matters especially as acquisitions remain a key part of our strategy, and each one brings new colleagues whose experience of joining Renewtech will shape how they feel about being here for years to come.

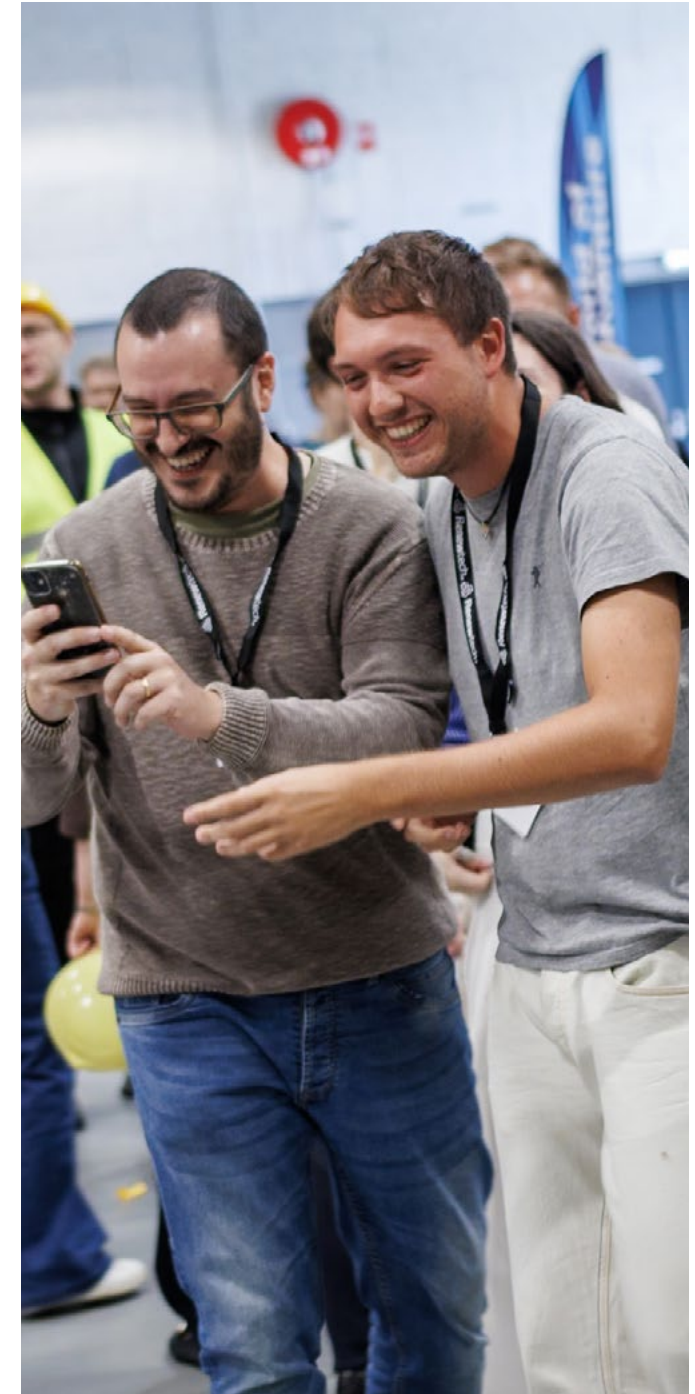
Developing leaders is another important focus area. Throughout 2025, Renewtech continued to invest in leadership training and development, including initiatives aimed at supporting new managers and leadership teams across the organization. Strong leadership matters because

culture does not scale by itself. As Renewtech grows, our leaders play a key role in creating clarity and making sure our values show up in daily decisions.

Building a workplace where people can grow

We are also strengthening our approach to diversity, equity, and inclusion. During 2025, we updated our policies to reflect our commitment to pay transparency and equal opportunities, including a commitment to address any identified gender pay gaps. We also introduced new requirements for recruitment partners to present candidate pools that include both men and women, helping ensure a broader and more inclusive recruitment process.

Sustainability is at the heart of everything we do, which also means creating a workplace that is sustainable for our team in both the short and long term. Therefore, we will continue to strengthen onboarding, leadership development, employee engagement, and talent development across the organization.



Social priorities for 2026



Stronger onboarding
across markets



Skills programs



Leadership
development



Shared culture
across countries



Better people
data



Continued attraction
of specialist talent

Governance

Governance is not always the loudest part of ESG. It does not usually come with big visuals or dramatic headlines. But when a company is growing as fast as Renewtech – entering new markets, welcoming new businesses, and handling critical IT infrastructure – strong governance becomes essential.

At Renewtech, governance is about making sure growth is built on solid ground. Clear responsibilities, shared standards, recognized certifications, and stronger ESG ownership help us scale responsibly while maintaining the quality, security, and accountability our customers depend on.

In short: not more complexity. Just better control of what matters.

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Trust is built through structure

Every day, organizations trust Renewtech with critical IT infrastructure, sensitive data, and business-critical operations. Whether we are extending the life of a server, managing IT Asset Disposition (ITAD), or delivering spare parts to keep systems running, customers expect reliability, security, and accountability.

That is why governance matters.

Strong governance is what allows us to scale responsibly without compromising the quality and trust our customers depend on. Clear responsibilities, common standards, and robust processes ensure that we can operate consistently across markets while keeping the speed and flexibility that define our business.

In other words, governance at Renewtech is about creating a framework that enables better decisions, stronger security, and long-term value creation.

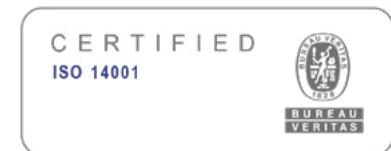
A key part of that framework is our ISO-certified operations, covering ISO 9001 for quality management, ISO 14001 for environmental management, ISO 27001 for information security, and ISO 45001 for occupational health and safety. These certifications support the way we work with quality, environmental responsibility, data protection, and safe working conditions in practice.

During 2025, we successfully completed recertification under the latest ISO 27001 standard and strengthened our compliance capabilities through dedicated resources focused on governance, security, and regulatory requirements.

For Renewtech, this is an important step in building a stronger governance foundation for the future.



Bureau Veritas Denmark A/S



Bureau Veritas Denmark A/S



Bureau Veritas Denmark A/S



Bureau Veritas Denmark A/S

Taking ownership of responsible growth

Since 2022, Renewtech has been backed by Trill Impact, a European impact investor focused on creating long-term value through responsible and sustainable growth. As an active owner and board representative, Trill Impact supports Renewtech's ambition to build Europe's leading one-stop shop for sustainable IT.

As Renewtech expands across markets, we follow a simple principle: one company, one direction.

Every acquisition becomes part of a shared governance framework built on common policies, ISO-based management systems, and aligned ways of working. This helps us create consistency across countries while giving local leaders ownership to adapt execution to local needs and market conditions.

Clear structure without unnecessary complexity

Our governance model is designed to support growth without adding unnecessary complexity.

It provides a scalable structure for how we work with quality, information security, environmental management, and occupational health and safety – all important areas when customers trust us with critical IT infrastructure, data, and operations.

Accountability is embedded throughout the organization. From ownership and board level to executive management, functional leadership, and local operations, responsibilities are clearly defined and aligned around shared objectives.

For Renewtech, this is how governance becomes practical: clear direction, shared standards, and local ownership. Not more complexity. Just better control of the things that matter.

TRILL IMPACT

Board

 **Renewtech®**



WHAT COMES NEXT

Governance with a sharper edge

In 2025, Renewtech strengthened the way we work with ESG ownership, responsibility, and compliance.

With more dedicated resources and a clearer governance focus in the team, we have taken important steps toward stronger internal ownership of the processes, data, and decisions that support responsible business.

That is good timing. Because there is plenty to keep track of.

Harmonizing ESG as we grow

New regulations continue to raise expectations. We welcome that direction, because stronger governance builds trust.

But it also requires structure, discipline, and a good grip on the details – preferably before the details start chasing us.

During the year, we also improved the foundations for ESG reporting across a growing organization. As Renewtech expands through acquisitions, new companies bring new capabilities, new colleagues, and new market opportunities. They also bring new systems, data, and reporting needs.

In 2025, we continued working to establish stronger baselines, including historical CO₂ footprints, operational data, and relevant ESG information, so new entities can become part of our reporting setup in a more consistent way.

Looking ahead, our priorities are clear. We will continue to harmonize ESG practices across countries, strengthen supplier governance, improve people metrics, develop deeper Scope 3 controls, and continue building the policies needed to support a growing European business.



“Renewtech is growing fast, and strong governance is what allows us to grow with confidence. In 2025, we strengthened the ownership, data, and structure behind our ESG work – not to add complexity, but to make responsibility scalable across markets, teams, and acquisitions. That is something we are proud of.”

Jacob Holk Pedersen,
Head of HR

Certified where it counts

Strong governance needs more than good intentions. It needs systems, standards, and documentation that customers can trust.

Our operations are certified across four key ISO standards, covering quality, environmental management, information security, and occupational health and safety. These certifications currently apply to our operations and support the way we handle purchasing, testing, disassembly, data erasure, configuration, packaging, sales, and shipment of new, used, and refurbished hardware.

Common standards for a growing group

As Renewtech continues to grow across Europe, our ambition is to bring the same structured approach to the wider group. Other parts of the business are working toward alignment with these standards and, where relevant, future certification. Step by step, we are building a common foundation for how we operate responsibly across markets.

For Renewtech, certifications are not badges for the wall. They are part of the structure behind customer trust, responsible growth, and the way we do business.

ISO 9001

Quality management

ISO 9001 provides a framework for consistent quality, reliable processes, and continuous improvement. In practice, it helps ensure that customers can expect the same high standards when they work with Renewtech.

ISO/IEC 27001

Information security

ISO/IEC 27001 strengthens how we manage information security and data protection. This is especially important when customers trust us with IT hardware that may contain sensitive data.

ISO 14001

Environmental management

ISO 14001 supports our environmental management system and helps us work systematically with our environmental impact. This includes how we manage resources, processes, and improvements related to our operations.

ISO 45001

Occupational health and safety

ISO 45001 helps structure our approach to safe and healthy working conditions. It helps us manage workplace risks and strengthen safety across operational and technical environments.





Governance priorities for 2026



Continue to harmonize ESG practices across countries



Develop deeper Scope 3 controls



Strengthen supplier governance



Continue building the policies needed to support a growing European business



Improve people metrics

ESG in numbers

Good intentions are important. Numbers are better.

This section brings together the data behind our ESG work – from emissions, energy, water, and waste to people, governance, and key performance indicators. It shows where we are making progress, where our data is getting stronger, and where we still have work to do.

Better numbers lead to better decisions. And better decisions are how we keep moving forward.

Basic Module - General Information	2023	2024	2025	Unit	Data Comment
B1 - Basis for Preparation					
Legal information					
Undertaking legal form	ApS - Anpartsselskab	ApS - Anpartsselskab	ApS - Anpartsselskab		
NACE sector classification code(s)	4650	4650	4650		
Country of primary operations	Denmark	Denmark	Denmark		
Location of significant asset(s)	Aars, Denmark	Aars, Denmark - Amsterdam, Netherlands - Treviso, Italy	Aars, Denmark - Amsterdam, Netherlands - Treviso, Italy - Bergamo, Italy		
Geolocation of sites owned, leased or managed					
Location 1	Office and warehouse; Denmark, Messevej 12, Aars; 56.45745, 9.48203	Office and warehouse; Denmark, Messevej 12, Aars; 56.45745, 9.48203	Office and warehouse; Denmark, Messevej 12, Aars; 56.45745, 9.48203		
Location 2		Office and repair service; The Netherlands, Amsterdam, Conakryweg 1A, 1047 HS; 52.39885, 4.75499	Office and repair service; The Netherlands, Amsterdam, Conakryweg - 1A, 1047 HS; 52.39885, 4.75499		
Location 3		Office; Italy, Treviso, Piazza G.B. Cavazerani 3. 31030 Carbonera; 45.68099, 12.30580	Office; Italy, Treviso, Piazza G.B. Cavazerani 3. 31030 Carbonera; 45.68099, 12.30580		
Location 4			Office; Italy, Bergamo, Via Brembate 10, 24040 Boltiere; 45.60579, 9.56801		
Financial information					
Size of the balance sheet (DKK)		170,836,000	303,609,000	DKK	
Turnover (DKK)				DKK	Turnover is not disclosed, as it's neither reported in the financial annual report nor required for an ApS
Number of employees (in headcount of full-time equivalents)		99	115		2025 average number of employees

Basic Module - General Information	2023	2024	2025	Unit	Data Comment
B1 - Basis for Preparation					
Sustainability-related certification or label, (if applicable)					
Names of the sustainability-related certifications	ISO 14001, 9001, 27001, 45001	ISO 14001, 9001, 27001, 45001	ISO 14001, 9001, 27001, 45001		DK only
The issuer of the certification or label	Bureau Veritas	Bureau Veritas	Bureau Veritas		
Date		01/06/2022	20/06/2026		ISO 14001
Rating score	N/A	N/A	N/A		
B2 - Practices, policies and future initiatives for transitioning towards a more sustainable economy					
Strategic approach to sustainability					
Information disclosed on Practices, Policies, and Future Initiatives [YES/NO]		YES	YES		
2. Basic Module - Environmental Metrics					
B3 - Energy and Greenhouse Gas Emissions					
Energy consumption					
Electricity (as reflected in utility billings), renewable [MWh]	410.48	471.38	445.18	MWh	DK, NL and partial IT data
Electricity (as reflected in utility billings), non-renewable [MWh]	20.49	20.08	24.46	MWh	IT data, electricity and cooling
Fuels, renewable [MWh]	0	0	0	MWh	No renewable fuels used
Fuels, non-renewable [MWh]	14.25	21.09	16.82	MWh	Error for all years up to and including 2024 - Natural gas has been adjusted to only reflect the on-site use at Italian sites
District heating, non-renewable [MWh]	26.01	45.59	59.29	MWh	District heating Denmark
Total energy consumption, renewable [MWh]	494.1	557.29	518.94	MWh	
Total energy consumption, non-renewable [MWh]	70.42	96.44	102.76	MWh	
Total energy consumption [MWh]	564.52	653.73	621.7	MWh	

2. Basic Module - Environmental Metrics	2023	2024	2025	Unit	Data Comment
B3 - Energy and Greenhouse Gas Emissions					
GHG intensity	N/A	N/A	N/A	tCO ₂ eq/ DKK	N/A due to non-disclosure of revenue (B1)
Total Scope 1 and Scope 2 GHG Emissions (market-based) [tCO ₂ e]	23.8	28.34	19.49	tCO ₂ eq	
If the company chooses to report this metric, it must refer to the 15 categories identified in the upstream and downstream value chain. The company should indicate which categories it considers significant, based on its own assessment					
Category 1: Purchased Goods and Services	380.74	518.4	381.08	tCO ₂ eq	NL and IT spend-based data were retrofitted to align with DK's accounting practices (used since 2021). Water use in DK continues to be calculated based on FTEs (since 2022). In IT, water is sourced from an on-site well.
Category 2: Capital Goods	N/A	N/A	N/A	tCO ₂ eq	
Category 3: Fuel- and Energy-Related Activities (upstream)	30.64	26.62	25.48	tCO ₂ eq	Error in 2024 value (Changed from 681,05 to 26,62) Added 2025 value
Category 4: Transportation and Distribution (upstream)	2,744.86	3,137.49	1,022.81	tCO ₂ eq	Missing 2024 value Added 2025 value - Supplier-specific data from DHL and FedEx has been utilized for the first time in 2025, resulting in a significant reduction.
Category 5: Waste Generated in Operations	2.41	1.94	0.98	tCO ₂ eq	NL: No waste data provided by the property manager. IT: No data available due to lack of reporting from the waste service provider.
Category 6: Business Travel	69.58	234.75	169.7	tCO ₂ eq	Renewtech adopted Visma Acubiz to improve data quality, shifting from spend-based to activity-based tracking. Error in 2024 value (Changed from 14,01 to 234,8) Added 2025 value
Category 7: Employee Commuting	95.29	116.6	168.8	tCO ₂ eq	Error in 2024 value (Changed from 61,43 to 234,8) Added 2025 value Participation in 2025 now covers +80% of FTE's

2. Basic Module - Environmental Metrics	2023	2024	2025	Unit	Data Comment
B4 - Pollution of Air, Water and Soil					
Emissions of pollutants					
Is the undertaking already required by law or other national regulations to report to competent authorities its emissions of pollutants, or does it already voluntarily report on them according to an Environmental Management System? [YES/NO]	NO	NO	NO		
Emission to air in its own operations (specify the type of pollutant and the respective amount) [tons]	0	0	0	tons	
Emission to water in its own operations (specify the type of pollutant and the respective amount) [tons]	0	0	0	tons	
Emission to soil in its own operations (specify the type of pollutant and the respective amount) [tons]	0	0	0	tons	
B5 - Biodiversity					
Land-use and biodiversity					
Number of sites that the undertaking owns, has leased, or manages in or near a biodiversity-sensitive area	0	0	0	pc	
The area of sites that it owns, has leased, or manages in or near a biodiversity sensitive area [ha]	0	0	0	m ²	No areas in or near biodiversity-sensitive areas
	0	0	0	ha	No areas in or near biodiversity-sensitive areas
Total sealed area [m ²]				m ²	N/A
				ha	N/A
Total nature-oriented area on-site [m ²]				m ²	N/A
				ha	N/A
Total nature-oriented area off-site [m ²]				m ²	N/A
				ha	N/A
Total use of land [m ²]				m ²	N/A
				ha	N/A

2. Basic Module - Environmental Metrics	2023	2024	2025	Unit	Data Comment
B6 - Water					
Water consumption					
Total amount of water withdrawn from all sites [m³]	95	198	181	m³	2024 & 2025 data covers DK, NL, and IT. Previous years only cover DK.
Amount of water withdrawn at sites located in areas of high water-stress [m³]	0	13	12	m³	2024 & 2025: Only office in Italy is in an area with high water stress
If the undertaking has production processes in place which significantly consume water, it shall disclose:					
Water discharge from its production processes [m³]	0	0	0	m³	No relevant "production processes" occur at any of the Renewtech sites that result in water discharge.
Total water consumption (calculated as the difference between water withdrawal and water discharge) [m³]	95	198	181	m³	
B7 - Resource Use, Circular Economy, and Waste Management					
Circular economy					
Does the undertaking apply circular economy principles? [YES/NO]	YES	YES	YES		
If so, it shall describe how it applies these principles					Refurbishment, read more in report, section on Business model and Our role in data and ESG-reporting
Material consumption					
Total material consumption [tons]	N/A	27.26	48.7	tons	Covers only packaging material in DK. Data from supplier. Error in 2024 value (Changed from 18,33 to 27,26) Added 2025 values
Share of recycled materials [%]	N/A	24.24	39.7	%	Added 2024 and 2025 values
If the undertaking operates in a sector using significant material flows (for example manufacturing, construction, packaging or others), it shall disclose the annual mass-flow of relevant materials used					
Waste generated					
Total amount of waste generated [tons]	115.76	273.99	104.6	tons	Only DK data; IT: No data available; NL: No waste data provided by property manager. Historic data added (2021, 2022, 2023) Added 2024, and 2025 values
Share of hazardous waste [%]	25.19	3.17	23.21	%	Data from supplier, Stena Recycling
Waste diverted to recycle or reuse [%]	69.91	67.73	72.62	%	Data from supplier, Stena Recycling

3. Basic Module - Social Metrics	2023	2024	2025	Unit	Data Comment
B8 - Workforce – General Characteristics					
Employee demographics					
Number of employees [Headcount or FTE]	61	126	188	Headcount	Headcount End of year 2025 (2023 only DK data)
Number of employees with a permanent contract [Headcount or FTE]	N/A	120	177	Headcount	Headcount End of year 2025
Number of employees with a temporary contract [Headcount or FTE]	N/A	6	11	Headcount	Headcount End of year 2025 (employees with a fixed contract end date)
Number of female employees [Headcount or FTE]	12	29	42	Headcount	Headcount End of year 2025 (2023 only DK data)
Number of male employees [Headcount or FTE]	49	97	146	Headcount	Headcount End of year 2025 (2023 only DK data)
Number of non-binary employees [Headcount or FTE]	0	0	0	Headcount	
Number of employees by country of employment contract, if the undertaking operates in more than one country:					
Denmark	61	87	103	Headcount	Headcount End of year 2025
Netherlands	N/A	29	12	Headcount	Headcount End of year 2025
Italy	N/A	10	20	Headcount	Headcount End of year 2025
United Kingdom	N/A	N/A	51	Headcount	Headcount End of year 2025
France	N/A	N/A	2	Headcount	Headcount End of year 2025

3. Basic Module - Social Metrics		2023	2024	2025	Unit	Data Comment
B8 - Workforce – General Characteristics						
If the undertaking employs 50 or more employees, it shall disclose the employee turnover rate for the reporting period						
Number of employees at the beginning of the reporting period		61		126	Headcount	Headcount Year End 2025, UK included.
Number of employees at the end of the reporting period			126	188	Headcount	Headcount Year End 2025, UK included.
Number of employees leaving during the year	14		8	11	Headcount	Headcount Year End 2025
Average number of employees during the reporting period	60		93.5	157	Headcount	2024 average number of employees
Employee turnover rate in the reporting period [%]	23.33		8.56	6.15	%	
B9 - Workforce – Health and Safety						
Work-related accidents						
Total number of hours worked in a year by all employees in the reporting period			152,218	255,596	Hours	Average number of headcount x total work hours in a year, based on 1628 worked hours per employee
Number of recordable work-related accidents in the reporting period	0		0	0		DK, NL, IT, UK
Rate of recordable work-related accidents in the reporting period			0	0		DK, NL, IT, UK
Number of fatalities as a result of work-related injuries and work-related ill health			0	0		DK, NL, IT, UK

3. Basic Module - Social Metrics		2023	2024	2025	Unit	Data Comment
B10 – Workforce – Remuneration, Collective Bargaining, and Training						
Pay conditions						
Do the employees receive pay that is equal or above applicable minimum wage for the country it reports in, determined directly by the national minimum wage law or through a collective bargaining agreement	YES	YES	YES		YES/NO	
Average gross hourly pay of female employees					DKK	N/A
Average gross hourly pay of male employees					DKK	N/A
The percentage gap in pay between the undertaking's female and male employees [%]					%	N/A
Percentage of employees covered by collective bargaining agreements [%]	0	0	0		%	We do not have workers covered by collective agreements
Training						
Number of annual training hours per female employee during the reporting period	2	20	22		Hours per year	Average hours, DK, NL, IT, UK
Number of annual training hours per male employee during the reporting period	2	20	22		Hours per year	Average hours, DK, NL, IT, UK
Number of annual training hours per non-binary employee during the reporting period					Hours per year	No data available

4. Basic Module - Governance Metrics	2023	2024	2025	Unit	Data Comment
B11 – Convictions and Fines for Corruption and Bribery					
Violations and fines					
Total number of convictions for the violation of anti-corruption and anti-bribery laws	0	0	0		
Total amount of fines for the violation of anti-corruption and anti-bribery laws [DKK]	0	0	0	DKK	No incidents, no fines
Additional datapoints	2023	2024	2025	Unit	Data Comment
Discrimination	0	0	0	Number	Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Harassment	0	0	0	Number	Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Annual employee survey					
Well-being and self-reported health	76	74	N/A		Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Diseases and pain	93	83	N/A		Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Working conditions	71	67	N/A		Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Mental health	85	74	N/A		Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Lifestyle	64	72	N/A		Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Response rate	64	69	N/A	%	Based on Vicorda annual screening; 2021-2023 DK only data, 2024 DK+NL
Management systems – ISO certifications					
9001 Quality management systems	YES	YES	YES	Approved YES/NO	ISO certifications approved
14001 Environmental systems	YES	YES	YES	Approved YES/NO	ISO certifications approved
27001 Information security systems	YES	YES	YES	Approved YES/NO	ISO certifications approved
45001 Occupational health and safety management systems	YES	YES	YES	Approved YES/NO	ISO certifications approved



Appendix



GHG Patch Notes – 2025 Update	Details
Methodology Overview	The methodology and data sources remain largely consistent with Renewtech’s 2023 & 2024 GHG report (particularly the DK site) as Normative.IO ensures cross-year capabilities.
General Updates	In 2025, Renewtech expanded its reporting boundary to include the secondary Italian office located in Bergamo, Italy. Activity data from the Bergamo site has been collected retroactively to reporting year 2021, and the Scope 1 and 2 baseline has been recalculated accordingly to ensure consistency across all reporting periods. A notable improvement in data quality was achieved for Category 4: Transportation and Distribution (upstream). Data for this category was collected directly from logistics suppliers this year, transitioning a significant volume of activity data from spend-based estimates to specific, activity-based inputs. This shift strengthens the reliability of our up-stream emissions reporting and better reflects actual transport-related impacts. In late 2025, Renewtech completed the acquisition of Intelligent Servers, located in the United Kingdom. As the integration of Intelligent Servers into Renewtech’s operational and reporting infrastructure is still ongoing, it has not been possible to establish a comprehensive Scope 3 baseline this year. The Scope 3 baseline has therefore been deferred to the 2026 report, at which point full data integration is expected to be in place. A recalculation of the Scope 1 and 2 baseline is also anticipated in 2026, following the completion of the Intelligent Servers integration.
Scope 1	Italy, Bergamo included for 2025, with inclusion and recalculation of Scope 1 baseline, dating back to 2021.
Scope 2	Italy, Bergamo included for 2025, with inclusion and recalculation of Scope 2 baseline, dating back to 2021.
Category 1 - Purchased Goods & Services	No significant changes compared with 2024. Inclusion of historic data in the sustainability report
Category 3 - Fuel- and Energy-Related Activities	Error in reported values from previous years has been corrected
Category 4 - Transportation and Distribution	Transition from spend-based to supplier-specific activity data for DHL and FedEx has been incorporated and has led to significant reductions in category 4.
Category 5 - Waste Management	No significant changes compared with 2024. Inclusion of historic data in the sustainability report
Category 6 - Business Travel	Acubiz is still undergoing integration at the other offices (Fully integrated at Renewtech HQ)
Category 7 - Employee Commuting	A >80% response rate across IT, NL, and DK was achieved for 2025.





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