

# Purpose & Impact Report

FY2025





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# A Letter from Our CEO

## 2025: A YEAR OF PURPOSE, PROGRESS, AND TRANSFORMATION

2025 was a year defined by meaningful milestones and an unwavering commitment to our mission - helping organizations succeed with Apple. As the only company delivering a complete Apple-first management and security platform, Jamf continued to grow, innovate, and give back.

One of the most significant moments of the year was announcing our agreement to become a privately held company through Francisco Partners. While this represents an important strategic milestone for Jamf, it does not change who we are or what we stand for. Our commitment to our customers, our people, and responsible business practices remains unchanged.

In 2025, Jamf advanced its AI capabilities thoughtfully and deliberately. We introduced new AI features across the platform, supported by deeper integrations and a growing ecosystem of AI-powered workflows. Internally, the AI Governance Council continues to oversee the responsible rollout of AI across products and operations, ensuring that every capability deployed aligns with our core values.

Fostering connection and leadership among our Jamfs remains a top priority. The successful completion of another edition of the all-company mentorship program is a testament to this commitment — an initiative designed to support employees’ professional journeys, build cross-functional relationships, and create a workplace where every Jamf feels valued, respected, and included. With a 91% voluntary retention rate, our people are still one of our greatest strengths.

We also made meaningful strides in strengthening employee well-being at a global scale. Jamf transitioned to a new Employee Assistance Program designed to better serve the diverse needs of our global employee base, reinforcing our commitment to the emotional, physical, and financial well-being of every Jamf. These investments reflect our belief that when our people thrive, our customers thrive.

In 2025, Jamf formalized its commitment to setting near-term and net-zero science-based targets. We have also maintained our investment in the voluntary carbon market and made our first foray into the procurement of sustainable aviation fuel certificates — a meaningful step in addressing the emissions associated with business travel.

As always, I find myself inspired by the dedication and creativity of our community initiatives. In 2025, the “Kinder to Career” vision flourished. The MATTER Innovation Hubs, developed in partnership with MATTER, continued operating across 12 schools in Zimbabwe, reaching over 5,000 primary and high school students, while the MATTER Career Readiness Institute helped place more than 20 graduates in full-time employment. Closer to home, our collaboration with Mesa Community College kept prospering with a handful of students — many of them first-generation college attendees — earning Jamf certifications to move directly into paid internships and IT roles.

Through the Jamf Nation Global Foundation, 61% of Jamfs contributed their time or money to causes aligned with education, disaster relief, and hunger relief. Their selflessness in ensuring quality education and opportunity for all is a true reflection of who we are as a company.

2025 was a year of transformation — in how we are structured, how we innovate, and how we show up for our employees, customers, and communities. As we begin this new chapter, we carry forward the same purpose that has guided Jamf for more than 20 years: empowering people by simplifying work.

Thank you for being a part of the Jamf story.

*Beth Tschida*

Beth Tschida





# About the Report

This report summarizes Jamf’s strategic commitments and management approach to the environmental, social, and governance topics we believe are most relevant to our stakeholders. The topics in this report were identified through a multi-step process that included engaging key internal and external stakeholders and referencing third-party reporting frameworks and relevant sector guidance for ESG reporting and disclosure in the industry.

Unless otherwise specified, the information in this report covers our global operations and is presented as of and for the year ended on December 31, 2025. To the extent any historical data is updated or recast, the information will be disclosed as necessary.

## Forward-looking and cautionary statements

This document contains forward-looking statements about our business, including discussion of the plans, objectives, strategies, and expectations for our operations related to our environmental, social, and governance initiatives. Any forward-looking statement in this report speaks only as of the date on which it is made. Jamf assumes no obligation to update or revise any such statements except as required by law. Forward-looking statements are based on Jamf’s current assumptions regarding future business and performance. However, we operate in a very competitive and rapidly changing environment, and new risks and uncertainties may emerge that could have an impact on the forward-looking statements contained in this document causing actual results to be materially different.







# About Jamf

**Jamf is the only company in the world that provides a complete management and security solution for an Apple-first environment.**

- **Mac** – Enterprise-ready Mac experience, without compromise
- **Mobile** – Workplace mobility, redefined for security and productivity
- **K-12** – Purposeful technology that transforms learning
- **Small Business** – Apple simplified for small businesses

## VALUES

- Selflessness
- Relentless self-improvement

## JAMF SERVES

**76,600**

organizations worldwide

**33.6M**

devices that run a Jamf solution

**7** of the Top 10

technology companies as ranked by Fortune

**8** of the Top 10

largest companies as ranked by Fortune 500

**21** of the Top 25

most valuable brands as ranked by Forbes

**15** of the Top 15

largest U.S. banks in assets according to bankrate.com

\*As of December 31, 2025





# Governance

## JAMF CONDUCTS ITS BUSINESS IN A RESPONSIBLE MANNER

Jamf recognizes the importance of a thoughtful approach to corporate citizenship and sustainability, as we believe operating our business in line with these principles drives long-term value for our stakeholders.

The values of selflessness and relentless self-improvement, combined with the policies, principles, and practices of sound corporate governance, are core to our culture and guide our decisions and actions every day.

We strive to protect customer and employee privacy, uphold ethical business practices, foster diverse leadership, and maintain strict compliance with all applicable laws and regulations. These commitments reinforce our values and drive long-term success for our employees, customers, and partners.

### Risk oversight and management

The Board of Directors (the Board) oversees an enterprise-wide approach to risk management, designed to support the achievement of organizational objectives, improve long-term organizational performance, and enhance shareholder value. The Board oversees our major corporate governance risks, including through monitoring the effectiveness of Jamf’s environmental, social, and governance (ESG) efforts and compliance with our Corporate Governance Guidelines.

Furthermore, the Board is actively involved with monitoring new threats and risks as they emerge, especially with respect to cybersecurity, privacy, and information security given the nature of our business. While the Board has oversight duties, Jamf’s management is directly responsible for risk mitigation and management.

Our internal and external facing policies help establish the guidelines for each risk topic and set expectations among our stakeholders. The ESG policy complements the disclosures embedded in our Code of Conduct, Partner

Code of Conduct, and other related policies. The Board receives annual updates – or more as needed – on environmental and social matters.

### Anti-bribery and anti-corruption

#### Policies

- Anti-Bribery and Anti-Corruption Policy
- Anti-Retaliation Policy
- **Code of Conduct**
- Gifts & Entertainment Guidelines
- **Partner Code of Conduct**
- Record Retention Policy
- Whistleblower Policy

As part of our efforts to provide guidance, ensure compliance, and reduce risk, Jamf has developed an overarching Anti-Bribery and Anti-Corruption Policy and supporting policies. This policy represents a key part of Jamf’s compliance with anti-corruption and anti-bribery laws around the world, including the U.S. Foreign Corrupt Practice Act (FCPA) and the U.K. Bribery Act. Policies are reviewed by management and assessed for compliance on an annual basis.

The Board provides oversight of Jamf’s Anti-Bribery and Anti-Corruption Policy as part of its broader responsibilities for compliance and risk management. The Board receives regular updates from management on the design, implementation, and effectiveness of the overall compliance and risk management program.

Jamf maintains a risk-based internal monitoring and compliance framework designed to detect, prevent, and respond to potential corruption, bribery, and other forms of unethical conduct on the markets it operates in. All this is integrated into Jamf’s broader risk and compliance management program, assessing for risks of bribery and corruption annually.

Employees are trained annually on anti-corruption and other compliance practices. All employees and contingent workers receive and acknowledge Jamf’s Code of Conduct and Acceptable Use Policies at onboarding. 100% of employees were trained on anti-bribery and anti-corruption practices during 2025.

As documented in the Anti-Bribery and Anti-Corruption Policy, Jamf strictly prohibits paying bribes or making any other improper payments during any of its business operations. The prohibition of political donations and objectives related to political advocacy are also included in the policy. Jamf’s Code of Conduct outlines this prohibition as well as the disclosure of rules on conflict of interest, restrictions on gifts and entertainment, insider trading, record keeping, and appropriate behavior. Voicing concerns is encouraged in the Speak Up section of the Code of Conduct, where employees are reminded of the mechanisms to consult on ethical issues.

Jamf applies a risk-based due diligence process to third parties to identify, assess, and mitigate potential risks before and throughout the business relationship. This process is integrated into Jamf’s onboarding and vendor management workflows.





# Governance

## Whistleblower policy

Jamf maintains a third-party, independent, and confidential grievance mechanism to provide stakeholders with an avenue of communication for reporting improper activities, including financial malpractice, public health and safety, violations of human rights, bribery, and privacy, and data protection breaches. The mechanism is intended to encourage and enable employees and others to report concerns about Jamf, without fear of retaliation.

The Whistleblower Policy is approved by the Board, and at its direction, an executive or their designees are responsible for reviewing any allegation reported through Jamf channels, as well as for following up on the report and liaising with the reporter as needed.

In 2025, we launched a new [Whistleblower Hotline Portal](#), as part of the commitment to continue fostering a workplace where integrity, selflessness, and relentless self-improvement guide how we work together. The portal is open to all, and stakeholders can report concerns at any time.

Jamf uses an independent provider that is committed to protecting the identity of all persons who use their secure reporting system. The hotline offers anonymous online reporting as well as local, toll-free phone numbers that connect reporters to a multilingual reporting service. The reporting platform is available in English, Spanish, Dutch, Polish, and Japanese to account for the local languages in Jamf’s operating regions.

## Data privacy

### Policies

- Acceptable Use Policy
- [Data Processing Agreement for Jamf Customers](#)
- [Employee Privacy Notice](#)
- Information and Data Classification Policy
- [Privacy Policy](#)
- [Software License and Services Agreement](#)

Jamf is committed to protecting the privacy of employees, prospects and customers’ information in accordance with applicable data protection laws worldwide. Jamf has a designated team that drafts and reviews its privacy policies and conducts privacy analysis, risk assessments, and operational reviews. A designated Data Protection Officer is responsible for responding to questions and complaints from different stakeholders.

Jamf operates a Privacy Information Management System that conforms to the requirements of ISO/IEC 27701:2019, per the scope and boundaries found in the third-party verification statement available in the [Trust Center](#).

As described in the Privacy Policy, if Jamf becomes aware of a data breach or security incident involving personal information, it will notify the affected individuals as required by applicable law. Our Information Security Breach Management process can be found [here](#).

Jamf assesses the processing activities of its vendors at the time of initial purchase and contract renewal, with critical vendors reviewed annually. Processing activities are reassessed whenever the purpose or scope of data processing changes.

Privacy is included in the mandatory annual compliance training for all full- and part-time employees, with best practices shared throughout the year. 100% of employees completed this training in 2025.







# Governance

## Information security

### Policies

- Business Continuity Policy
- Information Security Policy
- Security Incident Response Policy

Jamf’s Information Security Policy reflects management’s commitment to safeguarding proprietary information in accordance with applicable laws. The policy is available to all employees and relevant external parties and is reviewed at least annually to ensure its continuing suitability, adequacy, and effectiveness.

The Chief Information Security Officer oversees organizational information security strategy with guidance from the Executive Security Council (ESC), a group of senior leaders from across Jamf’s business units that provides oversight, risk evaluation, and support for enterprise security strategy and policies.

Management provides formal cybersecurity briefings to the Board and its relevant committees, covering threat trends, risk exposure, incident activity, control effectiveness, regulatory developments, and remediation progress.

The Information Security (InfoSec) team drives program awareness, coordinates incident response and internal investigations, and participates in security audits and assessments across all business lines, supporting the effectiveness of Jamf’s ISO 27001 Information Security Management System.

Information Security is included in the mandatory annual compliance training for all full- and part-time employees, achieving 100% completion in 2025. The curriculum also included a Responsible Use of Artificial Intelligence module, as part of Jamf’s AI governance framework. The InfoSec team shares best practices are shared with employees throughout the year.

Jamf maintains a controls-based assurance approach aligned with NIST, ISO/IEC 27001:2022, and SOC 2. Periodic internal activities — including vulnerability assessments, access reviews, configuration checks, incident response tabletop exercises, and control self-assessments — are conducted by designated security and compliance stakeholders to evaluate program effectiveness.

Qualified third-party firms conduct independent cybersecurity assessments on a recurring basis, typically annually. These may include penetration testing, maturity assessments, regulatory readiness reviews, and control effectiveness evaluations. Key findings are reported to the Board and tracked to closure.

The Security Incident Response Policy defines roles, responsibilities, escalation protocols, communication requirements, and remediation procedures for cybersecurity incidents and data breaches. Supported by tested response playbooks, the policy is reviewed periodically to reflect evolving regulatory and threat landscapes. Identified risks are prioritized by business impact, likelihood, regulatory exposure, and customer risk, with mitigation plans reviewed by senior leadership.

### Third-party information security safeguards include:

- Vendor security due diligence and risk assessments prior to engagement.
- Contractual data protection, confidentiality, and audit rights.
- Ongoing monitoring of high-risk vendors.
- Requirements for security certifications, controls, or attestations where appropriate.
- Incident notification and remediation obligations.

During the year, Jamf retained its ISO/IEC 27001:2022 certification, expanding the scope to include Jamf Insights and Jamf Mobile Forensics (formerly Jamf Executive Threat Protection). This certification reinforces customer confidence in Jamf’s handling and protection of personal data,

supporting our commitment to a platform that is enterprise secure, consumer simple, and protective of personal privacy.

Jamf is committed to operational resilience and business continuity across its systems and operations. Its **Business Continuity and Disaster Recovery (BCDR)** program enables rapid recovery from natural disasters, pandemics, technology failures, and other disruptive events — encompassing both the plans for recovery or restoration of applications, systems, and data (disaster recovery) and the resumption of broader operational functions (business continuity).

### The program is designed to:

- Help control risk exposure for employees and customers.
- Prepare employees to respond safely during a crisis, emergency, or natural disaster.
- Provide decision guidance for preventive measures and during active disruptions.
- Minimize delays in delivering critical business functions in case of disasters.

Jamf conducts simulated disaster recovery tests across a range of scenarios to verify that data, applications, systems, and technology services can be quickly restored using cloud-based recovery strategies. Testing activities also include tabletop exercises, building evacuation drills, and regular communications to keep employees aware of their roles in any potential disturbance. These exercises help assess crisis management effectiveness, evaluate inter-team communication, and identify opportunities for improvement. Jamf guarantees a 99.9% monthly uptime for its Hosted Services, with monitoring for availability in real-time.

The BCDR program is reviewed and updated at least annually, and whenever significant changes occur in a business area — including changes to people, processes, technology, location, market footprint, or other factors that could affect continuity or recovery plans.





# Employment and Human Capital

AT JAMF, OUR PEOPLE ARE AT THE HEART OF EVERYTHING WE DO

## Employment

### Policies

- [Code of Conduct](#)
- Employment Contracts
- Global Employee Handbook and its Country Addenda

As a global team of free-thinkers, can-doers, and problem-crushers, we share a common purpose: helping organizations succeed with Apple. We are committed to driving productivity for our customers and fostering an environment where employees feel supported — emotionally, physically, and financially.

We cultivate an open, flexible culture built on respect, trust, and collaboration. Aligning around shared goals and embracing individual perspectives, we create a dynamic and inclusive workplace where every Jamf can thrive. Here, teamwork isn’t just encouraged — it’s ingrained in who we are. We lean on each other, support one another, and step up to help.

Above all, we rally behind #OneJamf — a reminder that together, we can achieve more than we could ever alone.

### 91% voluntary retention rate\*

|                       |                                     |
|-----------------------|-------------------------------------|
| Full-time employees   | <div><div></div></div> 99%          |
| Part-time employees   | <div><div></div></div> Less than 1% |
| Temporary contractors | <div><div></div></div> Less than 1% |

\*As of December 31, 2025

Jamf encourages internal transitions among its employees, when possible. Ensuring Jamf grows efficiently and effectively, we leverage the Internal Job Board of our third-party applicant tracking system, where current employees can view and apply for position openings.

## Diversity, equity, inclusion, and belonging

### Policies

- [Code of Conduct](#)
- Global Employee Handbook and its Country Addenda
- Workplace Issues Escalation Policy

Jamf is committed to fostering an inclusive workplace where all employees are welcome. We cultivate an environment rooted in respect, teamwork, and our core values of selflessness and relentless self-improvement. Our commitment to freedom of expression is reflected in the Code of Conduct, Global Employee Handbook, and Workplace Issues Escalation Policy.

We support this commitment through targeted training at every level. Our Inclusive Leadership Series helps people leaders identify and interrupt unconscious bias, while all-employee programming builds foundational knowledge in diversity, equity, inclusion, and belonging. Together, these efforts advance multicultural competence, promote inclusivity, and encourage open dialogue across the organization.

We also continue to run campaigns that help us connect with talent in communities and channels beyond our traditional networks, broadening the pipeline for key roles across the organization. Through ongoing learning

sessions focused on diversity, equity, and inclusion, the talent acquisition team and hiring partners deepen their cultural competence and awareness.

As part of the onboarding experience, every new hire has the opportunity to participate in learning designed to build a strong foundation in diversity, equity, inclusion, and belonging. Through Jamf Academy, our learning management platform, employees have access to more than 20 courses spanning topics from multicultural intelligence to inclusive communication.

The Inclusive Leadership Program equips leaders from the C-suite through frontline management with practical skills for building inclusive teams. In 2025, we completed our multi-year run with 98% of Jamf leaders completing sessions focused on fostering a culture of inclusion and recognizing and addressing unconscious bias. Building on that foundation of awareness, the strategy advances our focus on inclusive leadership development using short, focused segments that equip managers with actionable tools they can apply directly to how they lead, hire, and develop their teams.

### People metrics

**Full-time employees: 2,351\***

### Employees per region<sup>[1]</sup>

|        |                                     |
|--------|-------------------------------------|
| USA    | <div><div></div></div> 57%          |
| EMEIA  | <div><div></div></div> 35%          |
| APAC   | <div><div></div></div> 7%           |
| CANADA | <div><div></div></div> Less than 1% |
| LATAM  | <div><div></div></div> Less than 1% |

<sup>[1]</sup> Totals may not sum 100% due to rounding.





# Employment and Human Capital

## Employee Resource Groups

Employee Resource Groups (ERGs) provide Jamfs with opportunities to strengthen bonds, build community, and support a vibrant and thriving Jamf culture. All employees are welcomed and encouraged to participate in Jamf ERGs, regardless of background.

**ERGs include:**

- Accessibility@Jamf
- APAC Employee Resource Group
- LatinX@Jamf
- Proud@Jamf
- Shades@Jamf
- Veterans@Jamf
- Women@Jamf



We continue to invest in the growth of our Employee Resource Group leaders as business leaders. Through our ERG Leadership Exchange, ERG leaders participate in cross-functional sessions, starting with finance fundamentals, designed to deepen their understanding of the business and strengthen the strategic impact of the communities they lead.

## Mentorship program

Mentorship is a powerful tool for career development, professional growth, and community building. The ERG Mentorship Program is a company-wide initiative open to all employees. It provides opportunities to seek guidance, offer support, and build meaningful connections across the organization — fostering learning, collaboration, and career growth in a structured, inclusive environment. All Jamfs are eligible and encouraged to participate.

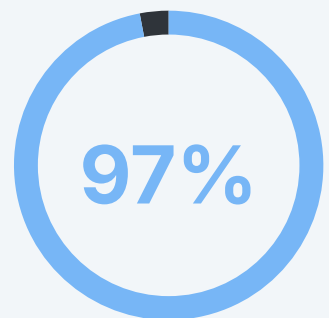
In 2025, we deepened our commitment to employee listening by creating multiple channels for direct, meaningful dialogue. Through our reverse mentoring program, employees partnered with senior leaders to share perspectives that challenge assumptions and broaden understanding across the organization. Executive-led roundtables brought our leadership team into candid conversation with employees across functions, building trust through transparency. And our employee-driven innovation program invited team members to identify opportunities for operational improvement and business growth.

These direct listening programs - reverse mentoring, executive roundtables, and employee-driven innovation sessions - engaged approximately one-third of Jamf’s global population in candid, two-way dialogue.

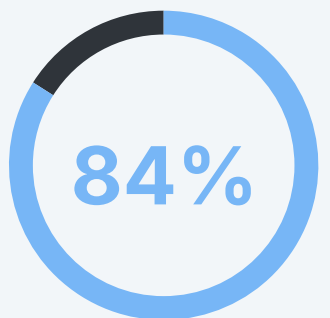
## FY25 Highlights:

The 2025 ERG Mentorship Program welcomed 107 mentors and 136 mentees, with some individuals participating in dual roles. This created roughly 135 total matches across the cohort. The program delivered meaningful mentorship experiences and maintained high satisfaction and engagement among those who completed the full journey.

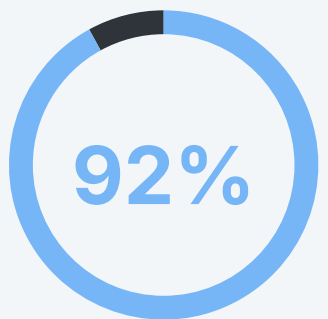
Guided Growth Sessions and on-demand learning resources remained core components of the program, offering structured development opportunities across themes such as goal setting, vulnerability and belonging, authentic leadership, navigating change, allyship, and honest conversations.



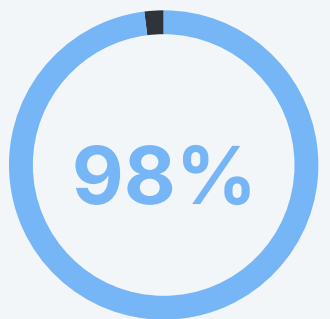
Participants reported being satisfied with the program



Participants fully or partially achieved the goals they set at the start of the program



Participants were satisfied with their match



Likely to recommend the program to a peer, and found resources, support, and guidance helpful





# Employment and Human Capital

## Learning and development

### Policies

- Global Employee Handbook and its Country Addenda
- Internal Transitions Policy

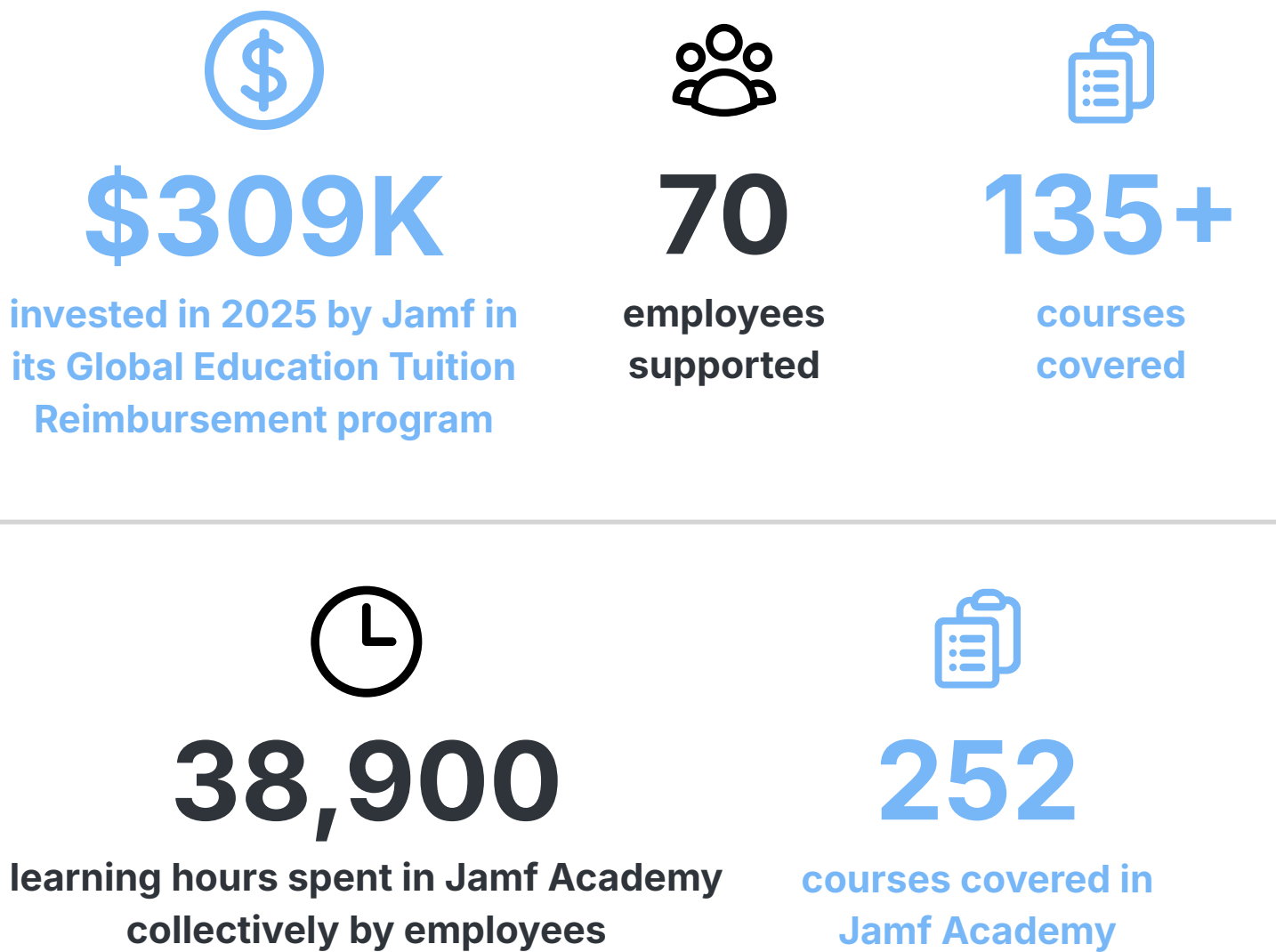
Relentless self-improvement is one of Jamf’s two core values, and we back it with meaningful investment in employee development. Through both internal learning opportunities and external education support, Jamf supports employees to grow their skills, earn degrees, and attain professional licenses and certifications.

Full-time employees worldwide who have been continuously employed for at least six months and are in good performance standing are eligible for education reimbursement, subject to certain conditions. In 2025, Jamf invested over \$309,000 USD in its Global Education Tuition Reimbursement program, supporting employees continued education journeys that included:

- MBA courses and certificates
- IT/Computer Science degrees and certifications
- Cybersecurity certifications
- Leadership and management programs
- Project Management certifications (PMP, CAPM)
- Data Science, analytics, and technical programs and certifications
- Language courses

Jamf Academy, our internal learning management system, offers thousands of courses across a wide range of topics. In 2025, employees collectively spent 38,900 hours learning across 252 courses in Jamf Academy.

Our performance development program supports every employee with clear, measurable objectives tied to company, department, and personal goals. While formal mid-year and year-end reviews are held company-wide, people leaders and employees are encouraged to maintain ongoing dialogue around performance, development, and career aspirations. The goal is to provide employees with honest and constructive feedback, and foster a collaborative relationship to encourage skill development and career growth.







# Employment and Human Capital

## Health, safety, and well-being

### Policies

- **Code of Conduct**
- Global Employee Handbook and its Country Addenda
- **Partner Code of Conduct**

Jamf is committed to a safe, healthy, and supportive working environment. All employees — including interns, part-time, and full-time staff — and their household members have access to a 100% company-paid Employee Assistance Program (EAP). The EAP offers a wide range of services to help employees navigate everyday challenges, including:

- 24/7/365 access to live clinician-answered calls in local languages.
- Short-term counseling via telephone, in-person, video, and text.
- Life coaching and personal development resources.
- Personalized care aligned with local country practices.

Jamfs also have access to health navigation services for people of all identities and orientations, family planning support, and personalized assistance for menopause and fertility — provided through a dedicated third-party partner. Mental health services are further supported through company-provided health insurance, and mental health awareness and occupational health and safety training are available through Jamf Academy.

Flexibility and connection are central to how we work. We offer hybrid, remote, and in-office roles, with arrangements determined by the nature of the role and local jurisdiction. Work-life balance is a priority, and our flexible approach is designed to keep Jamfs connected, engaged, and thriving as #OneJamf. We provide employees with honest and constructive feedback, and foster a collaborative relationship to encourage skill development and career growth.

In 2025, we had:

0

work-related injuries and fatalities

0

days lost due to work-related injury

0

injuries and fatalities among Jamf's contractors





# Environment

## JAMF IS COMMITTED TO RESPONSIBLE OPERATIONS AND MEANINGFUL CLIMATE ACTION

### Environmental stewardship

#### Policies

- **Code of Conduct**
- Environmental, Social, and Governance (ESG) Policy
- Global Employee Handbook and its Country Addenda
- **Partner Code of Conduct**

Jamf conducts its business in compliance with all applicable environmental laws and regulations, with a broader commitment to reducing its environmental impact and improving resource efficiency. Environmental considerations are embedded in the company's ESG policy, Code of Conduct, and Partner Code of Conduct — all approved and overseen by senior management.

Environmental efforts focus on monitoring greenhouse gas (GHG) emissions, managing climate risks and opportunities, using energy and natural resources efficiently, and maintaining transparent stakeholder communication. In January 2025, Jamf formalized this commitment by joining the Science Based Targets initiative (SBTi), pledging to set near-term and net-zero emissions reduction targets. Work is underway to develop these targets alongside a climate adaptation plan.

Also in 2025, Jamf published its first climate-related financial risks and opportunities report in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) principles. A full scenario analysis covering physical and transition risks is expected in subsequent iterations.

Climate action at Jamf takes many forms: maximizing hardware lifespan to reduce waste, responsibly managing end-of-life equipment, among other

initiatives. Jamf's use of leased and co-working office spaces, combined with infrastructure hosted in colocation facilities and third-party cloud providers, improves energy efficiency and eliminates the need for outdated, power-intensive equipment. One remaining on-premises distribution frame is slated for migration to a colocation in the near term.

### Greenhouse gas (GHG) emissions

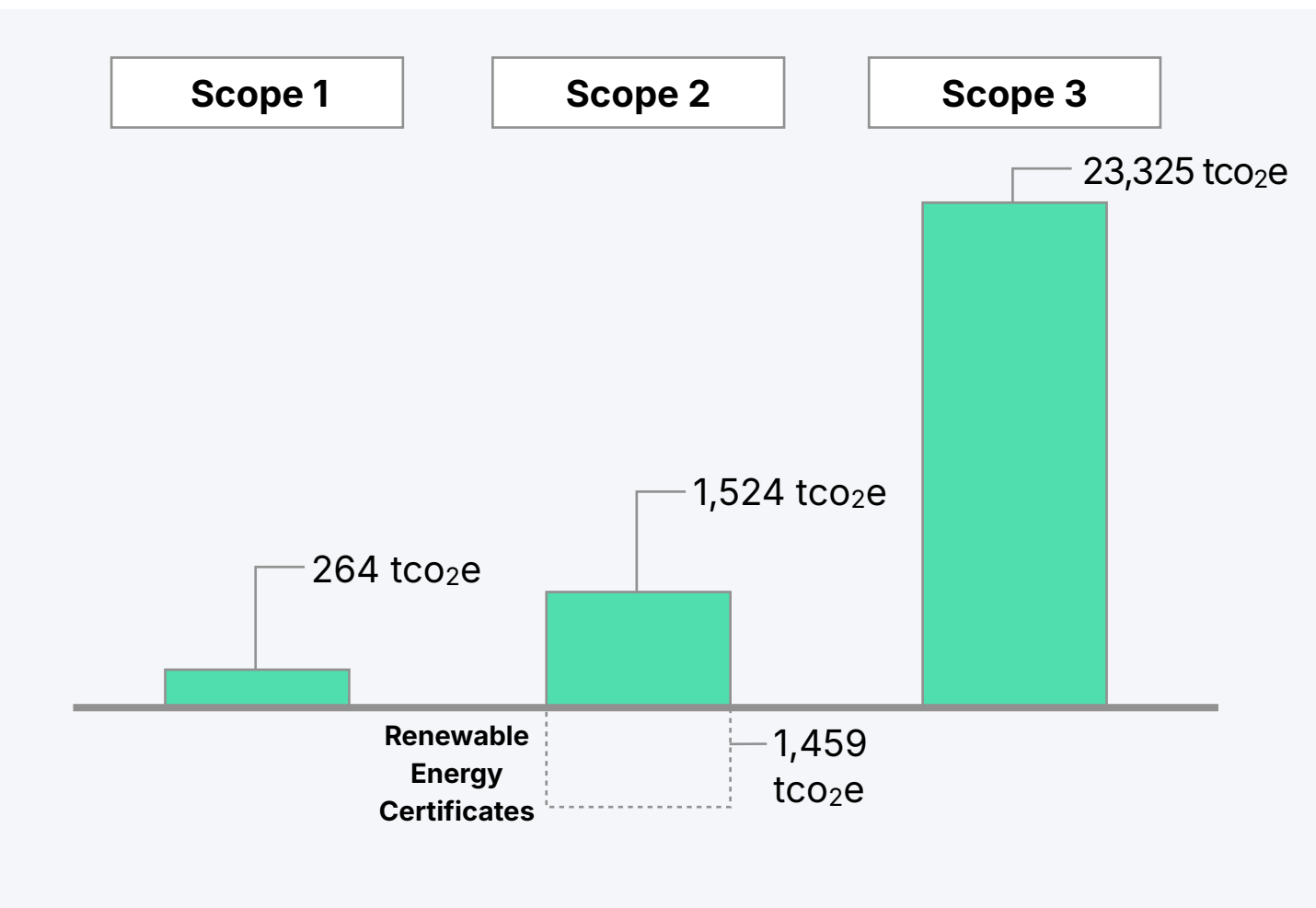
Measuring GHG emissions serves as the foundation for identifying and reducing our environmental footprint. Jamf tracks emissions across Scopes 1, 2, and material 3 in accordance with the GHG Protocol, providing a comprehensive view of our direct and indirect climate impact. This data informs our emissions reduction strategy, supports our Science Based Targets initiative (SBTi) commitments, and enables us to identify high-impact areas, tracking progress over time. Full methodology, inventory scope, organizational boundary, and third-party verification statements are available in the appendix of this report.

#### FY 2025 – 25,113 tCO<sub>2</sub>e absolute GHG emissions

- Scope 1: 264 tCO<sub>2</sub>e
- Scope 2: 1,246 tCO<sub>2</sub>e (location-based)
- Scope 2: 1,524 tCO<sub>2</sub>e (market-based)
- Scope 2: 65 tCO<sub>2</sub>e (market-based) - including renewable energy certificates
- Scope 3: 23,325 tCO<sub>2</sub>e <sup>[2]</sup>
  - 3.1 Purchased Goods & Services: 13,690 tCO<sub>2</sub>e
  - 3.2 Capital Goods: 2,461 tCO<sub>2</sub>e
  - 3.3 Fuel and Energy Related Activities: 353 tCO<sub>2</sub>e

- 3.5 Wasted Generated in Operations: 52 tCO<sub>2</sub>e
- 3.6 Business Travel: 4,099 tCO<sub>2</sub>e
- 3.7 Employee Commuting: 2,647 tCO<sub>2</sub>e
- 3.8 Upstream Leased Assets: 22 tCO<sub>2</sub>e

<sup>[2]</sup> Categories may not sum 23,325 due to rounding.







# Environment

## Offsets

Jamf also participates in the voluntary carbon market through carbon credits, Renewable Energy Certificates (RECs), and Sustainable Aviation Fuel certificates (SAFc). Of the carbon credits procured, 76% originated in North America, spanning projects in improved forest management, biochar, methane leak plugging, N<sub>2</sub>O abatement, and other industrial processes. All SAFc represented sustainable aviation fuel produced in North America: 58% derived from used cooking oil, animal fats, and agricultural residue, with the remainder from corn oil.

**FY 2025 – approximately 12,459 tCO<sub>2</sub>e in carbon credits and attribute certificates**

- Avoidance: 8,150 tCO<sub>2</sub>e
- Removals: 2,800 tCO<sub>2</sub>e
- Renewable Energy Certificates: approx. 1,459 tCO<sub>2</sub>e (3,711 MWh)
- Sustainable Aviation Fuel certificates: 50 tCO<sub>2</sub>e

## Energy

Energy management is a key pillar of Jamf’s environmental strategy. Where possible, Jamf pursues on-site renewable energy usage while also working to reduce overall consumption through smart building practices such as LED lighting with motion sensors and scheduling automation to prevent unnecessary use.

Where direct renewable energy is not yet used, Jamf offsets its electricity consumption through the procurement of Renewable Energy Certificates (RECs). In 2025, RECs were sourced from eight countries — the United States, United Kingdom, Poland, the Netherlands, Japan, Israel, France, and

Australia — selected to align with the regions where Jamf offices operate. U.S. certificates are Green-e certified, while those from the UK, the Netherlands, Japan, France, and Australia carry the EKO guarantee of origin.

**FY25 - 15,904 in gigajoules (GJ) of energy consumed within the organization.**<sup>[3]</sup>

- 74% grid electricity
- 2.4% renewable energy (excluding RECs)

<sup>[3]</sup> Excludes 36.8 kg in fugitive emissions that could not be converted to energy consumption in GJ.

## Other climate initiatives

Jamf actively engages stakeholders in its commitment to reducing greenhouse gas emissions. Vendors are surveyed at onboarding and renewal on their emissions measurement and reduction initiatives, and we welcome open dialogue with clients and employees on climate action.

Jamf also empowers employees to champion environmental causes through Green@Jamf, an employee group dedicated to promoting sustainable practices in the workplace and beyond. The group raises awareness, advocates for eco-friendly initiatives, and inspires colleagues to contribute to a healthier planet.

**In 2025, Green@Jamf initiatives included:**

- Organizing and sponsoring trash clean-ups around the world.
- Funding the construction of fishing line disposal bins along the Lower Chippewa River.
- Offering free Tree Kits to U.S.-based employees.
- Continuing to educate Jamfs on sustainable living and climate action.







# Supply Chain and Community

RESPECT FOR HUMAN RIGHTS IS EMBEDDED IN HOW JAMF OPERATES.

SUPPLY CHAIN INTEGRITY AND COMMUNITY ENGAGEMENT ARE CENTRAL TO THIS ENDEAVOR

## Human rights

### Policies

- [Code of Conduct](#)
- [Modern Slavery Act Statement](#)
- [Partner Code of Conduct](#)

Everything Jamf does must be grounded in respect for internationally recognized human rights, and we are committed to ensuring our business activities never impede those rights. This includes treating all employees fairly and in compliance with applicable employment laws and regulations — and we expect our business partners to uphold the same standards.

Jamf is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, age, religion, disability, gender, gender identity or expression, sexual orientation, pregnancy, genetic information, familial or marital status, military status, or any other characteristic protected by applicable law.

Our Code of Conduct prohibits harassment in the workplace and by or toward third parties. Jamf also maintains a zero-tolerance policy toward human trafficking, child labor, and forced labor, as set out in our Modern Slavery Act statement, which reflects our commitment to ethical and integrity-driven business practices. These policies are reviewed and approved annually by senior leadership and the Board.

All employees receive training on the Code of Conduct and Jamf’s anti-corruption, anti-harassment, and anti-discrimination policies at the time of hire, with annual certification required thereafter. As of 2025, Modern Slavery training shifted from an annual requirement to an onboarding necessity for all new employees.

Vendors are screened against relevant sanctions and denied-parties lists, including for human trafficking violations. Jamf does not contract with organizations sanctioned by the United States, United Kingdom, United Nations, European Union, or other applicable jurisdictions. Higher-risk vendors are subject to ongoing monitoring and periodic review for modern slavery exposure. All policies and processes are reviewed at least annually.

## Supply chain

### Policies

- [Partner Code of Conduct](#)
- [Vendor Management Policy](#)

The Jamf Partner Code of Conduct defines the principles and ethical standards expected of all business partners throughout the course of our relationship. Business partners include joint venture partners, vendors, service delivery providers, trainers, managed service providers, distributors, technology partners, resellers, contractors, consultants, and agents.

#### The Partner Code of Conduct:

- Prohibits discrimination, harassment, and requires compliance with equal employment opportunity principles.
- Addresses occupational health and safety standards.
- Mandates compliance with applicable wage, hour, benefit, tax, and government regulations.
- Prohibits forced labor, child labor, and all other forms of modern slavery.
- Upholds internationally recognized human rights.

- Encourages business partners to reduce GHG emissions and adopt environmentally responsible practices.

All supply chain policies are approved and overseen by senior management. Jamf recognizes the value of small and diverse-owned businesses and welcomes all qualified vendors to participate in our RFP processes.

Since 2022, Jamf has surveyed vendors at onboarding and renewal to capture ESG data, including environmental metrics. Looking ahead, Jamf will deepen collaboration with its supply chain to operationalize its commitment to reducing greenhouse gas emissions.







# Supply Chain and Community

## Community

Jamf's community initiatives are rooted in a commitment to enabling education through technology, empowerment, and giving back. Through the Jamf Nation Global Foundation (JNGF) — a 501(c)(3) nonprofit — Jamf provides employees with meaningful ways to support the causes and communities that matter to them.

### Employees can participate through several giving and volunteering programs:

- **Matching Gifts:** Matches employee donations 1:1 to qualified 501(c)3 organizations (or comparable organizations in other countries), up to \$4,000 USD per employee annually (combined with volunteer rewards).
- **Directed Funding:** Employees direct financial and volunteer resources to organizations aligned with the foundation's geographic and interest-based communities.
- **10-10-10:** Asks that at least 10 Jamf employees spend two hours volunteering for an organization, and at least 10 Jamf employees donate to the same organization. Then, the JNGF contributes 10 times the total employee donation amount, up to \$10,000 USD.
- **Volunteer Time Off (VTO):** Grants employees 24 hours of VTO per fiscal year to volunteer in their communities.

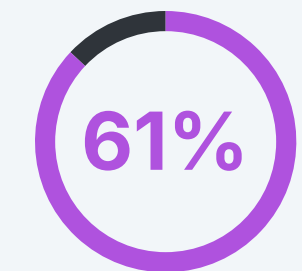
- **Volunteer Rewards:** Employees earn \$10 USD per volunteer hour to donate to a cause of their choice, up to \$4,000 USD annually (combined with Matching Gifts).
- **ERG Directed Giving:** Employee resource groups (ERGs) direct financial resources to organizations and causes aligned with their missions.

### Five nonprofit organizations with longstanding ties to Jamf receive an elevated match year-round:

- Code2College
- Doctors Without Borders/Médecins Sans Frontières (MSF)
- Environmental Defense Fund
- Mac Admins Foundation
- MATTER Innovation Hubs & MATTER Career Readiness Institute

Jamf sets annual employee engagement targets and tracks progress monthly, encouraging all employees to participate. Feedback from employees and educational partners informs the scope and effectiveness of our community investment.

### FY25 Highlights:



employee engagement of a 70% goal



\$1.7M

donated by employees, Jamf Nation and the JNGF combined



1,250+

causes supported in 34 countries around the world (donations and volunteering)



18,000+

volunteer hours



\$146K+

charitable rewards donated

### 10-10-10 recipients of the year included:

- Beaver Creek Reserve
- Eastside Hill Neighborhood Association
- EmpowerEd
- Food Bank of the Rockies
- Hamline Midway
- Hope Center
- Junior Achievement
- Love For Our Elders
- Open Arms
- Pablo Center at the Confluence
- PlanFutur
- Women's Prison Book Project

In total, Jamf directly invested approximately \$1.5 million<sup>[4]</sup> in its communities — encompassing JNGF support, philanthropic initiatives at the annual Jamf Nation User Conference, education programs, and the staff who brings this work to life.

<sup>[4]</sup> Does not include volunteering hours.





# Supply Chain and Community

## Community Education Initiatives

Education remains a cornerstone of Jamf’s community investment strategy. Through the JNGF and employee-led initiatives, we work to strengthen access to learning, support students and educators, and build healthier communities.

The Community Education Initiatives (CEI) expand access to affordable digital content, applications, and services for communities around the world.

- **Matter Innovation Hubs (MIH):** Developed in partnership with MATTER.ngo, the MIHs are full-solution learning environments designed for students with limited access to education and critical skills. Built around a Technology Enabled Active Learning (TEAL+) curriculum, they promote critical thinking, problem-solving, and creativity in a student-centered setting — equipping students with in-demand skills for future success.
- **Matter Career Readiness Institute (MCRI):** For students who graduate from schools with MIHs, the MCRI provides employment readiness programming, career preparation, and scholarship opportunities. The program’s goal is for each graduate to secure an entry-level software engineering position upon completing their apprenticeship — fulfilling the "Kinder to Career" vision.
- **Cristo Rey Twin Cities Corporate Work Study Program:** Jamf supports Cristo Rey High School Twin Cities by providing students with on-site work experience that complements their academic curriculum, helping them graduate college-ready and career-prepared.
- **Coding Camps:** These camps use TEAL+ Experience Kits — pre-loaded with devices and apps supporting personalized STEAM learning — to inspire students to explore careers in technology. Any Jamf can request a kit and organize a coding camp.

## Other education initiatives:

- **Code2College:** Since 2022, Jamf has partnered with Code2College to increase the number of underestimated high school students pursuing STEM careers. Jamf hosts paid summer internships for students each year, giving them hands-on experience contributing to real software projects. The JNGF has also provided monetary and in-kind donations to further support the organization’s mission.
- **SparkPath:** For over a decade, Jamfs and the JNGF have partnered with SparkPath (formerly Success Beyond the Classroom) to organize STEMLink, an annual STEM event for hundreds of 5th and 6th graders in the greater Minneapolis area. Jamfs volunteer as guides and guest instructors, while JNGF scholarships ensure every student can attend regardless of financial circumstances.
- **Mesa Community College (MCC):** Jamf collaborated with MCC to launch an eight-week Apple device management certification course for students and aspiring IT professionals. Participants can earn up to three Jamf certifications, followed by a capstone course and paid internship. The program is designed to support first-generation college students and those from underrepresented groups in tech. Jamf aims to replicate this model at additional institutions across the U.S. and, ultimately, globally.





# Supply Chain and Community

## MATTER INNOVATION HUBS



### FY25 Highlights:

- MATTER Innovation Hubs now span 28 locations across 8 countries, serving 5,000+ students with 1,900+ devices deployed.
- The MCRI continues to grow: 3 apprenticeship graduates were hired into full-time roles at Jamf in 2025, with 6 additional students beginning their apprenticeships mid-year. To accommodate further expansion, new call rooms and classrooms are currently under construction.
- Over the summer, Jamf hosted its first coding camp for girls in Zimbabwe, aimed at sparking interest in computer science early in high school and encouraging students to continue through graduation.
- 17 Jamfs used VTO coding camp kits, reaching 730 students.
- Hosted 4 students in the 2024–2025 Cristo Rey Twin Cities Corporate Work Study cohort, and another 4 in the 2025–2026 period.
- 4 Code2College interns completed a 6-week technical skills and workforce development program.
- 22 students enrolled in the Mesa Community College training course. Notably, several left the program early after securing full-time employment or earning a promotion with just one certification. Eight students completed the most rigorous course — Jamf Certified Tech, Jamf Pro — and at least 4 are currently interning as Apple IT admins, on track for full-time employment.





# Appendix

## Sustainability Disclosure Topics & Accounting Metrics

2025 SASB Standards | Software & IT Services

| SASB CODE    | SASB TOPIC                                         | SASB ACCOUNTING METRIC                                                                                                                                   | 2025                                                                                                                                                                                                                                                     |
|--------------|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TC-SI-130a.1 | Environmental Footprint of Hardware Infrastructure | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable                                                                     | Information about energy and electricity consumed is provided in the <i>Environment</i> section.                                                                                                                                                         |
| TC-SI-130a.2 |                                                    | (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress                     | Jamf recognizes water as a vital natural resource and while it does not currently represent a material risk to our business operations, we remain committed to responsible stewardship and transparent reporting as our measurement capabilities mature. |
| TC-SI-130a.3 |                                                    | Discussion of the integration of environmental considerations into strategic planning for data center needs                                              | Information about environmental considerations is provided in the <i>Environment</i> section.                                                                                                                                                            |
| TC-SI-220a.1 | Data Privacy & Freedom of Expression               | Description of policies and practices relating to targeted advertising and user privacy                                                                  | Jamf’s approach and its related policies can be found in the <i>Data Privacy</i> section and our <a href="#">Trust Center</a> .                                                                                                                          |
| TC-SI-220a.2 |                                                    | Number of users whose information is used for secondary purposes                                                                                         | Jamf only uses user information for the reasons described in our Software License and Service Agreement, Data Processing Agreements for Jamf Customers, and our Privacy Policy all of which are publicly available in our <a href="#">Trust Center</a> . |
| TC-SI-220a.3 |                                                    | Total amount of monetary losses as a result of legal proceedings associated with user privacy                                                            | Jamf does not publicly disclose monetary losses as a result of legal proceedings of any kind. Material information is communicated to the appropriate stakeholders in a timely manner.                                                                   |
| TC-SI-220a.4 |                                                    | (1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure | Jamf did not have any law enforcement requests for user information in 2025. More details about user information requests can be found in our <a href="#">Trust Center</a> .                                                                             |
| TC-SI-220a.5 |                                                    | List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring               | Jamf has established policies and processes for material compliance with laws and regulations in every country we operate including, but not limited to, requirements under the Foreign Corrupt Practices Act and Export Control Regulations.            |





# Appendix

## Sustainability Disclosure Topics & Accounting Metrics

2025 SASB Standards | Software & IT Services

| SASB CODE    | SASB TOPIC                                                  | SASB ACCOUNTING METRIC                                                                                                                                                           | 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|--------------|-------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TC-SI-230a.1 | Data Security                                               | (1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected                                                                        | Material information is communicated to the appropriate stakeholders in a timely manner. In 2025, Jamf did not have any material data breaches.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| TC-SI-230a.2 |                                                             | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards                                                  | Jamf maintains a robust information security program that is managed by our Chief Information Security Officer. Information security practices are reviewed regularly and based on widely adopted industry security and risk management frameworks and standards (ISO 27001, SSAE 16, and others) which include identification, assessment, internal reporting, monitoring, and management of risks. Our Board of Directors reviews data privacy and cybersecurity strategies and risks and has oversight over risk mitigation related to cyber threats. In addition, we provide annual information security and compliance training to all our employees. |
| TC-SI-330a.1 | Recruiting & Managing a Global, Diverse & Skilled Workforce | Percentage of employees that require a work visa                                                                                                                                 | 2.0% of Jamf's global employees.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| TC-SI-330a.2 |                                                             | Employee engagement as a percentage                                                                                                                                              | Metrics are provided in the <i>Employment and Human Capital</i> section of this report.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| TC-SI-330a.3 |                                                             | Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees | Jamf does not publicly disclose employee demographic data.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| TC-SI-520a.1 | Intellectual Property Protection & Competitive Behavior     | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations                                                           | Jamf does not publicly disclose monetary losses as a result of legal proceedings of any kind. Material information is communicated to the appropriate stakeholders in a timely manner.                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| TC-SI-550a.1 | Managing Systemic Risks from Technology Disruptions         | Number of (1) performance issues and (2) service disruptions; (3) total customer downtime                                                                                        | Jamf provides day-to-day availability of our products at <a href="https://status.jamf.com">status.jamf.com</a> which can also be found via our <a href="#">Trust Center</a> . Material information is communicated to the appropriate stakeholders in a timely manner. In 2025, Jamf did not have material service disruptions.                                                                                                                                                                                                                                                                                                                            |
| TC-SI-550a.2 |                                                             | Description of business continuity risks related to disruptions of operations                                                                                                    | Jamf's Business Continuity program is discussed in the <i>Information security</i> section of this report, and in our Climate Risks and Opportunities report available on our website.                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |





# Appendix

## Additional Climate Data

**Methodology:** Measurement was completed using external software to collect, calculate and report on consumption and emissions data across relevant business sites. As part of the GHG emissions calculation, the software applied relevant emissions factors from international standards. Scope 1 and Scope 2 GHG emissions in the Greenhouse Gas Emissions Inventory and related notes have been prepared in accordance with the World Resources Institute / World Business Council for Sustainable Development's Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition and the GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard (collectively referred to as the "GHG Protocol"). Scope 3 GHG emissions have been prepared with reference to the Corporate Value Chain (Scope 3) Accounting and Reporting Standard: Supplement to the GHG Protocol Corporate Accounting and Reporting Standard.

**Greenhouse gasses included in inventory:** Emissions disclosed in the Greenhouse Gas Emissions Statement and accompanying notes include the following greenhouses gasses: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and hydrofluorocarbons (HFCs). Other greenhouse gasses, including Nitrogen trifluoride (NF<sub>3</sub>), Perfluoro carbons (PFCs), and Sulfur Hexafluoride (SF<sub>6</sub>) are not included as they are not relevant to the sources of emissions within our operational boundaries or do not generate emissions material to our overall greenhouse gas inventory. Such gasses are not relevant sources of emissions because enterprise software companies do not typically emit material quantities of such gasses. All emissions are converted to carbon dioxide equivalents (CO<sub>2</sub>e) for reporting purposes.

**Organizational boundary:** Jamf used the operational control approach to set organizational boundaries and consolidate GHG emissions, which means we account for emissions from operations over which we have full authority

to introduce and implement operating policies. Jamf presents emissions from activities within our value chain, but outside of the Jamf's operational control, under scope 3 emissions.

**Operational boundary:** Scope 1 emissions are direct emissions from the combustion of fuel from sources inside the organizational boundary and include leaked emissions from refrigerant gasses. Scope 2 emissions are indirect emissions from the generation of acquired and consumed electricity, steam/heat or chilled water occurring at sources outside of the organizational boundary resulting from activities from sources inside the organizational boundary, and include: purchased electricity, steam, heat, and cooling. Scope 3 emissions are indirect emissions from sources outside the organizational boundary resulting from activities of Jamf and include operating expenses under Category 1 purchased goods and services, capital expenses under Category 2 capital goods, transmission and distribution loss under Category 3 fuel and energy related activities, waste in Category 5 waste generated in operations, air, rail, road, and hotel services under Category 6 Business travel, remote workforce energy and office commuting under Category 7 employee commuting, and offices under Category 8 upstream leased assets.

**Use of estimates and measurement uncertainties:** The preparation of the Greenhouse Gas Emissions Inventory and accompanying notes requires management to make estimates and assumptions that affect the amounts reported. Emissions data presented are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. Jamf bases its estimates and methodologies on historical experience, available information, and various other assumptions that it believes to be reasonable. Certain emissions rely on information provided by the suppliers / participants in our value chain, and

other third parties. While these are sources that are believed to be reliable, the suitability of the design and effectiveness of the third-party systems and associated controls over the accuracy and completeness of the data has not been independently assessed.





# Appendix

## Limited Assurance of Greenhouse Gas Emissions



WHEN TRUST MATTERS

### Verification Opinion

#### Introduction

DNV Business Assurance USA, Inc. (hereafter "DNV") has been commissioned by Jamf Holding Corp. (hereafter "Jamf") to perform an independent verification of its greenhouse gases (GHG) emissions inventory on an operational control basis. Jamf is a software company that specializes in Apple device management and security, helping organizations deploy, manage, and protect Macs, iPhones, iPads, and other Apple devices at scale. Its solutions enable IT teams to automate device provisioning, enforce security policies, manage applications, and support users across enterprise, education, healthcare, and government environments while maintaining a seamless Apple user experience. This verification aims to assess the accuracy, completeness, transparency, and reliability of Jamf's reported data, ensuring it aligns with industry standards and the requirements of the reporting criteria.

#### Objective

The objective of this verification is to verify Jamf's Greenhouse Gases (GHG) emissions to a limited level of assurance for the **calendar year (CY) 2025**. To fulfill the objective, DNV will perform the review based on:

- conformance with applicable verification criteria, including the principles and requirements of relevant standards or GHG programmes, within the scope of the verification;
- the organization's GHG inventory of GHG emissions and removals;
- any significant changes in the organization's GHG inventory since the last reporting period;
- the organization's GHG-related controls.

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WHEN TRUST MATTERS

#### Scope and Boundary

- Jamf's GHG Emissions Inventory with operational control consolidation approach
- Scope 1 and 2 (location-based and market based);
- Scope 3 (Category 1, 2, 3, 5, 6, 7, 8)
- Reporting Year: CY2025 (January 1st, 2025 - December 31st, 2025)
- Physical infrastructure, activities, technologies and processes of the organization:
  - o Offices and Colocations
  - o Electricity, HVAC, heating and cooling, onsite fuel usage (Diesel, NG, LPG)
- Type of GHG Sources: Carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O).

#### Level of Assurance

Limited Level of Assurance

#### Materiality Level

Errors/omissions which represent 5% of single or aggregated of total emissions are considered material. Additionally, any omissions or inconsistencies that could influence stakeholder decisions or affect the integrity of the GHG report are considered qualitatively material, regardless of size.

#### Criteria

World Business Council for Sustainable Development (WBCSD) / World Resources Institute (WRI) "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)"  
The World Business Council for Sustainable Development's (WBCSD)/World Resources Institute's (WRI) "The Greenhouse Gas Protocol, Corporate Value Chain (Scope 3) Accounting and Reporting Standard".

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# Appendix

## Limited Assurance of Greenhouse Gas Emissions



WHEN TRUST MATTERS

Protocol

ISO 14064-3: 2019 - Greenhouse gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements.

Data Verified

Greenhouse Gas Emissions

| Unit: tCO2e                                   | Calendar Year 2025 |
|-----------------------------------------------|--------------------|
| Scope 1                                       | 264                |
| Scope 2 (market-based) - RECs included        | 65                 |
| Scope 2 (market-based) - RECs excluded        | 1,524              |
| Scope 2 (location-based)                      | 1,246              |
| Scope 3 <sup>1</sup>                          | 23,325             |
| Category 1 Purchase goods and services        | 13,690             |
| Category 2 Capital goods                      | 2,461              |
| Category 3 Fuel-and energy-related activities | 353                |
| Category 5 Waste generated in operations      | 52                 |
| Category 6 Business travel                    | 4,099              |
| Category 7 Employee commuting                 | 2,647              |
| Category 8 Upstream leased assets             | 22                 |

1. The sum of emissions across all Scope 3 categories included within the scope of work does not exactly match the reported total Scope 3 emissions due to rounding differences.



WHEN TRUST MATTERS

Assurance Opinion

Based on the verification process conducted by DNV, we provided a Limited Level of Assurance regarding the GHG Emissions Inventory for Jamf.

DNV found no evidence that the information as presented in the above section, Data Verified:

- is not materially correct;
- is not a fair representation of the GHG emissions information; and
- is not prepared in accordance with the listed criteria.

Independence

DNV was not involved in the preparation of any part of Jamf's data or report. We adopt a balanced approach towards all stakeholders when performing our evaluation. Jamf has sole responsibility for preparation of the data and external report. DNV, in performing our assurance work, is responsible to the management of Jamf. Our assurance statement, however, represents our independent opinion and is intended to inform Jamf.

DNV Business Assurance USA, Inc.  
July 02<sup>nd</sup>, 2026

Xu,  
Yishuang

Digitally signed  
by Xu, Yishuang  
Date:  
2026.07.02  
11:13:26 -07'00'

Lead Verifier  
Yishuang Xu

Song,  
Ke Karl

Digitally signed  
by Song, Ke Karl  
Date: 2026.07.06  
15:38:42 +08'00'

Technical Reviewer  
Ke Karl Song



# Appendix

## Limited Assurance of Greenhouse Gas Emissions



### WHEN TRUST MATTERS

This Opinion Letter is for the sole use and benefit of the party contracting with DNV Business Assurance USA, Inc. to produce this Opinion Letter (the “Client”). Any use of or reliance on this document by any party other than the Client shall be at the sole risk of such party. In no event will DNV or any of its parent or affiliate companies, or their respective directors, officers, shareholders, employees or subcontractors, be liable to any other party regarding any statements, findings, conclusions or other content in this Opinion Letter, or for any use of, reliance on, accuracy, or adequacy of this Opinion Letter.



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