Environment, social and governance

ESG Report 2025

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Efforts to reduce our environmental footprint

We use sustainable energy for our data centres

By purchasing and using sustainable energy, we actively invest in renewable energy sources such as solar and wind energy. This choice is based not only on our desire to reduce our environmental impact, but also on the recognition that a green energy supply is essential to create a more sustainable and climate-friendly future. In 2025, the electricity supply for our primary data centre in Skanderborg was covered by a certificate for 100 % renewable energy from Danish solar power.

Waste and resources

By sorting our waste correctly, we actively participate in the effort to reduce the amount of waste ending up in landfills and increase the recycling of resources. We have implemented clear and easily understandable waste sorting stations in our workplace, making it easy for our employees to distinguish between recyclable materials, waste and any hazardous waste.

Used IT hardware donated to local educational institutions

We have chosen to donate our used IT equipment to local educational institutions, including Aarhus Tech. This practice is not only a win-win situation for us as a company and for the educational institutions, but also a sustainable approach to the reuse and recycling of electronic equipment. By giving our used IT equipment a second life and letting it benefit others, we reduce the amount of electronic waste and contribute to a more sustainable future.

Cooperation with our landlord on electric charging stations

In our efforts to promote sustainability and support our employees in making environmentally friendly choices, we have entered into a collaboration with our office landlord to establish electric charging stations in our parking area. This initiative is part of our commitment to reducing our environmental footprint and promoting a greener future.

Electricity consumption 2025

As a forward-thinking software company, we work continuously to reduce our electricity consumption. Below, our electricity consumption for 2023, 2024 and 2025 is presented. Fuzion Skanderborg and Fuzion Aarhus are our data centres. Our office in Viby J is shared with our sister companies, and the figures cover the entire office space.

Electricity consumption in our data centres increased in 2025, mainly because our setup in the Skanderborg data centre was expanded from a half to a full rack in the fourth quarter of 2024. In the Aarhus data centre, which holds our backups, consumption was slightly higher than in previous years. Electricity consumption in our shared office space in Viby J increased slightly, by 2 % compared with 2024.

kWh	2023	2024	2025
Fuzion Skanderborg (data centre)	12,222	12,165	20,488
Fuzion Aarhus (data centre)	1,260	1,241	1,392
Office space in Viby J (shared with sister companies)	57,725	63,301	64,620

2023 and 2024: figures from the ESG Report 2024, where 2024 was a forecast based on the months up until October (actual consumption in Skanderborg in the fourth quarter of 2024: 3,832 kWh). 2025: invoiced consumption for the full year. For the data centres, months without an available invoice (two months in Skanderborg and three in Aarhus) are estimated as the average of the other months.

Socially responsible for our employees and the wider community

We offer school internships and apprenticeships to students at various educational institutions

As a software company, we are dedicated to strengthening young people's professional skills and career development. That is why we offer school internships and apprenticeships to students from different educational institutions. Our school internship programme allows students to work alongside experienced professionals in their respective fields, creating a dynamic and inspiring learning experience where they can build a valuable network.

We sponsor five runs per employee per year

In our pursuit of creating a dynamic and healthy work culture, we sponsor five runs per year per employee. This initiative is part of our overall vision to promote wellness, physical activity and a strong community among our employees.

Internships for physically and mentally challenged people

We have established a meaningful collaboration with Aarhus Municipality to create internships targeted at physically and mentally challenged people. We also collaborate with the organisation ASPIT on internships for people with ASD (autism spectrum disorder). These initiatives reflect our commitment to promoting equal opportunities and creating an inclusive work environment.

We offer free flu vaccines to all employees

We value the health and well-being of our employees. As part of our committed approach to employee care, we offer free flu vaccines to all our employees. This initiative reaffirms our commitment to a healthy and safe working environment.

NGOs are offered a significantly reduced price

By offering a significantly reduced price to NGOs, we want to make it more affordable for these organisations to benefit from our technological expertise and solutions. We understand that many NGOs work with limited resources and budgets, and by reducing the cost of our services, we strive to ease their financial burden and support them in their important work.

Efforts from our management that make us a sustainable business

We have data ethics and privacy (GDPR) policies

As a responsible software company, we prioritise ethical considerations in handling data. As a testament to this commitment, we have implemented a comprehensive data ethics policy and a privacy policy (GDPR). These policies serve as a guiding framework that outlines our principles and practices regarding the collection, processing and use of data.

Responsibility for sustainability is anchored in our top management

Our top management recognises the importance of sustainability in the contemporary business landscape. By assigning specific roles and responsibilities related to sustainability at the highest levels of leadership, we ensure that our commitment to sustainable practices is not only acknowledged but actively championed.

Suppliers share our understanding of a sustainable business

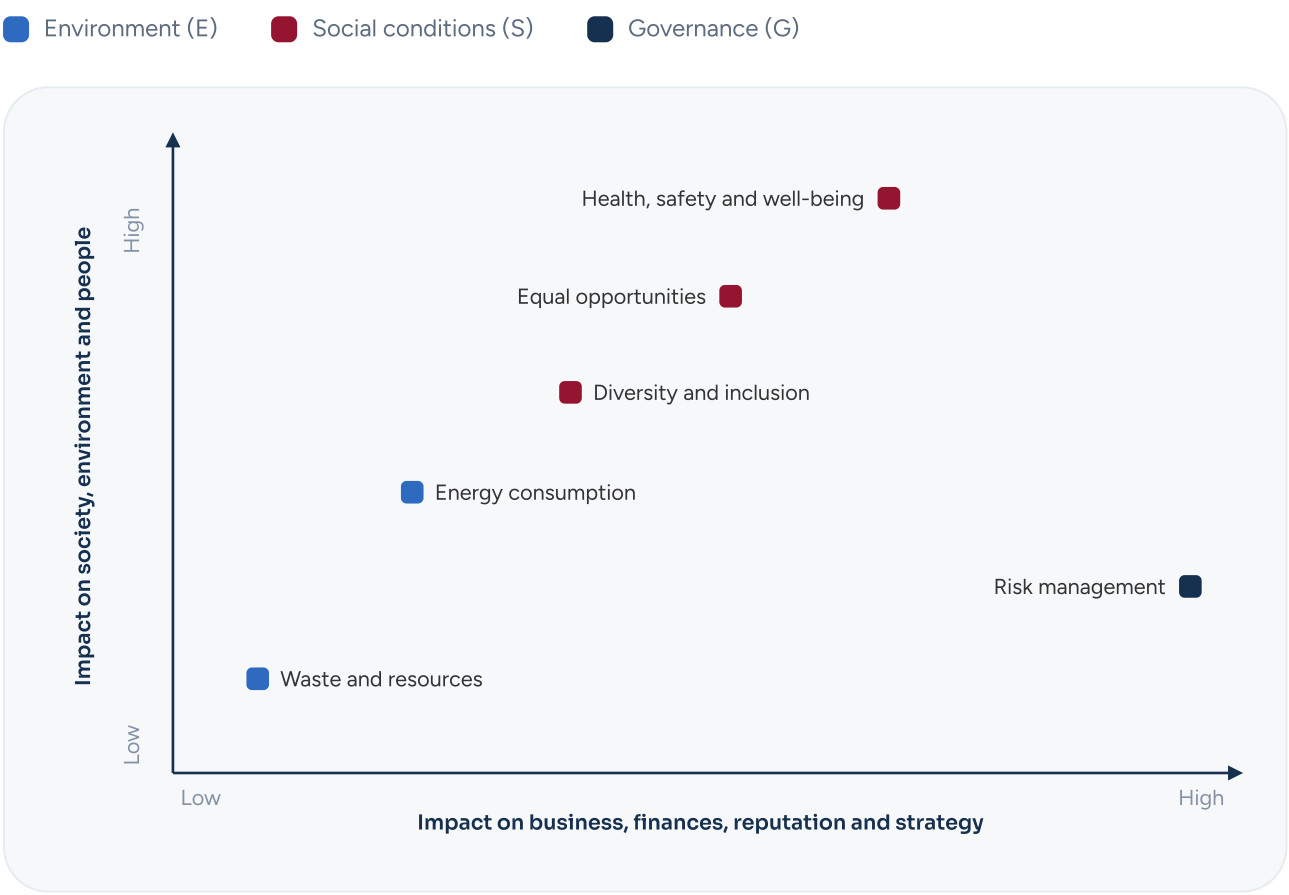
As a software company committed to sustainability and ethical business practices, our choice of suppliers is grounded in a shared commitment to responsible conduct. Inscale and Crossworkers, two key partners in our supply chain, were selected due to the alignment of their respective codes of conduct with our core values. The selection criteria included ethical business practices, social responsibility, environmental stewardship and compliance with laws and regulations.

Keeping up to date with legislation

In our commitment to sustainability, we keep a vigilant watch on legislation that directly or indirectly impacts our operations. Recognising the dynamic nature of sustainability regulations, we prioritise staying informed about the latest legal developments to ensure that our practices align with evolving standards and expectations.

Our focus areas

The materiality matrix provides a visual overview of the focus areas we have chosen and prioritised in relation to their impact on 1) society, environment and people and 2) business, economy, reputation and strategy. The matrix is generated with the ESG Profile tool provided by Lederne.dk (esgprofilen.lederne.dk). The assessment has been reviewed by the management for 2025 and is unchanged from 2024.



Ambitions for 2026 and approval

In accordance with the ESG policy, the management reviews our ESG efforts every year and sets new ambitions for the coming year. For 2026, we will continue the initiatives described in this report and focus on the following:

01 Energy

Report the actual electricity consumption of our data centres and office space every year and work to reduce consumption.

02 Renewable energy

Continue to require documented renewable energy for the data centres that host our services.

03 Circular IT

Continue to donate or recycle all retired IT hardware.

04 Governance

Review the ESG policy, the materiality assessment and the codes of conduct of our key suppliers every year.

Approval

The ESG policy of Plan2learn ApS has been reviewed and updated (version 2025). The policy and this ESG report 2025 have been approved by the management.