



SEC DATACOM SUSTAINABILITY REPORT

FY25 | Climate Accounting & Emission Reduction Targets

SEC
DATACOM

A message from our Group CFO, Peter Fahoum



Peter Fahoum
Group CFO
& Compliance Officer

“At SEC DATACOM, we believe that responsible business is not just about meeting expectations—it's about setting them. Our commitment to sustainability is rooted in a genuine desire to contribute to a more resilient, transparent, and fair economy. We are not on this journey because we are required to be, but because we believe it's the right thing to do.

By voluntarily engaging in climate and ESG reporting, we aim to build trust, strengthen our operations, and take measurable steps toward a more sustainable future. This report reflects both our progress and our ongoing commitment to being part of the solution.”

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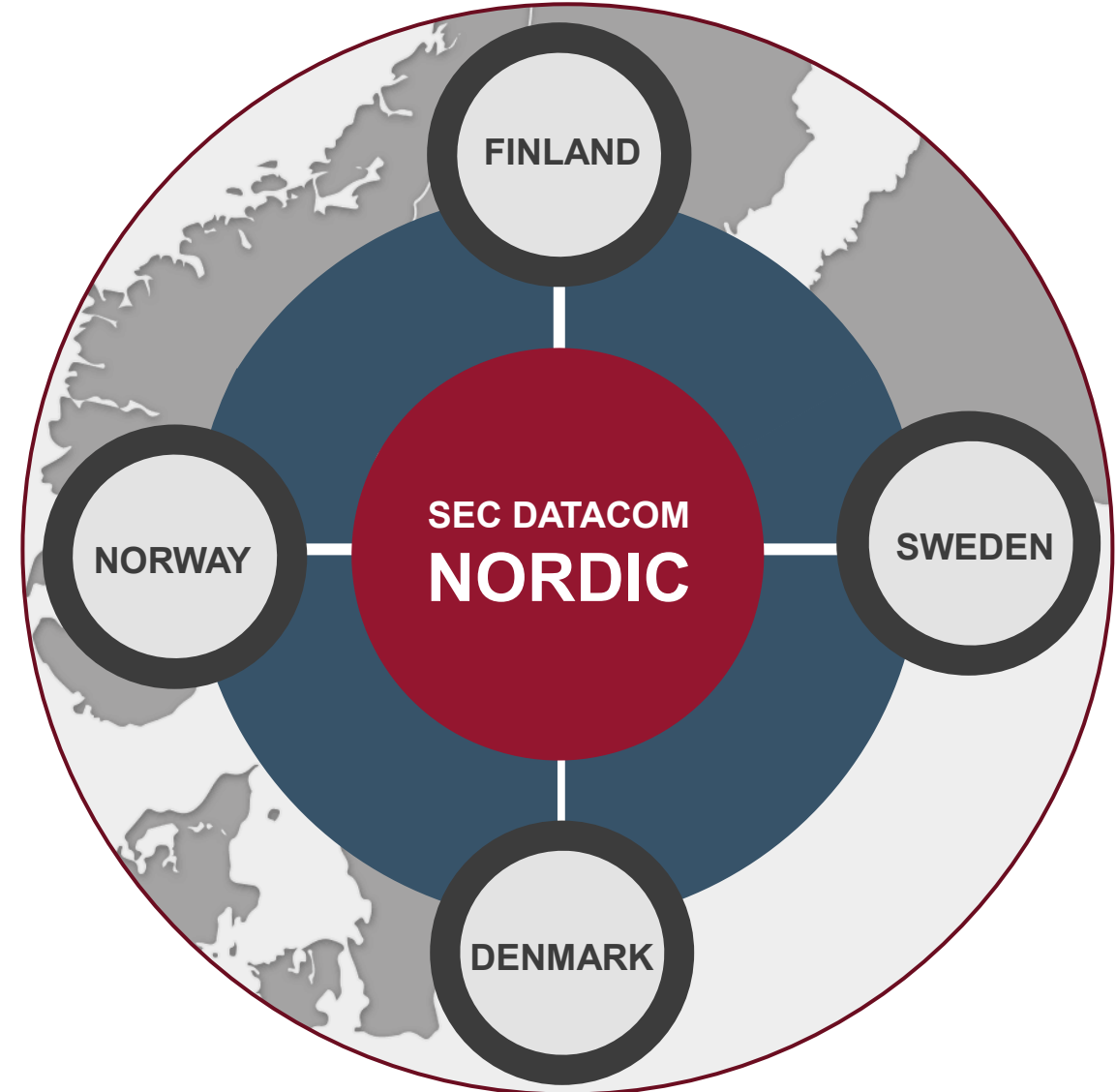
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ABOUT

SEC DATACOM is a leading IT-distributor operating across Sweden, Denmark, Finland, and Norway. With a strong presence in the Nordic region, we specialize in delivering cutting-edge IT solutions, infrastructure, and cybersecurity products to a wide network of partners and resellers.

Our team, composed of 77 dedicated employees, works closely with both global vendors and local partners to ensure reliable and innovative technology distribution.

Our company is built on a foundation of innovation, responsibility, and partnership. We are proud to support digital transformation across the region while maintaining a strong focus on quality, service, and operational excellence. As part of our ongoing commitment to sustainability and responsible business practices, SEC DATACOM is now integrating climate considerations directly into our core strategy and operations.



SEC DATACOM COMMITS TO THE VSME STANDARD

SEC DATACOM is proud to present our first Voluntary SME Climate Disclosure (VSME) report, highlighting our commitment to climate transparency and action across our Nordic operations.

This report follows the VSME basic model and includes climate accounting from the extended module to provide a comprehensive view of our emissions.

We have completed a full inventory of Scope 1 & Scope 2 using FY25 as our baseline year. Based on this data, we are setting measurable targets, including a 20% reduction in Scope 1 and 2 emissions by 2030.

This marks a significant step in aligning our operations with broader climate goals and in driving sustainable change within the IT distribution sector.



Turnover:
€ 201 million



Balance:
€48 million



No. of Employees:
Headcount: 77
FTE: 77



Locations:
Denmark, Sweden,
Norway, Finland



Ownership Form:
Privately owned



NACE Codes:
46.5.1

DMA CONSLUSIONS

IMPACT

POSITIVE

SEC DATACOM has a positive impact by fostering good working conditions, supporting employee engagement, and promoting fair labor practices. The company enhances consumer trust through a focus on product safety, data privacy, and transparent communication. Additionally, responsible business conduct and efforts to promote ethical supply chain practices strengthen overall governance and contribute to positive social and environmental outcomes.

NEGATIVE

Certain activities within SEC DATACOM's value chain contribute to environmental impacts, such as energy consumption and emissions, resource depletion, and waste generation, particularly from IT hardware manufacturing and end-of-life product handling. There is also a risk of exposure to varying labour standards across the global supply chain, which requires ongoing attention to ensure respect for human rights and responsible sourcing.

FINANCIAL

OPPORTUNITIES

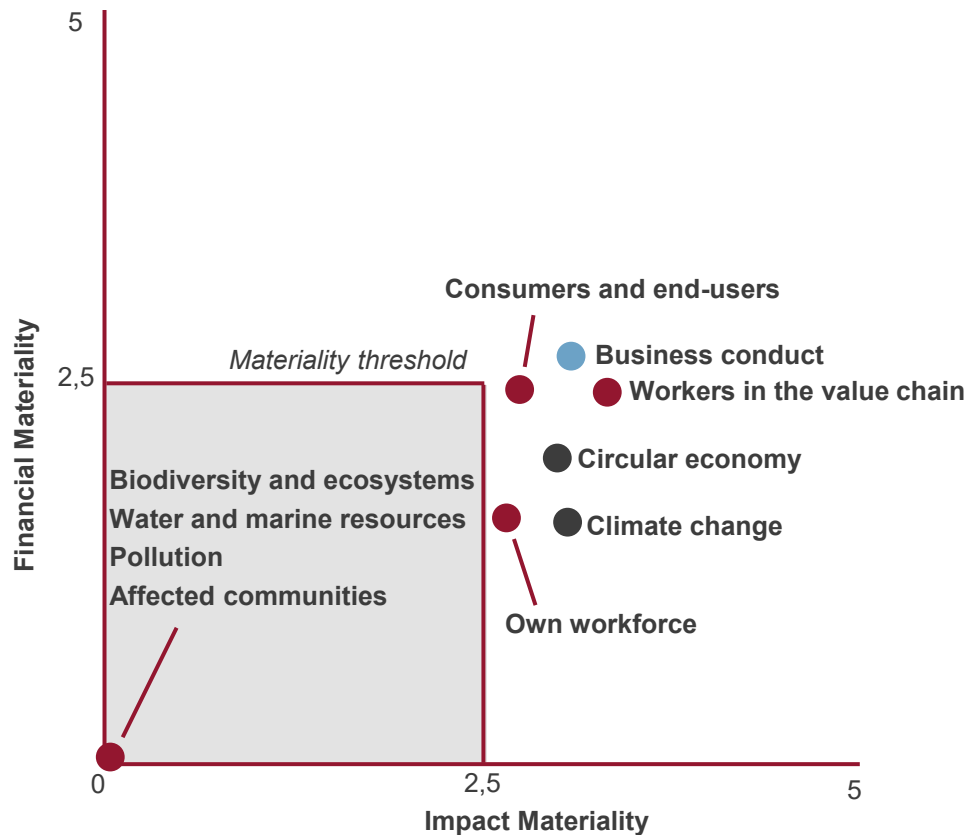
Strengthening sustainability practices presents SEC DATACOM with significant opportunities to enhance brand value, meet evolving customer expectations, and improve regulatory compliance. Efforts such as advancing climate action, promoting circular economy principles, ensuring data security, and maintaining strong governance practices can help the company access new market opportunities, drive customer loyalty, and future-proof its operations.

RISKS

SEC DATACOM may be exposed to financial risks related to changing environmental and social regulations, potential supply chain disruptions, and evolving customer expectations regarding sustainability and ethics. Risks include regulatory compliance costs, operational adjustments due to climate change, and reputational risks linked to workforce management, consumer protection, and supplier practices. Managing these risks proactively is essential to maintaining business resilience and market competitiveness.

DOUBLE MATERIALITY ASSESSMENT

MATRIX



At SEC DATACOM, we believe that meaningful climate action begins with a deep understanding of both our environmental impact and the way climate-related issues influence our business. Although a Double Materiality Assessment (DMA) is not a mandatory part of the VSME reporting framework, we chose to include one—conducted independently by Nord Advise—to strengthen the quality and strategic relevance of our report.

The DMA provides a broader perspective by assessing not only how we affect the environment but also how climate and environmental risks may affect our business. This helps us prioritize our efforts, align our climate strategy with stakeholder expectations, and future-proof our operations in a rapidly changing regulatory and market landscape. Including this assessment reflects our commitment to transparency, proactive risk management, and long-term value creation.

The DMA was conducted based on CSRD requirements, and it is important to note that the analysis does not fully reflect the actions SEC DATACOM has already taken on several material topics. The assessment should not be seen as identifying shortcomings but rather as highlighting areas that require continued attention, particularly in relation to our industry. We have chosen to work further with selected topics from the assessment where it aligns best with our business priorities and the focus of the VSME framework.

ENVIRONMENT

IMPACT

POSITIVE

As an IT distributor, our positive environmental impact lies in the way we curate and promote technology. By working with partners that offer low-impact and energy-efficient solutions, we help accelerate the green transition across industries. Our internal policies and awareness efforts further support this by embedding sustainability into daily operations, from responsible procurement practices to e-waste sorting and recycling. While our direct emissions are extremely low, we actively use our position to encourage sustainable behavior throughout the value chain.

NEGATIVE

Though we do not manufacture products, our business model contributes indirectly to environmental challenges through emissions embedded in the production, packaging, and transport of the goods we resell. As a growing company, we recognize the importance of addressing these impacts by monitoring our footprint and improving how we work. Our challenge is to balance commercial activity with the responsibility of minimizing unnecessary environmental strain—internally and through our partnerships.

FINANCIAL

OPPORTUNITIES

The growing demand for climate-conscious and energy-efficient IT solutions presents clear opportunities. Our early commitment to climate accounting and responsible procurement allows us to strengthen trust, respond proactively to market trends, and lead by example in a sector that is still evolving its sustainability role. These efforts not only build resilience into our business model but create long-term value by aligning with global environmental priorities.

RISKS

Our key environmental risks stem from our reliance on external suppliers and the emissions associated with hardware production. Should these suppliers fail to meet emerging sustainability standards, we face both reputational and operational challenges. Additionally, there is the financial risk of falling behind competitors who succeed in integrating sustainability more deeply into their value chains. These factors underline the importance of staying ahead of the curve through transparency, collaboration, and continuous improvement.

PRACTICES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY (B2)

SEC DATACOM is committed to the green transition by continuously improving our sustainability practices across our Nordic operations. As an IT distributor, we aim to reduce emissions, promote responsible procurement, and support low-impact solutions through our partnerships.

We work to increase transparency via regular reporting and alignment with standards such as the VSME, while strengthening governance, improving data, and raising internal awareness. As we grow, we see opportunities to increase our positive impact and manage sustainability risks.

METRICS

In FY25, we established our baseline metrics, starting with Scope 1 and 2 emissions. Due to the very low emissions established, we will focus on S1+2 for now. As we continue our sustainability journey, we will evaluate and expand our metrics to reflect SEC DATACOM's most relevant impacts, risks, and opportunities.

TARGETS

In FY25, we will establish clear targets to guide our sustainability efforts.

POLICIES

At SEC DATACOM, our sustainability efforts are supported by a range of internal policies. We place particular emphasis on our **Supply Chain Code of Conduct**, which outlines expectations for ethical practices and fair working conditions throughout our value chain. We also prioritize the well-being of our own employees through policies that promote health, inclusion, and responsible workplace practices. Additional sustainability-related policies can be found in our CSR report.

ACTIONS

Examples of sustainability-related actions taken in FY24 include:

- Completed our first company-wide carbon footprint assessment
- Launched an internal sustainability working group
- Introduced climate accounting for Scope 1 and 2 emissions
- Initiated dialogue with key suppliers about emissions reporting and circular practices
- Supported employee learning on sustainability through workshops and briefings

ENERGY CONSUMPTION AND EMISSIONS (B3)

ENERGY CONSUMPTION

	Unit	FY25
Fuel	MWh	388
Electricity	MWh	103
Total	MWh	491

Electricity consumption is estimated using data from the office space providers, based on either square meter occupied or total usage pr. lease.

SCOPE 1 & 2 EMISSIONS

Location-based (LB)

		FY25
	Unit	LB
Scope 1	tCO2e	11,16
Scope 2	tCO2e	22,86
Total	tCO2e	34,03

Location-based

The location based emissions factor is sourced from The International Energy Agency (IEA)

GHG TOTAL

34,03 tCO2e

GHG INTENSITY - TURNOVER

0.000169

Total kgCO2e/€Turnover

RESSOURCE USE, CIRCULAR ECONOMY, AND WASTE MANAGEMENT (B7)

WASTE BREAKDOWN

	Total (kg)	Material recovery (kg)
Non-hazardous waste	6.405	3.971
Hazardous waste	0	0
Total waste	6.405	3.971

Data provided by our waste partner HC Container



CO2 REDUCTION GOALS

CO2 REDUCTION GOALS

	CO2 baseline FY25	Reduction goal
Scope 1&2	34,03 tCO2e	20%

CONSOLIDATED SHIPMENT

We aim to reduce transport-related emissions by consolidating deliveries into fewer, more efficient shipments. This includes prioritizing less air freight and increasing the use of sea transport, which has a significantly lower carbon footprint. Fewer shipments and smarter logistics will lower our overall emissions from distribution.

OFFICE ENERGY EFFICIENCY

We are implementing energy-saving measures across our offices, including LED lighting, smart thermostats, and encouraging energy-conscious behavior among employees to reduce our daily consumption.

INVEST IN GREEN ENERGY

Our goal is to transition to 100% renewable electricity across all office locations in the coming years. This will significantly reduce our Scope 2 emissions and support the broader energy transition.

ELECTRIC VEHICLE FLEET

We plan to transition our entire company car fleet to electric vehicles by 2030. EVs play a key role in reducing our direct emissions and promoting responsible mobility across our operations.

SUPPLIER ENGAGEMENT ON CLIMATE

We are increasing collaboration with key suppliers to improve transparency and reduce indirect emissions in our value chain. This includes data sharing, climate dialogue, and shared reduction goals.

IMPACT

POSITIVE

We cultivate a workplace culture that prioritizes employee well-being, ethical behavior, and long-term engagement. Our initiatives include organic meals, weekly fitness sessions, wellness programs, and strong policies on whistleblowing, anti-harassment, and social responsibility. We have a strong focus on diversity and are proud to have a good representation of women across the company, including at board level. These efforts contribute to low employee churn, with many team members staying for years — a testament to our supportive environment.

NEGATIVE

Operating across several Nordic countries makes it challenging to maintain a fully unified corporate culture and consistent implementation of social initiatives. National differences and organizational complexity can impact alignment. To address this, we're working to embed shared values across teams and invest in unifying efforts like summer gatherings and group activities that foster cohesion and strengthen our collective identity.

FINANCIAL

OPPORTUNITIES

Our strong social foundation enhances retention, team performance, and brand perception — all valuable assets in a competitive talent market. It also meets the rising expectations of clients and partners who seek to work with socially responsible businesses.

RISKS

There's a risk of inconsistency in social practices across borders or within our supply chain if not actively managed. Evolving regulations on labor rights, diversity, and ethical business practices also demand that we remain vigilant and continuously improve our governance.

SOCIAL - METRICS

GENERAL CHARACTERISTICS (B8)

TYPE OF CONTRACT

	Amount
FTE	77
PTE	0
Total	77

GENDER DISTRIBUTION

	Headcount
Female	12
Male	65
Other	0
Total	77

COUNTRY DISTRIBUTION

	Headcount
Norway	13
Sweden	14
Finland	4
Denmark	46
Total	77

HEALTH AND SAFETY (B9)

	Number	Rate
Accidents	0	0
Fatalities	0	0



SOCIAL - METRICS

REMUNERATION, COLLECTIVE BARGAINING AND TRAINING (B10)

100% of SEC DATACOM employees are paid at least the applicable national minimum wage, in full compliance with local labor laws across all countries of operation

No SEC DATACOM employees are covered by collective bargaining agreements

Average number of annual training hours per employee

	FY25
Hours	10

GOVERNANCE

IMPACT

POSITIVE

At SEC DATACOM, strong governance is the foundation for trust, transparency, and accountability. We are committed to upholding financial integrity through company-wide training in anti-corruption and bribery, backed by a formal whistleblower policy. Our leadership actively promotes gender inclusivity, with a notable level of female representation, including at the board level. These initiatives strengthen ethical conduct across our organization and help foster a resilient and responsible corporate culture.

NEGATIVE

As a Nordic distributor operating across multiple countries, maintaining consistent governance practices presents structural challenges. Differences in local regulations, cultural expectations, and internal alignment can hinder the seamless execution of policies. Additionally, translating governance commitments into practice across diverse teams requires ongoing coordination and oversight. Without this, there's a risk of uneven standards or weakened stakeholder confidence.

FINANCIAL

OPPORTUNITIES

With rising regulatory expectations around corporate governance and ESG, SEC DATACOM is well-positioned to lead by example. Our commitment to integrity and inclusivity supports long-term value creation and strengthens relationships with suppliers, partners, and clients. By embedding robust governance practices into daily operations, we reduce risk and open opportunities for collaboration with like-minded organizations that prioritize ethical business conduct.

RISKS

Governance-related risks primarily stem from regulatory complexity, especially as expectations shift across markets. A failure to maintain clear internal policies or ensure consistent compliance could expose us to legal or reputational consequences. Furthermore, the absence of unified governance practices across countries may lead to operational inconsistencies or missed strategic goals. Proactive oversight remains essential to safeguarding our standards.

VSME DISCLOSURE INDEX

Standard	VSME p.	Location	Omitted	Reason for Omission
GENERAL INFORMATION				
B1 – Basis for preparation	24-25	pg. 4	No	N/A
B2 – Practices, policies, and future initiatives for transitioning towards a more sustainable economy	26-28	pg. 9	No	N/A
ENVIRONMENT				
B3 – Energy and GHG Emissions	29-31	pg. 10	No	N/A
B4 – Pollution of air, water, and soil	32	N/A	Yes	Not material, due to minimal impact
B5 – Biodiversity	33-34	N/A	Yes	Not material, due to minimal impact
B6 - Water	33-36	N/A	Yes	Not material, due to minimal impact

VSME DISCLOSURE INDEX

Standard	VSME p.	Location	Omitted	Reason for Omission
B7 – Ressource use, circular economy, and waste management	37-38	pg. 10-11	Partial (a)	No significant material flows
ENVIRONMENT				
B8 – Workforce – General characteristics	39-40	pg. 14	No	N/A
B9 – Workforce – Health and safety	41	pg. 14	No	N/A
B10 – Workforce – Remuneration, collective bargaining, and training	42	pg. 15	Partial (b)	<150 employees
C3 – GHG reduction targets and climate transition	54	pg. 12	No	N/A
GOVERNANCE				
B11 – Convictions and fines for corruption, and bribery	43	N/A	Yes	No convictions and fines in the reporting period