

Communication on Progress

UN Global Compact 2025



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Statement by our CEO

This report covers the year 2025 and outlines AV-Huset's continued efforts to operate responsibly and contribute positively within environmental, social, and governance areas (ESG). As in previous years, our work is guided by the UN Global Compact's Ten Principles and the United Nations Sustainable Development Goals, which remain an important framework for how we conduct our business and measure our progress.

The past year has once again demonstrated that meaningful progress does not necessarily require large-scale initiatives. As a Danish SME with limited resources, we must balance sustainability ambitions with the practical realities of running a healthy and financially sound business. For us, the most important thing is not to do everything at once, but to continue taking concrete steps in the right direction.

I am therefore pleased with the results achieved in 2025. During the year, we installed a solar panel system on the roof of our office building, which now supplies a significant share of our electricity consumption. Combined with continued efforts to reduce energy use, fuel consumption and business travel emissions, this contributed to an overall reduction in our calculated CO₂e emissions of almost 28% across all seven focus areas.



Beyond environmental performance, we continued our focus on people and communities. We supported the Danish non-profit organisation Det Starter Med Musikken through the donation of reused AV equipment, helping create positive opportunities for vulnerable young people. At the same time, we maintained a strong focus on employee wellbeing, resulting in the lowest sickness absence level recorded in the company's history.

2025 also marks our twelfth Communication on Progress to the UN Global Compact. I am pleased to confirm AV-Huset's continued support of the UN Global Compact and its Ten Principles covering human rights, labour, environment, and anti-corruption. We remain committed to integrating these principles into our strategy, culture, and daily operations and to reporting transparently on our progress each year.

Although sustainability may currently receive less attention in parts of the world, our commitment remains unchanged. We will continue to improve where we can, act responsibly, and pursue realistic and meaningful progress within the opportunities available to us.

Jens Ravn
CEO
AV-HUSET A/S

TARGETS 2025

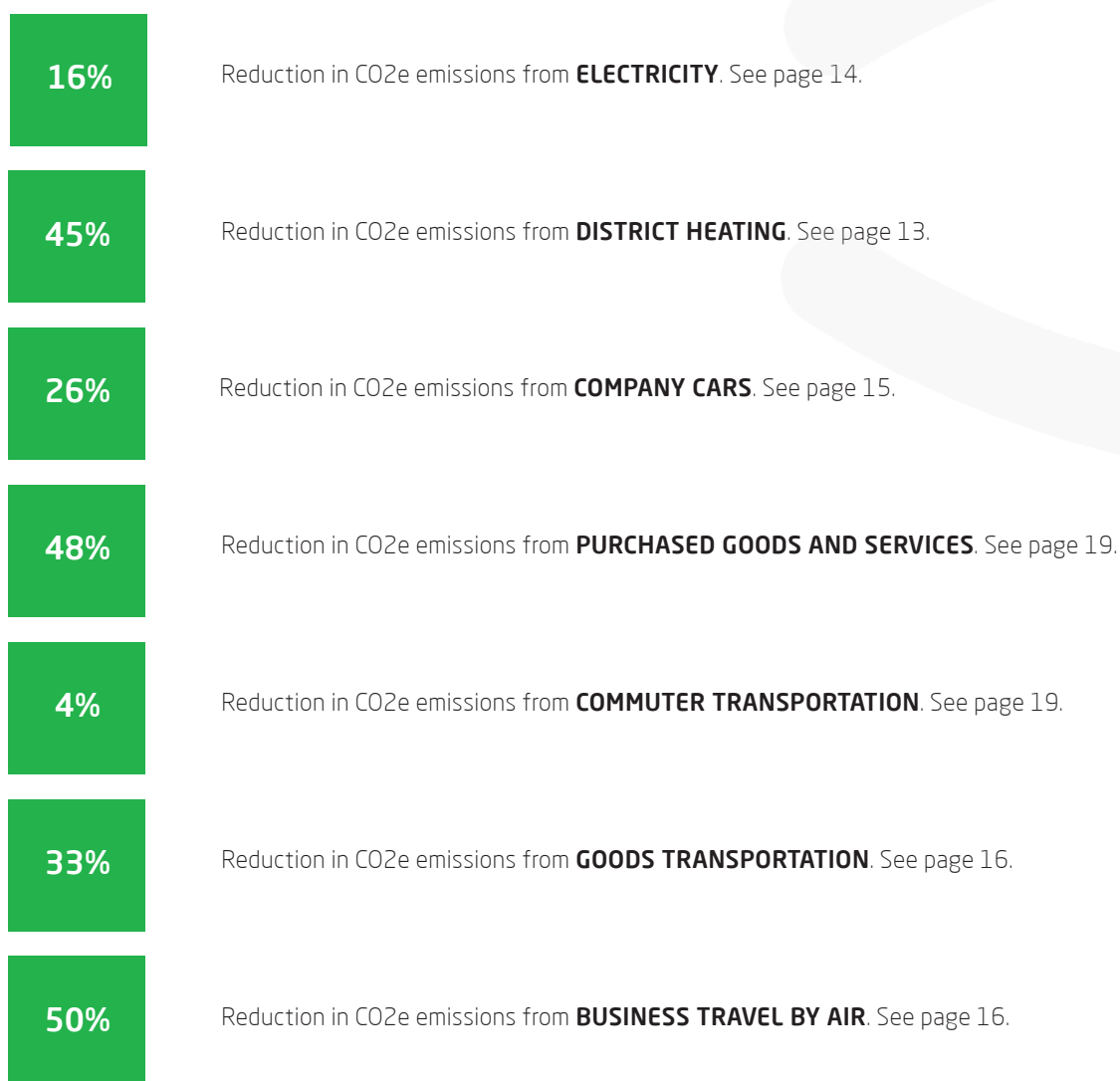
TARGETS 2025

Our primary target for 2025 was to install solar panels on the roof of our office building to increase our level of self-sufficiency with renewable energy and reduce our CO2e emissions. A solar panel system with a capacity of 6 kW was installed in March and commissioned in April.

In 2025, we reduced our total electricity consumption by almost 16%, while nearly 32% of our electricity use was supplied by our own solar panel system, covering a significant share of the daytime base load when energy demand is at its highest.

We also set a target to reduce CO2e emissions across our six other focus areas, which represent the areas where we can have the greatest environmental impact. With reductions achieved in all seven categories, we managed to reduce our total CO2e emissions by almost 28% in 2025.

We consider this a very satisfactory result and will continue working to strengthen our sustainability efforts within the opportunities and resources available to us.



Company Description

AV-HUSET A/S is a Danish provider of professional audiovisual solutions with more than 35 years of industry experience. Founded in 1990, the company has developed into a full-service partner, delivering consulting, design, integration, and support for AV installations across a wide range of sectors.

Combining technical expertise with a strong understanding of user needs, AV-Huset delivers tailored solutions for everything from meeting rooms and auditoriums to complex, large-scale installations. The company collaborates with leading international manufacturers to ensure high-quality, future-proof technologies.

In 2015 we joined the UN Global Compact, which is a set of principles for corporate social responsibility. The 10 Principles have served as important guidance over the past eleven years, and we have implemented several measures which benefit both people and the environment. Together with our vision and values, these principles help to shape our responsibility efforts - both on paper and in practice.



Year established

1990

Company office

Næstved, Denmark

Revenue (DKK)

34.5 m

Year of signing the UN Global Compact

2015



Our perception of sustainability

- Reducing the environmental impacts of our operations
- Ensuring a good work environment for our employees
- Ensuring our business is financially healthy with an optimal consumption of resources
- Working with manufacturers who are committed to innovation and sustainability
- Ensuring that we have good governance in place
- Working against corruption in all its forms
- Supporting local community

[Learn more about AV-Huset](#)



Company Description

We carefully select suppliers and business partners from globally recognised AV manufacturers committed to innovation and responsible business practices. When evaluating suppliers, we consider factors such as quality, reliability, compliance, and, where relevant, sustainability-related initiatives. This helps ensure that we deliver high-quality solutions that meet both current and future requirements. Our primary customers include hotels, museums, businesses, and educational institutions in Denmark and internationally.

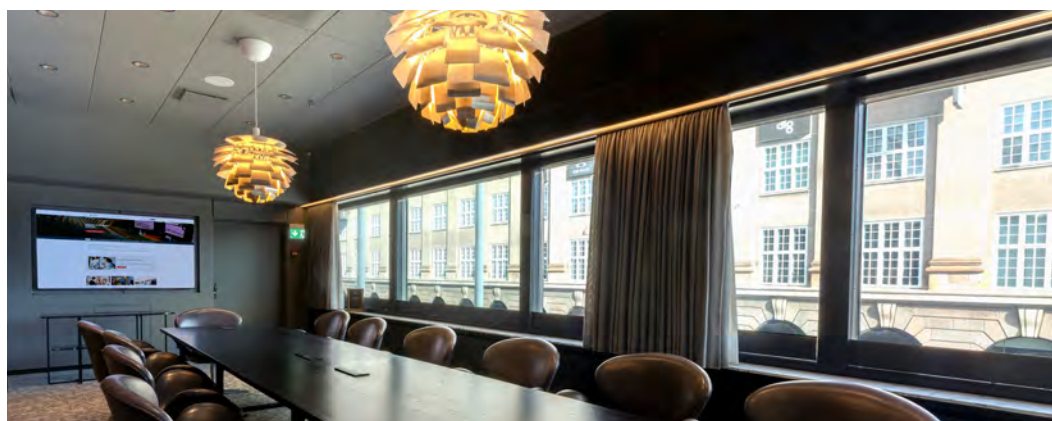
AV-HUSET combines decades of experience with a forward-looking approach and continuously evaluates new technologies that can support performance, quality, and sustainability.

OUR BUSINESS PARTNERS

Panasonic



Screen in meeting room at
Radisson Collection Royal Hotel,
Copenhagen, Denmark



Company Description

OUR PRODUCTS



OUR SERVICES

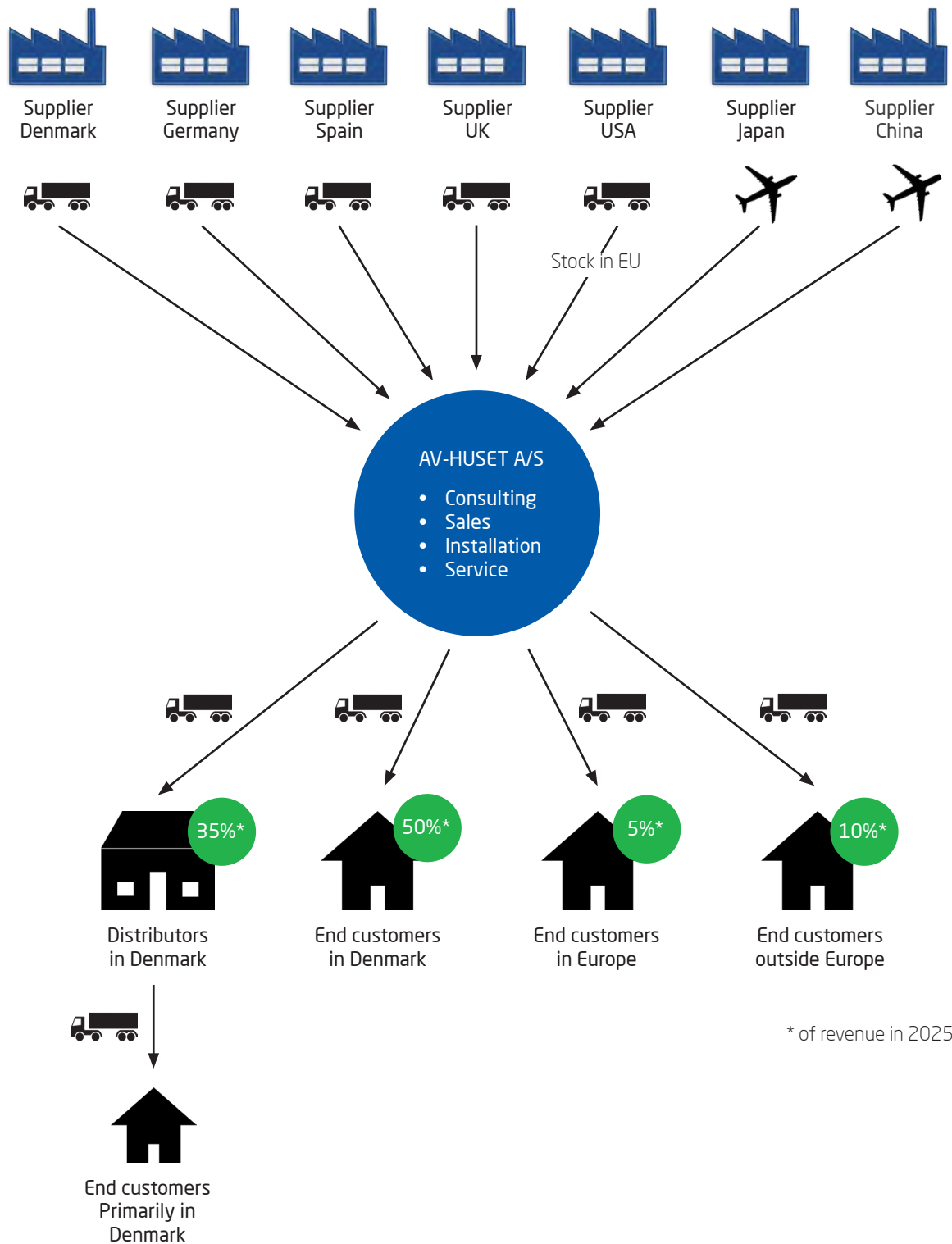


OUR CUSTOMERS



Company Description

Our business model:



Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
Principle 2: Make sure that they are not complicit in human rights abuses.

Due to the nature and location of our business, we have very limited direct Human Rights related risks and impacts. In Denmark, human rights are safeguarded by the Danish Constitutional Act and supported by the country's commitment to numerous international conventions and treaties.

However, human rights cannot be taken for granted. We therefore follow best practices and are committed to respecting and supporting internationally recognised human rights, as outlined by the United Nations, and we expect our partners to do the same. We conduct our business with due diligence to avoid any involvement in human rights violations.

Over the past year, no human rights issues and problems have been reported by employees or other stakeholders, either internally or externally.

AV-HUSET A/S remains committed to respecting the rights and interests of employees, customers, local communities, and other stakeholders affected by our activities. We consider this respect essential to maintaining our position as a trusted and responsible company.

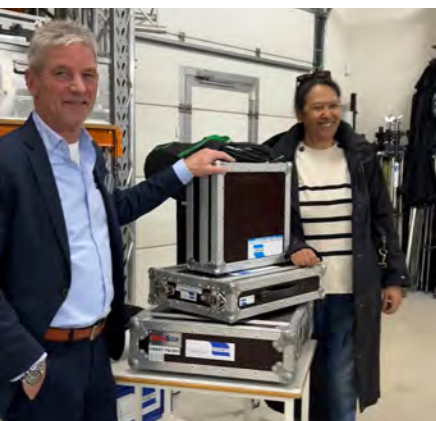
For more than 30 years we have supported organisations such as Danish Red Cross and SOS Children's Villages as they play a vital role in supporting human rights globally. They provide essential humanitarian aid, protect vulnerable populations, and promote access to education, healthcare, and safety. By addressing fundamental needs and advocating for dignity and equality, these organisations actively contribute to the realisation of internationally recognised human rights standards.

In 2025, we proudly supported:

- Det Starter Med Musikken
- Danish Red Cross (since 1995)
- SOS Children's Villages (since 1995)



Creating Social Impact Through Reused AV Equipment



One of our commitments for 2025 was to support the NGO Human Needs Project in enhancing the educational environment in one of the largest informal settlements in Kenya, enabling young people to contribute to the social and economic development of their community. However, this agreement has not yet been finalised, and we hope to move forward with the initiative in 2026.

Instead, we supported the Danish organisation Det Starter Med Musikken, which is run by volunteers and primarily helps vulnerable young people find a positive path forward through music. Our contribution included donated reused equipment such as an amplifier, mixer, wireless microphone, and loudspeakers for their workshops.

Det Starter Med Musikken (DSMM) is a Danish non-profit organisation dedicated to supporting young people through music and creative workshops. Led by volunteers and professional artists, DSMM provides safe and inclusive environments that foster creativity, confidence, and personal development.

Since its establishment, more than 400 young people have participated in DSMM's workshops, camps, and creative programmes, where music serves as a tool for community building and identity formation. The organisation is supported by partners including Finn Nørgaard Foreningen and Copenhell, and is committed to ensuring equal access for all young people regardless of background.

DSMM also promotes cultural collaboration within the Danish Realm, including partnerships in Greenland, and contributes to knowledge sharing through talks and presentations for organisations and educational institutions. Its activities support the UN Sustainable Development Goals 3, 4, 10, and 17.



DSMM - Impact

- More than 400 young people have taken part in activities
- Workshops, camps, and creative music communities
- Collaboration with recognised, award-winning artists with teaching and social expertise
- Strong focus on inclusion and equal participation
- Cultural collaboration within the Danish Realm, including partnerships in Greenland
- Talks and presentations for companies and educational institutions on youth, music, and creative development

[Learn more about Det Starter Med Musikken](#)



Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

Labour matters are governed by Danish law, and we comply with national legislation to ensure relevant labour rights. As a result, we face very limited direct labour-related risks and impacts. On this basis, we do not currently plan to establish a separate policy commitment specifically addressing labour rights.

DIVERSITY / INCLUSIVENESS

In 2023, AV-HUSET A/S strengthened diversity by appointing its first female board member, while the share of women in the workforce increased from 18% to 25%. Since then, our ambition has been to continue this positive development in a traditionally male-dominated industry.

We are pleased to report that this progress continued in 2025, where women represent 28% of our workforce and 25% of our board members are female.

We also recognise our social responsibility to support inclusion of people who require special employment conditions or who have experienced long-term unemployment. In 2025, employees with special needs represented 7% of our workforce.

We remain committed to maintaining and further strengthening diversity and inclusion in the years ahead. Diverse teams contribute to stronger collaboration, broader perspectives, improved decision-making, and a more inclusive working environment, all of which support a sustainable and forward-looking organisation.

	2019	2020	2021	2022	2023	2024	2025
Women in the company	18 %	18 %	17 %	18 %	25 %	25 %	28 %
Female board members	0	0	0	0	1	1	1

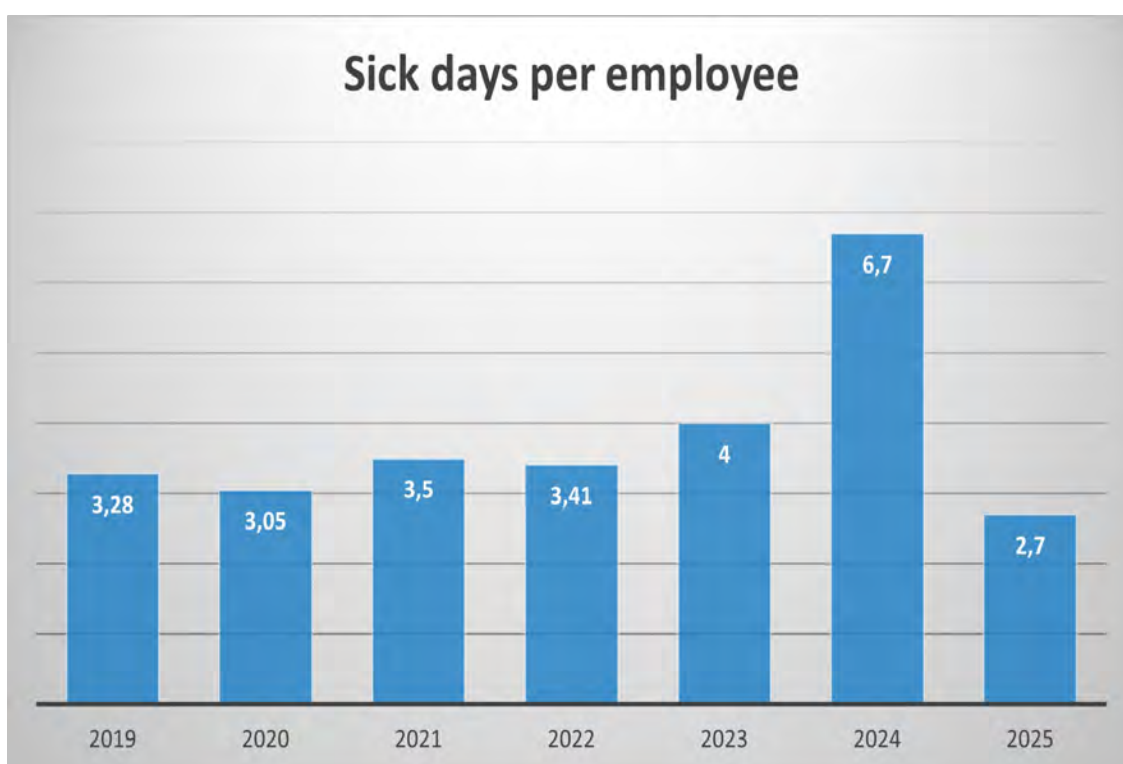
We find it important to participate in the development of policy work towards a sustainable, fair, and professional AV industry. Therefore, AV-HUSET A/S holds membership in the national association AV BrancheForeningen that is working with a code of conduct and quality standards regarding environment, employees, fair competition etc.



Labour

According to the Confederation of Danish Employers, preliminary figures for 2025 show that sickness absence in Denmark's private sector remains stable at an average of 8.4 sick days per employee per year, corresponding to the same level as in 2023 and 2024.

At AV-HUSET A/S, sickness absence in 2025 amounted to just 2.7 sick days per employee per year – the lowest level recorded to date.



In 2024, the average increased significantly due to a single long-term sickness case totalling 50 days. As this was an isolated case, we do not consider it representative of the company's general level of sickness absence. Even excluding this case, sickness absence in 2025 still represents a clear reduction compared to the previous six years.

We are proud of this result and will continue working to maintain sickness absence at around three sick days per employee per year. It would not be realistic to achieve a significantly lower level of sickness absence and we recognise that some level of absence is unavoidable, even in healthy working environments, due to illness, accidents, and other unforeseen circumstances.

Rather than aiming for zero absence, we will focus on minimising long-term sickness absence and continue to develop a workplace culture where employees feel comfortable taking sick leave when necessary to reduce stress and prevent the spread of illness.

Environment

Our environmental work is an ongoing process focused on continuously reducing the impact of our activities. Our environmental initiatives are based on practical and realistic measures that support lower energy consumption and reduced CO2e emissions. In 2025, our yearly electricity consumption was reduced by 16%, while our corporate CO2e emissions decreased by almost 28%. Key initiatives included the installation of solar panels, reduced electricity consumption, limiting business air travel, and encouraging fuel savings through carpooling where possible.

45%

reduction in CO2e emissions from district heating

Our district heating consumption in 2025 decreased by only 1% compared to 2024. However, following receipt of the exact emission factor from our district heating plant Næstved Fjernvarme, our CO2e emissions related to district heating were reduced by as much as 45%.

With a renewable energy share of 42.3% and the fuel mix shown below, district heating from Næstved Fjernvarme is classified as green according to the Danish Energy Agency's CO2 ranking model, which compares different energy sources and their climate impact.

Fuel mix in district heating production:

- Waste: 88.9%
- Natural gas: 6.1%
- Biogas: 4.1%
- Wood and biomass waste: 0.8%

Næstved Fjernvarme has also set a target of becoming 100% CO2-neutral by the end of 2029.

2025	CO2e emissions from district heating (12 months) with exact emission factor	2.03 tonnes
2024	CO2e emissions from district heating (12 months)	3.70 tonnes
2023	CO2e emissions from natural gas (8 months) and district heating (4 months)	7.20 tonnes
2022	CO2e emissions from natural gas (12 months)	6,8 tonnes

In 2023, AV-HUSET A/S replaced natural gas with district heating, resulting in a significant reduction in our CO2e emissions.



Environment

16%
reduction of
yearly electrici-
ty consumption

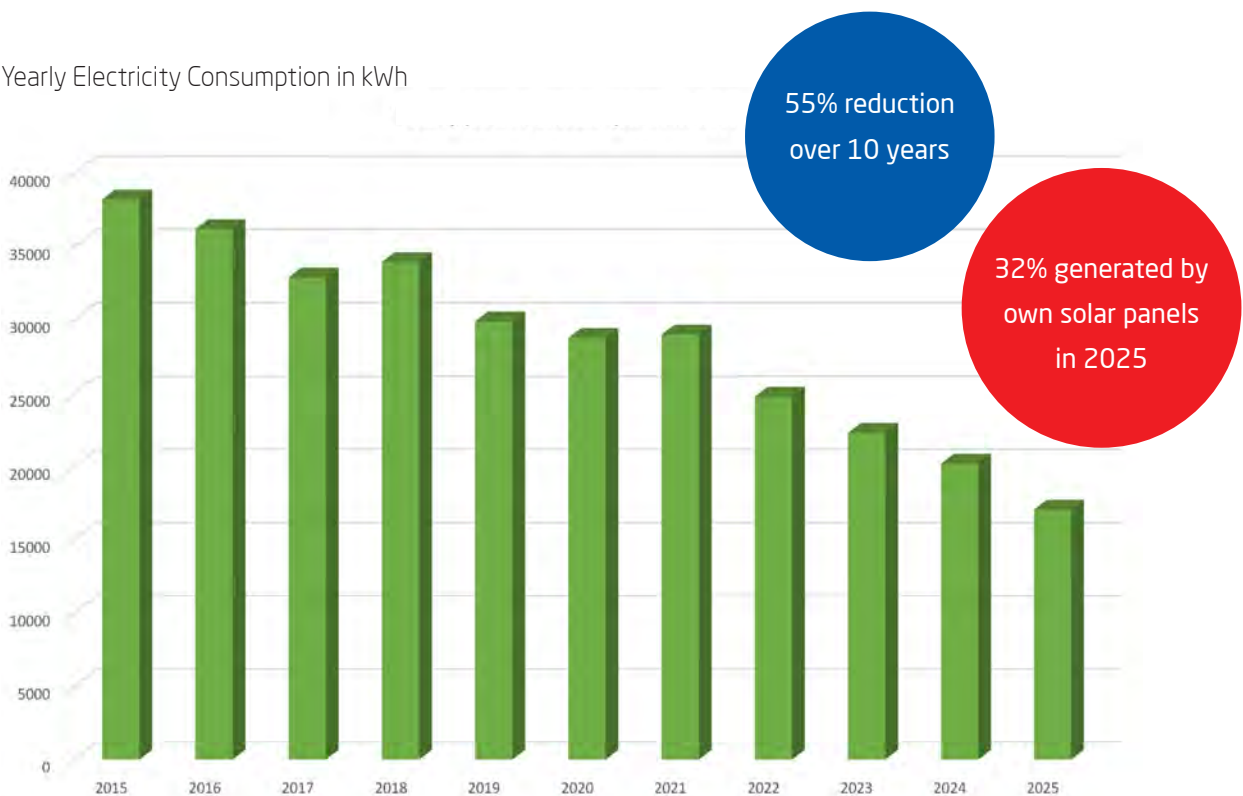
In 2025, we once again succeeded in reducing our electricity consumption – this time by almost 16%. At the same time, we installed solar panels on the roof of our office building. The system became operational in April and, during its first nine months of operation, supplied 32% of our annual electricity consumption. We are currently working to optimise the solution further in order to make even better use of the solar energy generated in 2026.

Although we are an SME without production facilities, we still see significant potential for reducing electricity consumption. Energy efficiency therefore remains one of our ongoing focus areas.

Over the past 10 years, we have reduced our total electricity consumption by 55% through continuous efforts to identify new ways of saving energy. Initiatives include:

- Switching off lights, printers, water heater, and other equipment when not in use
- Replacing indoor and outdoor lighting with LED technology
- Migrating IT resources to cloud-based solutions
- Replacing windows throughout the building with low-energy windows
- Installing solar panels on the roof of our office building

Yearly Electricity Consumption in kWh



Environment

26,4%

reduction of
CO2e emissions
from company
cars

In 2025, we succeeded in reducing our fuel consumption by 29% for diesel and 22% for petrol, resulting in a total CO2e reduction of 26%.

This was mainly driven by fuel-efficient driving and carpooling where possible among our technicians and sales staff, as well as a reduction in our vehicle fleet from nine to eight company cars.

Company cars still account for the majority of our CO2e emissions, representing approximately 67% of our total footprint. We recognise the importance of transitioning to lower-emission alternatives over time. However, replacing the current fleet with electric vehicles, is not considered feasible at present due to cost considerations and operational needs.. And all existing diesel vehicles are relatively new and comply with the Euro 6 standard.

We will continue monitoring developments closely over the coming years to ensure we are ready to act when the time is right to transition to more environmentally friendly cars.

	2022	2023	2024	2025
Number of company cars (diesel)	6	7	6	4
Number of company cars (petrol)	3	3	2	3
Number of company cars (hybrid)	0	0	1	1
Total fuel consumption, liter (diesel)	14,088	12,980	11,635	8,208
Total fuel consumption, liter (petrol)	7,620	6,726	8,023	6,288
Total CO2e emissions, tons	65,07	59,14	58,83	43,30



In 2025, our company cars still make up the largest part of our emissions profile. However, replacing the current fleet with lower-emission alternatives is not considered feasible at present.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

33%
reduction in CO2 emissions from goods transportation

CO2e emissions from upstream and downstream transportation decreased by 33% compared to the previous year. As transportation expenditure remained largely unchanged, the reduction is likely influenced by updated emission factors used by the calculation model Klimakompasset and the fact that no air freight was used in 2025. All our deliveries were transported by road through major transport providers such as DHL, DSV and GLS, all of which have worked to reduce emissions in recent years. This may also have contributed to the lower calculated CO2e emissions.

	2023	2024	2025
CO2e emissions from goods transportation, tons	7,51	6,99	4,68

50%
reduction in CO2e emissions from air travel

Our CO2e emissions from air travel were reduced by almost 50% in 2025. We have continued to keep business air travel to a minimum and only travelled by air when alternative modes of transport were not considered practical. In addition, we have increased the use of online meetings, helping to reduce travel activity both domestically and internationally.

Although the number of business flights remained largely unchanged compared to the previous year, CO2e emissions from air travel decreased significantly, corresponding to a reduction of 2.21 tonnes of CO2e. This difference is likely influenced by a combination of changes in travel patterns and updates to the emission factors applied in the calculation methodology.

	2022	2023	2024	2025
Number of business flights	9	12	6	5

In April 2025, we installed a 6 kWh solar panel system covering 32% of our annual electricity consumption.



CO2e Emissions

CO2e EMISSIONS 2025

This is the fourth year in which AV-HUSET A/S has mapped its corporate CO2e emissions. To gain an overview of the environmental impact of our operations, we use the Danish web-based CO2 calculation tool "Klimakompasset". As in previous years, we have focused on the categories most relevant to our business and calculated our Scope 1, 2, and 3 emissions for 2025 in accordance with the Greenhouse Gas (GHG) Protocol location based standard. Having access to several years of data now enables us to compare results over time, define reduction targets, and identify areas for improvement in the coming years. Please note that the calculations from "Klimakompasset" should not be regarded as exact measurements of our company's actual emissions, as the tool is based on average 2024 emission factors.

As a small and medium-sized enterprise (SME), we operate with limited resources. Our emissions reporting currently focuses mainly on activity-based and spend-based data linked to our own operations. As a result, we have not yet been able to include emissions from upstream supply chain activities or downstream impacts such as energy consumption from sold products and end-of-life treatment. Our CO2e calculations therefore do not yet provide a complete picture of our total environmental impact. However, we intend to gradually include additional data in order to improve the accuracy and transparency of our reporting over time.

WHAT IS INCLUDED IN SCOPE 1, 2, AND 3?



Scope 1 includes:

Direct emissions from sources owned or controlled by AV-HUSET A/S. This includes our company cars. Our calculation is based on direct data from our fuel supplier Circle K.

Indirect emissions from the generation of purchased energy. This includes district heating and electricity consumed by AV-HUSET A/S. Our calculations are based on direct data from our energy company Andel Energi and our district heating plant Næstved Fjernvarme.



Scope 2 includes:



Scope 3 includes:

Other indirect emissions that occur in the value chain. It includes electronic equipment, work clothes, and office supplies. Energy-related emissions that are not included in scopes 1 and 2 are also included in scope 3 as well as all goods transportation from AV-HUSET A/S, business travel and waste generated in our own operations at our office and warehouse.

CO2e Emissions

CATEGORY	Scope 1 (ton CO2e)	Scope 2 (ton CO2e)	Scope 3 (ton CO2e)	Total (ton CO2e)	Share (%)
ENERGY & PROCESSES					
Electricity	0	0.78	0.12	0.90	1.40
District heating	0	0.80	1,23	2,03	3.15
PURCHASE					
Purchased goods and services	0	0	1.46	1.46	2.26
TRANSPORTATION					
Company cars	34.48	0	8.82	43.30	67,1
Commuter transportation	0	0	9.89	9.89	15,33
Business travel by air	0	0	2.24	2.24	3,47
Upstream transportation	0	0	1.01	1.01	1,57
Downstream transportation	0	0	3.67	3.67	5,69
WASTE					
Waste generated in operations	0	0	0.02	0.02	0,04
TOTAL					
Total	34.48	1.58	28.46	64.53	100

Electricity emission factor methodology: Location-based

Air travel emission factor: Excluding RFI (Radiative Forcing Index)

SCOPE 1 & SCOPE 2

As indicated in the table above, our Scope 1 and Scope 2 activities account for 56% of our total calculated CO2e emissions in 2025. This includes direct emissions from company vehicles and indirect emissions from district heating and purchased electricity.

In 2025, we operated a fleet of eight company cars (four diesel, three petrol, and one hybrid), which accounted for 67% of our total calculated emissions. Company vehicles therefore remain the largest contributor to our emissions profile. However, replacing the current fleet is not considered economically feasible at present. Instead, we continue to focus on reducing fuel consumption. When the time comes to replace these vehicles, we will consider lower-emission alternatives. For further details, see page 15.

At the end of 2023, AV-HUSET A/S replaced natural gas with district heating, which is the most environmentally friendly heating option available to us. This resulted in a 48.7% reduction in CO2e emissions in 2024. Although district heating consumption remained almost unchanged in 2025, the application of the exact emission factor provided by Næstved Fjernvarme resulted in a further 45% reduction in CO2e emissions. District heating from Næstved Fjernvarme is classified as green according to the Danish Energy Agency's CO2 ranking model. For additional information, see page 13.

CO2e Emissions

In 2025, we once again reduced our electricity consumption, this time by 16%. In addition to the energy-saving initiatives already mentioned, a new solar panel system installed on the roof of our office building became operational in April. The system supplied 32% of our annual electricity consumption. Combined, these initiatives resulted in a 63% reduction in CO2e emissions from purchased electricity. For further details, see page 14.

SCOPE 3

Approximately 44% of our calculated CO2e emissions originate from Scope 3 activities. Please note that only the categories most relevant to our business, as described on page 17, have been included in these calculations.

The most significant reduction in our CO2e emissions in 2025 came from business air travel. Although the number of flights remained at a similar level to the previous year, emissions were reduced by almost 50%. This difference is likely influenced by a combination of shorter flight distances and updates to the emission factors used in the calculation methodology. For further details, see page 16.

In 2025, we continued to focus on minimising purchases of goods and services related to our internal operations. Procurement decisions were carefully assessed based on actual need, with a strong emphasis on using existing inventory whenever possible. This category includes electronic equipment, workwear, and office supplies. As a result, CO2e emissions from this category were reduced by 48% compared to 2024.

Transport activity remained largely unchanged compared to 2024. This includes upstream transportation from one supplier in Spain, where we cover the freight costs, as well as downstream transportation to customers. Nevertheless, CO2e emissions from transportation decreased by 33%. This reduction is likely attributable to the absence of air freight in 2025 and updated emission factors used by Klimakompasset. For further details, see page 16.

Emissions from employee commuting decreased by 4% in 2025. While opportunities for further reductions in this category are relatively limited, we continue to monitor and evaluate potential improvements.

In 2025, our corporate CO2e emissions were reduced by almost 28% according to our calculations based on "Klimakompasset".



CO2e Emissions

COMPARISON

After tracking our CO2e emissions since 2022 using the Danish web-based calculator "Klimakompasset", we now have four years of data available for comparison. We are pleased to report that all seven categories show reductions in CO2e emissions in 2025 compared to previous years.

Following the replacement of natural gas with district heating, CO2e emissions from heating have been reduced from 6.78 tonnes in 2022 to 2.03 tonnes in 2025.

Through a range of energy-saving initiatives implemented over the years, combined with the installation of solar panels in 2025, we have reduced CO2e emissions from purchased electricity from 4.11 tonnes in 2022 to 0.90 tonnes in 2025.

Company cars remain the largest contributor to our carbon footprint. Nevertheless, emissions from this category have been reduced from 65.07 tonnes in 2022 to 43.30 tonnes in 2025.

In addition, a stricter procurement approach and increased use of existing inventory have significantly reduced emissions related to operational purchases, including workwear, electronic equipment, and office supplies. As a result, emissions in this category have fallen from 9.50 tonnes of CO2e in 2022 to 1.46 tonnes in 2025.

We have also substantially reduced emissions from business air travel by increasing the use of online meetings and limiting air travel to situations where alternative transport options were not considered practical. This has reduced CO2e emissions from 13.19 tonnes in 2022 to 2.24 tonnes in 2025.

Emissions related to transportation of goods to customers have likewise decreased significantly, from 38.22 tonnes of CO2e in 2022 to 4.68 tonnes in 2025, as deliveries are now primarily carried out by road and sea rather than by air freight.

CATEGORY	2025 Ton CO2e	2024 Ton CO2e	2023 Ton CO2e	2022 Ton CO2e
ENERGY & PROCESSES				
Electricity	0.90	2.46	3.70	4.11
Natural gas	0	0	5.97	6.78
District heating	2.03	3.70	1.24	0
PURCHASE				
Purchased goods and services	1.46	2.79	5.68	9.50
TRANSPORTATION				
Company cars	43.30	58.83	59.14	65.07
Commuter transportation	9.89	10.35	9.56	10.57
Business travel by air	2.24	4.45	19.36	13.19
Up- & downstream transportation	4.68	6.99	7.51	38.22
WASTE				
Waste generated in operations	0.02	0	0	0
TOTAL				
Total	64.53	89.58	112.14	147.44

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

AV-HUSET A/S is committed to conducting business responsibly and with a high level of integrity. Although anti-corruption is strongly regulated under Danish law, we also maintain internal principles designed to support ethical behaviour and help employees recognise and avoid corruption-related risks in their work.

These principles include guidance on areas such as gifts and hospitality, conflicts of interest, sponsorships and charitable contributions, facilitation payments, business relationships, and financial practices. The principles are reviewed by management whenever relevant to ensure they continue to support responsible business conduct.

As part of our ongoing compliance efforts, all employees are required to complete the online anti-corruption course *Doing Business Without Bribery* from Transparency International every second year. The next training session will take place in 2026.

Transparency International is a leading global non-governmental organisation (NGO) dedicated to fighting corruption, promoting transparency, accountability, and integrity in government, business, and civil society. Founded in 1993, it operates in over 100 countries.

During the 2025 reporting period, no cases of corruption, bribery, or other irregularities were reported to management. Consequently, no investigations or corrective actions were necessary.



[Learn more about our **Anti-Corruption Principles** on our website >>>](#)

“ We believe that transparency, integrity, and ethical conduct are essential to maintaining trusted and long-term business relationships. ”



TARGETS 2026

TARGETS 2026

While sustainability remains an important long-term priority, recent geopolitical and economic developments have shifted attention towards issues such as energy security, inflation and economic stability. These challenges have reduced the immediate focus on environmental initiatives in many countries, including Denmark. Nevertheless, we remain committed to continuing our efforts in 2026 to minimize our impact on both the environment and people. At the same time, we will maintain a realistic approach to sustainability that reflects the conditions under which we operate as a small and medium-sized enterprise and the resources available to us.

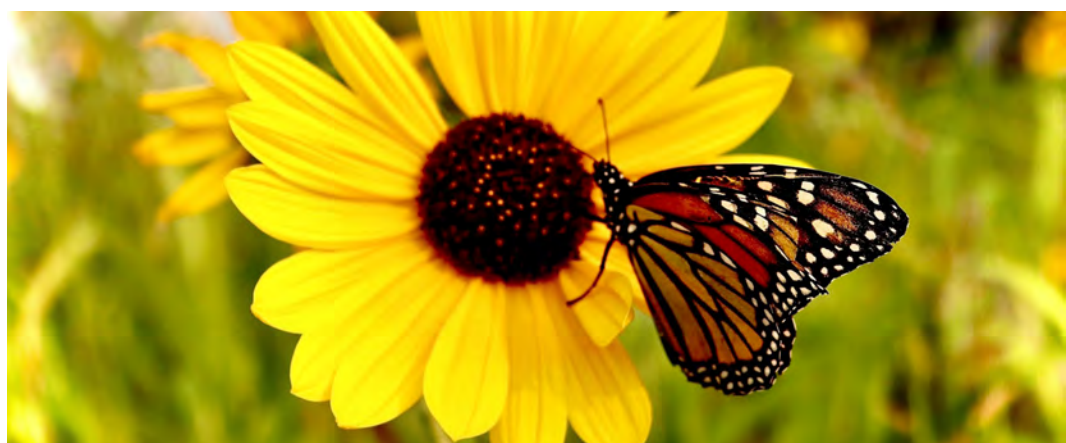
We will:

- Continue identifying opportunities to reduce our CO₂e emissions across our seven focus areas
- Increase focus on the reuse of AV equipment and the responsible management of electronic waste and packaging materials
- Promote employee wellbeing and maintain the low average of three sick days per employee per year
- Support the NGO Human Needs Project in addressing poverty in Kibera Town Centre

Learn more on page 23.

However, we recognize that, as an SME, we are more sensitive to external factors that can influence the pace and scope of our efforts. Even relatively small changes – such as hiring one additional technician with a company car or securing more orders outside Europe – can significantly affect our progress towards these targets. Nevertheless, we remain committed to conducting our business responsibly without compromising operational needs.

For more than 30 years,
AV-HUSET A/S has supported
WWF Denmark.



COMMITMENT FOR THE NEXT COP



UN Sustainable Development Goal No. 13

Climate Action

We will continue working to reduce CO₂e emissions across our seven focus areas in support of UN SDG No. 13. Electricity, district heating, company cars, business travel, and downstream transportation remain the largest contributors to our carbon footprint.

To support these efforts, we will ensure that our newly installed solar panels are operating even more efficiently. We will continue implementing initiatives to lower electricity consumption through various energy-saving measures. In addition, we will encourage carpooling and increase the use of online meetings to reduce fuel consumption. We will keep business air travel to a minimum and review our practices for managing electronic waste and packaging materials.



UN Sustainable Development Goal No. 3

Good Health and Well-Being

We will place greater focus on people in 2026 in support of UN SDG No. 3. Our employees are our most important resource. We will continue implementing measures that support a healthy working environment and promote employee health and wellbeing. Our target is to maintain the very low average of three sick days per employee per year. We believe that a healthy workplace is essential to maintaining a high-performing organisation.



UN Sustainable Development Goal No. 1

No Poverty

Beyond Denmark, we will also direct attention towards Africa, where we have customers in several countries. We are planning to collaborate with the NGO Human Needs Project to support efforts addressing poverty in Kibera Town Centre in support of UN SDG No. 1. Our support may, for example, include donated reused AV equipment or other initiatives identified in collaboration with Human Needs Project. Kibera Town Centre is located in one of the largest informal settlements in Africa, which we have visited several times over the years in connection with customer projects across Africa.

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