



# Impact Report 2025

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# Contents

Message from the CEO	3
Company Values	4
Our Story	5
Group Structure	5
Board of Directors	7
Executive Management	8
Environmental	9
Electricity Consumption	10
Water & Heat Consumption	11
Linen Wash	12
Cleaning Detergents	13
Textiles	14
Cars & Transport	16
Furniture	17
Real Estate	21
Sustainability thought into business models I: Co-Living	23
Sustainability thought into business models II: Collective Yoyo	24
CSR	23
Diversity in Hiring	24
Diversity in Clients	25
Fair Wages & Hiring Terms	26
Anti-Corruption & Anti-Bribery	27
Health & Safety	28
Movinn Foundation	30
Finishing Remarks	35
Further Reading	36

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# Thank you for reading

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Private companies and the people who work here are the backbone of every free market economy. We create jobs that generates private sector income, consumption, and taxes. We operate for profit, but we must do so whilst carrying a share of social responsibility on our shoulders.

At Movinn we are aware of our responsibility as a company. We are a Danish company, and we could not be successful without the infrastructure and eco-systems made possible through public spending, such as roads, bridges, airports, fibreoptic internet, free education, university incubation systems, trade-deals, etc.

We are a small company. However, social responsibility is not something reserved for the large corporations; It is not some abstract thing that trickles down from the multinationals and it is not rocket science.

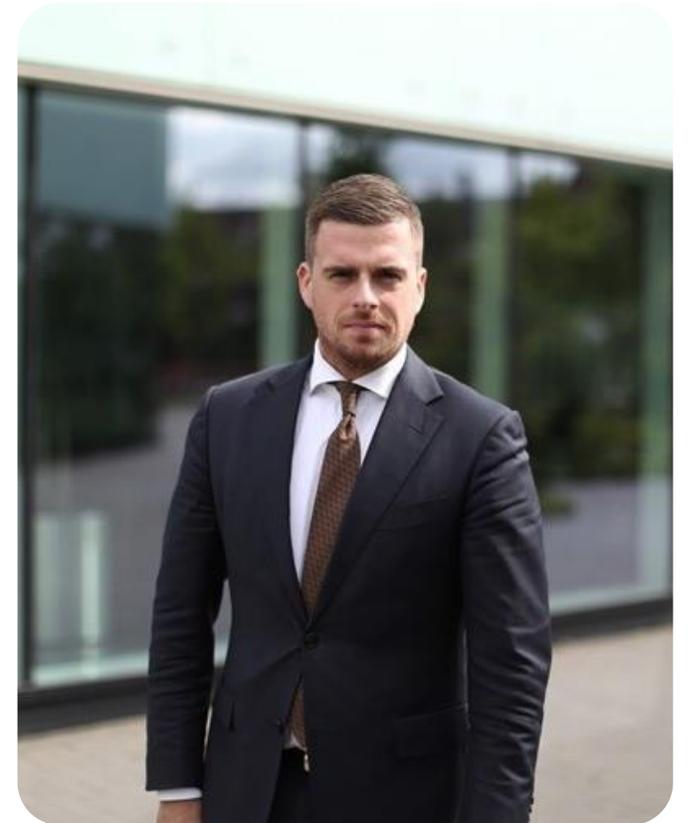
The past years has been extraordinary as the society, business, and the communities in where we live and work, were reshaped. We saw progress in battling COVID-19, renewed commitment to our planet, and remarkable human resilience in balancing work/life priorities and societal needs. In the coming years, we aim to create economic opportunity to reduce inequalities and enable inclusive growth.

We are facing a climate crisis. We openly acknowledge that we are implicated and that businesses like us need to act with speed and ambition.

With this Impact report, we aim to conduct a hotspot analysis of our carbon footprint. During 2026, we'll have a fuller carbon reduction plan and target in place. We will continue measuring our carbon footprint annually and ongoingly implement ideas to limit and offset our carbon footprint.

Thank you for reading,

  
Patrick Blok  
CEO Movinn



# Company Values

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Before we launched Movinn in Denmark in march of 2015, we identified a few overarching values and principles that should define us a company and guide the way to conduct business. We are still adhering to these original principles, but we are obviously also evolving and trying to keep up with the world around us. So on the back of our business-values, we are now developing our strategy and awareness on Environmental and Social impact.

## Transparency

What we say is what we do. What you see is what you get.

Our clients – no matter the size of the client – should always expect the same good product and service. Every apartment, furnishing and service has a certain standard, and all products and pricing is fully visible on our website.

## Dedication

We run the extra mile for all our clients, and we always strive to improve and advance. We are passionate about our service and business, and we aim to help each other internally to deliver the best possible product and service to our clients. No one is above the company, and nobody is too good – or too high up in the organization – to help in times of need.

## Innovation

We are constantly developing, and we have a constant focus on the needs and demands of our clients – both in terms of sales and in terms of operations. We are agile and we use forefront technology to develop our own IT-products to deliver a more efficient service to both clients and residents.

## Professionalism

We treat all our clients and residents in an appropriate and professional manner. We focus on solutions and not on problems. If problems arise, we solve them at as soon as possible and no client is too small to receive the same high standard of professional service, as what we always attempt to provide.



# Our Story

**October 2014**  
Movinn was formally founded



We formally founded the company. We were excited. We did a fancy business plan and we were ready to go.

We then had to change that plan a bunch of times to match theory with reality.

But we eventually got it right.

**March 2015**  
Launching trial apartment



We started out with one (!) apartment. We then approached the large companies. They liked our concept a lot, but said: "Get back to us, when you have some more in stock".

So we did.

**June 2017**  
Satellite office in Aarhus (DK) is established.



Under friendly pressure from existing clients, we launched a new office in Aarhus (DK).

We learned a lot from this exercise – especially how to remote control our concept and how to recruit local staff efficiently.

**April 2018**  
Satellite office #2 is launched in Odense (DK)



**November 2021**  
Going public – listed on NASDAQ ("MOVINN").



**Summer 2022**  
We launched our first international subsidiary in Sweden, where we are currently covering two key markets in Lund and Malmö.

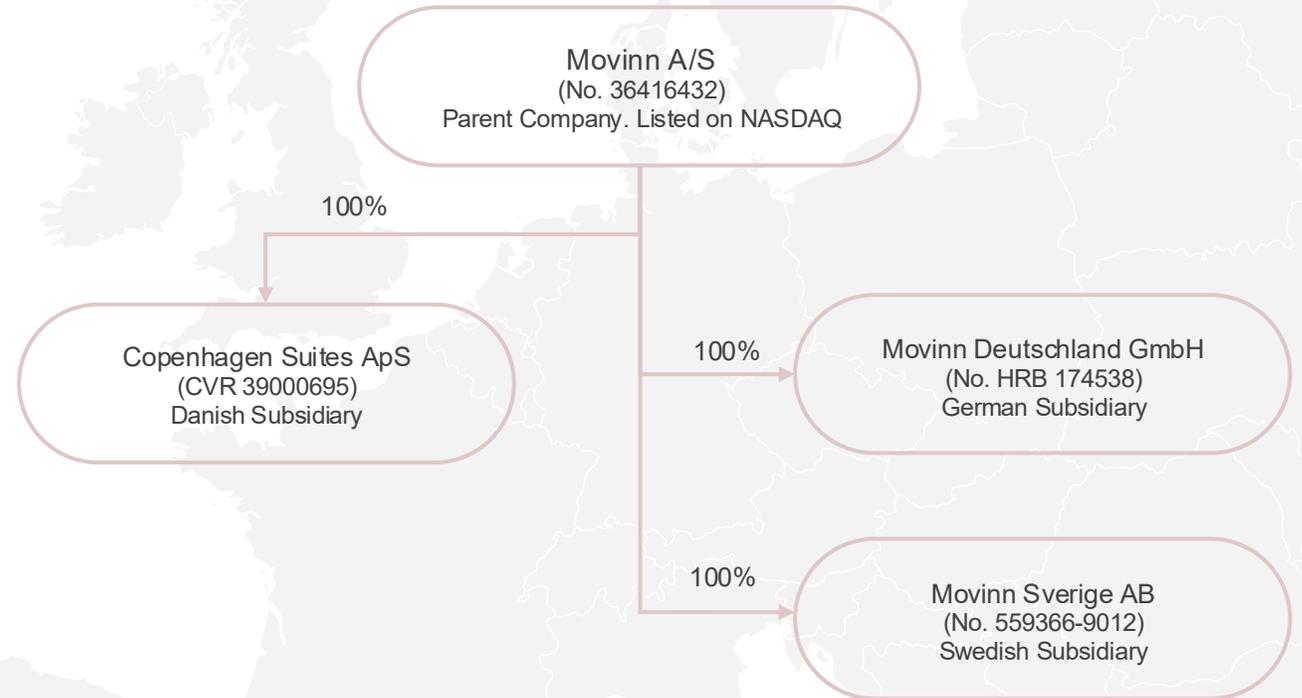


# Group Structure

In the chart to the right, our current group structure is displayed in full.

In Sweden, we have two markets in operations: 1) Malmö and 2) Lund. This means we are covering two of the most important Markets in the Skåne Region (South Sweden). Our next focus in Sweden is on Gothenburg and Stockholm.

In Germany we have no commercial activity yet, but we are working on securing commercial launches in key markets. We expect a launch to materialize in late 2023-24, but it remains too early to predict the exact time of the launch.



# Our People - Board of Directors

Say hi to our Board of Directors! They are the governing body in Movinn. All hail from different backgrounds and compliment each other well in the oversight of the company. You can read more about our Board of Directors in our Annual Report or on our website.



**Jacob Holm**  
Chairman

Jacob has previously held executive management positions in several large, well-respected danish companies. Before retiring, Jacob served as a CEO (through 20+ years) in danish furniture giant, Fritz Hansen A/S. The Company exports danish design classics all over the world with annual revenues in excess of 600 mDKK.



**Christian Jakobsen**  
Member of the Board

Christian Jakobsen has extensive experience from senior leadership roles in the audit and consulting industry. As a former senior partner at PwC Denmark, he has advised both Danish and international companies on strategy, financial management, and business development. Throughout his career, Christian has worked closely with boards of directors and executive management teams on complex decision-making processes and transformations. He is also actively engaged in board work and closely involved in the development of Danish businesses and foundations.



**Christian Dalum**  
Board Member & Shareholder

Christian is co-founder of DANE CAPITAL and have spent 20 years working with private investments and corporate finance. He has a proven track record from several buyouts, restructurings and growth capital deals, GP fundraising and secondary processes. Christian holds several board positions and is actively involved in driving the ownership agenda across portfolio companies.



**Jesper Thaning**  
Member of the Board & majority shareholder

Jesper Thaning is the founder and CFO of Movinn. In 1989, Jesper founded the facility service company Kølving & Thaning A/S, where he was a central part of the daily operations and business development of the company. Kølving & Thaning A/S grew to employ 1,500 people and to have an annual revenue of approx. 350 mDKK, making the Company one of Denmark's largest providers of cleaning and facility service. The Company was successfully sold in 2009 to a private equity fund.

# Our People – Executive Management

Our Executive Management team is the face of the day-to-day operations of Movinn, business development and implementation of the overall long term strategy of the company.



**Patrick Blok**  
Chief Executive Officer

Patrick Blok was part of the team that launched Movinn A/S (DK) back in 2014. He was promoted to Managing Director in Denmark in 2017 and is now CEO of the Group.

Patrick has a degree (B.Sc.) in political science from the University of Copenhagen and has previously worked with serviced apartments, real estate investments and development out of Copenhagen and London.



**Jesper Thaning**  
CFO (Founder & Board Member)

Jesper Thaning is the founder and CFO of Movinn.

In 1989, Jesper founded the facility service company Kølving & Thaning A/S, where he was a central part of the daily operations and business development of the company.

Kølving & Thaning A/S grew to employ 1,500 people and to have an annual revenue of approx. 350 mDKK, making the Company one of Denmark's largest providers of cleaning and facility service. The Company was successfully sold in 2009 to a private equity fund.



**Johanna Engströmer**  
Managing Director, Movinn Sverige AB

Johanna has previously held senior management and board positions in some of the largest Relocation Companies in Nordics. Johanna is a Stockholm native, but has been living as an expat in different parts of the world for a large portion of her adult life. So her insights and experience from international people mobility is of the highest quality.

Johanna joined Movinn in October 2022 to spearhead the development of Movinn in the Swedish market. She has excellent networking, key account and operational skills, which is already proving valuable to the Group.



**Jakob Thye**  
COO, Movinn Denmark

Jakob originally joined Movinn as a member of the daily service team performing maintenance and cleaning tasks. Jakob quickly rose through the internal ranks and was ultimately promoted to COO in 2024.

In the past Jakob has been working in the tech industry, has excellent people management skills and a rare ability to get people to rally to his mission.

# Environmental

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- p. 10 Electricity consumption
- p. 11 Water & heat consumption
- p. 12 Linen Wash
- p. 13 Cleaning Detergents
- p. 14 Textiles
- p. 16 Cars & Transportation
- p. 17 Furniture
- p. 21 Real Estate
- p. 26 Sustainability in business models

# Electricity Consumption



Responsible consumption and production is one of UN Development goals that we are focusing on. The same goes with Clean energy. We buy all our electricity from sustainable energy sources.

## Electricity consumption

Since February 2020 we have been buying all our electricity in Denmark from renewable energy sources the power is being delivered from danish energy company, Orsted. In 2025, we renewed our agreement with Orsted to the end of 2027.

Orsted has estimated our current annual consumption to be 1.080 million kW. Renewable energy is more expensive pr. kW than other sources, but we believe that the benefits outweigh the costs.

Estimated annual consumption 2025 '000 kW	
Electricity	1.080

## Energy Saving initiatives

- We have low-energy light bulbs and LED light sources in most properties and light sources. When we come across non-LED light sources, the light bulbs are immediately exchanged to LED / low energy bulbs.
- In properties, where we have had an influence in the construction phase, there are solar panels in the roofs. Solar panels are currently in place in 5% of the properties, we operate. So far, having influence in the construction phase is rare, but it is a future focus point.
- Appliances that we buy, are always sourced based on energy efficiency and strong energy labels. We do not have complete control of the purchase of all appliances in the properties, as our real estate partners are also installing these before we take over a property.




## Certifikater fra europæiske vindmøller



**Udstedt til: MOVINN A/S**

Ørsted Salg & Service A/S bekræfter med dette bevis at indkøber har købt og annullere certifikater fra produktion af el fra europæiske vindmøller i perioden 01-01-2026 til 31-12-2027 svarende til jeres faktura for perioden.

Forventet elforbrug i perioden er 1.079.838 kWh.

**1m kW**  
from renewable  
energy sources

Christian Garnæs  
Head of Ørsted Erhverv



19. februar 2025

Der henvises til Ørsted Salg & Service A/S - Vilkår for Oprindelsesgarantier.



10

# Water & Heat Consumption



Responsible consumption and production is one of UN Development goals that we are focusing on. It is an area where we believe to make a short term an substantial impact.

## Heat consumption

Water and heat supply is delivered from the local municipalities and the sustainability of the heat and water production and delivery lies beyond our scope.

According to heat metering company, Brunata<sup>1</sup>, the average heat consumption pr. sqm in an apartment lies between 60-100 kWh. Our current consumption is estimated to 90 kWh pr. sqm, so it is within the range, but in the higher end of the scale.

According to Bolius<sup>3</sup> the average water consumption pr. Person pr. Year is 50 m3. We average 58.45, which is considered in the lower end, as we have a high degree of couples, families and shared accommodation on offer.

Estimated annual consumption 2025	
Water, m3 per apartment	58.45
Heat, kwh ('000)	2.100

## Heat saving initiatives

- We do not have direct control on how our Clients manage their desired temperature levels in there apartments. There are also cultural differences, when international clients arrive from countries with warmer climates.
- We inform and educate our international clients on local standards and norms and offer advice on heat saving initiatives ongoingly.

## Water consumption

We consume an estimated 19,500 m3 of water pr. year in total, corresponding to an apartment average of 58,45 m3. According to Bolius<sup>2</sup>, the average citizen (1 person) consumes 52 m3 pr. year, so our consumption pr. apartment (families etc include) are 11.5% lower than the national average. Waste water is handled by municipal plants in the cities we operate.

## Water Saving initiatives

- When water taps, showerheads and similar fixtures needs renewal, they will be replaced with EcoSmart water saving fixtures from Grohe. The project has started in December 2022 and progress will ongoing be reported upon.

1) <https://brunata.dk/losninger/varmeregnskab/varmeforbrug-saadan-sparer-du-paa-varmen-i-din-bolig/>  
 2) <https://www.bolius.dk/saa-meget-el-vand-og-varme-bruger-en-gennemsnitsfamilie-279>  
 3) [https://www.bolius.dk/saa-meget-el-vand-og-varme-bruger-en-gennemsnitsfamilie-279?utm\\_source=chatgpt.com](https://www.bolius.dk/saa-meget-el-vand-og-varme-bruger-en-gennemsnitsfamilie-279?utm_source=chatgpt.com)

# Linen Wash



Responsible consumption and production is one of UN Development goals that we are focusing on. It is an area where we believe to make a short term an substantial impact.

## Linen wash

We have our own inhouse laundry, where we currently wash 2.4 tonnes of Linen a month or 29.1 tonnes a year. As we grow our business activities, that volume will increase ongoingly.

According to the technical specifications from our laundry machine supplier, the machines use 8.7 litres of water pr. kilo washed. That corresponds to 21,097 litres of water pr. month or 253,170 litres pr. year. (253 m3). Due to different water saving initiatives, we expect to take that number down in 2026.

## Machine Supplier

- Our laundry machines and dryers are in an industrial / professional standard delivered by danish supplier, Nortec.
- All machines bear the mark SuperEco for a minimal water and energy consumption.
- We have added on automated soap dispenser according to volumes to make sure we do not overdose soaps.



Annual Volume 2025 '000	2023	2024	2025	2026 (est)
Linen wash (tonnes)	29.1	24.5	29.1	22.5
Water consumption (m3)	253	213	253	196

# Cleaning detergents



Responsible consumption and production is one of UN Development goals that we are focusing on. It is an area where we believe to make a short term an substantial impact.

## Cleaning detergents

We employ inhouse cleaning staff, so we source cleaning detergents inhouse. All apartments are cleaned regularly – both ongoingly during peoples stay and upon Move ins / move outs.

All our cleaning detergents are Eco friendly and “Svanemærket” and staff is trained not to overdose detergents. The supplier is called Totalrent.

## Annual Consumption

We do approximately 7,600 cleaning events a year. We have 5 different cleaning products and the doses pr. product pr. event is 1 decilitre. This comes to 0.5 l of detergents pr. event. This comes to (6,400 x 0.5) 3,800 litres of detergents a year. Due to efficiency initiatives, we expect to take that number down to 3,600 litres in 2026.

Water supply is included in the mapping that we did on a previous page.



Estimated annual consumption '000	2023	2024	2025	2026 (est)
Cleaning detergents (Litres)	3,250	3,450	3,800	3,600

# Textiles



We circulate, donate and recycle our textiles. We have two partnerships, where we donate washed and pressed linen to Hellebro and where we recycle worn out linen with partner, NewRetex.

## Textile Lifecycle

All our apartments are plug-and-play, meaning they are delivered fully furnished, equipped and serviced. This includes a complete delivery of linen (bedsheets, towels etc.).

We circulate an estimated 29.1 tonnes of linen a year, where a smaller portion is no longer fit to be used in our apartments. We currently have no data on amount recycled, but that will be enforced in 2026.

We have two sorting classes in place.

Estimated Annual Volume 2023 '000	
Linen wash (tonnes)	29.1
% sent to recycling	N/A

### Sorting 1: Circulation

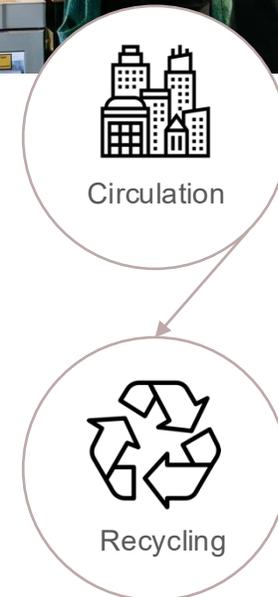
- First sorting is linen that is fit to be recirculated in our Serviced Apartments.
- Linen is washed, pressed and distributed among apartments.

### Sorting 2: Recycling

- Third sorting is linen that is worn out to a point, where is not fit for use or donations (Stained, holes etc).
- Linen is sorted by colour and delivered to Textile Recycling plant, NewRetex in Viborg (DK).<

Due to inept internal policies, we currently do not have data on the amount of recycled linen.

In 2026 and onwards we will strengthen internal policies to have a firm data on the amount of recycled linen.



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# Cars & Transport



We have a smaller car fleet of company cars, where a portion uses fossil fuel. We are in the process of going 100% electric as current leasing agreements are set to expire. Other than the car fleet, our staff use electrical bikes, electrical scooters and public transport to get around.

Company Car Fleet			
Model	Fuel type	Leased / owned	Start of lease
MB EQB	Electric	Leased	Dec 22
MB EQC	Electric	Leased	Dec 25
VW ID Buzz	Electric	Leased	Jan 25
VW ID3	Electric	Leased	Feb 25
VW Crafter	Diesel	Owned	-
VW Caddy	Diesel	Leased	Apr 24
VW Caddy	Diesel	Leased	Jun 24
VW Caddy	Diesel	Leased	Jan 24
VW Caddy	Diesel	Leased	Aug 23

### Trade offs in going full electric.

We have been looking at EVs for some years and we have ongoingly assessed when it would make sense to make the transition. And the eternal discussion on EVs is of course range. As we cover locations across Denmark and Sweden, we need vehicles with the proper range to remain operationally efficient and not prolong travel times dramatically.

Over the years, the range on yellow-plate service cars has improved, why we are accelerating the swap towards EVs in the service fleet. Private cars used by employees are 100% exchanged towards electrical vehicles.

Company Car Fleet			
EV Ratio	2023	2024	2025
Private car fleet – EV ratio	25%	50%	100%
Service car fleet – EV ratio	0%	0%	17%

# Furniture

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



All our apartments are fully furnished and equipped, so we use a lot of furniture, fixtures and equipment in our apartments. We source Furniture based on durability, timelessness in design and renewability.

## Montana

Montana is a danish furniture company. They have their entire production in Denmark and they have obtained the EU Ecolabel on several product lines.

We use their Panton Wire products – designed by danish designer Verner Panton. He is known for his iconic and timeless pieces.

**Montana**

## Fritz Hansen

Fritz Hansen is a Danish furniture company known for the portfolio of major danish design classics, designed by immortal furniture designers such as Arne Jacobsen and Poul Kjærholm.

We use Arne Jacobsen chairs in various forms; the Ant, the Seven Chair and the Drop. We also use Arne Jacobsen stools with aniline leather upholstery.

**Fritz Hansen**®

## Aurnia

Aurnia is our in-house furniture brand, where we have designed the items inhouse. So it is a danish brand with designs based on the Nordic, minimalistic tradition.

The furniture is designed and assembled in Denmark. Some of the items are manufactured in Europe and asia. We get some raw materials (steel and marble) is from asia as well.

**aurnia**®

MOVINN™



# Furniture



All our apartments are fully furnished and equipped, so we use a lot of furniture, fixtures and equipment in our apartments. We source Furniture based on durability, timelessness in design and renewability.

## aurnia®

We decided to start our in-house design line and furniture production for several reasons, but mainly we wanted a tailored product line that were durable, timelessness and renewability. These principles go again in several furniture items.

The product are manufactured in Europe and Asia. We initially tried to source local manufacturers, but our current order quantities – which is relatively low compared to larger furniture companies – made the unit economics impossible.

Transport from Europe and Asia has a larger carbon footprint than local sourcing.

Material Choices	Strengths	Weaknesses
<ul style="list-style-type: none"> <li>Stainless Steel (brushed)</li> </ul>	Durable, Renewability, Recycling	CO2 heavy in initial production
<ul style="list-style-type: none"> <li>Marble</li> </ul>	Durable, natural material, Easy to maintain / polish.	Waste in production, Difficult to recycle.
<ul style="list-style-type: none"> <li>LED light sources</li> </ul>	Durability, energy efficient, no mercury or chemicals.	-
<ul style="list-style-type: none"> <li>Aluminium</li> </ul>	Durable, lightweight, recycling,	CO2 heavy in initial production
<ul style="list-style-type: none"> <li>Birch Plywood</li> </ul>	Birch is fast growing, recycling, strength	Glue used in production.
<ul style="list-style-type: none"> <li>MDF</li> </ul>	Made from wood scrap, recycling.	Resin /glue used in production.



# Furniture

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



All our apartments are fully furnished and equipped, so we use a lot of furniture, fixtures and equipment in our apartments. We source Furniture based on durability, timelessness in design and renewability.

## Renewability in design features

Our inhouse furniture line is designed with a high degree of renewability in the designs. We are listing a few examples below:

- Sofas are completely modular, so if one module gets damaged, it can be replaced with the least amount of waste and to prolong the lifespan of the sofa.
- Sofa textiles are removable and washable, so they are easily maintained if stained. If damaged the covers are easily swapped to increase the lifespan of the sofa.
- Daybeds are made in aniline leather and cushions are removable to make them easier to renew, if damaged.
- All tables are made with a stainless-steel base and marble tops. Marble is polishable to remove stains and markings to prolong the lifespan of the furniture.
- Lamps are designed with LED light sources for increased lifespan and low energy consumption.
- Marble tabletops used for coffee tables and consoles are removable, so if the top is damaged, it can be replaced with a complete reuse of the steel frame.
- Designs are generally simple to limit the need for materials.
- In dining tables, the marble top is enforced with an aluminium core – both to up the strength of the table and to limit the use of marble.

So, in general, we think of durability, timelessness and renewability in all our design items.



# Furniture



All our apartments are fully furnished and equipped, so we use a lot of furniture, fixtures and equipment in our apartments. We source Furniture based on durability, timelessness in design and renewability.

## Carbon Footprint from Sea Freight

According to official sources, the Carbon footprint of sea freight is 12 g Co2 pr. kilometre pr. kg.

In 2025, we have received 495 kilos of goods shipped. The shipping distance is approx. 9,500 km, meaning the current Carbon footprint from shipping is  $(0.012 \times 0.495 \times 20,000)$  118.8 kg of CO<sub>2</sub>e.

### Estimated Carbon footprint from Sea Freight

CO2 emissions grams pr. kg. pr. km	16.4
Cargo 2022 (tonnes)	0.495
Shipping distance (km)	20,000
Total Emissions, CO2 kg.	118.8

## Next step: Emissions Initiative – “DHL GoGreen”

DHL is our freight forwarder and they handle all our international transport.

They have a product called GoGreen<sup>3</sup>. Go Green tracks emissions and identifies efficiency potentials. The product also selects Green carriers and neutralize emissions.

The GoGreen shipping product will be implemented across all shipments. Our shipping costs will rise as a result of adding this product.

100% of our freight is done by sea as this is the least CO<sub>2</sub> intensive shipment method.

### Sea freight ratio

Sea freight	100%
Air Freight	0%
Total	100%



3) <https://www.dhl.com/dk-en/home/our.divisions/global-forwarding/special-expertise/gogreen-solutions.html>



Movinn does not own or build any real estate. We solely operate existing assets. So our direct carbon footprint is somewhat limited regarding real estate as the assets are already existing.

## Real estate & Construction

Real estate and construction represents a substantial carbon footprint in general. We don't own the real estate and we have little say in how the buildings we operate are being constructed.

However, we have developed a concept together with renowned architects, Vilhelm Lauritzen Arkitekter.

It is a road map into developing an existing property into a building fit for serviced apartments – whilst ensuring a sustainable profile in the property. The ambition is to develop these houses in partnership with real estate professionals across key European markets.

Among the sustainable initiatives, here is some key takeaways:

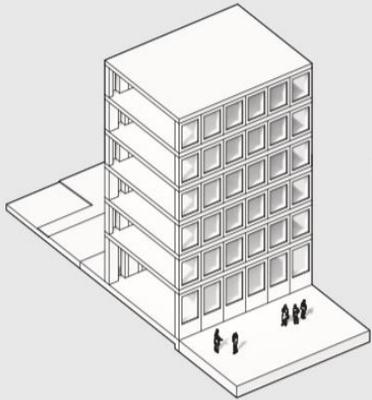
- Transformation of existing properties. Breath new life into an existing property in need of a new purpose. Limits carbon footprint, as building is already existing.

- Solar Panels on roofs. Supplier certainty that limits the need for energy from existing energy grid. Solar power is sustainable. We currently have solar panels on approx. 5% of the properties we operate.
- SolarLab façades. The product can generate electricity from solar panels on the front / façade of the building. Can supplement solar panels on roofs.
- Wind turbines & energy machines. It has the potential to store and reuse the energy in the properties and hot water can be stored and reused as well.

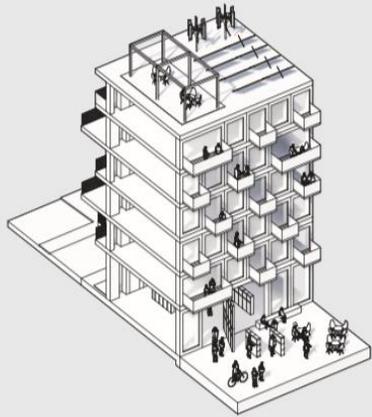
We don't have any properties with this energy profile in place, but it is part of our pitch, when we bid on the operations of a property, that has not yet been built or transformed. A better energy profile in the property allows us to pay more rent – and therefore offering a clear incentive to our real estate partners.



CONCEPT FACADE



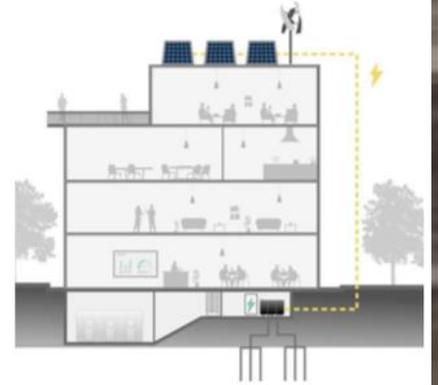
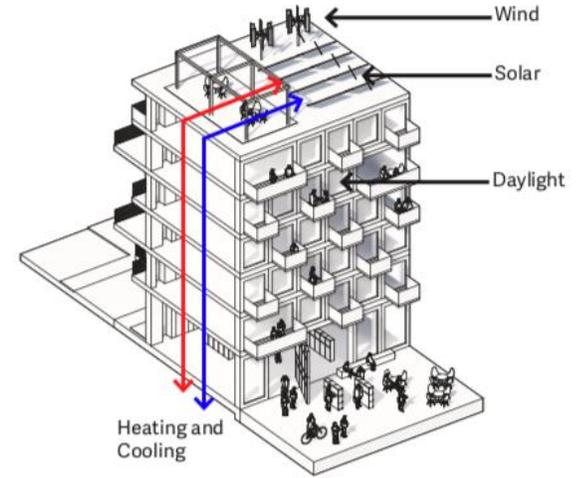
Existing Office Block Facade



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How do we ReUSE the existing building fabric within our cities?

- Green Roof
- Roof Terrace
- Solar Panels
- Wind Turbines
- Balconies
- Active Ground Floor
- Social gathering points
- Community spaces



# Real Estate – Case in point



Movinn does not own or build any real estate. We solely operate existing assets. So the direct carbon footprint of construction is reported by developers and real estate owners – and therefore not included in our footprint.

95-unit apartment hotel launching in 2027.

Movinn is launching a 95-unit commercial apartment hotel in 2027 alongside strong partners on the real estate development - and investment side.

Movinn has stated the importance of having a sustainability profile in the property – and in this development we have been able to prioritize sustainable solutions.

The developer, AG Gruppen, shared this sustainable vision with us and we have added several features in the property to reach these targets.

This combined effort means that the Property will be certified with a DNGB rating of Gold.

Specifically, we have implanted the features and functionality listed on the table to the right (among others). All of them coming at a cost. However, we obviously believe that the benefits weigh more.

- **Solar Panels on roofs.**  
The entire south section of the property roof will be covered in Solar panels to allow for a sustainable energy source supplement in the property. We currently don't know how much of the total electricity will be covered by the solar panels.  
The remaining power consumption will be delivered via our renewable framework agreement with Orsted.
- **Reuseable water in bathrooms.**  
The grey water from the shower cabins will be recycled and reused to flush toilets, thereby allowing for reuse.
- **Pop Up galleries.**  
We have committed ourselves to donate space for pop-up galleries to specifically help aspiring artist to get a platform and to showcase artwork.
- **Use of Bamboo**  
We have implemented the use of bamboo in several places in the property, as Bamboo is a fast growing and sustainable wood sources.



# Transparently disclosing energy profiles



Movinn does not own or build any real estate. We solely operate assets. So our direct carbon footprint is somewhat limited regarding real estate as the assets are already existing.

On all our individual apartments, Movinn is transparently displaying energy profiles on every single unit. This includes:

- Energy labels  
Ranging from A-F normally. Movinn does not operate any properties with an energy label worse than D.
- Certification (DGNB, BREEM)  
If the property has been awarded with a sustainability certification, we are displaying it under each individual unit – also if there are no certification in place.
- Heating source  
District heating is the most sustainable heating source and in place in 100% of our properties.
- Electricity source.  
Renewables or not. We have 100% renewable in place across all properties

Next step: Reporting Carbon footprint pr. Apartment.

We are in the process of automatically measuring and reporting an estimated CO2 kg. footprint per apartment on first tier electricity, water and heat consumption. To avoid accusations of greenwashing, this feature has to adhere to strict measurement standards and methods and be as correct and accurate as possible.

Data and method will also be transparently published as well as historical data, and the data is expected to

Therefore, we are not rushing into a publication of the feature, but we expect it to be live by 2026.

Unit 221 - 2-BR apartment w/ a balcony in Nørrebro

FAQ

Rådmandsgade Nørrebro, Copenhagen 2 Bedrooms 1 Bathroom Floor 1

Experience the charm of a New York-style 2-bedroom apartment in this beautifully converted old warehouse, transformed into stunning condos in 2020. The open floor plan features a good-sized bathroom, a fully equipped kitchen, and a spacious dining and living area. Access to the balcony is available from both the living room and the second bedroom. Both bedrooms are generously proportioned and feature a comfortable 180 cm continental bed and ample storage. The property is gated and secluded from the street, ensuring maximum privacy and comfort. As an added bonus, enjoy access to a huge rooftop terrace when you need a change of scenery. Don't miss out on the opportunity to call this fantastic apartment in a great property your new home.

This apartment is not subject to the residency requirement.

**Energy Profile**

<b>Energy Label</b> Top tier energy efficiency rating	<b>District Heating</b> District heating from HOFOR
<b>No certification</b> Sustainable building certification	<b>100% Renewable</b> Electricity from European wind farms

# Sustainability at the core of business models



In recent years we have been thinking sustainability, circularity and shared resources into our business models.



Community Living – or Co-Living was launched in the summer of 2020 as a new service and has been very well received by our clients. It is a supplement to our core product.

We could see that Denmark were dropping a couple of spots in international rankings as the preferred destination to work for internationals. The reason was that people coming here – especially the young and single - had a hard time building good relationships. People basically feel lonely.

So, we are trying to solve several problems in one go:

- We are offering a more affordable and convenient living option.
- People are sharing existing resources to limit waste and to utilize existing space better.
- We are offering an instant social network and thereby trying to battle loneliness.

Movinn Coliving is supporting some of the most important trends of our time: Shared resources, new patterns of consumptions and sustainability in housing.

The term "shared resources" has been thrown around in the past to cover everything from taxi services to hotel booking platforms. However, nothing is truly shared (except money and services).

With Movinn Coliving you are truly sharing existing resources and thereby limiting waste and excess: You have your own private space, whilst sharing kitchens, bathrooms and living rooms.

Likewise, the apartment is furnished and equipped with everything you need. You won't have to go out and spend on furniture, electronics, cutlery and so on. Items, that you will desperately try to sell or throw in the trash, when you have to move on to the next chapter in your life.

This limits unneeded consumption and waste – and we make sure that our resources live longer and better.



3) <https://www.dhl.com/dk-en/home/our-divisions/global-forwarding/special-expertise/gogreen-solutions.html>

# Corporate Social Responsibility

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- p. 27 Diversity in Hiring
- p. 28 Diversity in Clients
- p. 29 Fair wages & hiring terms
- p. 30 Anti-corruption & bribery
- p. 31 Health & Safety

# Diversity in Hiring



Movinn enforces a complete non-discrimination policy in our workforce. Everyone is welcome no matter of their race, country of origin, age, gender or sexuality.

## Gender

We currently employ 41 people, where 49% are men and 51% are women. Our largest section is our service department, where the use of power-tools and heavy lifting is part of the day-to-day work. In here, the workforce is predominantly male.

Our executive management group currently consists of four people.

- CEO, Patrick Blok
- CFO, Jesper Thaning.
- COO (Denmark) Jakob Thye
- VD (Sweden), Johanna Engströmer.

The gender split in executive management is 75/25.

Our Board currently consists of five (4) people, where four are men (100%). The EU recently passed a directive, where companies with 250 employees or more, needs a 30% share of Board Member to of the underrepresented gender (women). Dispite being a significantly smaller company, we are considering these targets as a qualification criteria in future evaluations of the Board's composition.

## Race and Country of origin

We enforce a no-discrimination policy in our recruitment and employ and welcome people from all races and country of origin. We currently have staff from Sweden, Denmark, Egypt, Philippines, Hungary, Iran, Bulgaria, Poland, Nepal, Indonesia and Moldova.

## Age

Our current employee's age span ranges from 19-63, meaning we are covering all age groups of the active, adult work force.

## Religion

We don't ask our people about their religious beliefs, so we wouldn't know – and we wouldn't care 😊

## Sexuality

... Same as directly above. (One love 😊)



# Diversity in Clients



Movinn enforces a complete non-discrimination policy in our client base. Everyone is welcome no matter of their race, country of origin, age, gender or sexuality.

We do more than 1,000 move ins a year and we are constantly welcoming people from all over the world.

Our current residents hail from every continent of the world – maybe with the exception of Antarctica. We are confident that every mainstream religion in the world is represented as well.

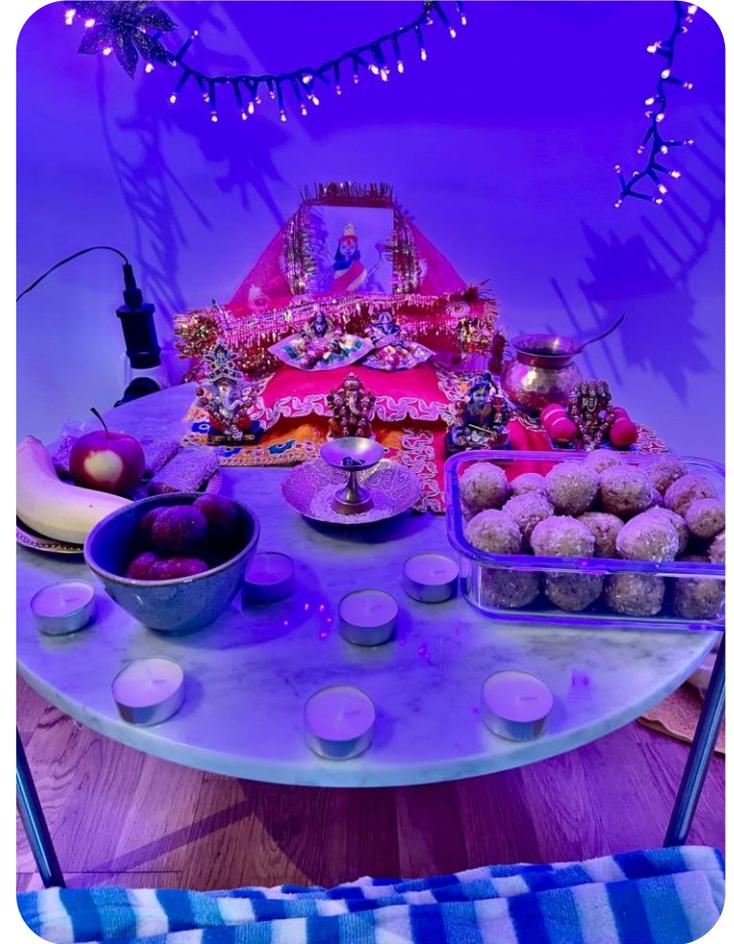
The screen clients based on basic KYC practices and we don't work with clients that is obviously engaged in criminal or unethical activities – both current and historically.

### Current EU Sanctions on Russia

Due to the current war in Ukraine, the EU have imposed sanctions on Russia. We don't have any stakeholders, that is covered by the current sanctions (Nov 2022) and we do no business with Russian companies.

Social Events and commitments.  
We host social events for our residents interested in attending. We also accept invitations to resident's homes, if they invite us in an informal setting.

On the image to the right, the Director of Movinn Sverige, Johanna, was visiting a family staying with us in Malmö during the Indian holiday season, Diwali.



# Fair Wages & Hiring terms



Movinn enforces a fair wages and hiring policy in our workforce. We also pay for education of our people to help them develop and grow.

Employee Category	Starting Wage	Industry benchmark 24	Vacation Additions	Employer paid pensions	Private Health Care	Hours pr. week	Working nights
Cleaning staff (DEN) Unskilled, part time.	145 DKK	138 DKK	+12.5%	9%	-	16-30	No
Service Staff (DEN) Unskilled, part time.	160 DKK	138 DKK	+12.5%	9%	-	12-25	No
Student job, part time.	150 DKK	-	+12.5%	-	-	16-20	-
Cleaning Staff (SWE), Unskilled, part-time	160 SEK	-	-	-	-	12-20	No
Service Staff (DKK) Unskilled, full time	25.000 DKK	22.080 DKK	Paid vacation 5 weeks	9%	Yes	37	No
Service Staff, Skilled, full time	36.000 DKK	-	Paid vacation 5 weeks	9%	Yes	37	No
Sales, full time	40.000 DKK	-	Paid vacation 5 weeks	9%	Yes	35-37	No

### Wages and hiring terms

We have displayed your starting wages and hiring terms on (mainly parttime) service, cleaning and IT staff. Everything is shown in the table to the left.

Other Full time employees are hired on competitively terms for a company our size. We try to be an attractive workplace and a part of that is an attractive wage package, pension plans, private health care insurance and some fair, flexible hiring terms.

### Educating our people

We do inhouse training and then we pay for the further formal training and education of our workforce.

Examples include:

- Full certification as certified craftsman (electrician).
- Full education as Property Administrator.
- University course from Ivy league universities directed at specific qualifications.
- HD Business education for younger staff members.

\* Source: Dansk Industri / danskindustri.dk.

# Anti-corruption & Anti-bribery



Movinn enforces a anti-corruption and anti-bribery policy based on a few simple and transparent principles.

We do not engage in anything that can be interpreted or labelled as corruption and/or bribery. We do regular client care, where we invite partners to events, lunches and give office christmas presents (i.e. gift baskets). However, none of the company's employees give or receive unjustified advantages from Danish or foreign public officials or employees in private companies.

We have increased focus on our stakeholders in the public sector and the medicinal sector, where stricter standards apply.

With regard to public officials that we work with – and have a relationship with – we have a 700 DKK maximum gift policy, which is the tax-free maximum under Danish law (2022 levels). Other than that, we happily invite public officials to join us for lunch or dinner, if such dinner or lunch has a direct and practical purpose and where expenses always is kept at an ordinary, modest level.

With stakeholders in the medico industry, we enforce a zero-gift etc. policy as this is in line with the internal ethics code of the industry.

Movinn A/S is aware of and respects the regulations on corruption as expressed in the Danish legislation in the penal code, Act No. 977 of 9. September 2017, §§ 122, 144, 290, 299.2 and 306. The Danish legislation is in accordance with the Council of Europe convention on corruption and the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.

The Danish authorities punish violations of the Danish regulations on corruption by fine or imprisonment. This may also be the case if the punishable act is committed abroad.

Policy on gifts, dinners etc.

Gifts, Public Officials (2022)	700 DKK
Gifts, Medico industry (2022)	0 DKK
Lunches & dinners	Modest



# Health & Safety

3 GOOD HEALTH  
AND WELL-BEING



We enforce health & safety principles in the workplace and in our operational units.

## Workplace

We comply with health & safety standards in the workplace, with regards to indoor climate, workwear, equipment and similar.

It is nothing major or extraordinary from what you would expect for any company doing business in northern Europe.

We do an APV report once every three years. Last time we conducted an APV was in 2019 and the next one is due end of year.

We also do ongoing evaluation of executive management to make sure that we monitor and align all our people.

## Apartments

All our active apartments comply with local building codes in respects to fire hazards, fire escape routes, ventilation, natural lights etc.

Furniture is of high quality, apartments are cleaned regularly and maintained ongoingly.

During the Covid19 pandemic, there was added requirements to general accommodations.

Movinn Apartments complies with every measure. When in normal operations, we don't enforce point 4.

1. The occupants must have access to toilet and bathing facilities as well as dining and kitchen facilities.
2. The occupants must be able to maintain at least one metre of distance between them at all times.
3. The residence must be set up to allow each occupant to have at least four square metres at their disposal in common residential areas.
4. There should be visible signage indicating the maximum number of persons allowed in a room, visible cleaning instructions and hygiene rules as well as line markings to indicate distances.
5. The residence should have access to a sink with soap and hand sanitizer, especially in common residential areas.
6. The layout of the residence must ensure a high standard of hygiene with the opportunity for frequent, effective cleaning and personal hygiene.
7. Occupants should have access to personal storage space for their personal effects.
8. Each occupant must have their own bed.





# Finishing Remarks

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Thank you once again to taking the time to read this Impact Report 2025. We have had a CSR policy in place for several years, but some of the points have arguably been a bit to the fluffy side. So this is a continued attempt to specific and to map out all sections of our environmental social impact and efforts.

Some points in this report might still be to the fluffy side; and some points are arguably still too poorly documented. But that is the point with this report. We transparently map and explain – and in some places we are strong and in others we are weak.

So until we publish our next report, we will be working on our weaker spots and reporting will become more scientific and data-driven in the future.

But this is a start - and we have to start somewhere.

What is next?

For the coming years, we have several things planned:

- Full assessment and tracking of our Carbon footprint alongside factual reduction targets.
- Improvement on data gathering from Suppliers including increasing the share of suppliers covered by our Supplier Code of Conduct.
- Implementing a carbon footprint pr. Day calculator on each apartment depending on the energy consumed by the apartment, cleaning activity and misc.
- Investigate CO2e offsetting credits, however under the “reduction first, offset later” principle.

So even if we are a small company, we try to advance transparency and improve our footprint.



Patrick Blok  
CEO Movinn



The background image shows a modern, multi-story building with a grid of windows, silhouetted against a bright sunset sky. In the foreground, two people are seen from behind, looking out over a body of water. The overall color palette is dominated by the warm tones of the sunset and the dark blues of the building and water.

Further Reading

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Annual Report 2024 - Governance