ESG REPORT

2024

WEBDOCK.IO APS

Content plan

Passion for responsible cloud hosting

First of all, thank you for checking out our ESG Report. We spent a lot of time and effort working on this first ever ESG report and it helped us frame and formulate a lot of aspects concerning our business we may not have spent enough time thinking about in the past.

At Webdock, sustainability, education, and innovation are at the core of everything we do. We strive to lead in eco-friendly cloud hosting, empower the next generation of IT professionals, and embrace a strong EU-first approach in response to global challenges.

We are committed to minimizing our environmental footprint by running our data centers on 100% renewable energy and prioritizing refurbished hardware wherever we can. Through our partnership with Stripe Climate, we contribute 1% of all revenue to carbon removal and we only buy 100% certified green energy off the grid. In the near future will be establishing not only energy generation capacity but energy storage capacity.

Our University Program provides free VPS web servers to students worldwide, equipping them with real-world cloud hosting experience. By simplifying server management, we help them focus on developing the skills they need to succeed in the modern IT industry.

As geopolitical and environmental challenges evolve, we are strengthening our focus on Europe — thinking local and acting local wherever possible. This ensures greater reliability, security, and sustainability for our customers and the communities we serve.

At Webdock, we are not just building a hosting company — we are shaping a responsible, forward-thinking cloud for the future. Welcome to the No-Nonsense Cloud.

Cordially yours,

Arni Johannesson, CEO and founder, Webdock.io

At Webdock, sustainability, education, and innovation are at the core of everything we do. We strive to lead in eco-friendly cloud hosting, empower the next generation of IT professionals, and embrace a strong EU-first approach in response to global challenges.

We want to drive innovation in the Cloud with a sustainable, high-performance and customer first approach while disrupting industry standards.

Try Pitch

General information

About us

Webdock.io is a rapidly growing start-up company from 2019 offering Cloud Hosting solutions.

We own and operate our own data centre in Denmark with full-service hardware and software. In addition, we manage our own network and IP addresses, which gives us full control in the delivery of data solutions to our customers.

At the end of 2024, Webdock.io has 4 full-time employees located at the head office in Denmark. Webdock.io's customers today are digital agencies, developers and small businesses.

In recent years, we've learned that our existing and potential customers are placing greater demands and emphasis on Webdock's focus on sustainability and documentation thereof.

Furthermore, the company has always had ambitions, unlike parts of our industry, to be a 'green' cloud provider with a focus on transparency and moral/human decency. Finally, we view sustainability and the ESG reporting process as being a clear competitive advantage for us.

Location	Address	Postcode	City	Country	Geo location
Office & Serverpark	Tværvejen 9A	5580	Nørre Åby	DK	55.476350161564625, 9.901204755113787

Core values

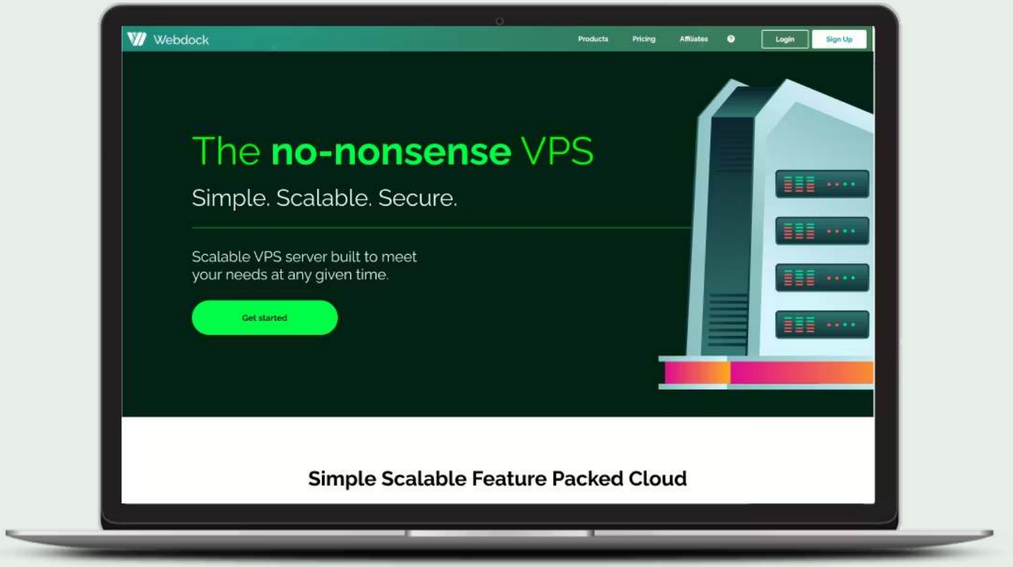
The No-Nonsense Cloud

Innovation: We continuously seek to disrupt the status quo in the Cloud industry and to improve and expand our offerings, embracing new technologies and methodologies to meet the evolving needs of the digital landscape.

Customer-Centricity: We place our clients at the heart of our operations, offering exceptional support and continuously evolving our services based on user feedback.We design our services to be intuitive and user-friendly, ensuring that both novices and experts can manage their hosting needs with ease. We maintain clear and straightforward pricing models, ensuring our clients understand the value they receive without hidden costs.

Sustainability: We are dedicated to environmental responsibility, operating our infrastructure using 100% renewable energy sources.

Security, Scalability & Performance: We prioritize flexibility, speed and reliability, utilizing enterprise-grade hardware and optimized configurations to deliver top-tier performance. We are committed to implementing robust security and backup measures to protect our clients' data and ensure the integrity and availability of their hosting environments.



At Webdock.io, we are committed to delivering high-performance Cloud hosting that is both affordable and environmentally responsible. By leveraging cutting-edge technology and maintaining a focus on simplicity, security and user experience, we aim to support our clients in achieving their digital goals efficiently and sustainably.

Basis preparation

This ESG statement has been prepared with inspiration from the basic module of the voluntary standard for SMEs. The statement has been prepared on an individual basis, meaning that it includes the company Webdock.io ApS with CVR no. 40630015.
We have considered the stated data points and included the data relevant to our company, industry, and reporting itself.
In addition, we have provided detailed explanations of data that we consider important for our company.

Screening

Using the Climate Compass' built-in emission factors

- Quick start
- Priorities data collection
- Analyse possible actions

Accurate climate accounting
Supplement with supplier-specific emission factors

- Use it for supplier assessment and purchasing management
- Follow-up on reduction targets

All climate figures have been calculated using the Climate Compass (Danish Business Authority) as the tool. The data used is based on primary and secondary data. We have not had access to direct CO2-emission data from our suppliers but have used their invoices for further information.

In preparing the climate accounts, we have used the Greenhouse Gas Protocol (GHG Protocol), which is the most widely used and internationally recognized standard for measuring and managing greenhouse gas emissions. The GHG Protocol ensures that our accounting is accurate, reliable and in accordance with globally accepted methods.

We have not included any processes after delivery and the use of our service by the customer, since the providing of our services is a part of our climate accounting in energy and processes.
The CO2-accouting is our first climate calculation and covers both scope 1, 2 and 3.

We have followed the Climate Compass division into the following main categories:

- Energy and processes
- Purchases
- Transportation
- Waste & recycling

The accounts are calculated with emission factors based on 2023.

Employee-related data has been sourced from our payroll system and consists of primary data.
All other types of data for climate accounting has been collected via our bookkeeping system, and all relevant accounts have been reviewed in relation to placement in the Climate Compass.
This is the first time we have obtained a complete overview of our CO2 emissions, including scope 3, which also means that we rely on some secondary data, where we have used purchase values rather than actual quantities for the various materials.

Based on the 2024 baseline, we now have the opportunity to work consciously with our data and qualify it in the ambition to reduce our CO2 emissions.

Moral code

Business Behaviour

At Webdock.io, we have made a conscious decision to be a responsible company. We are committed to maintaining a high level of security—both internally and externally—across the solutions we provide. Through various initiatives, we aim to protect our customers and ensure the integrity of our services.

As a company offering cloud hosting solutions and operating our own server infrastructure, we have access to sensitive and personally identifiable data. This makes business ethics and regulatory compliance our top priorities. Authorities require that we provide clean IP addresses and that we take active measures to prevent misuse of our services. To meet these obligations, we adhere to the following five core principles.

Monitoring

At Webdock.io, we do not tolerate any form of misuse of our services. In line with our zero-tolerance policy, we continuously monitor all activity to ensure compliance and maintain a secure environment.

Abuse

At Webdock.io, we are committed to continuously reducing the misuse of resources—including the unnecessary use of server capacity and, by extension, energy consumption. As part of this effort, we do not permit traffic exchange services on our servers.

Transparency

Our industry often lacks transparency, leading to hidden fees and unclear terms. At Webdock.io, we are committed to being 100% transparent, giving our customers predictable billing with full access to their billing data in our control panel, ensuring clarity and trust.

Law Enforcement

We support our customers in meeting GDPR requirements by providing a built-in service on our platform that enables them to easily share GDPR documentation with their own clients—ensuring transparency and compliance across the board.

Security

We actively contribute to the development of industry-wide solutions designed to strengthen IT security. Through collaboration, innovation, and continuous investment in secure technologies, we aim to raise the overall standard of cybersecurity—not just for our own platform, but for the broader digital ecosystem.

Goals

Actions, policies and initiatives for the transition to a more sustainable economy

At Webdock.io, we are aware of our responsibility and the impact our business has. That's why we have always had an ambition to run our business based on responsible principles and thus fulfil our goal of making a difference for both the planet and persons. With a focus on E, S and G respectively, we work strategically with sustainability and define the efforts and initiatives that we will focus on in our work.

Energy accounts for a large part of our emissions for, among other things, the operation of the data centre, which is our main business area, as well as our online marketing. Our ambition is that by 2030 we will use 75% renewable energy from our own production such as solar panels. The target for 2026 is 100% purchased renewable energy and some percentage of own power generation.

Hardware procurement is another significant energy-intensive area where we want to make an effort to reduce our CO2 emissions. That's why 90% of our purchased hardware is currently recycled. Our ambition is to maintain that 90% into 2026 and become smarter in this area so that we can make informed choices going forward. By 2030, our goal is for 95% of our hardware to be part of a circular economy in the form of take-back solutions and reuse for new machines.
A third focus area is to continuously secure and qualify IT and data education in the world. Therefore, our goal is to make our services available to IT programmes at 10 international universities by 2026 and 100 universities by 2030.

Webdock is part of Stripe Climate, a coalition of businesses accelerating carbon removal, this mean that we currently give 1% of our revenue to carbon removal solutions. No company can stop climate change by itself. Stripe Climate aggregates funds from forward-thinking businesses around the world to increase demand for carbon removal. Stripe Climate works with Frontier, Stripes in-house team of science and commercial experts, to purchase permanent carbon removal. We will strive to get better access to data on our products and getting a higher knowledge to the direct Co2-emissions on our hardware and the real-life differences between refurbished and new equipment.

Area of interest	Activity	Goal 2026	Goal 2030
Energy	Scope 1, 2 and 3 mapping and data qualification	100% purchased renewable energy. Some percentage of own power generation from solar panels.	75% renewable energy from own energy production. Solar, wind and the like. The remaining 25% will continue to come from certified renewable energy.
Circular economy	Upstream and downstream value chain mapping and insights	75% of our hardware purchases must continue to be recycled	95% of hardware is part of a circular loop
Education	Identifying relevant partners	Availability of our services at 10 universities. Offer our service to entrepreneurs with the same concept as universities.	Availability of our services at 100 universities

Contract type	Number of employees
Temporary employment	0
Full-time	2
Part-time	4
Total	6

Gender	Number of employees
Male	5
Female	1
Not registered	0
Total	6

Social

Our social responsibility

Employees in DK
At Webdock. io we are at the end of 2024 2 full-time employees and 4 part-time employees, both in Denmark and abroad. We are currently 5 men and 1 woman and our roadmap is to have about 3 times as many employees by end of 2025.

Diversity
We are aware of the importance of diversity across gender, social challenges, disabilities, etc. Therefore, we are working to bring more diversity into the company as we grow. We are in an industry where there are very few women, which is why we focus on creating the optimal framework already during the education selection and recruitment phase.

Health
At Webdock.io we value the well-being of our employees and believe that a healthy work-life balance is fundamental to both personal and professional success. We are committed to creating an environment where employees can thrive both at work and outside of work, and we aim to support individuals in achieving this balance. Some of us have experienced stress at some point in our lives, which is why we are committed to creating the optimal environment for other former stress sufferers.

Therefore, our goal for 2026 is that the following points are executed and formulated in an employee handbook:

- all employees are covered by health insurance.
- all employees have a pension scheme.
- work/life balance is paramount - with room to be a family-oriented person.

Safety
We work continuously with workplace safety and by 2024 we have zero workplace accidents and zero work-related fatalities.

Our social responsibility - continued

Employees globally

At Webdock.io we have a vision to always put the customer first. This means that our customers must be covered with optimal and efficient service and operation of our solutions 24/7 around the world. That's why we have consultants based in different time zones, so that we can help our customers around the clock without forcing employees to work nights.

Furthermore, we have made a decision that our partners should have the same good working conditions as we have in Denmark. This means that we currently pay 3 x the average salary in the respective countries where we have IT employees. In addition, they are part of our bonus scheme, so they receive an extra month's salary every year.

Our goal for 2030 is to be able to offer our employees in Colombia, Malaysia, India and other countries health insurance and pension schemes.

Country	Number of employees
Denmark	3
Colombia	1
Malaysia	1
India	1
Total	6

Approximately 3 x more in salary than an average local IT consultant.

Education

Our responsibility to the education and entrepreneurship communities

Education
At Webdock.io, we have an ambition to ensure equal opportunities for qualified programmes, especially in IT and data education globally. We have a goal of raising the entrepreneurial environment in terms of education.

That's why we currently work with 4 universities globally that have free access to our services. By 2026, our goal is to partner with 10 universities and by 2030, 100 universities. By 2030, we want to be represented on every continent.

By 2026, we would like to have established a partnership with the Ministry of Education and the Ministry of Foreign Affairs to get the product out locally and globally.

Read more about our university programme here.

Entrepreneur
Qualified labour in IT and data is a challenge for the industry today, which is why it is important to us to contribute to a positive development in the field. That's why we also want to support the entrepreneurial environment and share our knowledge and expertise in open source solutions. By 2030, our goal is for our services to be available in at least 1000 start-ups.

Free global access to our IT services at 100 universities by 2030.

Energy consumption

As a data centre with our own server park, we will naturally have high energy consumption and thus high CO_2 emissions in order to deliver our solutions. At Webdock.io we are aware of this and are continuously working to optimise our consumption and reduce our CO_2 emissions.

In 2024, we have made a choice to only use renewable energy, which is why our electricity in 2024 is 100% green. By 2030, our goal is for 75% to come from our own production such as wind, solar and the like.

Therefore, we are working on already in 2025 installing our first solar cells installation on the roof and south-facing wall of our DK facility.

Today, we don't use district heating or gas to heat our premises, but use the excess heat generated in our data room for heating and an air-to-air heat pump as supplemental heating/cooling on work and recreational areas.

(Energy consumption in Kwh)	Renweable energy	Non-renewable energy	Total Energy consumption 2024
Electricity	118.260	0	118.260
Natural gasses	0	0	0
Other (i.e. central heating)	0	0	0
Total	118.260	0	118.260

CO₂e-Emission

CO₂e Overview

At Webdock.io, we have chosen to work consciously with our CO2 emissions, which is why we have chosen to map our scope 1, 2 and 3 for 2024, so we now have a baseline to work from. This will ensure that we can better qualify our data in the future and work consciously to reduce our CO2 emissions.

Emission of greenhousegasses	Year 2024
Scope 1 CO_2e-Emissions	0 ton CO_2e
Scope 2 CO_2e-Emissions	59,10 tons CO_2e
Scope 3 CO_2e-Emissions	176,74 tons CO2e
Total CO_2e-Emissions scope 1, 2 og 3	**235,84 tons CO_2e**

Glossary of Terms

CO_2e stands for CO_2 equivalents. CO_2 emissions are measured and reported as CO_2e under three different types of emissions, referred to as scopes 1, 2, and 3.

Scope 1: *Direct emissions from activities we control ourselves. This includes emissions from our own vehicles and facilities used for heating and energy production, e.g., natural gas facilities.*

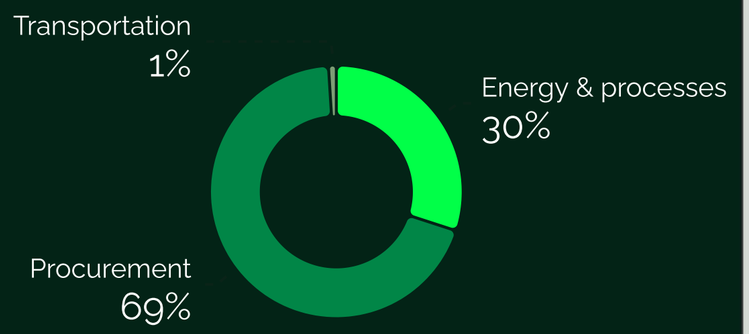
Scope 2: *Indirect emissions from supplied energy, including electricity and district heating. These emissions occur elsewhere, e.g., at the local combined heat and power plant or district heating plant.*

Scope 3: *All indirect emissions from our value chain, which often constitute the majority of a company's emissions.*

Outside of scopes: *This category can include both positive and negative emissions that are not allowed to be included in the total result according to the GHG Protocol. These typically involve waste management and, for example, the share of biofuel in various types of fuel.*

Category	Year 2024
Energy & processes	69,82 ton CO_2e
Procurement	163,69 tons CO_2e
Transportation	2,33 tons CO_2e
Waste & recycling	0,26 tons CO_2e (Outside of scopes)
Total CO_2e-Emissions	**235,84 tons CO_2e**

CO_2e-Emissions split



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CO_2e-Emission

CO_2e Overview - Continued

Our total result of 235.84 tonnes Co2e is divided into the selected categories; energy and processes, purchasing, transport and waste and recycling.

Within the individual categories, we have not made any omissions and everything is thus included in relation to the consumption of energy resources and procurement of goods.
The transport area contains data on goods transport within the company as well as employee commuting and travelling.

In terms of goods transport, we don't have a complete picture of the transport of purchased goods. This is a category we need to look at more closely in the coming years.

What does the total CO_2e-Emission number mean for you as a customer at Webdock? The average CO_2e-emission across all our server profiles is about

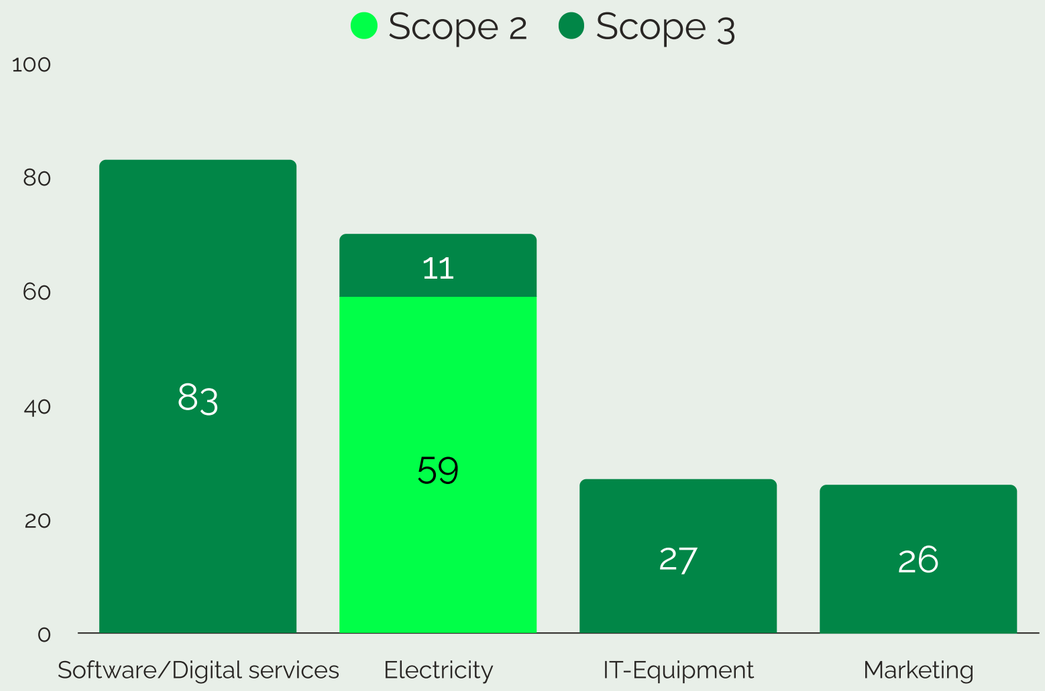
61.72 kg CO_2e-Emission pr. server / year

Emission Sources

Main Sources of Emissions

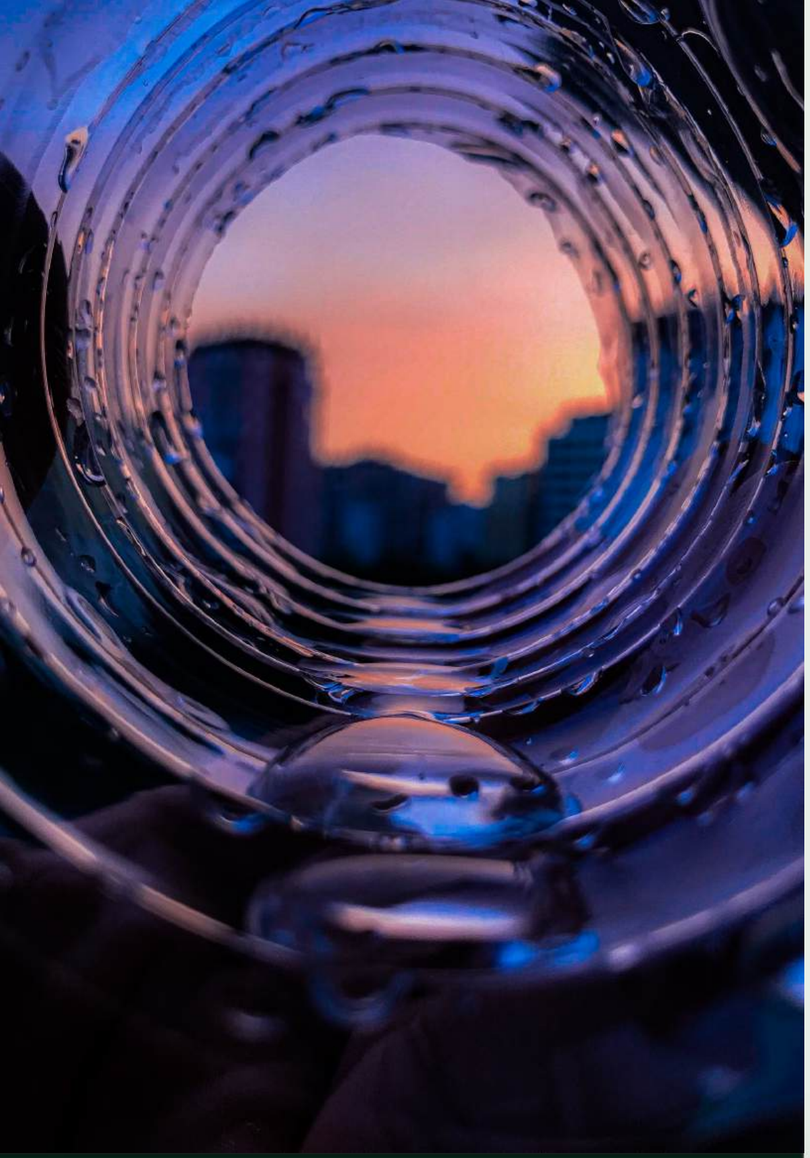
The data collected is mainly spend based data, secondary data. Although much of the data for our IT equipment is based on weight and number of pieces, we still do not know the true and correct calculation based on the fact that 90% of our IT equipment purchases are refurbished.

Not surprisingly, 30% of our total CO2e comes from electricity consumption, we use a lot of energy to provide our services - this is a focus area and we have already taken into account how much solar panels and our own energy production can reduce our electricity consumption.



Category	Number of employees
Software/Digital services	83,02 ton CO_2e
Electricity	69,82 tons CO_2e
IT-Equipment	26,78 tons CO2e
Marketing	25,47 tons CO2e

30% of our total CO2e comes from electricity consumption



We don't use new water for cooling our systems. Everything is cycled in a closed-loop.

Try Pitch

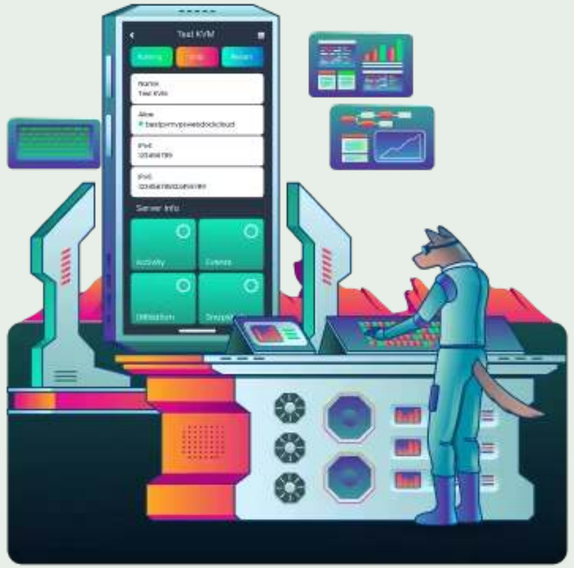
Water

Water consumption

At Webdock.io we use a coolant medium in a closed-loop in order to cool our machines in the data centre. The water we use in our cooling system runs in a closed system, which reduces our water consumption compared to other systems where new water is brought in continuously.

Furthermore, we use "free cooling" to cool our servers, which means that we primarily use outside ambient air to cool our systems rather than water. Therefore, our water consumption is primarily related to what we use in our office space.

Use of water	Year 2024
Total	10 m3



Resource consumption and circular economy

Circular economy is another one of our prioritised focus areas, and today 90% of our purchased hardware is recycled. Our goal for 2026 is to exceed 75%.

Our goal for 2030 is for 100% of our used hardware to enter the circular loop and be reused in new machines or used in new products.

At the same time, this is an area where we want more qualified knowledge, which is why we want to collect and work with valid data regarding when reused hardware versus new hardware emits less CO_2 given the higher densities and innovative cooling solutions we can use with new hardware, such as immersion cooling.

The dilemma is essentially that older reused servers cannot have as many users as new ones, so when does investing in new and fewer rather than reused servers result in CO_2 savings?

As a starting point, our desire is to ensure that as much of our hardware as possible is circular, which also means that we work on how our used equipment can live on either in their original form or as individual parts in ‘new’ refurbished equipment.

Our amount of end-of-life equipment (electronics) and equipment that has broken down is currently not particularly high, however, we know that we will come to a time when a larger amount of equipment needs to be replaced and we want to ensure a high circularity on this. We need to work on how we can achieve this, as there will be various options both in the form of take-back solutions from our hardware supplier and finding buyers for electronics ‘scrap’ where the equipment can be reused or recycled to some extent.

We apply circular economy principles already now. By 2030, 95% of our hardware is in a circular loop.

Waste

Waste Management

At Webdock.io, thanks to our online solutions, we have minimal waste, which is limited to packaging when we purchase hardware. It consists primarily of cardboard and plastic, which is transported and sorted at the local recycling site. In 2024, we had 212.55 kg of cardboard and 27.69 kg of plastic, of which 100% is recycled. Because we do not recycle our waste ourselves, the real CO2 savings do not lie with Webdock.io.

When we replace hardware, we use a take-back solution from our primary hardware supplier, who repairs and reuses all or part of it. We have not yet had electronic waste and it is important to us, that we figure out to secure that the electronic waste there will come in the future is handled with high purpose for re-use and repair compared to landfill. Our expected lifetime for our IT-equipment is around 5-7 years.

Today, we do not know the distribution between reuse, recycling and landfill, but our goal is that over the next few years we can obtain and validate data so that we know how much of our hardware is recycled and how much ends up in landfill. Only by knowing the data can we consciously work to increase the proportion of reuse and recycling and reduce the proportion going to landfill.

TOTAL AMOUNT OF WASTE ANNUALLY

	Total amount of waste	Waste for recycling and/or re-use
Non-hazardous waste		
Cardboard	212,55 kg	212,50 kg
Plastic	27,69 kg	27,69 kg
Harzardous waste		
Type of waste	0 kg	0 kg

In 2024, we had 212.55 kg of cardboard and 27.69 kg of plastic, of which 100% is recycled.

Thank you

@webdock.io