



2025 SUSTAINABILITY REPORT

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A message from the CEO

Maciej Jakimiec
Chief Executive Officer



Dear Stakeholders,

2025 has been a year of expansion and maturity for Device Europe – a year in which our values translated into stronger structure, broader reach, and lasting impact. Building on our independence and the foundations laid in previous years, we grew not only in scale, but in the way we govern, partner, and create value across Europe.

This year, we advanced our sustainability performance and earned external recognition for it. We improved our EcoVadis result from Bronze to a **Silver Medal**, placing us in the 89th percentile worldwide. We also formalized our climate commitment through our first Climate Action Plan, covering Scope 1, Scope 2, and selected Scope 3 emissions, and joined the UN Global Compact and a UNEP/GRID Warszawa initiative – aligning our priorities with the Sustainable Development Goals most relevant to circular IT.

A defining milestone was the expansion of our European presence. We began acquiring shares in Global Asset Services B.V. in Haarlem, the Netherlands – a place tied to our own history and now a new operational hub. As a social enterprise built around a neurodiverse team, this partnership unites our circular mission with genuine social value.

2025 Highlights

1. Upgraded to an EcoVadis Silver Medal, ranking in the 89th percentile for sustainability performance.
2. Expanded into the Netherlands through a partnership with Global Asset Services B.V. in Haarlem.
3. Developed our first Climate Action Plan and joined the UN Global Compact and UNEP/GRID Warsaw initiative.
4. Strengthened employee engagement and workplace safety by launching the SAR program and reaching 1 359 days of safety work.
5. Supported education in Ukraine by donating 100 laptops together with one of our clients.

2025 Highlights

Key milestones that shaped our sustainability, governance and social impact in 2025.

1.

EcoVadis Silver Medal achieved

We improved our EcoVadis result from Bronze to Silver, confirming further progress across environment, labor & human rights, ethics and sustainable procurement.

2.

Climate Action Plan developed

We developed our Climate Action Plan, moving from carbon footprint measurement toward clearer climate priorities, reduction planning and annual ESG governance review.

3.

1 359 days of safety work

We reached 1 359 days of safety work, reflecting the daily awareness, responsibility and prevention culture built across our team.

4.

JEDI governance strengthened

We strengthened our JEDI foundations through new policies, employee voice mechanisms, inclusive communication standards and the Employee Guidebook.

5.

New operational hub initiated in the Netherlands

We established a new operational direction in the Netherlands, strengthening our European presence and supporting closer cooperation with partners and clients

6.

SAR program introduced

We introduced the SAR program, giving employees the opportunity to share in the company's long-term growth and strengthening a culture of shared responsibility.

What is Device Europe?

Company history and overview

At Device Europe, we have been at the forefront of IT asset management for over **30 years**, ensuring organizations can extend the lifecycle of their technology while reducing environmental impact. Our mission is rooted in providing innovative, secure, and sustainable solutions that prioritize both operational efficiency and the planet's wellbeing. By promoting the reuse, refurbishment, and recycling of IT assets, we actively contribute to the global shift toward a circular economy.

Efficiency and responsibility



Whether we are managing decommissioned servers, repurposing desktop fleets, or supporting organizations in transitioning to new infrastructure, we prioritize the most efficient and environmentally responsible methods. Through our unwavering commitment to compliance, quality assurance, and continuous improvement, we aim to redefine IT asset management. At the heart of our approach lies a vision where operational excellence, data security, and sustainability work hand in hand to build a better digital future.

Commitment to the environment



Our dedication to protecting the environment and reducing e-waste drives us to create solutions that not only extend the usability of IT equipment but also support the long-term goals of our clients and the communities we serve. By combining innovation with responsibility, we continue to lead the way in shaping a more sustainable and secure IT landscape.

Trustworthy



As a certified ITAD provider, we help clients to recover value from retired equipment, minimize their carbon footprint, and meet global compliance standards with confidence.

Respectful



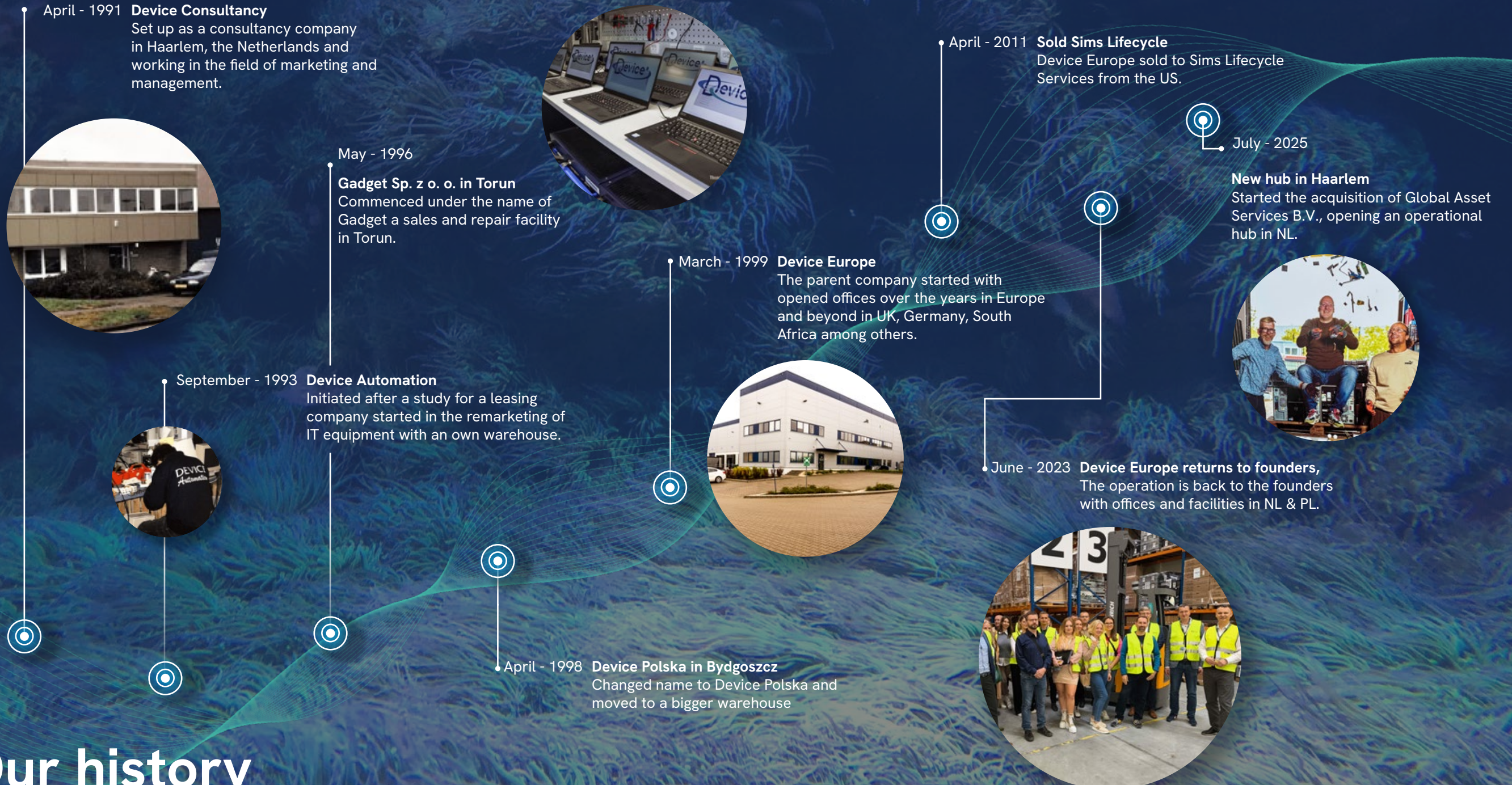
To us, respect means listening carefully, responding thoughtfully, and making sure our customers feel heard and supported.

Circular



Nowadays circularity is a major topic in all industries and especially IT. Due to the growing IT demand the environmental impact is growing. With a well-defined circular approach, we can minimize the impact.

Our history



OUR MISSION, OUR VISION, OUR FUTURE.

COMPANY PURPOSE

Device Europe's purpose is to extend the life of technology to reduce environmental impact, accelerate the circular economy, and create positive social value by ensuring responsible management of IT assets across their entire lifecycle. The purpose is derived directly from the Company's mission and vision and reflects the positive environmental and social impact that Device Europe seeks to create through its core business activities. It serves as a guiding framework for the Company's strategy, policies, operational practices, and decision-making processes, and underpins Device Europe's commitment to responsible, secure, and sustainable IT Asset Disposition services.

MISSION

At Device Europe, our mission is to revolutionize IT Asset Disposition (ITAD) by delivering secure, sustainable, and cost-effective solutions that empower businesses to responsibly manage their technology assets.

We are committed to safeguarding data, minimizing electronic waste, and enabling our clients to achieve their environmental and operational goals. Through our expertise, innovation, and dedication, we strive to be the trusted partner that empowers organizations to embrace the future with confidence.

VISION

Our vision is to lead the ITAD industry as a global force for positive change. We envision a world where technology is managed responsibly and sustainably, where data is protected with unwavering dedication, and where businesses thrive with the support of IT asset management that maximizes value while minimizing environmental impact.

By staying at the forefront of technology and sustainability, we aim to create a brighter, more secure, and more sustainable future for our employees, clients, industry, and the planet.

WE GRANT INFINITE LIFE TO YOUR IT EQUIPMENT



Integrated management systems

A stronger foundation for trust, quality and responsible ITAD.

Certifications and recognized frameworks help us keep our processes consistent, transparent and accountable. In ITAD, this matters because clients trust us with data-bearing equipment, secure processing and environmental responsibility.

CERTIFIED MANAGEMENT SYSTEMS

ISO 9001:2015

Quality Management System

ISO/IEC 27001:2022

Information Security Management System

ISO 14001:2015

Environmental Management System

ISO 45001:2018

Occupational Health and Safety Management System

RESPONSIBILITY FRAMEWORKS

ISO 26000

Guidance on social responsibility

UN Global Compact

Our commitment to responsible business practices

Razem Dla Środowiska

Supporting environmental sustainability

GDPR

Secure handling of data-bearing IT equipment



RESPONSIBLE ELECTRONICS PROCESSING

We are also certified to R2v3, a key standard for responsible electronics reuse, recycling, data sanitization and downstream control.

SUSTAINABILITY PERFORMANCE

In 2025, we improved our EcoVadis result and achieved an EcoVadis Silver Medal, confirming progress across environment, labor and human rights, ethics and sustainable procurement.





ENVIRONMENT

Climate Action Plan

from DATA to ACTION

Reliable climate action starts with knowing where we stand. After building our first carbon footprint baseline, we developed a Climate Action Plan to guide how we reduce, monitor and manage our impact.

Our Climate Action Plan turns data into action - reducing emissions, extending lifecycles and building a more sustainable future.

COVERS SCOPES 1, 2 AND SELECTED SCOPE 3

The plan covers Scope 1, Scope 2 and selected Scope 3 emissions, reported in line with the GHG Protocol.

BASELINE YEAR: 2023

We use 2023 as our baseline year, as it was the first year after Device Europe returned to independent ownership and gained direct control over operational decisions.

CIRCULAR IT AT THE CORE

The plan also reflects the role of circular IT in avoiding emissions linked to new equipment production. By extending device lifecycles through reuse and refurbishment, we help reduce the need for new resources.

FOCUS AREAS

Our focus areas include emission reduction, energy and resource efficiency, reuse growth and the integration of climate data into management decisions.

GOVERNANCE AND REVIEW

The plan was approved by top management and will be reviewed annually as part of ESG governance.

Understanding our carbon footprint

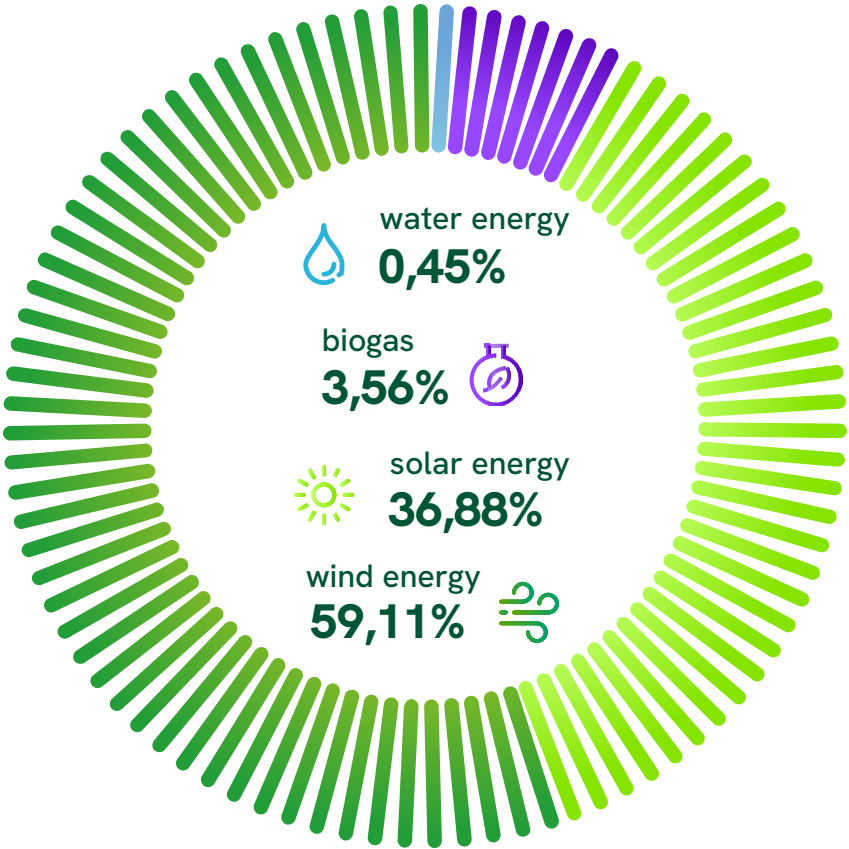
Total gross emissions in 2025: **1 176,87 tCO₂e market-based**

1 245,53 tCO₂e location-based reported in parallel for transparency.



In 2025, we completed our greenhouse gas inventory for the Bydgoszcz facility across Scope 1, Scope 2 and selected Scope 3 categories, in line with the GHG Protocol.

The largest share of emissions came from purchased goods and services. This reflects the nature of our circular IT operations, where refurbishment, repair and preparation for reuse require materials, components, spare parts and operational services. As device volumes grow, these inputs become more visible in our carbon footprint. A key strength of our footprint is electricity. Thanks to renewable electricity purchased from Respect Energy S.A. and backed by Guarantees of Origin, our market-based Scope 2 emissions remained at zero. This allows us to scale circular IT operations while keeping purchased electricity outside our reported carbon footprint.



► Pie chart illustrating the structure of fuels and other primary energy sources used to generate the electricity sold by Respect Energy S.A. in 2025.

Carbon footprint inventory

Scope / category	Source	Total (tCO ₂ e)
Scope 1	Natural gas (stationary)	53,51
Scope 1	Diesel - mobile fleet	21,72
Total Scope 1		75,23
Scope 2	Electricity - market-based (100% renewable)	0,00
Scope 2	Electricity - location-based	68,66
Scope 3	Cat 1 - Purchased goods & services	1 019,43
Scope 3	Cat 7 - Employee commuting	27,87
Scope 3	Cat 4 - Upstream transport & distribution	39,50
Scope 3	Cat 9 - Downstream transportation	8,95
Scope 3	Cat 6 - Business travel	5,35
Scope 3	Cat 5 - Waste generated in operations	0,54
Total Scope 3		1 101,64
Total (Scope 2 market-based)		1 176,87
Total (Scope 2 location-based)		1 245,53

Emissions intensity: 32,78 tCO₂e per FTE; 27,67 kg CO₂e per asset processed. Basis: GHG Protocol; Bydgoszcz facility; grid factor 0,766 kg/kWh (KOBiZE 2025).

Scope 2

We apply a dual Scope 2 approach in line with the GHG Protocol. Market-based emissions are 0 tCO₂e, reflecting our 100% renewable electricity contract. Location-based emissions, reported at 68,66 tCO₂e, are shown in parallel using the national grid factor for transparency and comparability.

Scope 3 boundary

We report the Scope 3 categories most relevant to our IT Asset Disposition activities: purchased goods and services, upstream and downstream transportation, waste generated in operations, business travel and employee commuting.

Categories 2, 3, 8 and 10–15 are not reported, as they are not applicable or not material to our service-based operations.

Our carbon handprint: avoided emissions through reuse

Turning reuse and recycling into measurable climate impact.

Through reuse and recycling, Device Europe’s circular IT activities helped avoid an estimated **623,1 tCO₂e** of greenhouse gas emissions in 2025. The calculation covers orders processed between 1 January and 31 December 2025 and reflects the impact of recovering materials and assets instead of using virgin material production. These avoided emissions are equivalent to 155 800 km driven, 61 200 liters of diesel or 130 homes powered.

This shows how circular IT creates environmental value by extending equipment lifecycles, recovering materials and reducing emissions linked to new production.

 Avoided emissions estimate prepared with **Bloom ESG** and **e-Stewards**, using an ISO-aligned methodology for circular reuse and recycling activities.

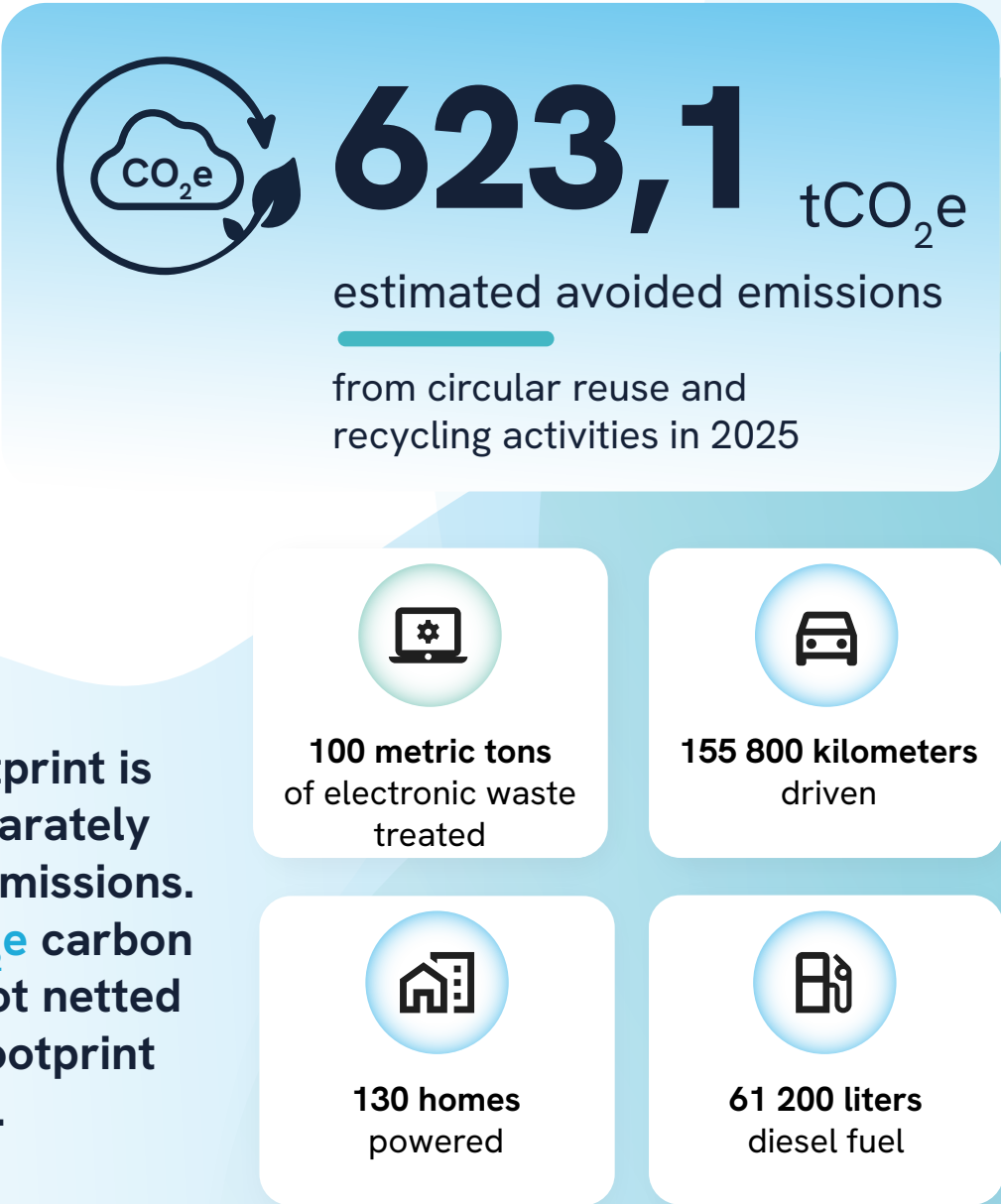
Estimate prepared by



Methodology endorsed by



Our own footprint is reported separately from avoided emissions. The **623,1 tCO₂e** carbon handprint is not netted against the footprint above.



Smarter operations

Practical improvements behind circular IT

Circularity is not only visible in large numbers, such as reused devices or avoided emissions. It also happens in daily operational decisions: how we repair equipment, use energy, process information and reduce unnecessary work. In 2025, several internal improvements helped us make operations more efficient and better prepared for future growth.

Circularity is built not only through reuse and recycling, but also through smarter daily operations.

Tomasz Brzeczowski
Product Manager Networking | Server & Storage

3D printing for smarter reuse

Some devices need only a small part to stay useful. With our in-house 3D printer, we started producing custom components that help upgrade older devices instead of removing them from circulation.

This practical engineering solution supports a larger circular goal: extending the lifespan of existing hardware and reducing unnecessary e-waste.

LED lighting replacement

The LED lighting replacement project, launched in 2024, was completed in 2025. All lighting across our facility has now been upgraded to LED technology.

This change supports lower energy consumption, improves working conditions and reduces the environmental impact of our daily operations.

Digital transformation

We also continued to digitize internal processes. One key step was the automation of invoice handling, using digital tools to read documents, reduce manual data entry and streamline approvals. The accounting system was also moved to the cloud, improving access, availability and data security.

Better tools, smarter infrastructure and practical engineering help us reduce waste, save time and make better use of the resources we already have.

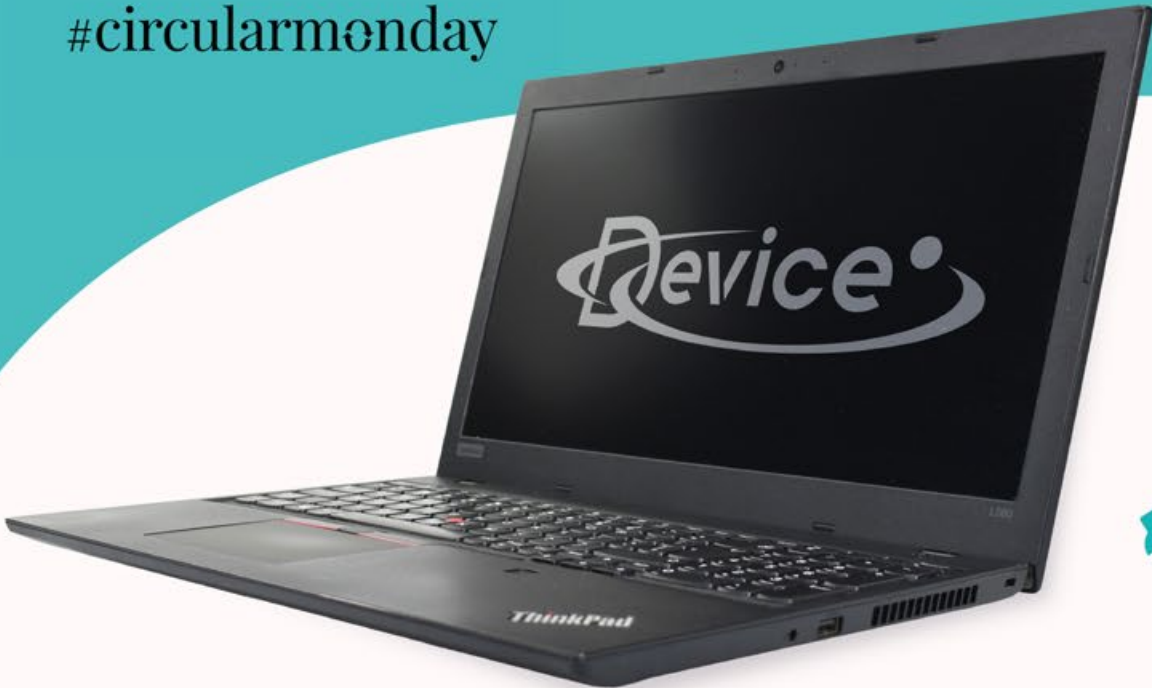
STRONGER CIRCULARITY



Celebrating Circular Monday – promoting reuse over new

Recycle. 
Recover.
Repurpose.

#circularmonday

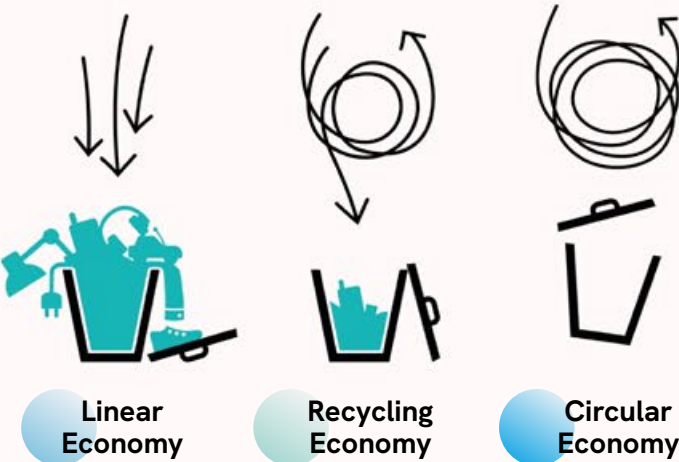


Using better instead of buying more

Circular Monday is a yearly reminder that circularity starts before a purchase decision. Founded in Sweden in 2017 as a counter-movement to Black Friday, the campaign promotes repair, reuse, renting, sharing and upcycling instead of buying new.

For us, this message is especially relevant in IT. Technology is often replaced long before it loses functional value. Devices can be securely wiped, repaired, refurbished, remarketed or responsibly recycled. Equipment can stay in circulation longer than retail cycles suggest.

The need for this approach is growing. According to the Global E-waste Monitor 2024, the world generated 62 million tonnes of e-waste in 2022, and this figure could rise to 82 million tonnes by 2030. Less than one quarter of e-waste was documented as properly collected and recycled in 2022.



Taking part in Circular Monday is more than a communication activity. It reflects how we work with IT assets every day: extending lifespans, recovering value, reducing waste and helping companies make better decisions about equipment they already own.

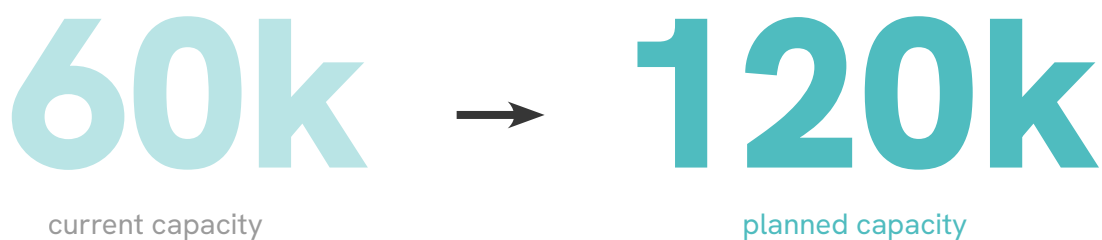
Black Friday encourages buying more. Circular Monday encourages using better. For Device Europe, that difference matters.



ENVIRONMENT

Goals for 2026

Refurbishment Up-scaling Project



More capacity. Same standards. Greater impact.
Doubling our ability to extend the life of technology - responsibly.

Refurbishment is one of the most direct ways we create circular value. Every device prepared for reuse means less e-waste, lower demand for new production and more value recovered from IT assets that still have potential.

As part of our 2025 roadmap, we continued the Refurbishment Up-scaling, originally introduced in our 2024 Sustainability Report. Its goal is to increase annual refurbishment capacity from 60 000 to 120 000 assets, while maintaining the quality, security and traceability expected by our clients.

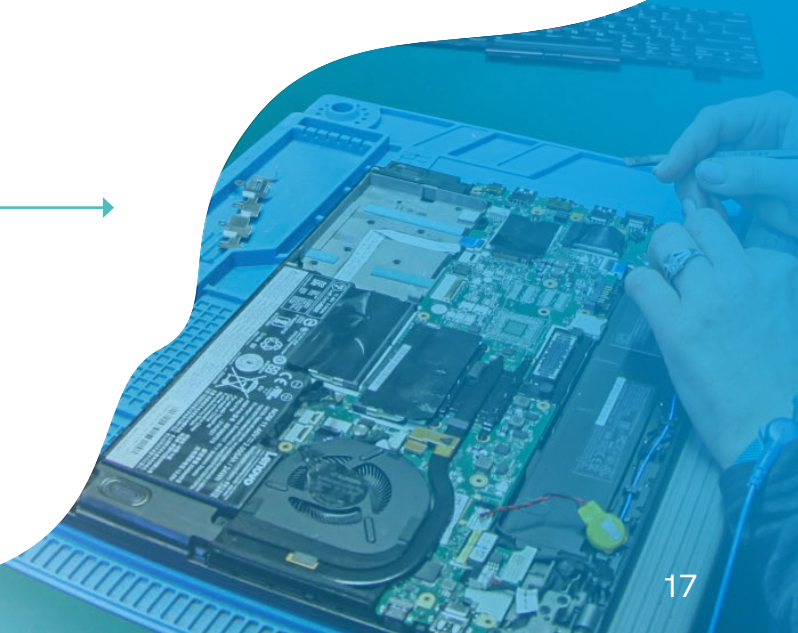
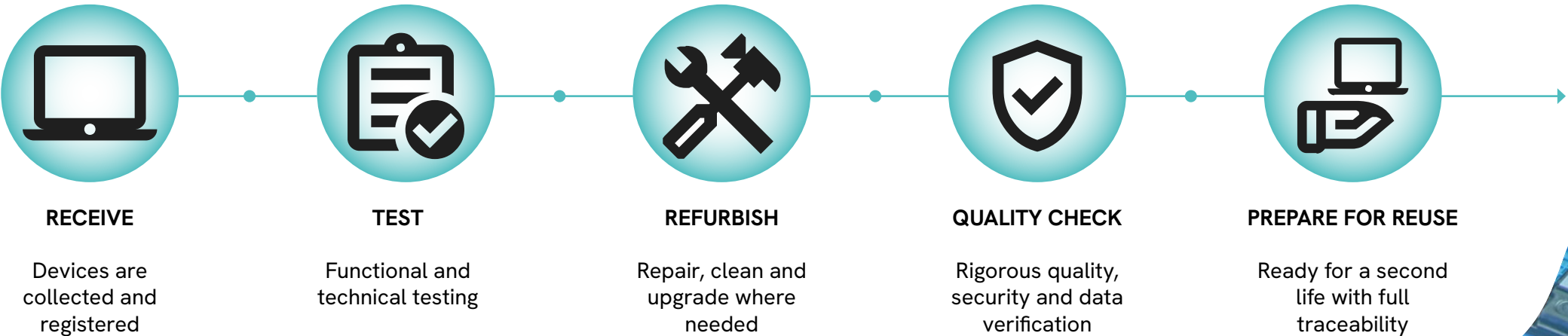
The project includes redesigned process flows, expanded infrastructure and improved

tooling to prepare our refurbishment area for higher volumes without compromising control, accuracy or device quality.

In 2025, the project was planned and designed in detail. Final completion is scheduled for early 2026, allowing the new setup to be implemented in a controlled way.

It is a practical investment in the part of our business that gives technology a second life.

**Doubling capacity.
Keeping quality.**





so
CIAL

Workplace safety prevention in practice

Safety is part of how we work every day. Reaching 1 359 days without an accident is an important milestone and a reflection of the daily awareness, responsibility and care shown by our team.

A safe workplace is built through procedures, good habits and practical improvements. Every employee completes occupational health and safety training, so we share the same understanding of workplace risks, emergency procedures and safe working standards.

1 359
days of safe work

Safety is built through daily awareness, good habits and practical improvements.

What we strengthened in 2025



Training

Every employee completed occupational health and safety training.



Workwear hygiene

Workwear is now cleaned by an external professional laundry service, and new lockers support better organization and separation of workwear.



Safe habits in daily work

We introduced dedicated spill response sorbents and a new chemical storage cabinet to support safer handling, storage and response procedures.



Employee Training & Development

Learning that supports safe and responsible work

Training helps us maintain safe, compliant and responsible operations. In 2025, we continued to expand training across mandatory, technical and compliance-related topics.

100%

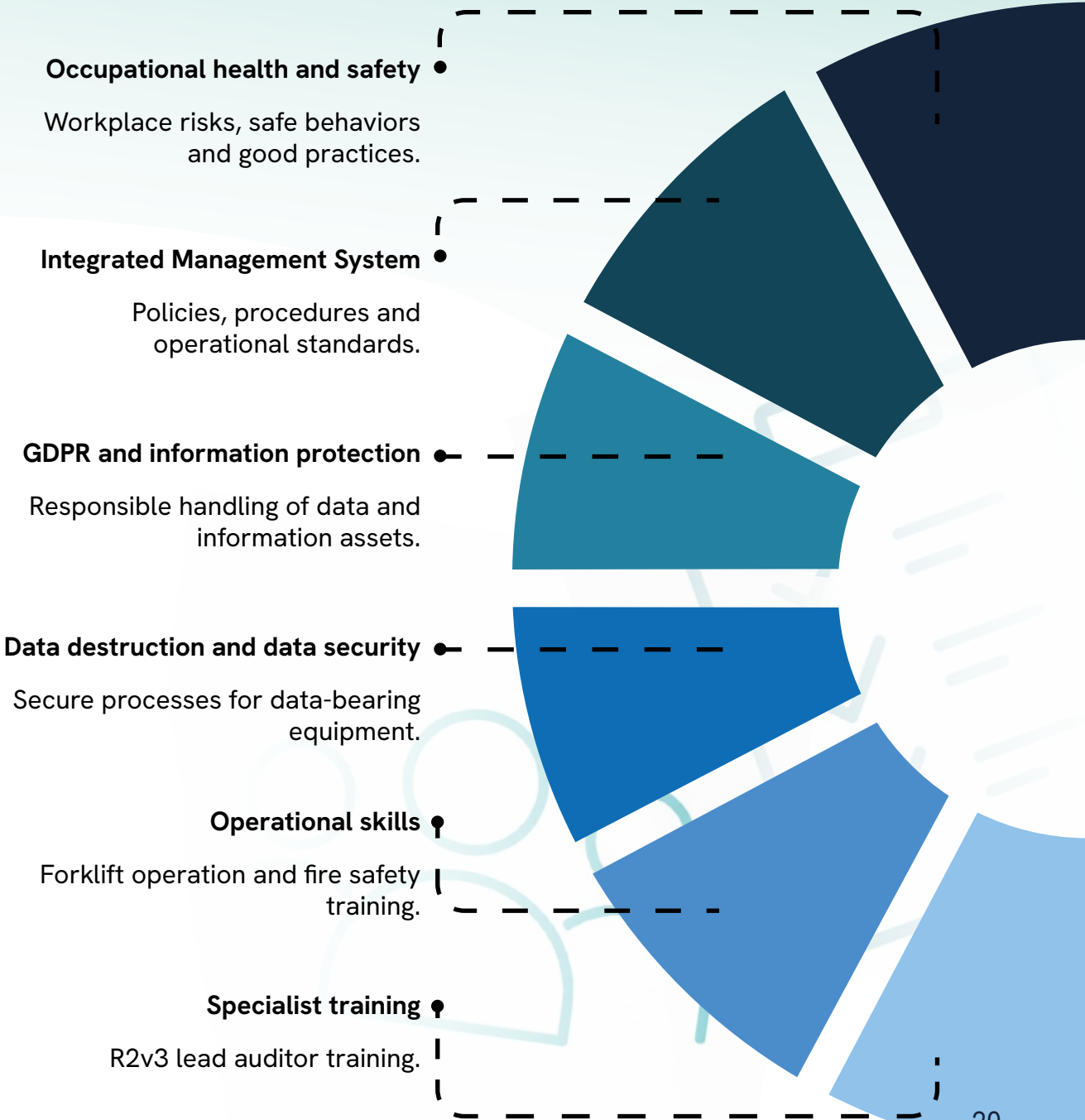
of employees completed occupational health and safety training

This supports a shared understanding of internal procedures, safety rules, environmental responsibilities and daily work standards.

Mandatory training as a foundation

All employees participate in mandatory training covering workplace safety, the Integrated Management System and data protection. These sessions support a shared understanding of certified procedures, compliance requirements and safe working standards.

New employees complete onboarding related to quality, environmental, health and safety, information security and R2v3 standards, confirmed with a formal certificate of completion.



SAR

Sharing growth, not just results

Not everyone who helps build a company gets to participate in its growth. The **SAR** program was introduced to change that.

What **SAR** means

A right to participate in the future increase in company value, without receiving shares or taking on financial risk.

Everyone included

The program covers all employees, regardless of contract type or form of cooperation.

“ We want growth to be something people build with us, not something they only observe from the outside

Maciej Jakimiec, Chief Executive Officer



A long-term incentive model

The plan creates a long-term incentive model for people who actively contribute to Device Europe's development. It is available to employees regardless of their form of cooperation.



Linked to value creation

Participants receive rights linked to the future increase in the company's value, without the need to purchase shares or take on financial risk. The benefit is tied to long-term performance and becomes relevant when real value is created.



Introduced in 2025

The first rights were granted in July 2025, marking the start of a model based on gradual vesting, shared responsibility and company growth.

Building confidence in emergency situations

Workplace safety is not only about procedures and protective equipment. It is also about knowing how to react when someone needs immediate help.

In 2025, our team took part in practical first aid training focused on situations that can happen both at work and in everyday life.

WHAT THE TRAINING COVERED

- ☑ basic first aid
- ☑ CPR
- ☑ response to choking
- ☑ response to fainting incidents



These sessions help employees feel more confident in moments where quick action matters - at work, at home and in public spaces.

We plan to continue first aid training annually as part of our broader approach to health and safety.



Employee wellbeing in everyday work

In 2025, we continued to support employee wellbeing through practical, everyday actions.

Wellbeing at Device Europe is built through daily experience: clear communication, basic support, safe work and a workplace where people feel seen and included.



Private medical care

Employees had access to private medical care through Luxmed, supporting everyday health and wellbeing.



Training opportunities

We continued to provide training opportunities that support employee development and confidence at work.



Safe working conditions

We continued to strengthen safe working conditions through procedures, practical improvements and daily awareness.



Regular communication

Regular communication with managers and teams helped employees stay informed, supported and involved.

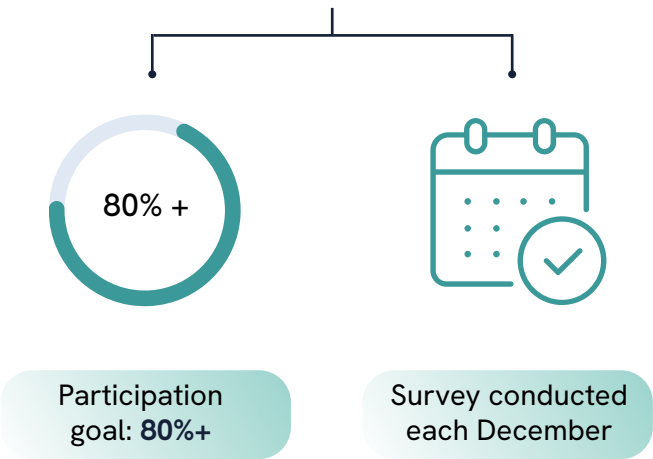


Wellbeing is part of our everyday culture, built on support, connection and a workplace where everyone belongs.

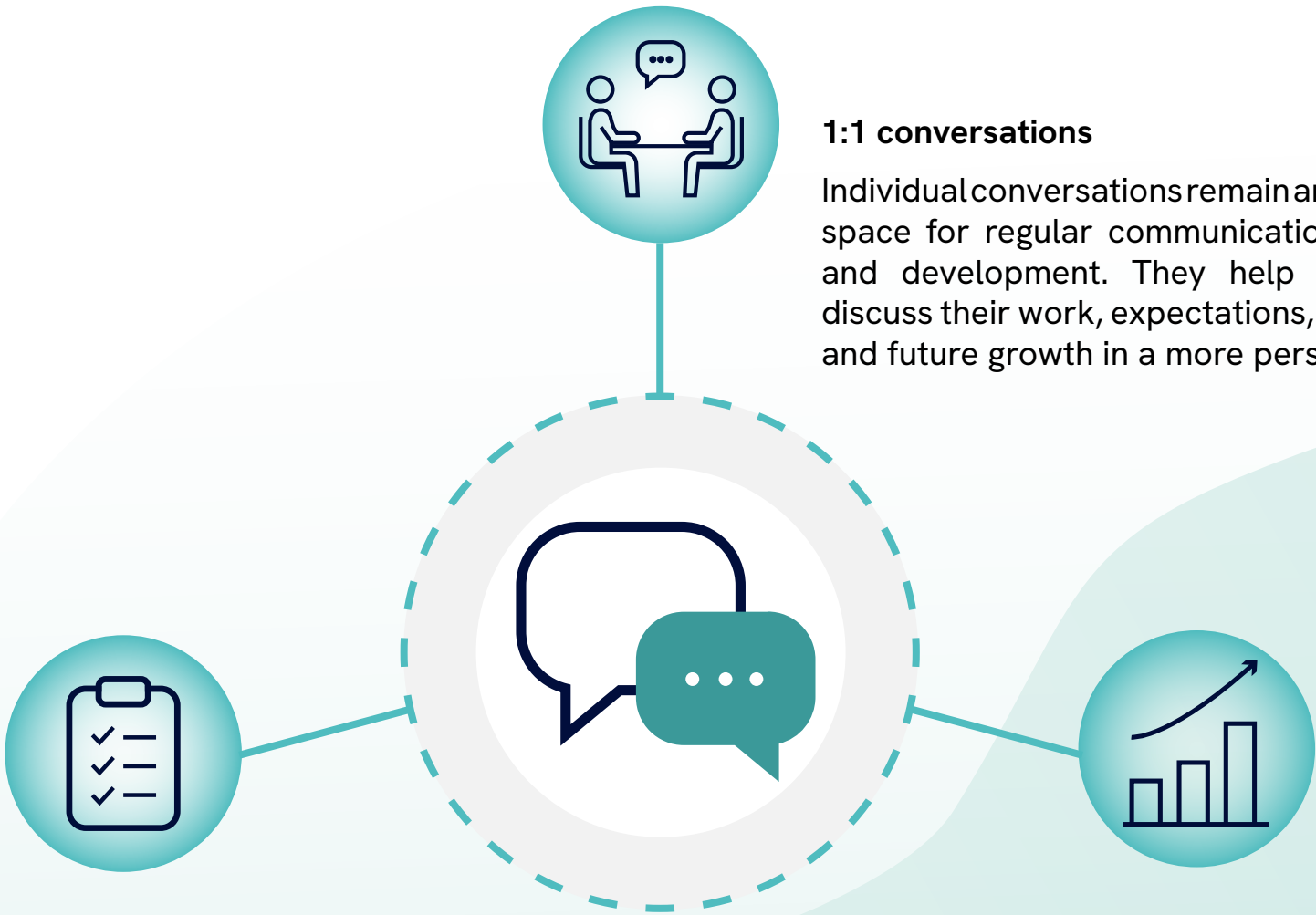
Listening to employees

Open dialogue is part of a healthy workplace culture. To strengthen the way we listen to employees, we introduced an anonymous satisfaction survey alongside regular individual conversations.

Goal for 2026



Regular feedback. Better cooperation. Stronger workplace culture.



1:1 conversations
Individual conversations remain an important space for regular communication, support and development. They help employees discuss their work, expectations, challenges and future growth in a more personal way.

Anonymous satisfaction survey
The survey provides a structured way to share feedback on workplace experience, culture and areas for improvement. Our goal is to reach at least **80%** participation, with the survey conducted each December.

Feedback culture
We plan to further develop our feedback culture by making feedback more regular, practical and useful in everyday cooperation.

Szlachetna Paczka – giving together with purpose

In December, employees joined forces to support a family through the Szlachetna Paczka initiative.

The family was facing health challenges and limited financial resources, making it difficult to cover basic daily needs. The team's response was immediate. Employees collected food, clothing, household equipment and personal gifts selected with the family's situation in mind.

All packages were delivered during the "Weekend of Miracles". The support covered essential needs and brought visible relief to the family.



"The donations filled an entire room — we had to place them on the sofa, table and chairs." from the official volunteer's report.

From retired IT to real impact



Several initiatives focused on giving IT equipment a second life where it was needed most. Instead of treating retired devices as end-of-life assets, we redirected them to people and institutions facing real, immediate needs.



Education in Ukraine

One of the largest efforts involved preparing and delivering 100 laptops to support educational needs in Ukraine. Each device was securely wiped, tested and refurbished before being prepared for further use.



Support after a house fire

In another case, after a house fire, a family asked for help with access to basic technology for their children. A computer and a laptop were provided to support education and everyday functioning.



Volunteer Fire Department

Support was also provided locally. Equipment was donated to a Volunteer Fire Department to support daily operations and response readiness.

“Reuse becomes impact when technology reaches people who need it most.”



SO CIAL

Goals for 2026

2026 Social goals

Inclusion and employee experience

In 2026, we want to further strengthen how people experience work at Device Europe, from the first day in the organisation to long-term participation in an inclusive workplace culture.

Inclusive communication

We will strengthen accessible and inclusive communication standards across selected internal channels, language guidance and external messaging.

Preparing to join the Diversity Charter

In late 2025, we began preparations to join the Diversity Charter. In 2026, the formal signing and communication will strengthen our public commitment to diversity, equal treatment and inclusive workplace culture.

Fair People processes

We will review selected People-related processes to identify potential bias risk points and strengthen structured, evidence-based decision-making.

Employee training and development

We will introduce practical JEDI learning modules focused on inclusive communication, unconscious bias, fairness in decision-making and accessibility in everyday work.

JEDI in onboarding

We will integrate JEDI-related content into onboarding, helping new employees understand our standards for respectful communication, equal treatment and inclusive cooperation from the start.

Competency framework

We will revise and operationalise our competency framework, aligning role expectations and required competencies with recruitment, development and performance processes.

Cross-functional exchange programme

We will introduce structured shadowing between office-based, production and logistics teams to strengthen mutual understanding, cooperation and everyday collaboration.

These goals will be monitored through ESG governance to ensure clear ownership, structured follow-up and measurable progress.



GOVER NANCE

Clear rules for responsible business

Good governance starts with clarity. In 2025, we reviewed and organized our internal policy framework to make sure key ESG principles are reflected in how we work, make decisions and cooperate with others.



DEVICE EUROPE POLICY GUIDELINE

As part of this work, we prepared the Device Europe Policy Guideline, covering the Code of Ethics and Business Conduct, Supplier Code of Conduct, stakeholder communication channels and supplier self-assessment tools.

AREAS COVERED



ETHICS & CONDUCT

The framework brings together areas important for daily operations and long-term trust: business ethics, anti-corruption, conflicts of interest, gifts and hospitality, human rights and modern slavery prevention.

DEVICE EUROPE POLICY GUIDELINE



SUPPLIER COOPERATION

It gives partners and suppliers clearer guidance on what we expect and supports supplier cooperation through the Supplier Code of Conduct and supplier self-assessment tools.

RISK MANAGEMENT

The guideline helps us manage risks by defining clearer standards, responsibilities and processes that can be reviewed and improved.

REPORTING CHANNELS

The framework includes stakeholder communication channels and whistleblowing, giving clearer guidance on how concerns can be reported.

Strengthening operational standards through SOPs

Clear procedures are essential in ITAD, where quality, data security, traceability and environmental responsibility must work together every day.

In 2025, we strengthened our operational framework by developing and updating Standard Operating Procedures across key stages of the asset lifecycle.

The updated SOPs covered areas such as receiving, registration, sorting, refurbishment, repair, recycling, data sanitization and verification of data destruction. They also addressed selected risk areas, including inventory stocktaking, hazardous materials, waste battery handling and access protection.

CLEAR PROCEDURES
TURN STANDARDS
INTO EVERYDAY
PRACTICE.

OPERATIONAL CONSISTENCY

This work makes our processes more consistent and easier to control.

EMPLOYEE GUIDANCE

It supports training, onboarding and daily decision-making by giving employees clearer guidance on how specific tasks should be performed.

CLIENT CONFIDENCE

Stronger SOPs improve traceability, service reliability and confidence that assets are handled according to defined standards.

The 2025 update strengthened our Integrated Management System and prepared us for further improvements.

ISO 26000 and social responsibility

In 2025, we worked with ISO 26000, an international guidance standard for social responsibility. It helped us review how ESG principles are reflected in everyday decisions and business practices.



How it works

Unlike certification standards, ISO 26000 is not about receiving a certificate. It is used to assess where an organization is doing well, where it can improve and how to make responsible practices more consistent.

Why it matters

For Device Europe, working with ISO 26000 helped strengthen our ESG approach and support more transparent, mature and accountable growth.

A practical framework for responsible growth beyond reporting.



Transparent feedback, better service

Responsible governance is built through openness, accountability and regular dialogue with stakeholders.

In 2025, we started collecting customer and partner feedback more systematically through Gartner Peer Insights and our internal Customer Satisfaction Survey.

The survey allows clients to evaluate key parts of their ITAD experience, including service quality, logistics, pricing clarity, inventory reporting and communication with our team. Customers can also share what worked well and suggest areas for improvement.

Responses are reviewed internally and periodically summarized, helping us monitor satisfaction, identify recurring feedback and improve how we deliver our services.



**Listening
better
helps us
serve better.**

Gartner Peer Insights

External feedback helps us understand how our services are experienced by customers and partners.

Customer Satisfaction Survey

Our internal survey gives clients a structured way to assess service quality, logistics, reporting, communication and areas for improvement.

EcoVadis

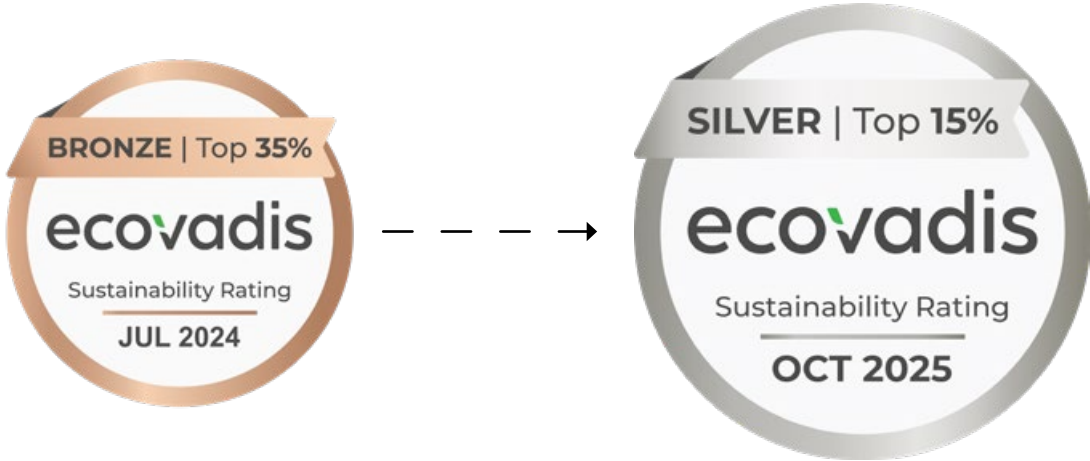
from Bronze to Silver

External recognition of stronger ESG structure and documentation.

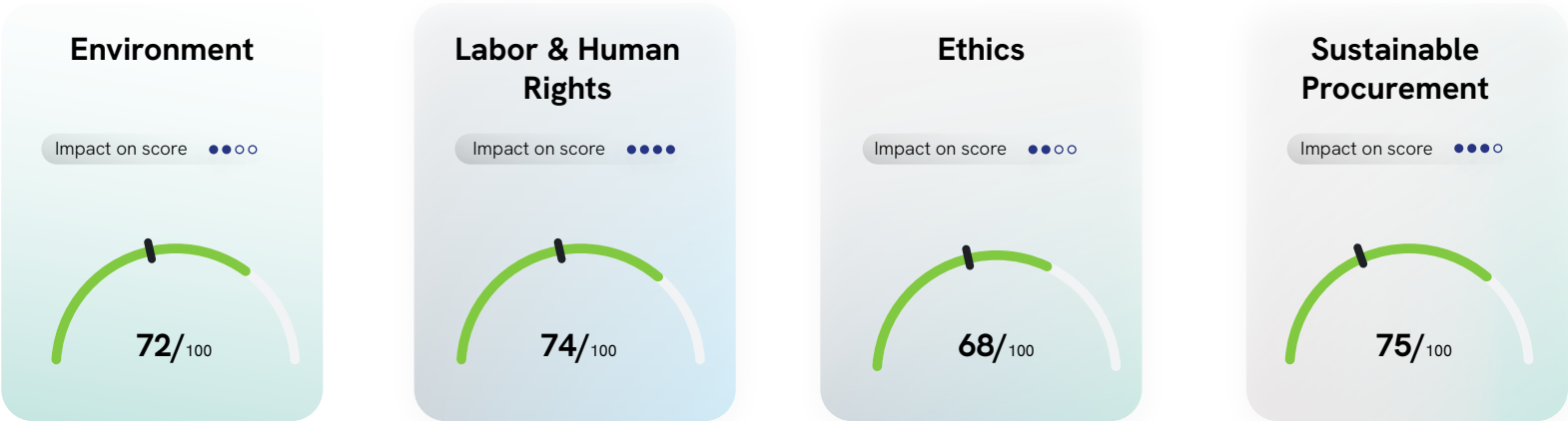
In 2025, Device Europe received the EcoVadis Silver Medal, improving on the Bronze Medal awarded the year before. The result places us in the 89th percentile, with an overall score of 73/100.

EcoVadis assesses companies across Environment, Labor & Human Rights, Ethics and Sustainable Procurement. For us, the Silver Medal confirms that our ESG approach is becoming more structured, better documented and more consistent across daily operations.

This recognition gives clients and partners greater confidence that sustainability is reviewed through an independent assessment and gives us a clear benchmark for further improvement.



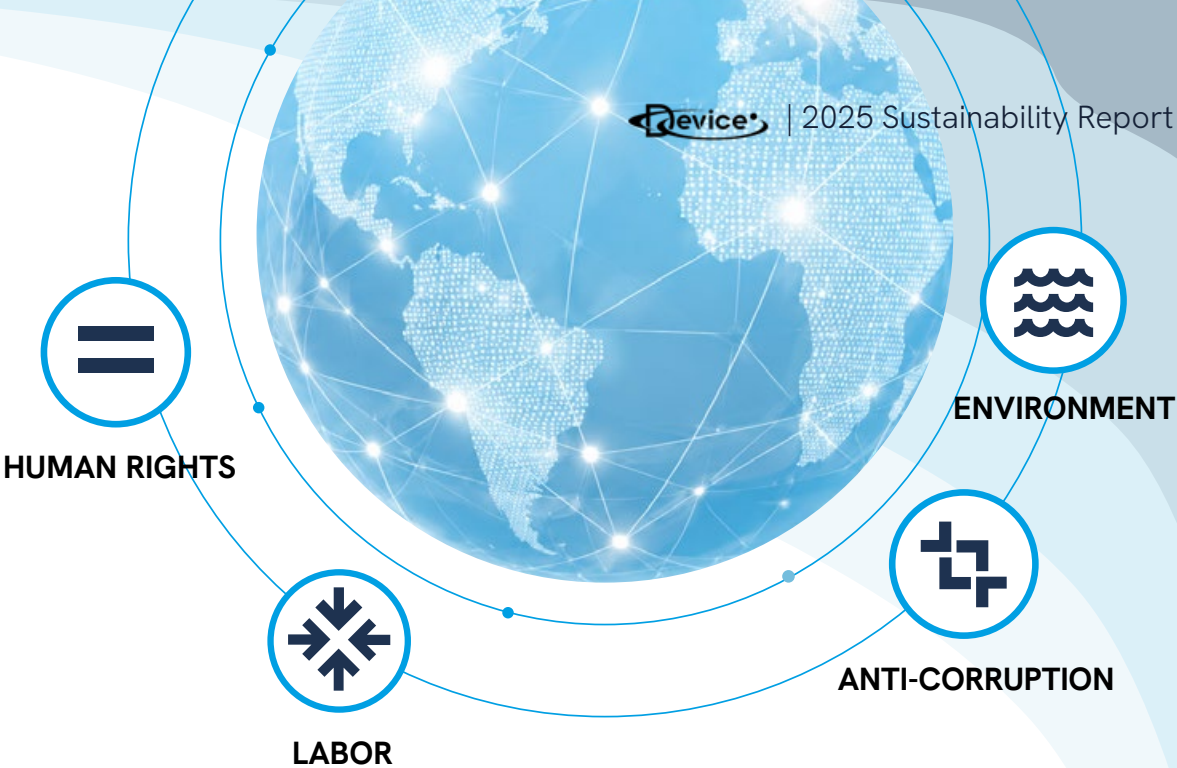
ASSESSED ACROSS FOUR KEY AREAS





2026 PARTICIPANT

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress**.



Device Europe joining the United Nations Global Compact

In January 2025, Device Europe joined the United Nations Global Compact, strengthening our commitment to responsible business conduct at an international level.

The UN Global Compact gives us a clear framework based on ten principles covering human rights, labour, environment and anti-corruption. For Device Europe, these principles connect directly with how we operate as an ITAD company: protecting data, maintaining certified processes, supporting

responsible recycling, developing safe working conditions and strengthening ethical governance.

We also link this commitment with the Sustainable Development Goals most relevant to our circular IT model: **SDG 12**, **SDG 13** and **SDG 17**. Through reuse, refurbishment, responsible recycling, carbon footprint measurement and cross-border partnerships, we translate global goals into practical circular IT action.

Our priority SDGs



SDG 12 – Responsible Consumption and Production
Reuse, refurbishment, remarketing and recycling.



SDG 13 – Climate Action
Carbon footprint, renewable electricity and avoided emissions from circular IT.



SDG 17 – Partnerships for the Goals
Clients, suppliers and international partnerships that help scale circular impact.

Strengthening our environmental commitment through Razem Dla Środowiska



In December 2025, we took part in a UNEP/GRID Warszawa-related initiative, strengthening the environmental dimension of our ESG approach.

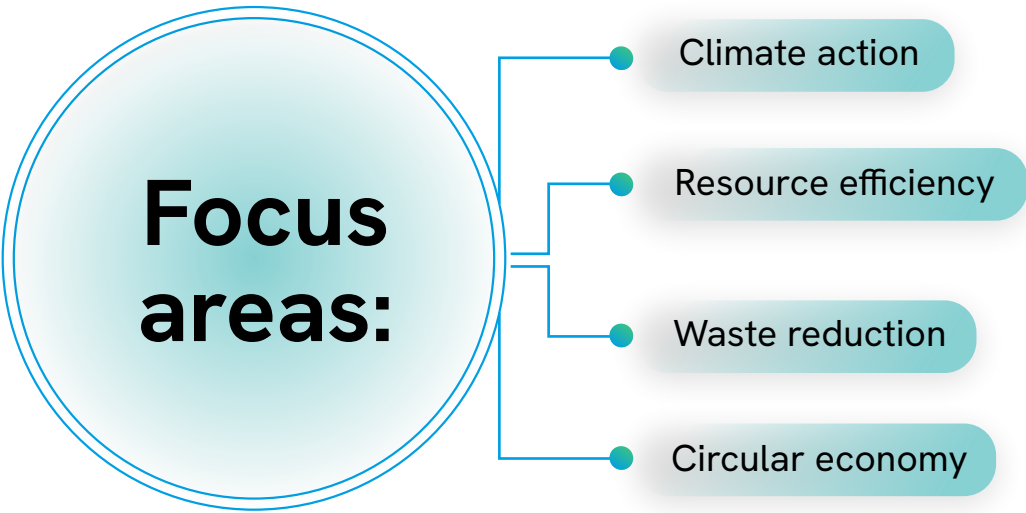
For Device Europe, this is closely connected with our role in circular IT: extending the life of IT equipment, reducing electronic waste and promoting responsible IT asset management in daily operations.

How it connects

This step complements our UN Global Compact commitment and selected SDG priorities. UNEP reinforces our focus on climate action, resource efficiency, waste reduction and circular economy.

Why it matters

For Device Europe, this is closely connected with circular IT: extending the life of IT equipment, reducing electronic waste and promoting responsible IT asset management in daily operations.



Global
environmental
commitment,
applied through
circular IT.

Building international partnerships

Strengthening our presence between the Polish and Dutch business communities.

Joining the Netherlands-Polish Chamber of Commerce strengthened our presence within the Dutch-Polish business community and supported our plans for further growth in Europe.

The Netherlands has always been an important part of Device Europe’s story. The NPCC gives us another platform to build relationships, exchange knowledge and stay closer to companies operating between the Polish and Dutch markets.

This membership also supports our wider ESG and business goals. Circular IT depends on cross-border cooperation, reliable partnerships and shared responsibility for technology lifecycle management.

Through the NPCC network, we want to continue building connections that support secure ITAD, responsible reuse and more sustainable business practices.



Presence
A stronger position within the Dutch-Polish business community.



Knowledge exchange
A platform to build relationships and stay close to companies operating across both markets.



Cross-border cooperation
Partnerships that support secure ITAD, responsible reuse and circular IT.



Cross-border cooperation strengthens circular IT.

Industry & Circular Leadership

Being present where the future of circular IT is discussed.

In 2025, our team took part in key industry events across Europe and beyond, including IAITAM ACE, ITAD & Circular Electronics Expo in Frankfurt, ITAD Summit in Las Vegas, Retech Days, European Broker Meeting, Circular Week in Warsaw, DtB Sustainability Summit, UN Day Gala and the Olimp Marketplace Conference.

These events gave us space to exchange perspectives, strengthen partnerships and stay close to market developments. Discussions focused on data security, value recovery, transparency, circular value chains and traceability in IT lifecycle management.

We also contributed directly to industry dialogue through panel participation, jury involvement and hands-on educational formats.

Participation in these events supports our role as an active partner in the ITAD and circular electronics ecosystem: listening, learning, sharing expertise and building relationships that help move the industry forward.



EVENTS WE PARTICIPATED IN

IAITAM ACE

ITAD & Circular Electronics Expo in Frankfurt

ITAD Summit in Las Vegas

European Broker Meeting

Circular Week in Warsaw

DtB Sustainability Summit

UN Day Gala

A new operational hub in the Netherlands

A familiar place became part of our next chapter.

In 2025, we began the process of acquiring shares in Global Asset Services B.V., an ITAD company operating in Haarlem, the Netherlands.

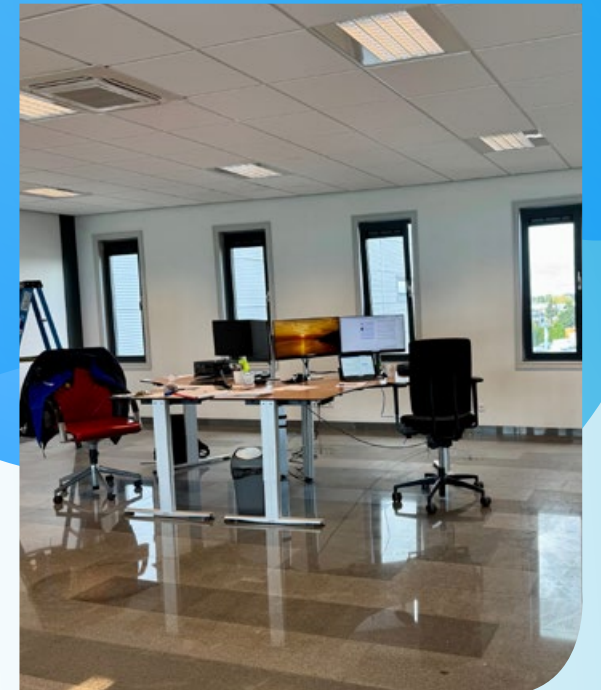
Haarlem has a special meaning for Device Europe. It is connected with our earlier history, so returning there through a new business partnership is both a practical and symbolic step forward. The transaction opens access to new markets and supports the development of an operational hub in the heart of Europe.

Both companies will operate under the shared Device Europe brand. This strengthens our ability to serve clients across borders, develop circular IT services and build a more connected European ITAD network.

The partnership also brings an important social dimension. Global Asset Services B.V. operates as a social enterprise, with a neurodiverse team and close cooperation with local authorities in Haarlem.

Together, we are building stronger operational capacity and a broader European presence, while keeping circular IT and social value at the center of the next stage of growth.

Shared Device Europe brand. Broader European reach.





GOVER NANCE

Goals for 2026

Shredding Data Destruction Monitoring Tool

Secure data destruction is one of the most sensitive parts of ITAD. Clients need confidence that data-bearing assets are processed correctly and that each step can be verified and documented.

To strengthen traceability and evidence in the physical destruction process, we started developing a new shredding data destruction monitoring tool. The system will connect the disk shredder with cameras and a dedicated monitoring setup.

Once implemented, the system will record the serial number of each drive and capture the moment the drive is placed into the shredder. The video file will be linked with the drive number, creating clear visual evidence that the specific asset was physically destroyed.

This will provide stronger documentation, support customer assurance and improve audit readiness.

The project began in 2025 and is planned for completion in 2026. Once finalized, it will further strengthen our secure data destruction capabilities and the trust clients place in us when handing over sensitive IT assets.

From process records to visual proof of destruction.



Digital resilience, automation and responsible AI

Strengthening digital foundations for secure, scalable and transparent growth.

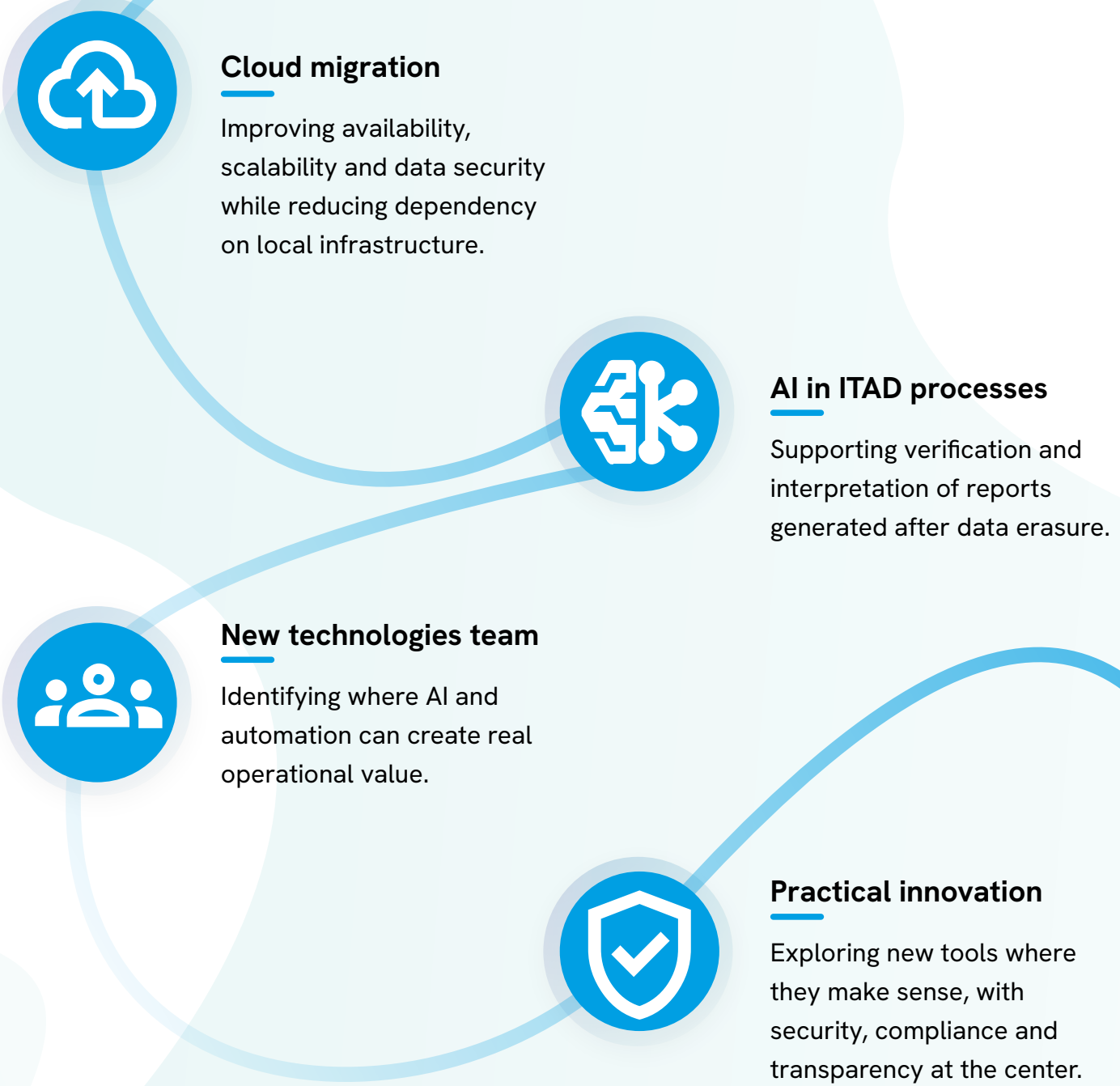
We want to continue strengthening our digital and governance foundations, with a focus on system resilience, process efficiency and responsible use of new technologies.

One priority will be the continued migration of IT systems to the cloud. This supports better availability, scalability and data security, while reducing dependency on local infrastructure.

We also plan to introduce artificial intelligence into selected ITAD production processes. The first area of focus will be the analysis of reports generated after data erasure. AI can support report verification and interpretation, helping improve efficiency, consistency and process quality, with human oversight kept for critical decisions.

To guide this work, we plan to establish a dedicated team for new technologies and artificial intelligence. Its role will be to identify where AI and automation can create real operational value, reduce repetitive tasks and support better decision-making.

Our approach to innovation is practical: explore new tools where they make sense, but keep security, compliance and transparency at the center.



Internal audits and corrective actions

A mature management system needs more than policies. It needs regular checks, honest conclusions and timely improvements.

As part of our Integrated Management System, we use internal audits to verify whether processes work as intended and where they can be improved. This supports consistency across quality, environmental responsibility, occupational health and safety, and information security.

Our goal is to complete 100% of planned internal audits and address audit observations within a defined timeframe. Corrective actions should be implemented within a maximum of three months from identifying an audit observation.

This approach supports continuous improvement and accountability. For a certified ITAD organization, this discipline protects quality, strengthens compliance and gives stakeholders greater confidence in how we operate.

100% planned audits completed

Our goal is to complete all audits included in the internal audit plan.

Corrective actions within 3 months

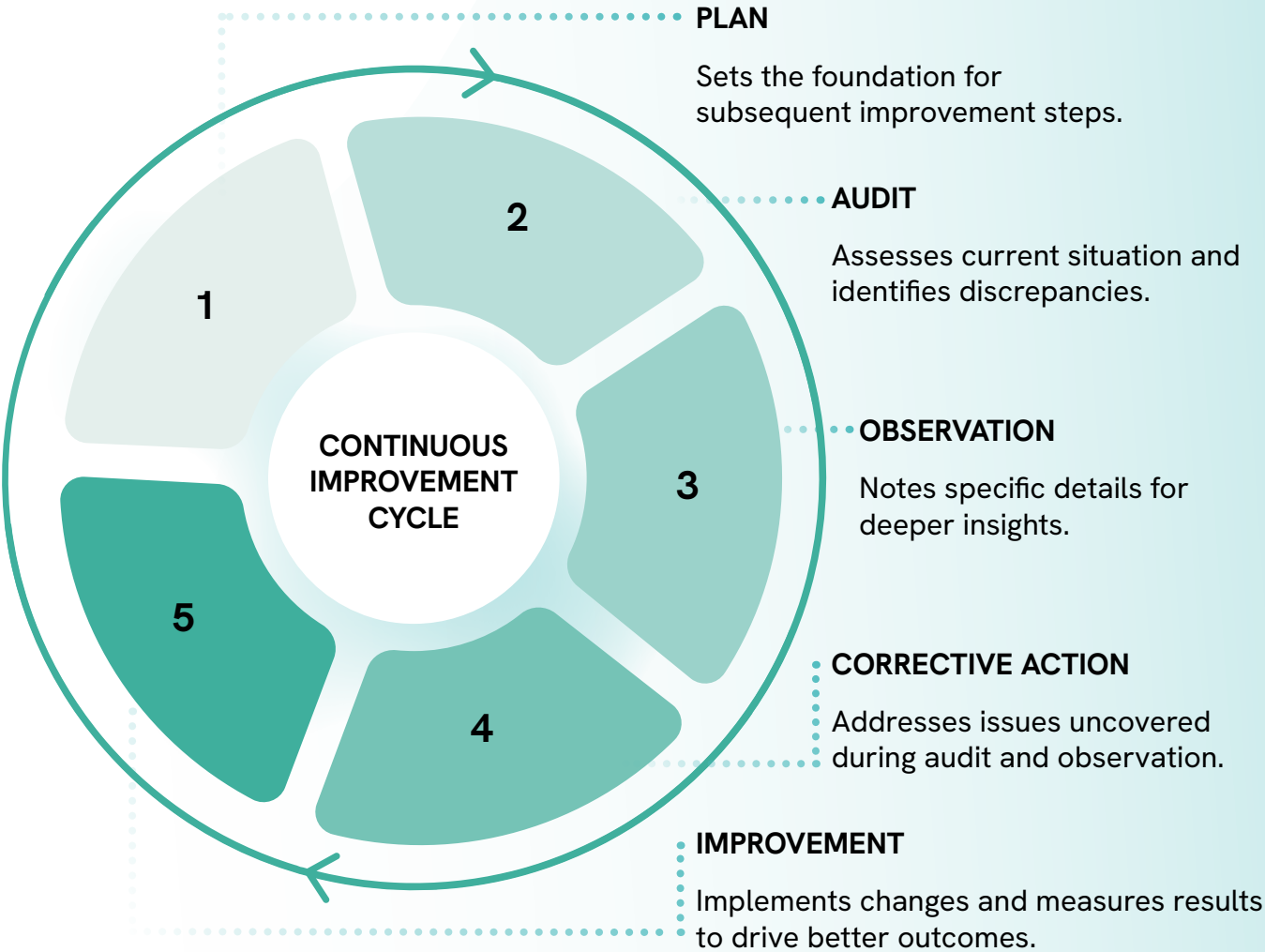
Audit observations should be addressed within a maximum of three months.

Continuous improvement

Findings are used to strengthen processes, reduce risk and improve consistency.

Integrated Management System

Audits support quality, environment, health and safety, and information security.



Quality, service standards and RMA reduction

Quality is one of the foundations of trust in ITAD. Clients rely on us to process equipment securely and responsibly, while delivering services in a consistent and reliable way.

Throughout 2025, we continued strengthening service quality by focusing on reducing justified RMA cases. This means reviewing cases where a service or product did not fully meet the agreed standard, learning from them and using that knowledge to improve processes.

Our goal is to keep justified RMA below **2,5%**, supported by ongoing trend analysis and closer monitoring of production quality. This helps us identify recurring issues and react before small problems become repeated patterns.

Reducing RMA supports better process control, less rework, fewer unnecessary shipments and a more reliable client experience.



Better process control



Less rework & fewer shipments



More reliable client experience

B Corp journey

A next step toward more responsible, transparent and impact-driven growth.

As part of our governance goals, we set the ambition to begin exploring the B Corp path. For us, this is a natural next step in building a more responsible, transparent and impact-driven organization.

From ambition to accountability.

What B Corp means

B Corp is based on the idea that business should create value not only for shareholders, but also for people, communities and the environment. This approach is closely aligned with how we understand ESG and our role in circular IT.

1

What this process helps us review

Starting this process will help us look at our impact in a broader way: how we make decisions, work with employees and customers, cooperate with partners and manage environmental and social responsibility.

2

Why it matters

This goal supports our ambition to grow as a company that combines business performance with positive impact, stronger accountability and long-term trust.

3

“Business should create value not only for shareholders, but also for people, communities and the environment.”

Key terms used in this report

Carbon footprint

The total amount of greenhouse gases (GHG), measured in CO₂ equivalents (CO₂e), released directly and indirectly through an organization's operations and value chain

Carbon handprint

The positive climate impact created by helping avoid emissions, for example by extending the life of IT equipment instead of replacing it with new devices.

Scope 1, 2, 3 emissions

Categories defined by the GHG Protocol:

Scope 1: Direct emissions (e.g. from fuel combustion on-site)

Scope 2: Indirect emissions from purchased electricity and heating

Scope 3: All other indirect emissions (e.g. employee commuting, logistics, product use)

Market-based vs. location-based emissions

Two approaches to calculating Scope 2 emissions:

Location-based reflects the average emissions from the national grid

Market-based reflects emissions from the actual electricity supplier (e.g. 0 tCO₂e for certified renewable energy)

Refurbishment

Restoring used IT equipment to full functionality through testing, repair and cleaning – extending the product's life and avoiding premature disposal

Reuse

Using a product again for the same purpose, instead of replacing it with a new one. Reuse avoids the emissions and resource use associated with new manufacturing

Circular economy

A model that keeps materials and products in use as long as possible through reuse, refurbishment and recycling – minimizing waste and reducing environmental impact

Data sanitization

The process of **securely erasing all data** from a device before reuse or disposal. At Device Europe, we use certified tools like Blancco and issue tamper-proof data wipe certificates

ITAD (IT Asset Disposition)

The secure and responsible process of decommissioning, reusing or recycling IT equipment – including data erasure, logistics, reporting and final processing

R2v3 certification

The most recent version of the **Responsible Recycling standard**, developed by SERI. It sets rigorous requirements for managing used electronics, including data security, reuse, environmental controls and downstream transparency

ESG

A framework for assessing a company's performance

in three non-financial areas:

Environmental (e.g. emissions, energy use)

Social (e.g. labor practices, community impact)

Governance (e.g. ethics, compliance, transparency)

EcoVadis

An independent sustainability rating platform that evaluates companies across four areas: Environment, Labor & Human Rights, Ethics and Sustainable Procurement – based on documented evidence

Blancco

A globally recognized software used for certified data erasure in compliance with standards such as **GDPR**, **NIST**, and **DoD**

Sustainable procurement

Integrating environmental and social criteria into purchasing decisions – such as requiring suppliers to comply with ethical labor practices or reduce emissions

Stakeholder

Any individual or group affected by, or having an interest in, a company's actions – including employees, clients, suppliers, regulators and local communities

JEDI - Justice, Equity, Diversity and Inclusion

A framework focused on creating a fair, inclusive and respectful workplace where equal opportunities, diverse perspectives and employee belonging are supported.

About this report

This is sustainability report of **Device Europe Sp. z o.o.** (registered in Poland, KRS 0000161511; registered office Ernsta Petersona 4a, 85-862 Bydgoszcz), prepared **with reference to the GRI Standards**.

Reporting period: 1 January – 31 December 2025 (calendar year). Reporting is annual.

Reporting boundary: Device Europe Sp. z o.o. (Bydgoszcz, Poland). Global Asset Services B.V. (Haarlem, NL), which entered acquisition during 2025, and the Lviv (UA) sales office are not consolidated into the quantitative data and fall outside this reporting boundary.

Standards: GRI 1: Foundation 2021. No GRI Sector Standard currently applies to ITAD / circular IT services. The report is complemented by independent EcoVadis assessment and ISO / R2v3 certifications.

External assurance: the 2025 report is not externally assured against the GRI Standards; independent third-party validation is provided through EcoVadis (Silver, 89th percentile) and externally audited ISO management-system and R2v3 certifications. Limited assurance on selected environmental metrics is planned for the next cycle.

Publication date: 7 July 2026.

Contact point: Sustainability Office, Device Europe - for questions about this report and its GRI content.

Coverage: of the disclosures tracked in the GRI content index, 74 are reported and 2 are not applicable (with reasons stated). This reflects a first-cycle report-built topic by topic from primary company data.

Statement of use	Device Europe has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Sector Standard	None. No GRI Sector Standard currently applies to IT Asset Disposition (ITAD) / circular IT services.

Disclosure	Reference	Status	Notes / reason for omission
GRI CONTENT INDEX — Device Europe Sustainability Report 2025			
GRI 1 used			
GRI 2: General Disclosures 2021			
2-1 Organizational details	5, 6, 46 + Gov	Reported	Device Europe Sp. z o.o., KRS 0000161511; owner Nautilus Management Sp. z o.o. (100%). Sites: Bydgoszcz PL, Haarlem NL, Lviv UA.
2-2 Entities included in sustainability reporting	2-2	Reported	Boundary = Device Europe Sp. z o.o. (Bydgoszcz PL) only; NL (GAS B.V.) and UA sales office not consolidated.
2-3 Reporting period, frequency and contact point	2-3	Reported	2025 calendar year; annual; first GRI report; published 7 July 2026; contact = Sustainability Office.
2-4 Restatements of information	2-4	Reported	No restatements: first GRI report with reference, so no prior GRI information to restate.
2-5 External assurance	Board decision	Reported	2025 not externally assured; EcoVadis + ISO/R2v3 as independent validation; limited assurance on GHG/energy planned for 2026. Approved by Maciej Jakimiec 05.07.2026.
2-6 Activities, value chain and other business relationships	5, 7, 8, 16, 30, 37	Reported	ITAD lifecycle: collection, reuse, refurbishment, remarketing, recycling, data destruction.

Disclosure	Reference	Status	Notes / reason for omission
2-7 Employees	HR data	Reported	35 permanent employees (PL, end 2025): 27 male / 8 female (22.9% women). NL/UA not yet consolidated.
2-8 Workers who are not employees	HR data	Reported	9 non-employee workers: 5 civil law + 4 temp agency.
2-9 Governance structure & composition	Gov Procedure	Reported	Board (2), General Meeting, Management Team, ESG Committee, OH&S Committee, Data Security Team, Employee Representative; Approval Level matrix.
2-12 / 2-13 Oversight & delegation of impacts	Gov Procedure	Reported	Board oversees ESG (climate, JEDI, human rights, stakeholders); delegated via Approval matrix to ESG Committee & Sustainability Officer.
2-10/2-11 Nomination, selection & chair	Gov draft (Board-confirmed)	Reported	Board appointed by sole shareholder (Nautilus Management 100%) via General Meeting; selection considers experience, diversity, independence, ESG. Maciej Jakimiec (MD) leads; Jeroen van der Toorn non-executive.
2-15 Conflicts of interest	Gov draft (Board-confirmed)	Reported	Conflict of Interest Policy + Approval matrix; Nautilus Management (100%) disclosed as related party; cross-board only in unrelated sectors; no cross-shareholdings, no material related-party transactions; channel compliance@deviceeurope.com.
2-19/2-20 Remuneration policy & process	Gov draft (Board-confirmed)	Reported	Board on management contracts, fixed only (no variable/SAR, no severance/clawback/pension, not ESG-linked); SAR for employees; no remuneration committee/consultants/votes (single shareholder).
2-22 Statement on sustainable development strategy	3, 7	Reported	CEO statement (p.3); purpose, mission, vision (p.7).
2-23 Policy commitments	8, 29, 31, 34 + policies	Reported	Policy Guideline + Climate Action Plan (Paris 1.5°C) + anti-discrimination/anti-mobbing & equal pay (art. 18 ³ c) in Work Regulations; UN Global Compact; ISO 26000.
2-24 Embedding policy commitments	29, 30, 42	Reported	Policy Guideline, SOPs, internal audits & corrective actions.
2-25 Processes to remediate negative impacts	Policy Handbook	Reported	Whistleblowing + protected reporting, compliance channel, Employee Representative; CAPA via IMS reviewed in Management Review; no cases in 2025.

Disclosure	Reference	Status	Notes / reason for omission
2-26 Mechanisms for seeking advice and raising concerns	Policy Handbook	Reported	Whistleblowing Policy + Whistleblower Protection Procedure (no retaliation); stakeholder communication channels.
2-27 Compliance with laws and regulations	Board declaration	Reported	No instances of non-compliance; no fines/sanctions in 2025. Declared by Maciej Jakimiec (Board).
2-28 Membership associations	Trade Assoc. + Public Comm. Registers	Reported	UN Global Compact, NPCC, Lviv IT Cluster, UNEP/GRID Warszawa, Forum Odpowiedzialnego Biznesu, Diversity Charter, EcoVadis; Responsible Lobbying Policy.
2-29 Approach to stakeholder engagement	23, 32 + Gov	Reported	Stakeholder register, Prioritization Matrix & Communication Channels; Employee Representative; survey/1:1; Gartner & CSAT.
2-30 Collective bargaining agreements	Work Reg.	Reported	No collective agreements / no trade unions; interests represented via annually elected Employee Representative.
GRI 3: Material Topics 2021			
3-1 Process to determine material topics	Materiality Assessment	Reported	Documented impact-based materiality assessment (severity-first scoring, threshold 2.75) with stakeholder input; process validated.
3-2 List of material topics	Materiality Assessment	Reported	13 material topics confirmed (climate, energy, materials/circularity, waste, OH&S, training, DEI, employment, ethics, supplier assessment, data privacy, communities, economic performance).
3-3 Management of material topics	per topic	Reported	Management approach described for each of the 13 material topics (policy, actions, oversight); materiality validated.
Material topic: Climate & GHG emissions GRI 305: Emissions 2016 (see also GRI 102: Climate Change 2025)			
3-3 Management of material topics	10, 11	Reported	Climate Action Plan; Scope 1/2/3; baseline year 2023; GHG Protocol; annual ESG review.
305-1 Direct (Scope 1) GHG emissions	Annex	Reported	75.23 tCO ₂ e: natural gas 53.51 + diesel fleet 21.72 (carbon-footprint inventory).

Disclosure	Reference	Status	Notes / reason for omission
305-2 Energy indirect (Scope 2) GHG emissions	Annex	Reported	0 tCO2e market-based; 68.66 location-based (grid 0.766 kg/kWh). Both methods now reported.
305-3 Other indirect (Scope 3) GHG emissions	Annex	Reported	1,101.64 tCO2e by category (Cat 1 purchased goods 1,019.43 dominant; Cat 4/5/6/7/9).
305-4 GHG emissions intensity	Annex	Reported	~32.78 tCO2e/FTE; 27.67 kg/asset (market-based total basis).
305-5 Reduction of GHG emissions	12	Reported	No documented YoY reduction in 2025 (2023 baseline, first full inventory). 623.1 tCO2e avoided reported separately as handprint. Tracked vs baseline going forward.
305-6 / 305-7 ODS, NOx, SOx	-		Not applicable / not measured.

Material topic: Energy | GRI 302: Energy 2016 (see also GRI 103: Energy 2025)

3-3 Management of material topics	11, 13	Reported	Not applicable / not measured.
302-1 Energy consumption within the organization	Annex	Reported	Electricity 89,631 kWh + gas 322,562 kWh + diesel 8,134 L (~1,775 GJ). 100% renewable electricity.
302-3 Energy intensity	Annex	Reported	2.11 kWh/asset (improving 2023-2025); 2,497 kWh/FTE.
302-4 Reduction of energy consumption	13, Annex	Reported	LED retrofit completed; energy savings rate +6.0% vs 2024.

Material topic: Water | GRI 303: Water and Effluents 2018

3-3 Management of material topics	Annex	Reported	Municipal water; consumption tracked year on year for efficiency.
303-5 Water consumption	Annex	Reported	477.87 m3 in 2025 (down from 542.78 in 2023); 13.3 m3/FTE.
303-1 to 303-4 (interactions, discharge)	Annex	Not reported (N/A)	Not material to operations.

Disclosure	Reference	Status	Notes / reason for omission
Material topic: Materials & circularity GRI 301: Materials 2016			
3-3 Management of material topics	12, 16	Reported	Reuse, refurbishment, recycling; Refurbishment Up-scaling 60k→120k assets.
301-3 Reclaimed products and materials	12, 16 + WEEE	Reported	Reclaiming is core activity: ~all assets reclaimed (reuse or recovery); ~98% diverted, 0 landfill. Per-category % not broken down.
Material topic: Waste GRI 306: Waste 2020			
3-3 Management of material topics	12, 14, 30	Reported	Circular model; SOPs for waste, hazardous materials and waste battery handling.
306-1 Waste generation & significant impacts	12, 14	Reported	E-waste context (Global E-waste Monitor 2024); circular IT diverts e-waste.
306-2 Management of significant waste-related impacts	16, 30	Reported	SOPs for sanitization, recycling, hazardous materials, battery handling.
306-3 / 306-4 / 306-5 Waste generated / diverted / directed to disposal	12 + WEEE/DSV declaration	Reported	~100 t generated; 306-4 diverted ~98.3% (recycling ~98.0%); 306-5 ~1.7% (incineration w/ energy recovery). Landfill 0 documented by signed DSV declaration (Tesla Electrorecycling / Elemental Group).
Material topic: Occupational health & safety GRI 403: OH&S 2018			
3-3 Management of material topics	18, 19, 21	Reported	OH&S culture, mandatory training, first aid, spill response.
403-1 OH&S management system	8, 18	Reported	ISO 45001:2018 certified management system.
403-2 Hazard identification & risk assessment	30	Reported	SOPs incl. hazardous materials, waste battery handling, access protection.

Disclosure	Reference	Status	Notes / reason for omission
403-5 Worker training on OH&S	18, 19, 21	Reported	100% employees completed OH&S training; first aid/CPR training.
403-6 Promotion of worker health	22	Reported	Private medical care (Luxmed); wellbeing initiatives.
403-9 Work-related injuries	18, HSE data	Reported	Zero accidents 2025: 0 fatalities/0 high consequence/0 recordable; rate 0. Hours worked: 56,760 (employees) + 9,141 (non-employees) = 65,901. 1,359 days without accident.
Material topic: Training & education GRI 404: Training and Education 2016			
3-3 Management of material topics	19	Reported	Mandatory + specialist training framework.
404-1 Average hours of training per year per employee	HR data	Reported	Average 15 training hours per employee in 2025 (HR). Breakdown by gender/category not disaggregated.
404-2 Programs for upgrading employee skills	19	Reported	R2v3 lead auditor, forklift, fire safety, operational and compliance training.
Material topic: Diversity, equity & inclusion GRI 405 / GRI 406			
3-3 Management of material topics	4, 27, 38	Reported	JEDI governance; Diversity Charter prep; neurodiverse team via Global Asset Services B.V.
405-1 Diversity of governance bodies and employees	HR + Gov data	Reported	Employees: 23% F, <30 31%/30-50 66%/>50 3%. Leadership team (7): 28.6% F, >50 28.6%, non-Polish 14.3%.
405-2 Ratio basic salary & remuneration women:men	Payroll (controlling)	Reported	Basic-salary ratio F:M 0.94 overall; equal pay within same role. Gap driven by role mix (top commercial roles male). Total-remuneration ratio not separately available; category ratios small-sample.
202-1 Ratio of entry-level wage to minimum wage	Payroll (controlling)	Reported	Entry-level PLN 5,500 vs 2025 minimum PLN 4,666 = 1.18 (both genders); 0% at minimum wage.

Disclosure	Reference	Status	Notes / reason for omission
406-1 Incidents of discrimination and corrective actions	Work Reg. + Board decl.	Reported	Anti-discrimination/anti-mobbing policy; zero reported incidents in 2025. Declared by Maciej Jakimiec (Board).
Material topic: Employment GRI 401: Employment 2016			
3-3 Management of material topics	20, 22	Reported	Benefits, wellbeing, long-term incentive (SAR).
401-1 New employee hires and turnover	HR data	Reported	Hires 8 (22.9%): <30=4, 30-50=4; 2F/6M. Turnover 7 (20.0%): <30=2, 30-50=4, >50=1; 4F/3M. Region PL.
401-2 Benefits provided to employees	Guidebook ch.10	Reported	Full list: Luxmed medical, SAR, English courses, training, psychological support, +2 leave days & up to 20 extra paid days, flexibility, events.
401-3 Parental leave	HR data	Reported	Statutory entitlement for all. 2025: 0 took / 0 returned; 1 female retained 12 months after a prior-period return. Rates not calculable (no take-up in 2025).
Material topic: Anti-corruption & business ethics GRI 205: Anti-corruption 2016			
3-3 Management of material topics	29, 33	Reported	Code of Ethics; anti-corruption, conflicts of interest, gifts & hospitality; EcoVadis Ethics 68/100.
205-2 Communication and training about anti-corruption policies	Policy Handbook + HR	Reported	Policy communicated to all employees; 100% of employees completed anti-corruption/ethics training in 2025; partners via Supplier Code.
205-3 Confirmed incidents of corruption	Board declaration	Reported	Zero confirmed incidents of corruption in 2025. Declared by Maciej Jakimiec (Board).
Material topic: Public policy GRI 415: Public Policy 2016			
415-1 Political contributions	Trade Assoc. Register + Board decl.	Reported	Zero political contributions; no direct lobbying outside documented memberships; Responsible Lobbying Policy. Declared by Maciej Jakimiec (Board).

Disclosure	Reference	Status	Notes / reason for omission
Material topic: Supplier assessment GRI 308 / GRI 414			
3-3 Management of material topics	29, 33	Reported	Supplier Code of Conduct, supplier self-assessment; EcoVadis Sustainable Procurement 75/100.
308-1 New suppliers screened using environmental criteria	Supplier Register	Reported	Qualified Supplier Register assesses environmental compliance; 59/59 current suppliers assessed; new suppliers screened at qualification (~100%).
414-1 New suppliers screened using social criteria	Supplier Register	Reported	Register assesses OH&S and human-rights compliance; 59/59 current suppliers assessed; new suppliers screened at qualification (~100%).
Material topic: Customer privacy & data security GRI 418: Customer Privacy 2016			
3-3 Management of material topics	8, 19, 30, 40	Reported	ISO/IEC 27001:2022, GDPR; data sanitization SOPs; shredding monitoring tool (in development).
418-1 Substantiated complaints re: breaches of customer privacy	Board declaration	Reported	Zero substantiated privacy/data complaints in 2025. Declared by Maciej Jakimiec (Board).
Material topic: Local communities & social impact GRI 413 / GRI 203 (voluntary)			
3-3 Management of material topics	24, 25, 38	Reported	Szlachetna Paczka; 100+ laptops to Ukraine; device donations; NL social enterprise.
413-1 Operations with local community engagement	22-25	Reported	33% of operations (Bydgoszcz PL, the reporting boundary): Szlachetna Paczka, ~100 laptops for education in Ukraine, Volunteer Fire Dept, post-fire family support.
Material topic: Economic performance & value sharing GRI 201 (voluntary)			
3-3 Management of material topics	Controlling	Reported	Economic performance managed via monthly controlling, budgeting, Board review.
201-1 Direct economic value generated & distributed	P&L 2025	Reported	EVG 15.36M PLN; EVD 17.72M (opex 11.91M, mgmt fee 1.02M, wages 4.68M, capital 0.03M, gov 0.09M); EVR -2.37M (net-loss year).

**WE GRANT
INFINITE LIFE TO
YOUR IT EQUIPMENT**



If you would like to get in touch on the contents of this report
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