
DANIR
GHG inventory report 2023

Content

Preface

Danir Group is an entrepreneur-driven company group which is majority controlled by the Dan Olofsson family. In addition to long-term entrepreneurship, the Group has long focused on social commitment in several non-profit projects that in various ways aim to create positive societal development – both in Sweden and in other parts of the world. In addition to Danir Group's emphasis on social sustainability, environmental sustainability has emerged as a central focus for the Group. As awareness of sustainability and climate impact continues to rise, both within the organization and among clients, Danir Group is increasingly prioritising these critical issues.

Since Danir Group is a decentralised group, in which the operating subsidiaries work autonomously with an entrepreneurial focus, environmental sustainability is ultimately driven in the individual companies. In addition to Danir Group's own internal sustainability work – which is the focus of the information presented in this GHG inventory report – the companies of the Danir Group are highly involved in the transition in society through the consultancy services offered to the Group's customers in the areas of digitalisation, electrification, developing climate-neutral services, and sustainability reporting.

This is Danir Group's third GHG inventory report and the most complete as it includes Danir Group globally and will therefore serve as the new baseline. The focus of this report is to calculate Scope 1, 2, and 3 for Danir Group and its subsidiaries in order to map emissions. This year's report is also the most inclusive to date as it covers more data within the Scope 3 categories. This GHG inventory report has been written in accordance with the Greenhouse Gas Protocol (GHG Protocol). The goal is to provide the data and knowledge for subsidiaries to have a deeper understanding of where to focus their emission reduction measures. This enables an understanding of the effect of chosen climate actions and to continuously be able to set more ambitious and effective environmental targets.

Together with sustainability consultants at Sigma Industry Development, the Danir Group has collected and analysed emissions data from January 1st, 2023 to December 31st, 2023.

Pleasant reading!

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Sigma Industry Development
Stockholm, May 31st, 2024

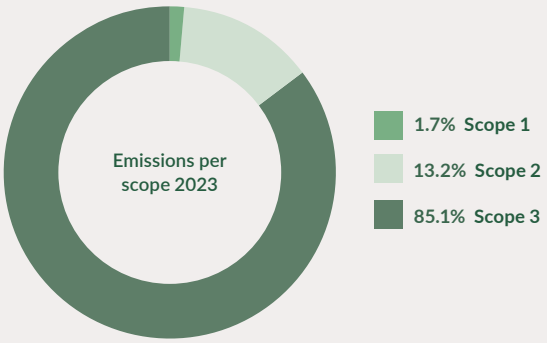
Danir Group's emissions overview

Below is a short overview of Danir Group's 2023 emissions, split into Scopes 1, 2, and 3, in accordance with the GHG Protocol. The emissions generated by Danir Group in 2023 are 12,440 tonnes of CO2-eq*. This corresponds to approximately 1.6 tonnes of CO2-eq per employee. The majority of emissions are indirect and fall under Scope 3. As this year's GHG inventory report covers Danir Group's global operations, 2023 serves as the new baseline year.

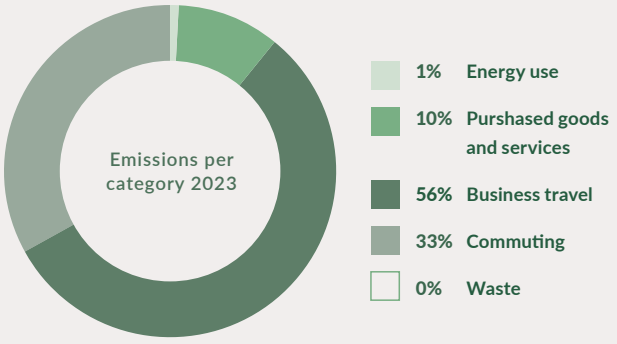
** CO2-eq stands for carbon dioxide equivalent, a measure used to compare the emissions from various greenhouse gases based on their global warming potential.*

Emissions per scope 2023

Scope 1	Direct emissions from the company e.g. company owned or controlled vehicles (e.g. leased)
Scope 2	Indirect emissions from purchased energy (market-based method)
Scope 3	Indirect emissions both upstream and downstream the company's value chain



SCOPE	EMISSIONS [TONNE CO2-EQ]
Scope 1	213
Scope 2 (Market-based method)	1,646
Scope 3	10,581
Total	12,440



Scope 3 emissions overview

Scope 3 makes up the majority of emissions for Danir Group. Business travel, commuting, and purchased goods & services are responsible for emissions within Scope 3. Since a large amount of Scope 3 emissions occur in connection with travel, it is recommended to focus reduction activities here.

Total emissions without the commuting category included corresponds to 8,904 CO2-eq and 1.16 CO2-eq per full-time employee. This has been calculated since commuting comes with certain challenges and therefore it is useful to have emissions without commuting to compare across years.

1 Company description

Danir AB (hereinafter “Danir” or “we”, including associated pronouns) is the parent company of an entrepreneur-driven business group owned by the Dan Olofsson family. Our operations consist primarily of consulting companies focused on supporting their customers in areas such as digitalisation and electrification, thereby contributing to sustainable societal development. Danir operates in 26 countries and has approximately 11,200 employees.

Danir consists primarily of four platforms with consulting operations, namely Sigma, Nexer, A Society and Pion Group. The first three are included in the GHG inventory, however Pion Group is excluded because it is listed on OMX Nasdaq Stockholm and thus operates without coordination with Danir. Other Danir Group companies/company groups that are included are Aptio, Danir AB, Infotech, Mikz, NocNoc, and United Influencers. All aforementioned Danir Group companies included in the GHG inventory, are collectively referred to as the “Danir Group” in this report. Data has been collected for 7,665 employees of the Danir Group, of which 4,385 employees are located in Sweden.

2 Greenhouse Gas Protocol

The Greenhouse Gas Protocol (GHG Protocol) is the most widely used and recognised international standard for companies or organisations to calculate greenhouse gas emissions. The GHG Protocol emerged from a collaboration between the World Resource Institute (WRI) and the World Business Council for Sustainable Development. Today, the GHG Protocol provides a comprehensive framework to help companies to identify, quantify, manage, and report their greenhouse gas emissions. Danir Group has based its GHG inventory on this standard.

To help define organisational boundaries, identify which activities a company owns or controls, and manage emissions along the entire value chain, the GHG Protocol classifies company emissions into three scopes:

- **Scope 1** – Direct emissions arising from activities owned or controlled by the company itself.
- **Scope 2** – Indirect emissions generated from purchased energy.
- **Scope 3** – Indirect emissions upstream and downstream in the value chain, linked to the company's operations but owned or controlled by someone else. The emissions are divided into eight upstream and seven downstream categories; see ***Figure 1***.

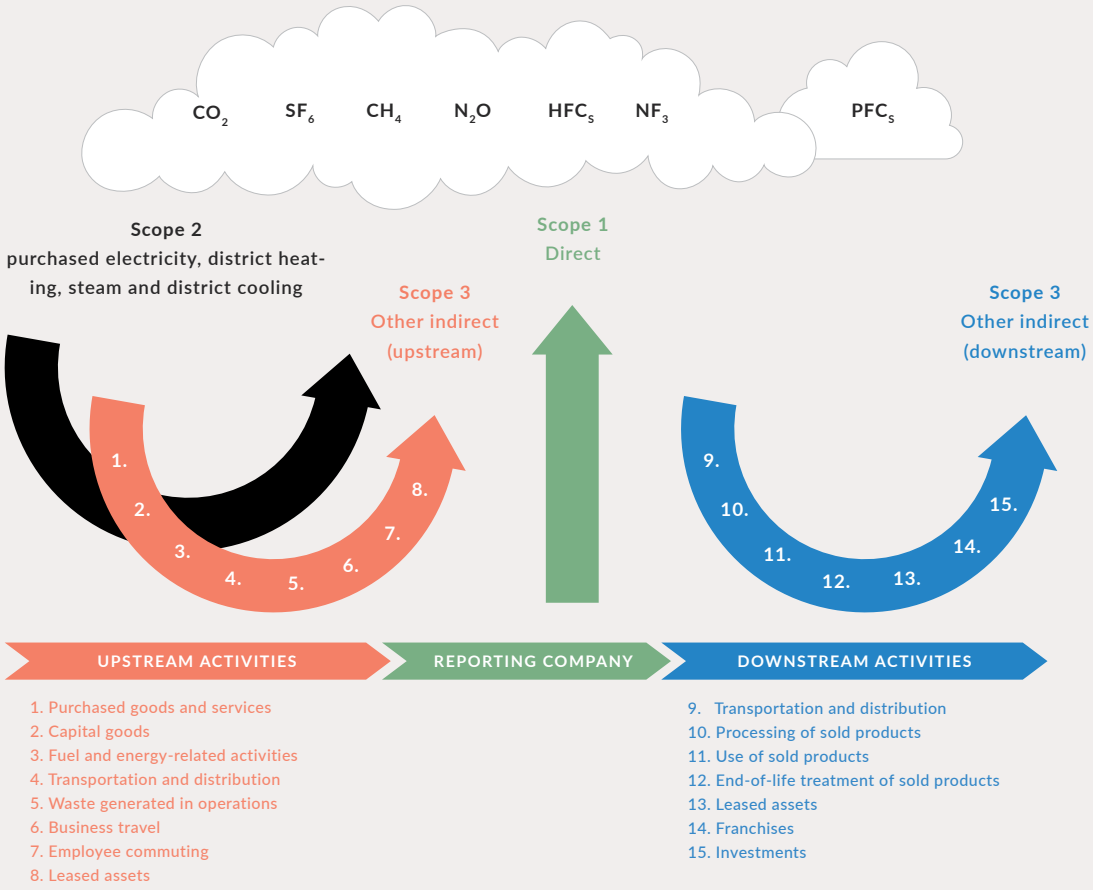


Figure 1. *Scopes 1, 2, and 3 and operational inventory boundaries according to the GHG Protocol (Greenhouse Gas Protocol, 2021b).*

According to the GHG Protocol guidelines, the primary focus is that the processes and activities included in the GHG inventory reflect the company's emissions in a complete and relevant way. The GHG Protocol has five fundamental accounting and reporting principles that form the basis of the reporting process:

- Relevance
  The GHG inventory must reflect the company's emissions in a relevant way and be used as an internal and external basis for decision-making.
- Completeness
  The GHG inventory calculations must include all emissions within the defined inventory boundary. Any excluded emissions must be reported and justified.
- Consistency
  Calculation method(s) must be consistent to enable comparison over time. Any changes that occur over time – for example, regarding inventory boundaries, methods, or data – must be documented in a transparent manner.
- Transparency
  All sources, assumptions, methods, and data must be appropriately disclosed.
- Accuracy
  Calculated emissions should match actual emissions as closely as possible. (Greenhouse Gas Protocol, 2021c)

Table A1, *Appendix A* provides a more detailed account of what upstream and downstream categories are included in Scope 3.

3 Methodology and scope

The purpose of the GHG inventory is to identify and quantify Danir Group's most significant direct and indirect greenhouse gas emissions throughout the value chain. The methodology for this GHG inventory report will be described in the following sections and follows the guidelines set out in the GHG Protocol.

This report presents the total GHG inventory results for the Danir Group and the results are based on data from 7,665 employees. The results are calculated from raw data received from each company within the Danir Group and from emission factors collected from IEA, Defra, Ember, SJ, IVL etc.

Based on these results, Danir Group can make more informed decisions on where to focus emission reduction measures and be able to set more ambitious and effective environmental targets. Through continuous reporting over the years, Danir Group will be able to track and measure these targets more effectively. A short report detailing each subsidiary's individual emissions has also been produced which can be used to see where emission reduction measures can be implemented.

3.1 Organisational inventory boundaries

The calculations in the GHG inventory reflect the emissions linked to operations for the companies in which Danir has operational control. A complete list of these companies is presented in ***Appendix B***.

3.1.1 CONTROL METHOD

The GHG inventory was conducted by applying an operational control approach. This means that only the greenhouse gas emissions of Danir's subsidiaries (i.e. the companies in which Danir has operational control) have been included.

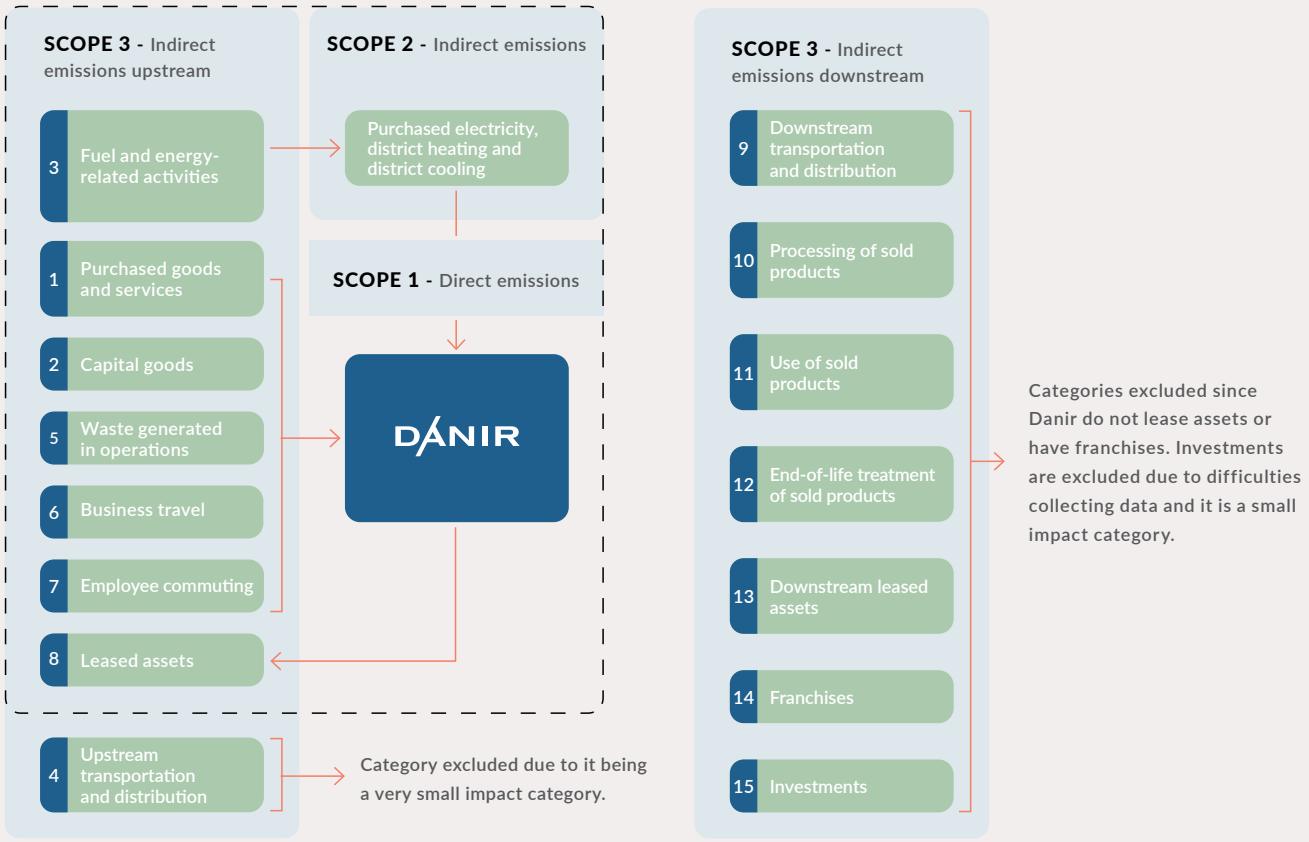
3.2 Operational inventory boundaries

The GHG inventory covers Scopes 1, 2, and 3, in accordance with the GHG Protocol guidelines, see ***Figure 2***. The operational inventory boundaries for the GHG inventory were determined by categorising the emissions associated with the activities within Danir Group's operations.

For Danir Group's Scope 3 emissions, the 7 relevant emission categories were included. The category "upstream transportation and distribution" (4) was excluded, as it was deemed to be a very small impact category. Upstream transportation of items such as office supplies, electronics and coffee were not included in the calculations, as there is no documentation on such transportation. The extent of such transportation is assumed to be relatively small since the transportation of e.g. food and office supplies only takes place over short distances from the retailer to the offices, while electronics are only transported on occasion.

Downstream categories in Scope 3, see ***Table A1*** in Appendix A, were excluded from the GHG inventory, as these categories were not deemed to be significant and/or relevant to Danir Group's operations, see ***Figure 2***. As a group with primarily consulting operations, Danir Group's subsidiaries do not manufacture any products and thus has no downstream emissions related to goods sold, therefore categories 9-12 were excluded. Danir Group also does not have downstream leased assets or franchise operations, resulting in categories 13 and 14 being excluded from the GHG inventory. Finally, the category "investments" (15) was not included, since this is a small impact category, and the data is not available as the investment company, PION Group, is publicly traded.

Figure 2. Inventory boundaries for categories included in Danir's 2023 GHG inventory



3.3 Data collection methodology for Scopes 1 and 2

Scope 1 includes the direct greenhouse gas emissions arising from sources owned by Danir Group, according to the operational control approach applied for the GHG inventory. Direct emissions included in Scope 1 come from company-controlled vehicles, such as company owned or leased cars, and from refrigerant leakage (R407C and R404A). Due to difficulties in collecting data for leased cars, some emissions from usage of private cars during business related activities have been included in Scope 1 instead of Scope 3.

Scope 2 includes indirect emissions generated through the production of purchased energy, such as electricity, steam, heating, and cooling. Electricity used for electric cars for business travel are included in Scope 2, as per the GHG Protocol. The emissions from purchased electricity were calculated according to two allocation methods: the location-based method and the market-based method. In cases where company-specific data on purchased energy was not accessible, representative numbers for average consumption of electricity, district heating and district cooling per square meter for an office building were used.

Data and emission factors have been collected from Ember, Energimarknadsinspektionen [The Swedish Energy Markets Inspectorate], IVL (Swedish Environmental Research Institute), AIB, IEA and Vattenfall, Nordic Energy Research (NER), Energiföretagen [Swedenergy], Boverket and Defra.

3.3.1 SCOPE 2: LOCATION-BASED ALLOCATION METHOD

The location-based allocation method means that the emission factor of the purchased electricity is based on the power grid's total production emissions. In this method, no account is taken of whether a company chooses to buy origin-labelled electricity. For Danir, the location-based allocation method means that the emission factor reflects the average emissions from country-specific electricity mix. For the Nordic countries, emissions factors were taken from the Nordic electricity mix.

3.3.2 SCOPE 2: MARKET-BASED ALLOCATION METHOD

In the market-based allocation method, trade in origin-labelled electricity is accounted for. The emission factor for origin-labelled electricity production is assigned to the buyer, and other electricity delivery is assigned an emission factor based on the production and delivery that remains after origin-labelled delivery has been excluded, known as the residual mix. In cases where Danir has bought non-origin-labelled electricity, the residual mix for the specific company is applied. Origin-labelled renewable electricity from solar, wind, and hydropower has no emissions in the production phase. Thus, these energy sources do not generate emissions that are allocated to Scope 2 according to the market-based allocation method. Emissions from origin-labelled electricity falls under Scope 3, energy and fuel related activities and depends on energy source.

3.3.3 PURCHASED HEATING AND COOLING

Emissions from combustion for district heating are reported in Scope 2. In cases where origin labelled district heating has been purchased, specific emission factors has been used according to the market-based allocation method. Some companies within the Group use electricity instead of district heating to heat their offices. Emissions from heating with electricity is included in the electricity reporting.

District cooling is used for cooling in many of the Swedish offices. In Sweden, district cooling often comes either from free cooling from a cold-water source, from residual heat from e.g., industry via an absorption cooling machine process, or as a residual from electricity and heat production. Therefore, no emissions are allocated to district cooling in Sweden, as the emissions are allocated to the primary source, except in cases where the emission factor has been specified. For the offices that use electricity for cooling, the emissions are included in the electricity report. Emissions from refrigerant leakage is accounted for in Scope 1.

3.4 Data collection methodology for Scope 3

Scope 3 includes the following categories: purchased goods and services, capital goods, fuel and energy related activities, waste generated in operations, business travel, employee commuting, and leased assets. The data collection methodology for each category is described below.

3.4.1 PURCHASED GOODS AND SERVICES

This category includes the production of purchased goods and services. For Danir, the category includes office-related purchases and electronics. Capital goods, such as furniture and printers, have been included under purchased goods and services.

3.4.1.1 Office-related purchases

The emissions from the category office-related purchases are based on two of the Danir Group's offices – Sigma Industry East North in Linköping/Norrköping's data for 2021 and Sigma Industry East North in Stockholm's data for 2022 – and then scaled up to the number of employees in the Group. This was done because the purchases across offices are found to be similar because Danir Group largely offers consulting services. Office supplies, including copy paper and notepads, are assumed to be used to a limited extent and purchased by the companies only when needed and is therefore not included in this GHG-inventory report.

Cleaning services
The emission factor for cleaning services in 2023 was based on the 2021 emissions of Sigma Industry East North's office in Linköping (shared with Sigma Technology). The emission factor was based on Samhall's reporting of CO2 emissions according to GRI's calculation methods ant it is the same emission factor that has been used for Danir Groups previous GHG inventories. The emission factor is 0.49 kg CO2-eq per person per year.

Coffee, tea and fruit
The emission factor for coffee, tea, and fruit is assumed to be 19.07 kg CO2-eq per employee per year. This is the same average that has been used for Danir Group's previous GHG inventory report; it is based on an average from Sigma Industry East North's offices in Stockholm and Linköping and the average coffee consumption during a workday.

3.4.1.2 Electronics
The model of each electronic product, emission factor and sources related to electronics purchases are presented in ***Table 3***. It has been assumed that all laptops, mobile phones, and headphones purchased in 2023 are of the same model.

ELECTRONIC PRODUCT	MODEL	EMISSION FACTOR [KG CO2-EQ]	SOURCE
Laptop	HP EliteBook 840 G10	260	(HP, 2024)
Monitor	HP 24h FHD Monitor	320	(HP, 2024)
Headphones	Jabra Evolve	10	(Jabra, 2024)
Mobile phone	iPhone 14	64	(Apple, 2022)

Table 3. *Models and emission factors for purchased electronics.*

3.4.1.3 Capital goods and miscellaneous purchased goods
Capital goods refer to the production of owned plants and property, such as vehicles, buildings, machinery, and other equipment with a longer estimated lifetime. Capital goods are reported in the year of purchase and are not amortised over time. Miscellaneous purchased goods include company specific purchases such as printers, coffee machines, and office furniture and décor. Danir Group's subsidiaries have sent in data for this category when relevant and possible.

3.4.2 FUEL AND ENERGY-RELATED ACTIVITIES
This category includes fuel and energy-related upstream emissions. This includes extraction, production/processing, distribution, and other upstream emissions from purchased fuels and energy. In Danir Group's case, this means upstream emissions from company controlled vehicles and purchased energy, i.e. electricity, heating, and cooling (see ***Table 4*** for examples of emissions factors in Sweden). The calculations for fuel and energy related activities are based on collected data from Scope 1 and 2.

PURCHASED ENERGY	EXAMPLE OF EMISSION FACTORS – SWEDEN [G CO2-EQ/KWH]	SOURCE
Normal electricity mix	0.043	(Energimarknadsinspektionen, 2022; IVL, 2022)
District heating	5.6	(Energiföretagen, 2023)
District cooling	0.0	(Tekniska verken, 2024)

Table 4. Example of emission factors for fuel and energy-related activities in Sweden.

3.4.3 WASTE GENERATED IN OPERATIONS

This category relates to management of waste generated from the company's own operations and includes typical office waste. Emissions are based on an average of typical office waste per employee. Data for non-typical office waste has been collected and analysed, but emissions were so low that they have not been deemed necessary to be included.

3.4.4 BUSINESS TRAVEL

This category includes all journeys made for business purposes with flights, rental cars, private cars, trains, buses, ferries, and taxis. It does not include travel with leased cars or private cars that falls within Scope 1 or 2 as that has already been accounted for. Data on hotel stays has been collected for 2023. In addition to the sources listed below, Defra has been used for emission factors for international business travel. ***Table 5*** shows examples of some of the emissions factors for means of transport in Sweden in g CO2-eq/pkm. A comprehensive list is omitted due to the extensive range of emissions factors used.

MEANS OF TRANSPORT	EXAMPLE OF EMISSION FACTORS – SWEDEN [G CO2-EQ/PKM]	SOURCE
Gasoline vehicle	172.9	(Energimyndigheten, 2023)
Diesel vehicle	153.5	(Energimyndigheten, 2023)
Hybrid-gasoline vehicle	65.7	(Energimyndigheten, 2023)
Hybrid-diesel vehicle	71.4	(Energimyndigheten, 2023)
Electric vehicle	8.7	(Energimyndigheten, 2023)
Train	0.424	(SJ, 2024)
Flight- domestic	273.6	(NTM, 2024)
Bus	80	(NTM, 2024)
Taxi	170	(Taxi Stockholm, 2022)

Table 5. Example of emission factors for business travel in Sweden.

3.4.5 EMPLOYEE COMMUTING

Employee commuting refers to employees traveling to and from the workplace by means of transport that is not owned or controlled by the company. Activity data for employee commuting was collected by surveying a randomized sample of Danir Group employees on commuting habits. A total of 278 employees answered the survey and 83% of the respondents are based in Sweden. The remaining respondents are based in Hungary, Germany, Poland, US, UK, and Denmark. Despite the geographical differences, the commuting habits between employees in Sweden and those in other countries showed no significant variation. Therefore, the diversity of the sample is considered satisfactory.

The sample size was chosen to allow for a margin of error of 6% and a confidence level of 95%. The sampling method used is based on the Average Data Method of the GHGP guidelines (Greenhouse Gas Protocol, 2013). From this data, an average emissions value per employee per year was calculated.

3.4.6 LEASED ASSETS

This category relates to emissions from upstream leased assets within Scope 3. Emissions from the production of the leased product are allocated to the leasing company, while fuel-related emissions are included in the GHG inventory of the leasing company. The emissions related to this item are therefore already reported in Scope 1 and 2.

3.5 Base year and reporting period

The base year is the year against which emissions are tracked and serves as a reference for a company's emissions trends. The base year is defined so that emissions can be tracked over time in a meaningful and consistent way.

The base year has been updated to 2023 since it is the first year that the Danir Group (globally) has been included and therefore the methodology and the scope has been significantly changed. This change is deemed to be significant as it is calculated to be greater than 5% more emissions than the previous base year, see below in base year recalculation policy.

Therefore, the system boundaries, activities data, and emissions factors have been updated and broadened in 2023. Danir has previously conducted GHG inventories for Sweden based companies in 2021 and 2022. This change has been made to broaden the perspective globally, expanding beyond the local context of Sweden as the basis for the 2021 base year. Please see below for more information about the base year recalculation policy. Due to the change of base year, there is not a comparison of emissions between years; this will be done starting next year, 2024.

3.5.1 BASE YEAR RECALCULATION POLICY

The GHG inventory's base year recalculation policy involves defining the threshold or level of change required to recalculate the base year. The policy has been defined as follows, whereby recalculation shall take place in case of:

1. Significant structural changes within the organisation.
2. Significant changes in calculation methodology, for example through:
    a. Improved emission factors.
    b. Improved activity data.
    c. Change of scope and system boundaries.
3. Detection of material errors.
4. Detection of several smaller errors that together constitute a material misstatement.

To determine whether a change or error is significant enough to warrant a recalculation, a threshold of significance has been defined, which is set at 5%. This means that if a change in inventory boundaries or methodology results in a change in the base year inventory that amounts to 5% or more of the inventory's total reported emissions, the change is considered significant. This method is also used in accordance with recognised international standards, such as SBTi.

4 GHG inventory results

The GHG inventory is primarily based on company-specific data which is collected from each company. In cases where company-specific data was not available, representative templates were used, which are described in more detail under each activity category. It is important to keep in mind that some of the categories might be undervalued or overvalued, as the data has been collected through a responsible person at each subsidiary. The method used by the responsible person to collect data for travel and purchases could not be followed up or compared between companies. As a result, there is a risk that some emission-generating items were not counted and therefore not included in the report. Data for employee commuting was collected from a sampling of employees and then scaled up to the total number of employees included in the GHG inventory. The results from this GHG inventory are presented in Scopes 1, 2, and 3, as defined by the GHG Protocol and results are based on 7,665 employees. These scopes are also divided into their respective subcategories in the results section below.

4.1 Summary of GHG inventory

The results of this GHG inventory show that the Danir Group's total emissions for year 2023 amounted to 12,440 tonnes CO2-eq. This is equivalent to approximately 1.6 tonnes CO2-eq per full-time employee. The breakdown of emissions per Scope is presented in ***Figure 6.***

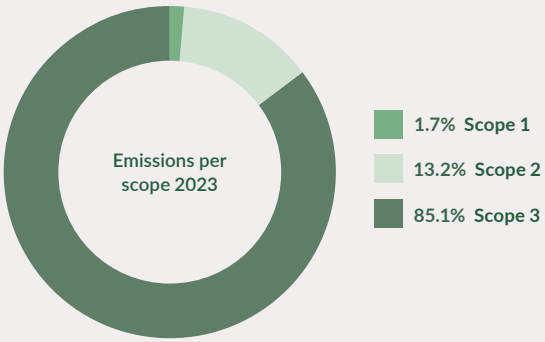


Figure 6. *Example of emission factors for business travel in Sweden.*

As shown in ***Figure 6***, 1.7% of Danir's emissions are in Scope 1 – direct emissions, 13.2% in Scope 2, indirect emissions from energy, and 85.1% in Scope 3 – other indirect emissions. ***Table 7*** shows Danir Group's emissions in tonne CO2-eq broken down by Scope. Emissions from Scope 2 is reported using the market-based calculation method.

The overall emissions that are discussed in this report includes Scopes 1, 2, and all relevant categories within Scope 3, as presented in ***Figure 2***. However, since it is difficult for Danir to control commuting habits, the total emissions, excluding commuting comes to 8,904 which corresponds to 1.16 per full-time employee. The results and analysis sections of this report will be presenting emissions including commuting.

SCOPE	EMISSIONS [TONNE CO2-EQ]
Scope 1	213.3
Scope 2 (Market-based method)	1,646.3
Scope 3	10,580.8
Total	12,440.4

Table 7. Greenhouse gas emissions in tonne CO2-eq for Scopes 1, 2 and 3.

4.2 Scope 1

Scope 1 has the smallest emissions for Danir Group. The majority of Scope 1 emissions come from company-controlled vehicles such as company owned or leased cars, 212.91 tonne CO2-eq. A small amount, 0.42 tonne CO2-eq, comes from refrigerant leakage from two subsidiaries.

4.3 Scope 2

Scope 2 includes indirect emissions generated through the production of purchased energy, such as electricity, steam, district heating and district cooling. Danir Group's energy usage and its generated emissions are presented in *Table 8*. The location-based method and the market-based method were used to calculate emissions in Scope 2. The high emissions within Scope 2 are primarily attributed to the offices outside Sweden. Emissions from the Swedish offices account for only 6% of the total, while the offices abroad – for example in China, Ukraine, Poland, and the US – contribute the remaining 94%.

SCOPE 2 CATEGORY	CONSUMPTION	EMISSIONS – MARKET-BASED METHOD [TONNE CO2-EQ]
Electricity	7,256,478 kWh	1,532.6
District Heating	2,427,207 kWh	112.1
District Cooling	722,650 kWh	0
Company controlled vehicles	1,594 l & 1,787,375 km	1.6
Total		1,646.3

Table 8. Purchased energy for the Danir Group and its generated emissions using market-based method.

4.3.1 COMPARISON BETWEEN MARKET-BASED AND LOCATION-BASED CALCULATION METHODS

Table 9 presents a comparison of how emissions from purchased electricity, heating, and cooling differ depending on allocation method.

In Danir Group's case, the carbon footprint obtained by applying the location-based allocation method is marginally higher than when the market-based method is applied. In terms of actual emissions, the difference between the two calculation methods is approximately 37 tonne CO2-eq. The market-based allocation method – on which the primary results of the GHG inventory are based – considers trade in origin-labelled electricity and district heating. This creates an incentive to choose a renewable energy contract (where available) and shows that the climate impact of purchased electricity and heating is something that can be influenced by active choices.

SCOPE 2 EMISSIONS – FROM PRODUCTION OF PURCHASED ENERGY [TONNE CO2-EQ]	
Location-based allocation method	Market-based allocation method
1,683.3	1,646.3

Table 9. Emissions from the production of purchased electricity, reported by applying the location-based and the market-based allocation method.

4.4 Scope 3

Scope 3 is comprised of indirect emissions up and downstream of Danir Group's value chain. The relevant Scope 3 categories which are included in the system boundaries of this GHG inventory is purchased goods and services, capital goods, business travel, fuel and energy related activities, waste, and employee commuting.

Figure 10 below presents the emissions broken down by category in Scope 3. The two most impactful categories are business travel, 56%, and employee commuting, 33%. The third largest category is purchased goods and services, which accounts for 10% of Scope 3 emissions.

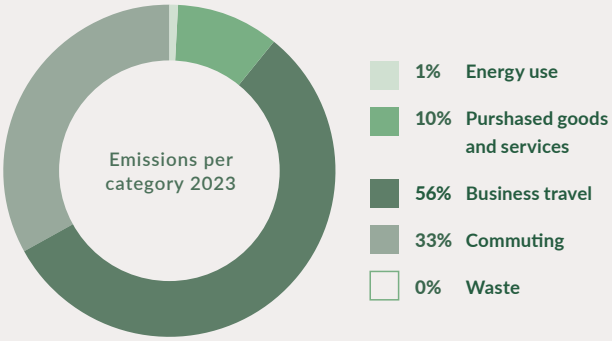


Figure 10. Emission distribution in Scope 3.

4.4.1 PURCHASED GOODS AND SERVICES

The total emissions for the Danir Group amounts to 1,057 tonne CO2-eq for purchased goods and services. Refer to *Table 11* for a breakdown of this category, including office related, electronic, and miscellaneous purchases. Miscellaneous includes purchases such as office furniture, printers, TV screens, and office decorations. No leased assets have been deemed relevant for Scope 3 since the emissions during usage have been included in Scope 1 and 2, for example in electricity reporting. Capital goods are included in miscellaneous purchases.

PURCHASED GOODS AND SERVICES	ITEMS	EMISSIONS [TONNE CO2-EQ]	SHARE OF PURCHASED GOODS AND SERVICES EMISSIONS [%]
Office related purchases	Cleaning Services	4	0.5%
	Coffee, tea, and fruit	146	14%
Electronics	Laptops	211	21%
	Monitors	130	13%
	Headphones	3	0.5%
	Mobile phones	52	5%
Miscellaneous purchases	Ex- furniture, TV screens, printers, and décor	475	46%
	Total	1,024	100%

Table 11. Purchases and their emissions during the reporting period.

4.4.2 FUEL AND ENERGY-RELATED ACTIVITIES

The category fuel and energy-related activities includes upstream emissions from company-controlled vehicles and purchased energy, i.e. electricity, heating, and cooling. It is shown as “Energy use” in ***Figure 10***. The calculations for fuel and energy related activities are based on data from Scope 2 (see Table 1) and Scope 1. Scope 3 emissions for electricity, district heating, district cooling, and company owned or leased vehicles are presented in *Table 12*.

CATEGORY	EMISSIONS [TONNE CO2-EQ]
Electricity	62.4
District Heating	12.3
District Cooling	0.0
Company owned or leased vehicles	0.6
Total	75.3

Table 12. Emissions for fuel and energy-related activities

4.4.3 WASTE GENERATED IN OPERATIONS

The total emissions related to waste corresponds to 20.39 tonne CO2-eq. This is based on an average of typical office waste per employee. Typical office waste includes paper, plastic, electronics, and food waste. There was no other non-typical office waste reported or deemed relevant.

4.4.4 BUSINESS TRAVEL

Business travel constitutes the largest emissions category within Scope 3, accounting for 48% of total emissions for Scopes 1, 2, and 3. Flights represent the most substantial emitting mode of transport, accounting for 81% of emissions for Scope 3 category business travel. This is followed by private cars, accounting for approximately 10% of business travel emissions. Refer to ***Table 13*** for the total emissions from business travel.

BUSINESS TRAVEL	EMISSIONS [TONNES CO2-EQ]	SHARE OF BUSINESS TRAVEL EMISSIONS [%]
Private car – Gasoline	534	9%
Private car – Diesel	23	0.4%
Private car – Hybrid	21	0.4%
Private car – Electric	1	0.02%
Rental car	121	2%
Train	40	0.7%
Flight	4,821	81%
Bus	35	0.6%
Ferry	0,0	0%
Taxi	16	0.3%
Hotel	314	5.3%
Total	5,925	100%

Table 13. Emissions for business travel carried out during the reporting period.

4.4.5 EMPLOYEE COMMUTING

The total employee commuting emissions for the Danir Group were approximately 3,536 tonnes of CO2-eq. The average emissions from employee commuting were calculated to be 461 kg CO2-eq per person in 2023. The breakdown by mode of transportation is presented in ***Table 14***.

MEANS OF TRANSPORT	EMISSIONS PER MEANS OF TRANSPORT [TONNE CO2-EQ]	SHARE OF EMPLOYEE COMMUTING EMISSIONS [%]
Car – Diesel	714	20%
Car – Gasoline	1,653	47%
Car – Hybrid	336	10%
Car – Electric	68	2%
Train	118	6%
Bus	509	14%
Tram	15	0.4%
Metro	22	0.6%
Bicycle and walking	0	0%
Taxi	4,130.2	100%

Table 14. Employee commuting emissions by mode of transportation for Danir during the reporting period.

5 Analysis of results

This section will analyse the results above and provide insight into which categories have emissions reduction potential. ***Figure 15*** illustrates the emissions generated per Scope, with Scope 3 further broken down into categories. As mentioned earlier, Scope 3 is responsible for most of Danir Group's emissions. Category waste and fuel and energy related activities are very small, and these will therefore not be analysed. Each full-time employee emits approximately 1.6 tonnes CO2-eq. As shown in ***Figure 6***, 1.7 % of Danir's emissions are in Scope 1 – direct emissions, 13.2 % in Scope 2, indirect emissions from energy, and 85.1 % in Scope 3 – other indirect emissions. ***Table 7*** shows Danir Group's emissions in tonne CO2-eq broken down by Scope. Emissions from Scope 2 is reported using the market-based calculation method.

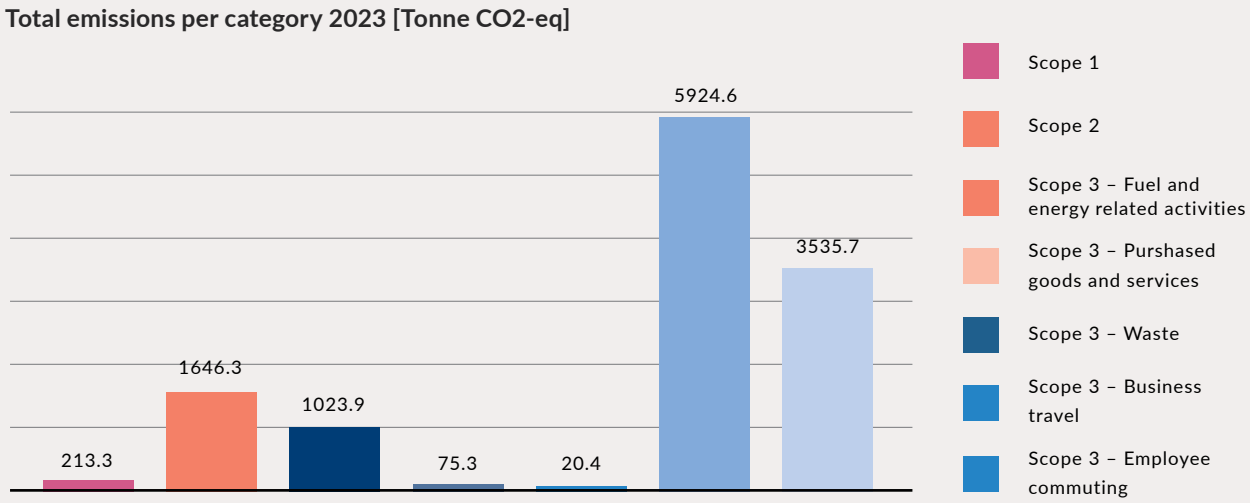


Figure 15. Distribution of Danir Group's emissions across all 3 Scopes.

5.1 Scope 1 and 2

The emissions included in Scope 1 and 2, come from company controlled vehicles (owned or leased) and from heating, cooling, and electricity for the offices. In some cases, emissions from usage of private cars for business travel have been included in Scope 1 due to difficulties in collecting and separating data. This means that Scope 1 emissions could be lower than reported.

Scope 1 and 2 emissions corresponds to approximately 15% of Danir Group's emissions, see ***Figure 6*** in Section 4.1 – Summary of GHG Inventory. Emissions from Scopes 1 and 2 arise from activities owned or controlled by the Danir Group. Therefore, Danir Group has great potential to minimize these reductions going forward.

Danir Group has already succeeded in decreasing emissions from its energy use by purchasing renewable energy in its offices in Sweden. Many of these offices are also located in modern buildings, which are more energy efficient. An energy audit is conducted every four years. The offices located outside of Sweden drive most of Danir Group's Scope 2 emissions. Globally, emissions are high because many offices have not yet switched over to renewable and/or origin-labelled energy sources (as in many cases the option does not yet exist).

Green district heating, when available, can also be purchased as a way to minimize emissions. Through the data collection process, it was evident that many of the subsidiary companies did not have the data on energy sources. To further reduce emissions, Danir Group's subsidiaries can include prioritizing leasing electric and hybrid cars instead of gasoline or diesel in their policies.

5.2 Scope 3

The three largest categories within Scope 3 will be analysed below.

5.2.1 PURCHASED GOODS AND SERVICES

Purchased goods and services accounts for 8% of Danir Group's total emissions within all three Scopes. The distribution of emissions between the identified items is shown in ***Figure 16.***

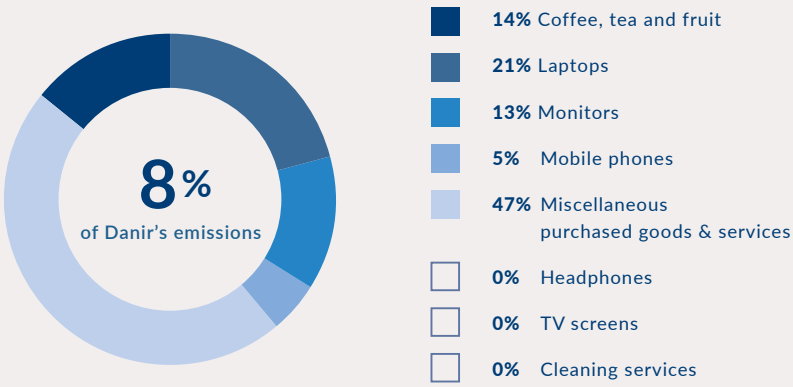


Figure 16. *Distribution of emissions between the items within the purchased goods and services category.*

Electronics and miscellaneous purchases represent the most significant part of the Purchased goods and services category. There has been large variation in the data sent in for purchased goods and services which likely effects the results. Because of this, it is possible that the emissions for this category are underrepresented. The size of this category demonstrates the large impact that purchasing choices have on the Danir Group's total emissions.

Electronics are important work tools for employees in the Group and are therefore a necessary part of Danir Group's business. However, there are certain actions that influence the amount of emissions. A large amount of the purchases are office furniture and décor. Since these have a large impact, it is worth keeping this in mind during office renovations. Emissions are also affected by the amount of time that the products are being used, with shorter usage time accounting for high emissions. Better maintenance for products and system upgrades for electronics would allow for longer usage period and lower emissions.

Circular solutions for electronics, where access to necessary electronics can be offered as a service rather than the purchase of individual products, might have an effect in the Group's emissions. Such services allow products to be better taken care of, last longer and be better utilised during their lifetime. Some Group companies already have circularity systems in place to varying degrees, including donating older IT equipment to the non-profit organisation Star for Life. While this doesn't influence Danir Group's emissions, it does impact emissions globally.

5.2.2 BUSINESS TRAVEL

Business travel accounts for 48% of Danir Group's total emissions within all three scopes. ***Figure 17*** illustrates the emissions per mode of transportation and hotel stays.

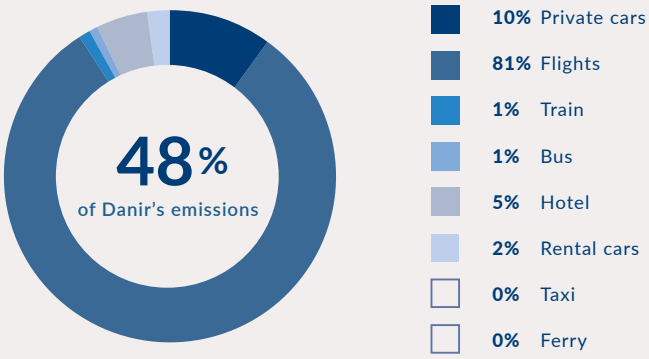


Figure 17. *Emissions for business travel within Danir by means of transport and hotel stays.*

Figure 17 demonstrates that flights have the largest impact within business travel, with rental cars, private cars, and hotel stays following. The data clearly indicates that business travel has large effects on the total emissions.

The data shows that trains are the most climate-smart option in terms of emissions per distance of travel. Danir Group's company agreement with SJ enables company-specific data to be obtained, which in turn facilitates good monitoring of rail travel. This is something that several companies in the Group use today and something that can be investigated further.

Therefore, promoting rail travel, especially for domestic business trips, is an excellent way to reduce emissions. This can be done, for example, by updating the travel policy to include rail travel as its primary mode of transport, or by establishing incentives for employees to choose rail travel over flights would decrease emissions significantly.

Private cars, when gasoline or diesel, have large effects on business travel emissions. When possible, choosing train instead of private car can decrease impacts. When using a rental car is necessary, choosing electric & hybrid vehicles, which have lower emission rates, will positively impact the emissions results.

The proportion of business travel by means of transport varies between the different companies. The emissions report for each company will contain company specific information on business travel. The subsidiary companies are therefore encouraged to study their own emissions within this category to see where targeted measures could be implemented.

5.2.3 EMPLOYEE COMMUTING

Employee commuting accounts for a large proportion, 29% or 3,536 tonnes CO2-eq, of the Danir Group's total emissions, for all three Scopes. The results demonstrate how even short transport distances using fossil fuels can give rise to large greenhouse gas emissions on an annual basis. It is a category in which subsidiaries have little control, and therefore comes with certain challenges when implementing reduction efforts.

This category's calculations rely on averaging emissions data sampled from employees, potentially leading to deviations from the true emissions due to the inherent variability of the randomized sampling process. Emissions are based on 278 sampled employees globally. This introduces uncertainty into the results and therefore the results may differ from reality, according to the 6% margin of error. For the third consecutive year, commuting emissions have been assessed using this methodology, consistently yielding results within a similar range each year.

Figure 18 shows total distance and total emissions for commuting per means of transport. Commuting by cars, especially diesel and gasoline vehicles, and buses accounts for a large proportion of both the total distance commuted and emissions.

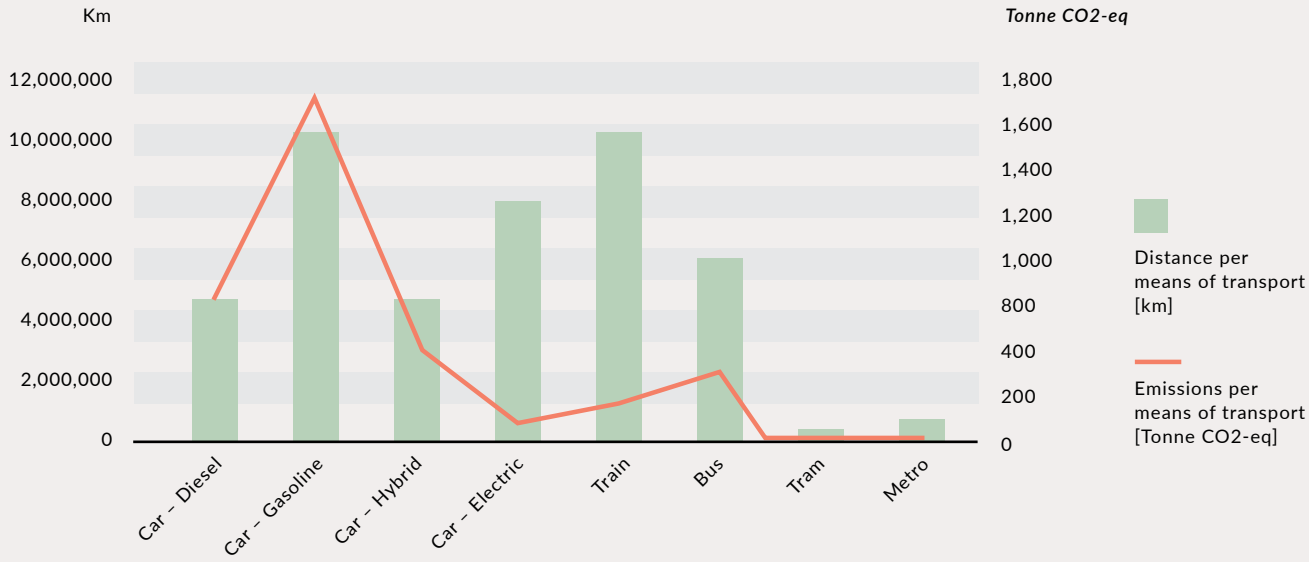


Figure 18. Total distance and total emissions for commuting within Danir, by means of transport.

Reducing and measuring emissions from commuting is difficult as options for using alternative modes of transport can be highly individual and location dependent. As commuting accounts for 29% of Danir Group's total emissions and is highly dependent on office location, there is reason for subsidiaries to conduct company specific studies of commuting to see what each company could do to facilitate and/or create other incentives to switch to more environmentally friendly commuting alternatives. Hybrid solutions, such as working from home, are one way that companies are reducing commuting-related emissions.

6 Emission reduction actions, targets, and future work

The information below can be viewed as guidelines for subsidiaries to use for internal sustainability work. The guidelines have been developed through the data and results obtained in this GHG inventory report. Since this report covers the Danir Group globally, this year will serve as the new baseline.

By mapping on an annual basis, Danir can continue to follow-up and identify emission reduction progress within the Group. Since Danir is a decentralised group with a high degree of autonomy in each company, group-wide emission reductions measures can be challenging to implement in constituent companies. However, Danir has great opportunities to achieve significant positive impact through increased coordination and follow-up of the subsidiaries' sustainability work. The following recommendations are available as inspiration for companies to adapt and implement to their respective businesses. The company specific emissions report can be used to identify which actions to focus on.

The emission reduction activities have been prioritized by the following materiality factors:

- The size of the activity's emissions.
- Climate impact – i.e. the contribution of the measure to potential emission reductions.
- Feasibility – i.e. the complexity and implementation of the measure.
- Economic justification – factors such as payback time, investment cost and financial incentives through reduced emissions should be considered here.
- Time perspective – can the measure be implemented immediately or in 5 to 10 years?

Section 6.1 ***Implementing sustainability activities***, discusses ideas on how activities could be implemented based on the results from this GHG inventory. It also presents several ongoing initiatives and projects within the Danir Group that contribute to a more sustainable tomorrow. Section 6.2 contains a summary of the proposed prioritised activities for the Danir Group, divided into four categories.

It is important to note that, through the Group's consulting operations, employees can contribute to emissions reductions and sustainability activities through projects at customers. These projects range from product development to data-driven approaches for monitoring, efficiency solutions, and digitalisation. While these activities are not reflected in the emissions reported in this GHG inventory report they do support the Danir Group's goal to drive emission reductions and create a more sustainable society.

6.1 Implementing sustainability activities

Working continuously, transparently, and ambitiously with environmental sustainability is a priority for Danir Group to continue being an attractive supplier and employer. The focus is to continue to reduce emissions per employee. To improve and develop an effective way of working with sustainability questions, Danir encourages its subsidiaries to share information regarding sustainability activities between companies. This can be done through trainings, workshops, and focus groups. Discussion topics could include, for example, overarching targets for reducing emissions, sustainability ambitions, and policies that promote environmentally sound purchasing and transport.

Today, several companies within the Group already map, document, and report their emissions to CDP and EcoVadis, among others. The two largest company groups within Danir, Sigma and Nexer, have also adopted emission reduction targets in all three Scopes to be achieved by 2025 and 2030. Sigma and Nexer have set overarching targets, which will be broken down by each subgroup and company in the future. For Nexer, the aim is to reduce emissions in Scope 1 and 2 by 60% by 2025, and emissions in Scope 3 by 30% by 2030. Sigma's target is to reduce emissions in Scope 1 and 2 by 50% and in Scope 3 by 30% by 2030. A Society Group has also set targets to reduce their emissions in Scopes 1, 2, and 3 by 2030. These targets will contribute to reducing Danir Group's overall emissions.

Several subsidiaries are focusing on supporting clients in their sustainability work. For example, Sigma Industry Development's sustainability team supports clients with emissions reduction projects through emission calculations, strategy, and implementation. Sigma Connectivity works to develop climate-neutral projects through detailed GHG inventories and mappings. Nexer Data Management is another sustainability initiative based on helping clients collect sustainability data similar to other master data – such as product data and supplier data – as part of an overall data management strategy. Many of the consulting services delivered by the Danir Group, such as in digitalisation and electrification, also help customers in emission reduction projects which lead to a more sustainable society.

Energy

To continue to decrease energy-focused emissions (mainly Scope 2) globally, companies can replace electricity contracts to renewable electricity, where this option is available. If a company does not know what their energy source is, a good first step is to find out and inquire if it is possible to switch to renewables (unless not already selected). Origin-labelled heating, if available for purchase, can also be a great way to reduce emissions, especially for the offices located in Sweden. Choosing electronic products is also an important way to reduce emissions. For example, reviewing the energy classification when purchasing products and prioritizing energy efficiency, could decrease amount of purchased energy, leading to emissions and cost reductions.

Purchases

The biggest impact that can be made for reducing emissions within electronics purchases is to extend the lifespan by at least one year. The companies' policies for purchasing and using mobile phones plays an important role in extending the lifespan of electronics. Such policies could include compensating employees who keep their mobile phone for a longer period; for example, the compensation amount could correspond to the increased cost the company would have incurred to replace the phone. When phones are replaced, there could also be a process to ensure that the old mobile phone is properly handled and can be used again or recycled appropriately. This has economic impacts as well as there is still an economic value in electronics after a few years.

Circularity agreements for electronics purchases can also be explored further. Several companies offer circular solutions for purchasing mobile phones and laptops. Some companies within the Group are already working with circular solution for electronics. In addition to using products longer and decreasing their carbon footprint, circular solutions also allow subsidiaries to purchase less electronics, further reducing emissions. Other options such as donating electronics to increase the lifespan usage have a positive impact overall but does not affect the Group's emissions when reported according to GHG protocol. This still makes this sustainability activity worthwhile, even if it is not evident in reporting.

Another way to reduce emissions on purchases is to create a climate impact checklist for purchasing of new goods. For example, aim to buy products that have sustainability labels or a lower carbon footprint. This could also be implemented when buying food for corporate events and at the office.

Business travel and commuting

Business travel is a very emissions heavy category that subsidiaries have the power to affect. Creating or revising travel policies is a great place to start. For example, establishing incentives to replace air travel or travel by gasoline/diesel vehicles with rail or electric/hybrid vehicles is recommended. A commonly used travel policy example is that trips under 5 hours long must be taken by train. Another way to decrease business travel emissions is to reduce travels when/if possible and instead, for example, prioritize Teams-meetings. Since commuting is highly dependent on office location, it is recommended that subsidiaries conduct their own commuting surveys to see what their highest emitters are. All subsidiaries are welcome to take the employee commuting survey used for this report as an example. With this data, companies can see where to prioritize reduction activity if possible. For example, by implementing incentives to switch to more environmentally friendly commuting alternatives, such as electric/hybrid vehicles and public transport.

Creating a sustainability roadmap

For it to be possible to reduce emissions, all subsidiary companies can start by creating roadmaps and set targets, if they have not already done so. To create a company specific roadmap, it is recommended to first carefully look through the company specific emissions sheet. This will show which Scope and which activities have the highest emissions impacts and therefore where to focus reduction actions. Next, it is important that the company's ambition level is aligned. Once these two foundational steps have been done, targets can be set on how much emissions reductions the company aims to achieve. Targets should be measurable and trackable, as far as possible. These can be based on the recommendations in this report. To meet these targets, actions that correspond to specific scopes or emitting activities, can then be chosen. It is important to create processes to measure these actions in order to track progress.

6.2 Recommended actions and long-term progress

Below are proposals for emission reduction measures based on the analysis, results, and Danir Group's current environmental work. These proposals are meant to support subsidiaries of the Danir Group in emission reduction activities as well as the implementation and tracking of these activities. They are divided into four categories: foundational sustainability activities, energy, purchases, and travel.

Foundational sustainability activities

- Danir Group should continue to perform an annual group wide GHG inventory reports for the entire Group.
- It is recommended that each company within the Group sets targets and roadmaps to reduce emissions based on the results from this GHG inventory. The targets should, as far as possible, be measurable to facilitate tracking and can also serve as a tool to meet future legal and customer requirements.
- Subsidiaries are encouraged to share information and coordinate sustainability work within the Group when possible.

Energy

- Continue to replace existing electricity contracts with renewable energy certificates, where available.
- Purchase climate-certified district heating for offices when available.
- If energy-using products need to be replaced or purchased, exchange with a more energy efficient product.

Purchases

- Review the lifespan of purchased electronics and extend the lifespan if possible.
- Opportunities for circular solutions can be sought.
- Implement a climate impact checklist for purchases of new goods.

Travel

- It is recommended that each company implements a travel policy if not already in place. Trains should be the first choice, over vehicle and air, for domestic travel.
- Companies could explore the possibility of having electric and hybrid vehicles available for employee usage.
- Companies could conduct a comprehensive mapping of employee commuting. Companies can use the commuting survey used for this GHG inventory as an example. This mapping can facilitate incentives to switch to more environmentally friendly transportation.

In addition to these sustainability activities within the Danir Group, it is important to keep in mind that as a group with a focus on consultancy services within digitalization and electrification, we and our employees are actively contributing to emissions reductions and transformation to a more sustainable society through our continuous projects at our customers. Through our services we assist with crucial industry transformation and product development aiming for an overall reduced climate footprint, even if this important contribution is not reflected in the emissions reported in this GHG inventory report.

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8 Appendices

8.1 Appendix A

SCOPE 3	CATEGORY	INCLUDES
Upstream activities	1. Purchased goods and services	Extraction, production and transport of purchased goods and services
	2. Capital goods	Extraction, production and transport of capital goods
	3. Fuel and energy-related activities	Upstream activities for purchased fuel and energy
	4. Upstream transportation and distribution	Transportation of purchased goods and services in vehicles not owned by the company
	5. Waste generated in operations	The management of waste generated from the company's own operations
	6. Business travel	Transportation of employees for business-related activities
	7. Employee commuting	Employees' travel to and from the workplace
	8. Leased assets	Emissions from equipment leased by the company
Downstream activities	9. Downstream transportation and distribution	Transportation and distribution of goods and services sold, in transports not owned by the company
	10. Processing of sold products	Processes between the sale of the product and the use phase
	11. Use of sold products	Emissions from products sold throughout their life cycle
	12. End-of-life treatment of sold products	Waste management of products sold during the reporting period
	13. Downstream leased assets	Emissions from equipment leased out to others by the company
	14. Franchises	Operation of franchise services
	15. Investments	Operation of investments, mainly related to investment companies

Table 1. Emissions categories in Scope 3.

8.2 Appendix B

This appendix shows all the companies within the Danir Group that are covered by the GHG inventory.

COMPANY	CORP. ID NO.
Danir Development AB	556576-7208
Danir AB	556432-7111
A Society AB	556222-1068
Aptio Group Sweden AB	559102-0150
Konsultera-IT i Sverige AB	556613-0752
A Society Group Inc.	27-5559996
A Society Consulting Inc.	BC1084600
NocNoc AB	556942-0622
InfoTech Scandinavia AB	556575-5336
Mikz AB	556601-3594
Mikz Licensing AB	556922-7407
United Influencers Holding	556601-3545
United Influencers International	559019-1820
United Influencers Sweden	559017-5047
United Influencers Scandinavia	559019-2752
Sigma Connectivity Group AB	559369-7294
Sigma Connectivity AB	556929-8051
Sigma Connectivity Sp z.o.o.	5272732872
Sigma Connectivity GmbH	HRB 262711
Sigma Connectivity Medtech AB	559043-0566
Sigma Connectivity Engineering AB	559058-0345
Sigma Connectivity ApS	40944168
Sigma Lundinova AB	556599-5791
Sigma Connectivity WSI AB	556631-6609
Sigma Technology Group	556869-6016
Sigma Technology Development	556382-5933
Sigma Technology Information	556348-3634
Sigma Technology Systems	559085-4617
Sigma Technology Consulting	556955-3273
Sigma Technology Transformation	559265-7919
Sigma Technology Cloud	559283-3783
Sigma Technology Experience	559369-7302
Sigma Technology IT Group	559351-2402
Sigma Technology IT Infra	559321-8497
Sigma Technology Tech Network	559291-7818
Sigma Technology Tech House	559283-3775
Sigma Technology Digital Solutions	559300-4855
Sigma Technology Norway	926 142 461
Sigma Technology Informatics Solutions	556944-7534
Sigma Technology Software Solutions	559283-3791
Sigma Technology Solutions Group	559301-6776
Sigma Technology Insight Solutions	559265-7968
Sigma Technology North Solutions	559398-1714
Sigma Technology Embedded Group	559351-2352
Sigma Technology Embedded Solutions	559031-4570
Sigma Technology Embedded Network	559411-5890
Sigma Technology Origo	559055-4928
Sigma Kudos (Beijing) Co. Ltd.	110 000 450 049 256
Sigma Technology Hungary	253 282 092
Etecture GmbH	HRB 56449
Sceel.io GmbH	HRB 765119
Sigma Industry East North	556946-9165
Sigma Industry Smart	559366-1480
Sigma Industry Development	559366-1472
Sigma Industry East	559366-1530
Sigma Industry North	559369-2717
Sigma Industry Innovation	559366-1522

COMPANY	CORP. ID NO.
Sigma Industry Evolve	559366-1514
Sigma Industry West	556958-4096
Sigma Embedded Engineering	559015-0685
Sigma Embedded Engineering Future	559312-1550
Sigma Embedded Engineering – eg (L.L.C.)	06-1-167011-22
Sigma Industry Inc.	30-0968574
Sigma Energy & Marine	556850-4673
Sigma Energy & Marine AS	920 445 357
CREW by Sigma AB	559370-4462
Sigma Industry South	556955-3109
Sigma Industry Solutions	559165-1681
Sigma Industry Evolution	559311-5305
Sigma Industry Power and Energy	559398-1706
Sigma Civil AB	556949-4494
Sigma Civil Öst AB	556941-7826
Sigma Software LLC	31 935 930
Sigma Software Gmbh	HRB 42487
Sigma Sweden Software	559120-5561
Sigma Software s.r.o	173 25 722
Sigma Software LLC/Сигма Софтуер	31 935 930
Sigma Software Sp. z o.o.	147376464
Sigma Park LLC	44139620
TNT + LLC	32673589
Sigma Software DC LLC	44528239
Nexer Group AB	556279-4262
Nexer Resources	556964-1029
Nexer Data Management	559364-6242
Nexer Unified Commerce	559364-6234
Nexer Enterprise Applications	559173-7761
Nexer Insight	559217-9070
Nexer Cybersecurity	559306-4404
Nexer A Society	559307-9519
Nexer Recruit	556975-4970
Nexer Tech Talent	556975-4962
Nexer Infrastructure	559132-0220
Nexer Inc	93- 4034066
Nexer Digital Ltd	6 237 914
Nexer Engineering Process	559441-9029
Nexer Data Management Holding	559403-9892
Nexer Unified Commerce AB	559364-6234
Nexer Asset Management Oy	2078607-1
Nexer Asset Management AS	811 632 082
Sigma IT Polska	8943099803
Nexer Prv. Ltd	U72900KA2017FTC099547
Nexer Group Colombia	N901571101-3
Kairos Future Holding	559230-2250
Telescope Services	556807-2820
Nexer Mobility	559394-9927
Nexer Czech Republic	173 79 270
Holisticon AG	HRB 107396

Danir Group is a family-owned business, held by the Dan Olofsson family. The group consists primarily of consulting companies with a focus on supporting our customers in their digitalisation. Our companies operate in 26 countries with 11,200 employees.

Danir Group

Family business. With a focus on digitalisation. 11,200 employees.