jamf

2025 PURPOSE & IMPACT REPORT

A letter from Our CEO

When Jamf went public in the summer of 2020, the world was essentially shut down. We virtually rang the bell at the Nasdaq tower and cheered as we stepped into a new chapter as a public company, full of unknowns. Looking back, it's clear that our collective dedication, resilience, innovative spirit, and the many incredible additions to the team since then have carried us through and propelled us to new heights.

John Strosahl
Chief Executive Officer

In March 2024, we had our first Investor Day, and it was wonderful to meet so many of our shareholders and analysts in-person—a stark contrast to our virtual celebration years ago. During the event, we shared insights on Jamf's strong foundation, and the robust and differentiated value our platform provides to customers.

Our ability to serve customers, succeed with partners, and innovate on our products wouldn't be possible without our employees. That's why, last year, we launched an all-employee mentorship program and introduced the Count Me In project, starting in Japan, the Netherlands, Poland, the United Kingdom, and the United States. These initiatives are critical to better understanding our workforce, supporting employees' professional journeys, meeting global compliance and regulatory obligations, and ultimately creating a workplace where every Jamf feels valued, respected, and included.

In 2024, we also committed to setting near-term and net zero science-based targets in line with the Science Based Targets Initiative (SBTi)—a commitment that materialized in January 2025. We encourage our stakeholders to actively support the latest climate science by committing to setting science-based targets aligned with a 1.5°C pathway.

Last year, I had the good fortune to host an "Ask Me Anything" session with a group of highly engaged high school student interns after they spent some hands-on time in a TEAL+ room (Technology-Enabled Active Learning). Their feedback reinforced something we deeply believe in at Jamf: the power of education.

We invest heavily in fostering educational opportunities through the MATTER Innovation Hubs, the TEAL+ program, and our commitment to providing education-specific pricing and unique, secure solutions for educational institutions. We are proud to play a role in empowering the next generation of educators, tech leaders, and innovators.

Jamf has had many different chapters in our history, and our team today is a wonderful reflection of them all. Thank you for being part of making Jamf a better place to help organizations succeed with Apple.

John

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 our industry. Where possible, this report references SASB's Sustainability Accounting Standards for Software & IT Services and the United Nations Sustainable Development Goals (SDGs). A data summary referencing the SASB and UN SDGs can be found in the appendix of this report. Unless otherwise specified, financial information and other data in this report covers our global operations and is presented as of and for the year ended December 31, 2024. To the extent any historical data is updated or recast, the information will be disclosed accordingly.

About Jamf

Jamf—the standard in managing and securing Apple at work—is the only company in the world that provides a complete management and security solution for an Apple-first environment that is designed to be enterprise secure, consumer simple, and protective of personal privacy.

Jamf's shared purpose—empowering people by simplifying work—is driven by our core values:

Selflessness

Relentless self-improvement

Jamf Overview

MAC

ENTERPRISE-READY MAC EXPERIENCE, WITHOUT COMPROMISE

- Cloud-native, Apple-first management and security
- AI-driven insights and built-in endpoint protection
- Identity-based access, compliance, and enforcement
- Complete control and visibility for Mac
- Reduced IT burden, enhanced employee experience
- Expansive partner ecosystem and API integrations

MOBILE

WORKPLACE MOBILITY, REDEFINED FOR SECURITY AND PRODUCTIVITY

- Device management and mobile threat defense
- Secure access to workflows and productivity tools
- Purpose-built apps for a user-friendly experience
- Supports 1:1 and shared device models
- Expansive partner ecosystem and API integrations

K–12

PURPOSEFUL TECHNOLOGY THAT TRANSFORMS LEARNING

- Easy-to-manage tools for IT, educators, and students
- Personalized learning and student success at scale
- Secure and equitable experiences across classrooms
- Purpose-built apps for instruction and communication
- Trusted by schools, districts, and national programs

SMALL BUSINESS

APPLE SIMPLIFIED FOR SMALL BUSINESS

- Pre-built workflows that streamline setup and security
- Simple deployment with minimal IT resources
- Full Apple device support with fast time to value
- Maximized investment through ease and automation
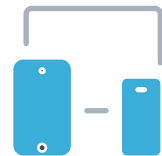- Ideal for lean teams with big ambitions

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2024 Highlights

>2,500
employees
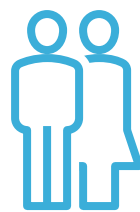
63%
of employees engaged in giving

76,500+
customers worldwide

33.2
million devices running Jamf solutions

32,200
customers running both a Jamf management and Jamf security solution

Launch
of the all-employee mentorship program

Commitment to setting near and long-term science-based targets in line with SBTi

CVE® Numbering Authority (CNA) authorized

StateRAMP Authorized Status for Jamf Pro and Jamf School

Jamf serves:

7 OF THE TOP 10 TECHNOLOGY COMPANIES, AS RANKED BY FORTUNE 500

8 OF THE 10 LARGEST COMPANIES, AS RANKED BY FORTUNE 500

9 OF THE 10 LARGEST SCHOOL DISTRICTS, AS RANKED BY NICHE

10 OF THE 10 LARGEST U.S. BANKS, AS RANKED BY BANKRATE.COM

15 OF THE TOP 20 U.S. HOSPITALS, AS RANKED BY U.S. NEWS & WORLD REPORT

15 OF THE TOP 15 GLOBAL UNIVERSITIES, AS RANKED BY U.S. NEWS & WORLD REPORT

![jamf logo] **jamf**

2024 Awards

Computing Security Awards
Mobile Security Solution of the Year

PEOPLE® Companies that Care
Ranking #45

Cyber Defense Magazine's (CDM) Global Infosec Awards
- **Market Leader Zero Trust BYOD**
- **Market Leader Mobile Device Security**
- **Cutting Edge Mobile Endpoint Security**

Trust Radius Tech Cares Awards
Leaders in Corporate Social Responsibility

U.S. News & World Report
Best Companies To Work For 2024–2025

Forbes
Most Trusted Companies 2024

Newsweek
America's Greatest Workplaces for Parents and Families 2024

![jamf logo]

ESG Governance Structure

The oversight of sustainability performance is a collaborative effort. While senior leadership sets the strategic direction, every Jamf plays a role in implementing ethical and sustainable practices, whether by helping our customers succeed at work and home or by driving our sustainability efforts forward.

Some of the leadership teams that support these efforts are:

TEAM	RESPONSIBILITIES
Board of Directors	Our Board has overall responsibility for risk oversight, and its committees help fulfill those oversight responsibilities in certain areas of risk. **The Audit Committee** assists our Board in fulfilling its oversight responsibilities with respect to risk management in the areas of internal control over financial reporting and disclosure controls and procedures, legal and regulatory compliance, tax, liquidity risk, cybersecurity, and other financial and audit related risks. **The Compensation and Nominating Committee** oversees the design and implementation of our compensation policies and programs and monitors the incentives created by these policies and programs. In addition, our Compensation and Nominating Committee oversees our major corporate governance risks, including ESG and climate-related financial risks, as well as compliance with our Corporate Governance Guidelines.
ESG Steering Committee	Oversee annual ESG strategic alignment, budget, and progress of initiatives, reporting their findings to the Board.
Legal & Enterprise Risk and Compliance	Carry out efforts to maintain and improve ESG performance, complying with stakeholder and regulatory demands.
All Business Units	Collect and report data as needed. Implement sustainable practices that support the ESG and business strategy.

Stakeholder engagement

Jamf values the voice of its stakeholders. We have established communication channels to gather feedback, and along with continuous review of material industry issues, this input informs our strategy across a variety of topics.

Engaging Employees

Our employees have multiple avenues to share their suggestions and concerns, including direct conversations with managers, dedicated HR channels, and the whistleblower hotline. At the same time, leadership regularly communicates business priorities and strategic updates through various forums, from the annual kick-off to monthly all-company briefings. These efforts ensure that every Jamf has the information they need to deliver an exceptional service to our customers while knowing where to turn for support. Additionally, we conduct an annual third-party anonymous survey to gather employee feedback. Key results from the latest survey include:

67%
employee engagement[1]

73%
of employees say Jamf is a great place to work[2]

[1] Employee engagement is assessed based on the responses to the following questions:
 a. I am proud to work for Jamf
 b. I would recommend Jamf as a great place to work
 c. I see myself still working at Jamf in two years' time
 d. Jamf motivates me to go beyond what I would in a similar role elsewhere
[2] As of October 2024

Customer Engagement

Each year, we host the Jamf Nation User Conference (JNUC)—the largest gathering for Apple system administrators in the world. While JNUC is typically held in the US, to ensure accessibility for Apple system administrators worldwide, we also host Jamf Nation Live events in Europe and Asia. These events provide IT professionals with opportunities to solve challenges, maximize their investment in Apple and Jamf, and learn about new products and features. Beyond events, Jamf customers have access to the Jamf Nation community and the Jamf Heroes customer advocacy program, where they can exchange knowledge, connect with peers, and engage directly with Jamf experts in product, implementation, and support. Our account executives and customer success managers maintain ongoing relationships to stay closely aligned with customer and user needs. Customer satisfaction remains a priority, as reflected by:

9.34 out of 10
global customer satisfaction score for Technical Support

+56
Net Promoter Score[3]

104%
dollar-based net retention rate

[3] As of November 2024

Partner Engagement

At Jamf, we believe our partners' success is built on collaboration and shared values. In 2024, we launch our new Global Partner Program to accelerate partner growth and help organizations harness the power of Apple. The program provides partners with access to the new Jamf Partner Hub—a dedicated portal designed to streamline resources and support. The launch of this program demonstrates our ongoing commitment to listening to partners, staying one step ahead of industry demands.

The program reaches partners in over 70 countries worldwide

Shareholder Engagement

Jamf hosts quarterly earnings calls to keep shareholders informed, complemented by ongoing communications from our dedicated investor relations team.

Community Engagement

We believe that wherever there is a Jamf, there is a Jamf community. That's why we empower our employees to drive Jamf's community efforts, while also supporting causes related to education, disaster relief, and hunger relief that create meaningful social impact.

In 2024,
63% of Jamfs
(> 1,600 employees)
contributed time or money
through the Jamf Nation
Global Foundation

![jamf logo]

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EMPLOYEE EXPERIENCE

At Jamf, our people are at the heart of everything we do. 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.

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In 2024:

38%
of new hires
were women

93%
voluntary
retention rate

"Jamf fosters a supportive and collaborative environment where your growth and success are truly priorities. Whether you're looking to grow professionally, connect with passionate colleagues, or enjoy a balanced lifestyle, Jamf offers a workplace that you can thrive in. The flexibility here has not only enhanced my productivity but also contributed to my overall well-being. The vibrant, inclusive culture makes every single day at work engaging and enjoyable."

Manager, Inside Sales

Award-winning Culture:

PEOPLE® COMPANIES THAT CARE
PEOPLE MAGAZINE

BEST COMPANIES TO WORK FOR
US NEWS & WORLD REPORT

AMERICA'S GREATEST WORKPLACES FOR PARENTS AND FAMILIES
NEWSWEEK

FORBES MOST TRUSTED COMPANIES 2024

Health, Safety, and Well-being

At Jamf, we prioritize the health and well-being of our employees and their families. We recognize that offering highly competitive, equitable benefits is essential to attracting, retaining, and empowering top talent. Our commitment goes beyond the workplace—we strive to enhance the whole employee experience by providing meaningful benefits that support financial, physical, and mental well-being.

We focus on what matters most to our employees by:

- **Helping employees plan for the future—**minimizing the financial impact of health events and supporting long-term financial goals.

- **Prioritizing health and wellness—**ensuring employees and their families have access to comprehensive healthcare.

- **Providing inclusive benefits—**supporting the diverse needs of our global workforce.

- **Encouraging work-life balance—**promoting flexibility to enhance job satisfaction, productivity, and overall well-being.

- **Fostering a culture of giving and growth—**providing time and resources for employees to give back to their communities and support causes they care about.

Our inclusive health benefits offer mental health resources and personalized support, ensuring that every Jamf has access to care when they need it. Employees can take advantage of low- and no-cost counseling, virtual mental health services, and additional resources tailored to their needs.

To further support employee well-being, we provide ergonomic guidance and work on ensuring a safe and productive work environment. At Jamf, we believe that when employees feel supported in every aspect of their well-being, they can bring their best selves to work.

We are also committed to maintaining a safe and healthy workplace:

0 **Fatalities because of work-related injuries**

0 **High-consequence work-related injuries (excluding fatalities)**

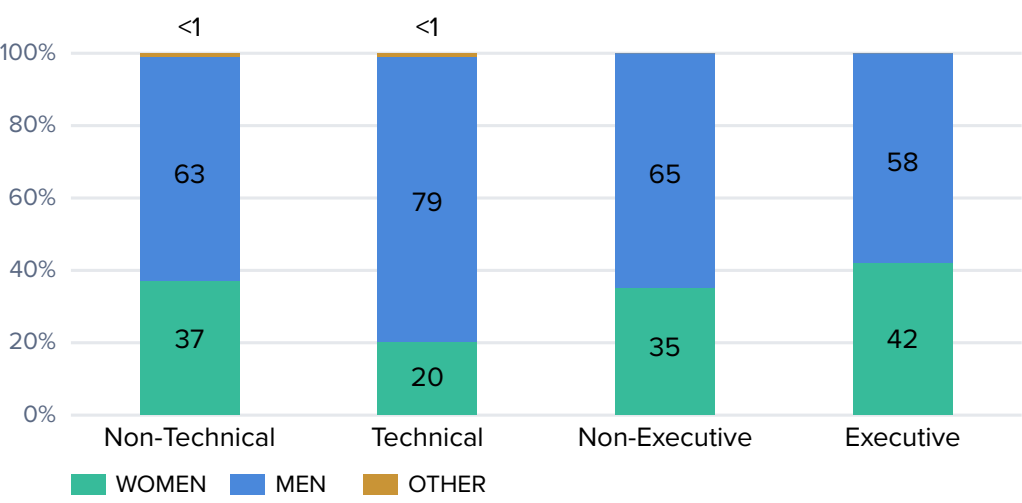**1** **Low-consequence work-related injury**
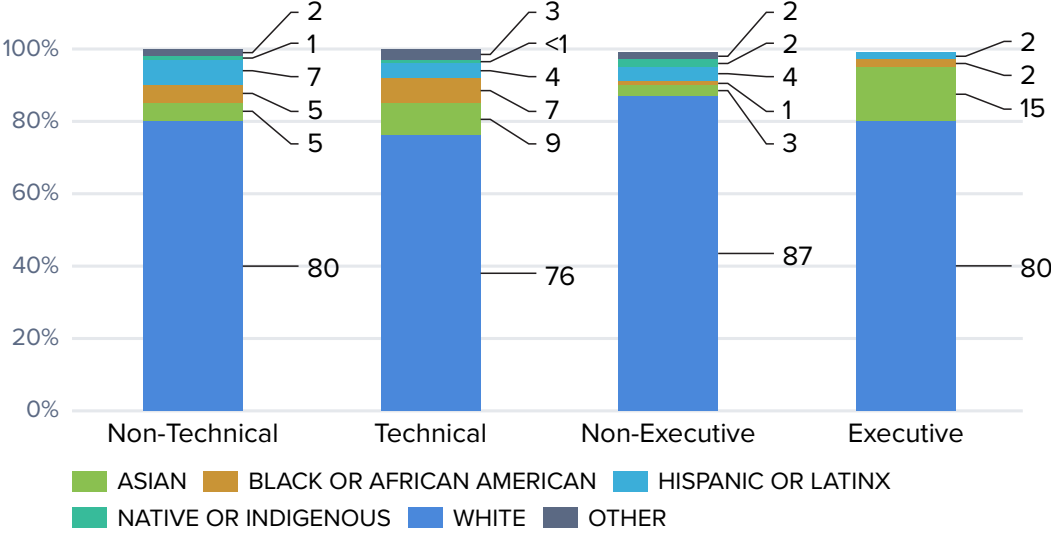
Diversity, Equity, Inclusion, and Belonging

Jamf is committed to creating an inclusive workplace where all employees are welcome. In 2024, we expanded our inclusive leadership training to further enhance multicultural competence, promote inclusivity, and encourage open dialogue. Our Inclusive Leadership Series focused on helping Jamf people leaders identify and interrupt unconscious bias, while all-employee trainings helped to educate and engage Jamfs on foundational DEIB principles.

Global—2,595 employees[4]

Employees by Gender (Global)[5]
(Percentage)

Non-Technical: <1 (Other), 63 (Men), 37 (Women)
Technical: <1 (Other), 79 (Men), 20 (Women)
Non-Executive: 65 (Men), 35 (Women)
Executive: 58 (Men), 42 (Women)

Legend: WOMEN | MEN | OTHER

Employees by Race & Ethnicity (U.S. Only)
(Percentage)

Non-Technical: 2, 1, 7, 5, 5, 80
Technical: 3, <1, 4, 7, 9, 76
Non-Executive: 2, 2, 4, 1, 3, 87
Executive: 2, 2, 15, 80

Legend: ASIAN | BLACK OR AFRICAN AMERICAN | HISPANIC OR LATINX | NATIVE OR INDIGENOUS | WHITE | OTHER

[4] As of December 31, 2024

[5] a. Totals may not sum 100% due to rounding.

b. Executive data includes roles with Vice President titles and above.

c. Non-executive roles include people managers not included in Executive roles.

d. Technical roles include employees with a high level of technical skill and development, as defined by their job description.

e. Non-technical roles include all other employees not defined as management or technical staff.

f. This report uses the terms "women" and "men" to accurately reflect employee self-identification in the existing data fields in our HR system. In 2024 as part of the Count Me In initiative, a third option was introduced ("Other") to give employees a non-binary option while recognizing the broad spectrum and personal nature of gender identities.

g. The high variation in certain categories is due to the decrease of "not disclosed" information.

In 2024, we launched the Count Me In campaign that will help us improve the data allowing us to:

- Foster engagement among all employees
- Develop cultural competency training
- Adjust recruitment sourcing strategies to attract more skilled people of every background
- Prepare for compliance with global regulations

Over the year,

77% employees opted in

68% employee participation
(of those who opted in)

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	**Accessibility** @Jamf
APAC_DEIB@Jamf	**APAC_DEIB** @Jamf
LatinX@Jamf	**LatinX** @Jamf
Proud@Jamf	**Proud** @Jamf
Shades@Jamf	**Shades** @Jamf
Veterans@Jamf	**Veterans** @Jamf
Women@Jamf	**Women** @Jamf

ERG Mentorship Program

Mentorship is a powerful tool for career development, professional growth, and community building. In 2024, Jamf transitioned the Women@Jamf ERG Mentorship Program into the ERG Mentorship Program, expanding participation to all Employee Resource Groups (ERGs). This initiative provides employees with opportunities to seek guidance, offer support, and build meaningful connections across the organization. All employees are eligible for and encouraged to participate in the ERG Mentorship Program.

Each year, the ERG Mentorship Program continues to empower Jamfs by fostering learning, collaboration, and career advancement in a structured and inclusive environment.

The ERG Mentorship Program continues to empower Jamfs by fostering learning, collaboration, and career advancement in a structured and inclusive environment, offering opportunities for growth throughout the year. This ongoing initiative continues to support our employees in developing their skills, expanding their networks, and advancing their careers in a supportive and empowering environment.

126 employees participated in the mentorship program

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FEATURE:

ERG support for JNUC

At the Jamf Nation User Conference (JNUC), the Inclusion & Diversity Booth showcases Jamf's ongoing DEIB efforts and is proudly supported by members of our Employee Resource Groups (ERGs). The booth offers both customers and employees alike a window into our work to build a more inclusive workplace and tech community. By elevating ERG-driven experiences and initiatives, the booth reinforces how inclusion and diversity directly enhance the customer experience and strengthen our culture of innovation and connection.

Jamf Local:

Strengthening Connection for Remote Employees

Recognizing the importance of community and in-person collaboration, we launched Jamf Local to provide remote employees with opportunities to connect and engage in their local areas. This initiative brings Jamfs together for monthly coworking gatherings in select global metro areas, where employees can work alongside colleagues, watch The Jamf Report, and participate in leadership Q&A sessions. Dedicated Slack channels help facilitate local connections, making it easier for employees to coordinate meetups and collaborate.

By fostering stronger relationships, encouraging innovation, and enhancing our remote strategy, Jamf Local creates meaningful opportunities for employees to engage beyond virtual interactions—helping build a more connected and collaborative workforce.

Learning and Development

Mentorship is just one of the many ways Jamf supports personal and professional development. In alignment with our core value of relentless self-improvement, we provide employees with opportunities to expand their skills and knowledge. Through our Global Education Reimbursement policy, we invested over $200,000 to support the continuing education of 97 employees, helping them advance in their respective fields.

In addition to individual learning opportunities, we prioritize leadership development across all levels of the organization:

93% COMPLETION BY DIRECTOR+ STAFF
OF MODULE 1 OF THE INCLUSIVE LEADERSHIP SERIES

49% COMPLETION BY SUPERVISORS AND SENIOR MANAGERS
OF THE MANAGER MASTERY SERIES

167 PEOPLE LEADERS' PARTICIPATION IN WORKSHOPS
ON TOPICS INCLUDING OBJECTIVE SETTING, FEEDBACK FUNDAMENTALS, AND NAVIGATING HONEST CONVERSATIONS

Internal Mobility Program

To support career growth and learning, Jamf launched an Internal Mobility Program within the past year. The program gives Jamfs the opportunity to develop new skills, make an impact across different teams, and grow their careers within Jamf—strengthening employee engagement, retention, and morale. By encouraging employees to develop new skills and explore new experiences, the program helps bring fresh perspectives and diverse skill sets to teams across the organization.

Employees have access to resources to help them prepare and upskill for internal moves, including guidance on upskilling, identifying transferable skills, understanding development areas, and having career conversations with their managers. For managers, the program offers access to a pool of pre-vetted candidates already familiar with Jamf's culture and processes, helping to reduce hiring costs and onboarding time. It also offers resources to help managers foster a culture of growth, support professional development conversations, and navigate manager-to-manager conversations when team members seek new opportunities within Jamf.

CUSTOMER EXPERIENCE

At Jamf, the customer experience extends far beyond our industry-leading products and services—it's about building a community. Our customers are IT and security professionals who are not only committed to strengthening their organizations but to learning, growing, and supporting each other along the way.

Every day, 76,500 organizations worldwide trust Jamf to manage and secure their Apple devices, but what truly sets the Jamf experience apart is the **collaboration and support** that define our customer community.

Our shared spirit of selflessness and relentless self-improvement drive both Jamf and the people who rely on our solutions. Whether they need technical guidance, educational resources, career development, or simply a helping hand, Jamf customers know they can count on us—and each other—to navigate every challenge together.

Innovation and Continuous Improvement

Harnessing the power of Declarative Device Management

Declarative Device Management automates policy enforcement, creating a more secure and manageable future. Jamf already supports declarative workflows, including managed software updates and Apple Watch management. Now, with Blueprints—a first-to-market innovation from Jamf—this powerful framework is expanding to Jamf Pro and Jamf School. Blueprints will enable future-ready device management, streamlined settings, commands, app installations, and restrictions in a declarative manner. This user-friendly approach will allow Jamf to deliver same-day support for Apple's latest features more efficiently.

Same-Day Support

Unified application portal with Self Service+

Building on the Self Service app Jamf customers know and trust, Self Service+ is a streamlined, all-in-one application portal. Users can access company-branded app catalogs, important security alerts from Jamf Protect, and other essential resources in a single, intuitive interface. By eliminating the need to switch between apps, employees stay informed and productive with a seamless, personalized experience.

Streamlined Portal

Compliance Benchmarks in Jamf Pro

As the threat landscape evolves, integrating management and security together is more critical than ever. Built on the macOS Security Compliance Project and Jamf Compliance Editor, Compliance Benchmarks in Jamf Pro simplifies CIS benchmark compliance, making it easier for Apple admins to audit, manage, and report on security posture. Initially launching for macOS, Compliance Benchmarks will soon expand to iOS and iPadOS platforms, giving IT teams the tools they need to fortify security across Apple ecosystems.

Fortify Security

AI Assistant: A knowledge base to gather and analyze information

AI Assistant is a powerful natural language interface designed to help admins identify breach patterns and automate workflows, enhancing threat response times, accuracy, and overall security resilience. The integration of AI into Jamf's security features means faster response times, more accurate threat assessments, and a more robust overall security posture for an Apple ecosystem. Full functionality, including retrieval-augmented-generation (RAG) has been made available since early 2025, empowering IT teams to focus on high-level strategic initiatives.

Automate Workflows

Expanding Our Microsoft Partnership

Jamf entered the Microsoft ISV Partner Program, strengthening our collaboration with a five-year agreement to develop new Microsoft Cloud and AI-powered solutions for our joint customers. Jamf offerings will be hosted on Microsoft Azure and available for purchase on the Azure Marketplace starting in late 2024, expanding accessibility and innovation for Apple-focused enterprises.

Partner Program

Jamf Nation User Conference and Live Events

The Jamf Nation User Conference (JNUC) and Jamf Nation Live events (JNL) bring together the Apple IT community for unparalleled learning and networking.

Held in Nashville, TN (JNUC) and in Berlin, Haarlem, London, Sydney, and Singapore (JNL), these gatherings unite IT's brightest problem-solvers to:

- Tackle real-world IT challenges that impact organizations

- Maximize their investment in Apple and Jamf with fresh ideas and strategies

- Explore new Jamf products and features that empower users and IT

- Share experiences, gain insights, and connect with Jamf Nation peers

- Engage directly with Jamf experts in product, implementation, and support

In contrast to traditional sales expos or tradeshows, JNUC and JNL are inclusive, community-driven rallies focused on education, collaboration, and innovation. Featuring Jamf-led presentations, deep-dive education sessions, and expert insights, these events help IT professionals unlock new possibilities in Apple device management—empowering people, transforming business processes, and simplifying IT workflows.

Customer Community & Customer Success

At Jamf, our community is built on connection and shared success. We create opportunities for customers to engage with each other and with our organization, ensuring they have the support they need to thrive. In addition to monthly meetups, Jamf introduced monthly Ask Me Anything sessions (or AMAs) with Customer Support leadership— a 30-minute forum where customers can meet with Jamf leaders to ask questions and share feedback. The initiative was met with exceptional engagement, benefiting both customers and Jamf's support team. In 2024, we continued this practice with an average attendance of 15 customers per session.
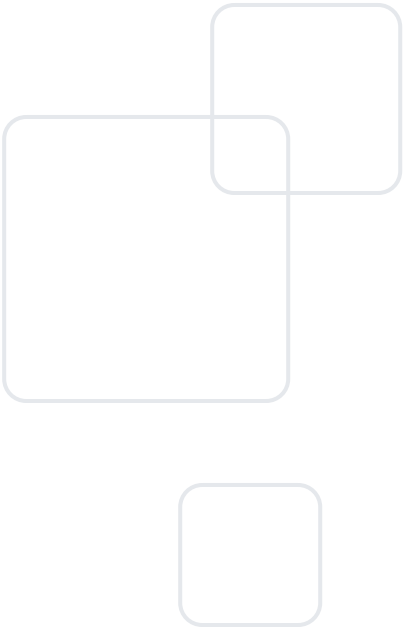
Jamf Heroes

- 15 virtual customer meetups, featuring 4 guest speakers

- Average of 24 attendees per session, representing 6 countries

Jamf Nation

- > 2.08M total visits

- >4,400 topics posted on our forums

- >740 solutions marked

- > 1.7M solution views

By fostering collaboration, knowledge sharing, and direct engagement, we empower our customers to maximize their investment in Jamf and Apple technology—creating a stronger, more connected community.

COMMUNITY IMPACT

At Jamf, we are proud to support people and causes in communities around the world. **Giving back** has been a part of our culture for over a decade. We lead with compassion and empathy and strive to make a meaningful impact by supporting causes that strengthen our communities. Collectively, Jamf employees and the Jamf Nation Global Foundation have donated over $1.4 million and volunteered over 21,000 hours in service of organizations and initiatives working to make our world a better place in 2024.

Jamf Nation Global Foundation (JNGF)

Our goal is for at least 70% of Jamf employees to engage in giving—whether through volunteer time or financial contributions. In 2024, through collective action and engagement, we continue to make a difference in the communities we serve.

At JNUC 2024, the Jamf Nation Global Foundation (JNGF) hosted its first in-person volunteering event, offering attendees a meaningful way to make an impact and build connections. Participants wrote nearly 100 heartfelt letters to individuals experiencing isolation through Letters Against Isolation or connected with students from the MATTER Career Readiness Institute to explore opportunities for long-term mentorship.

2024 Highlights:

> $1.46M
donated by employees, Jamf Nation & JNGF combined

550+ Jamfs
submitted 1,750+ Matching Gifts, totaling over $320K in JNGF matches

21,000+ volunteer
hours donated by 1,450+ (57%) Jamfs supporting nearly 350 causes in 14 countries

$185K+
in charitable rewards donated

10-10-10 Program

Our "10-10-10" program empowers Jamf employees to rally around causes they care about, building momentum and support for meaningful initiatives. In 2024, beneficiaries included:

- Building for Bridget
- Chippewa Valley Habitat for Humanity
- East Hill Neighborhood Cleanup
- Guatemala Service Projects Inc.
- Junior Achievement
- Sleep in Heavenly Peace

For more information on Jamf's community impact and the Jamf Nation Global foundation, please visit our website.

Support For Education

Education was the primary category supported by the corporate foundation. Over $550,000 collectively donated to causes that support quality education.

SparkPath

For the past decade, Jamfs & the JNGF have partnered with SparkPath (formerly Success Beyond the Classroom, SBC) to organize STEMLink, an enriching STEM-based event for hundreds of 5th and 6th graders in the greater Minneapolis area.

Over the years, dozens of Jamfs have volunteered as guides and guest instructors, while JNGF scholarships ensure all students have an equal opportunity to attend.
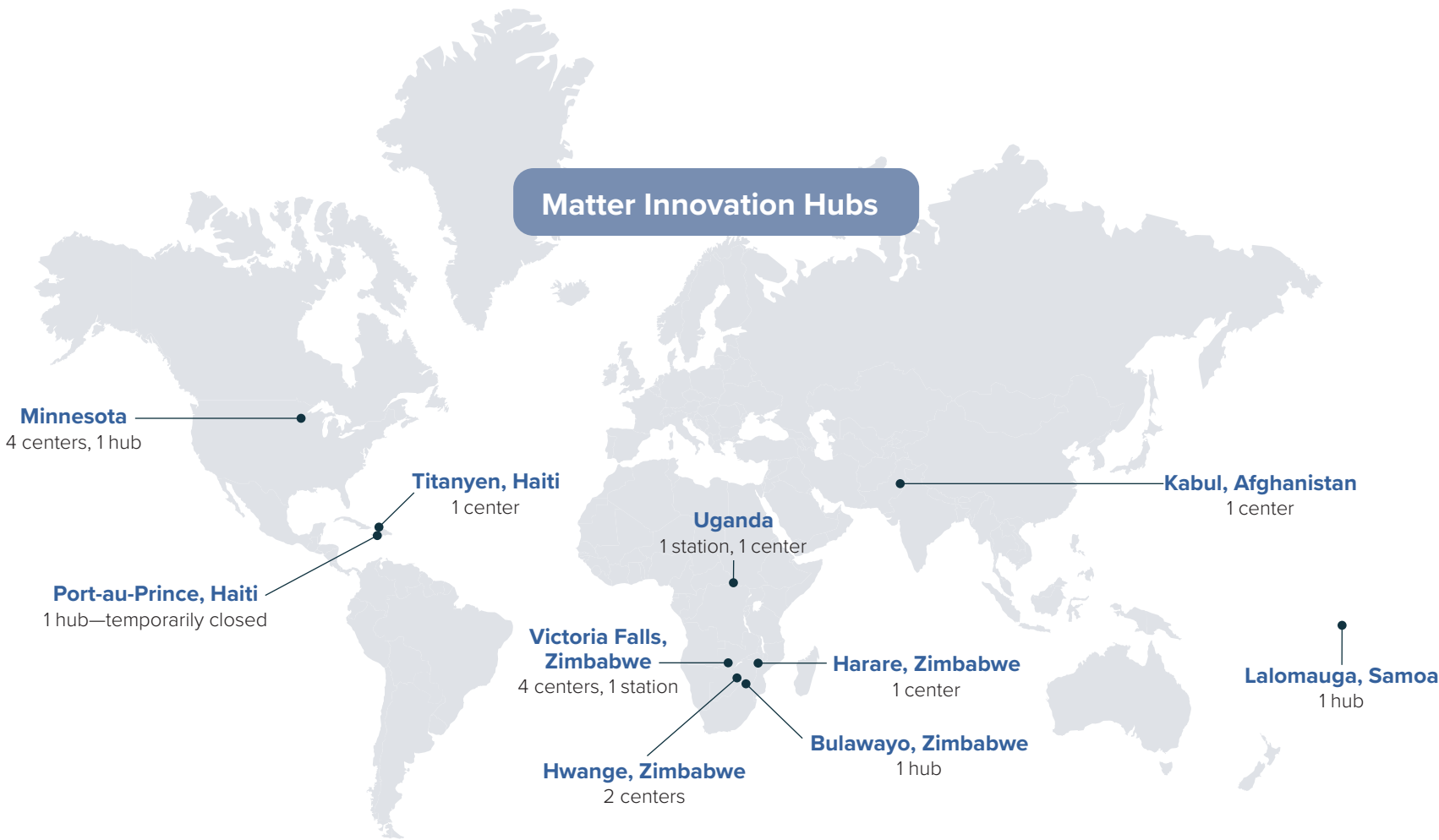
Code2College

Jamf welcomed four high school interns into our Engineering department, where they trained in various coding languages and skillsets. Three of the four students were returning interns, including one who joined for her third consecutive year. Interns were integrated into software development teams, playing an active role in delivering features that went into production.

![jamf logo]

Matter Innovation Hubs

As a founding member and primary partner for the MATTER NGO's Innovation Hub program, Jamf helped expand the initiative to two new locations in 2024, including Kunihira Primary school in Uganda and Mkhosana Primary and High School in Zimbabwe. This expansion provides students with post-secondary technical training and career pathways, reinforcing Jamf's commitment to DEIB, workforce development, and community impact.

Matter Innovation Hubs

Minnesota
4 centers, 1 hub

Titanyen, Haiti
1 center

Port-au-Prince, Haiti
1 hub—temporarily closed

Kabul, Afghanistan
1 center

Uganda
1 station, 1 center

Victoria Falls, Zimbabwe
4 centers, 1 station

Harare, Zimbabwe
1 center

Hwange, Zimbabwe
2 centers

Bulawayo, Zimbabwe
1 hub

Lalomauga, Samoa
1 hub

Matter Innovation Hubs at a glance:

19
hubs across 6 countries

4,800+
students served

1,580+
devices deployed

Matter Career Readiness Institute (MCRI)

The MCRI workforce and community development program supports students from MATTER Innovation Hubs across Zimbabwe, guiding them from early education to career opportunities.

In 2024:

- 15 MCRI students completed apprenticeships, including four at Jamf. All students secured full-time employment with US-based tech companies

- A workforce Development Center was inaugurated to support remote employment

Cristo Rey High School Work Study Program

Jamf hosted eight Cristo Rey students who completed their 2023-2024 school year internships with Jamf, with two serving as instructors at STEMLink and Pablo Center Code Camp. For the 2024-2025 school year, four students joined Jamf to grow their leadership skills while gaining real-world experience.

Coding camps

Jamf volunteers hosted coding camps for local students, engaging 215 participants using Sphero bolts and Apple's trademarked Learn to Code curriculum. Twenty Jamf volunteers contributed their time leveraging VTO kits and Sphero balls to help Girl Scouts earn their STEM badges, and leading STEMLink coding classes for 6th grade students.

Partnership with Mesa Community College

Jamf partnered with Mesa Community College (MCC) to launch its Apple certification training course, which helps MCC students and aspiring IT professionals learn how to manage Apple at work.

The first course started in October with nine students enrolled for eight weeks in Jamf Certified Associate and Jamf Certified Tech options. Many participants come from food-insecure backgrounds or underrepresented communities in tech. After completing internships at MCC, students have the opportunity to transition into paid apprenticeships with a local Phoenix-area organization. Program graduates earn multiple Apple and Jamf certifications and gain valuable real-world experience that can help them successfully transition to careers in IT.
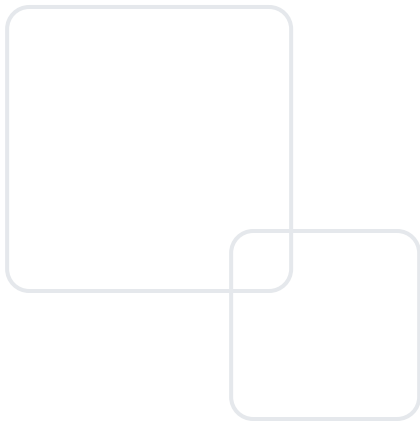
Additional Highlights

Technology Reuse & Digital Access

Jamf partnered with Free Geek Twin Cities, a Minneapolis based non-profit dedicated to sustainable tech reuse, digital access, and education for underserved communities. Through these efforts, recoverable IT assets valued at $25,000 were donated, supporting environmental sustainability and bridging the digital divide.

Nonprofit Support Through Discounts

Jamf provided $10,000 in nonprofit discounts across 14 organizations, helping mission-driven groups leverage Apple technology more affordably. Beneficiaries included:

- Girls Scouts of America

- Sioux Lookout First Nations Health Authority

- One Tree Planted

- Boys and Girls Clubs of Greater Dallas

These initiatives reflect Jamf's commitment to digital inclusion, sustainability, and community empowerment—demonstrating the power of technology to make a meaningful difference.

ENVIRONMENT

At Jamf, environmental responsibility is important to the way we do business. We are committed to reducing our **impact, improving resource efficiency,** and **ensuring compliance** with all applicable environmental regulations.

Technology plays a key role in our climate strategy. Since 2021, we have tracked operational activity and energy use to better understand our greenhouse gas (GHG) emissions and resource consumption. These insights help shape our environmental policies and drive awareness among employees about the role each of us play in reducing our footprint.

Moving forward, we expect to continue to invest in carbon accounting, carbon credits, and other sustainability-focused initiatives to drive positive operational outcomes. By leveraging technology and data-driven solutions, we aim to strengthen our environmental and business performance while contributing to a more sustainable world.
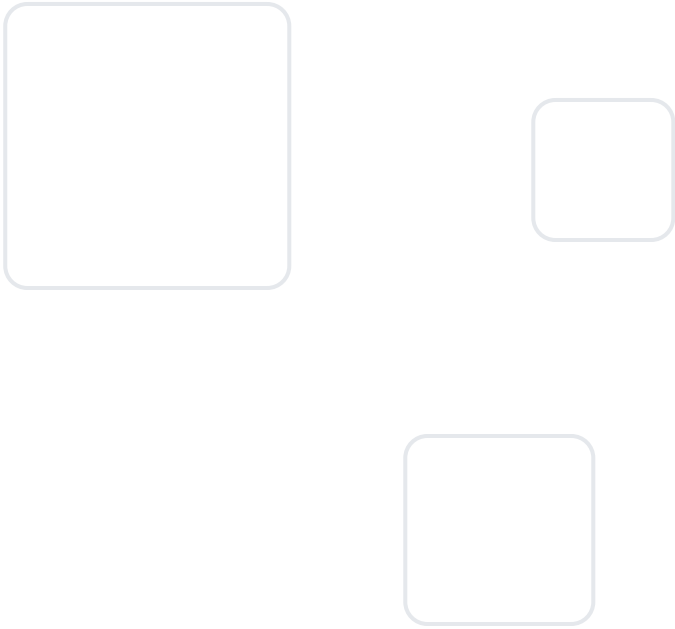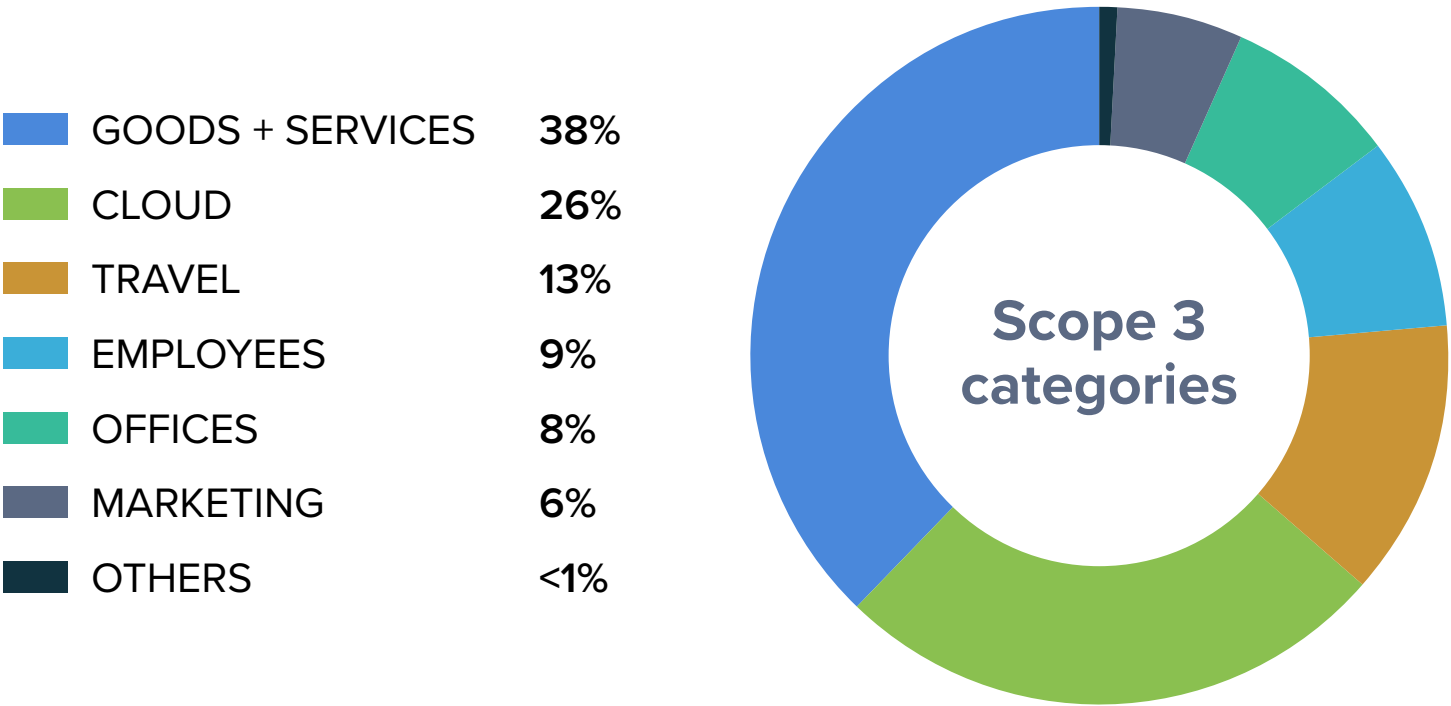
Emissions

Measuring emissions is the foundation of Jamf's climate strategy. By tracking our energy use, greenhouse gas (GHG) emissions, and other outputs, we identify key areas for reduction and efficiency improvements.

FY24 GHG emissions (market-based):

- Scope 1 emissions 297 tCO_2e

- Scope 2 emissions 1,581 tCO_2e

- Scope 3 emissions by category:[6]

GOODS + SERVICES	38%	
CLOUD	26%	
TRAVEL	13%	
EMPLOYEES	9%	
OFFICES	8%	
MARKETING	6%	
OTHERS	<1%	

Scope 3 categories

[6] Jamf is aiming to have its Scope 3 GHG emissions assured ahead of regulatory reporting obligations. For this reason, Jamf has opted not to disclose emissions figures in tCO_2e until the assurance engagement can be completed. A percentage breakdown of Scope 3 emissions, subject to third-party assurance recommendations and revisions, have been provided instead.

Jamf uses enterprise sustainability platform Watershed to calculate its greenhouse gas emissions, using Watershed's Comprehensive Environmental Data Archive (CEDA) methodology.[7] Emissions do not include procured carbon credits or renewable energy certificates.

Jamf's climate strategy includes identifying, assessing, and managing climate-related risks, continuously reviewing our GHG emissions inventory, implementing efficiency and reduction measures, and reporting on our progress.

Carbon Offsets

As part of our commitment to responsible business practices, Jamf continues to invest in carbon offsets and renewable energy certificates (RECs), securing 13,000 tCO_2e in carbon offsets and 9,500 MWh RECs, effective January 2025.

[7] Methodology: As part of the GHG emissions calculation, the external 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: Carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs). Other greenhouse gasses, including Nitrogen trifluoride (NF_3), Perfluoro carbons (PFCs), and Sulfur Hexafluoride (SF6) are not included as they are not relevant to the sources of emissions within our operational boundaries or do not generate emission material to our overall greenhouse gas inventory. All emissions are converted to carbon dioxide equivalents (CO_2e) 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. We present emissions from activities within our value chain, but outside of 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.

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.

Continuous Improvement

Jamf's commitment to sustainability aligns with our core value of relentless self-improvement. In 2024, we took significant steps to extend the life cycle of hardware, optimize energy use, and minimize waste.

Maximizing Hardware Lifespan

To reduce unnecessary resource consumption, we extended our device refresh cycle from three to four years, allowing devices to remain in use longer before replacement. We also refurbished and redistributed used accessories and repurposed existing hardware for employee telephone needs, further minimizing waste and unnecessary purchases.

Responsible End-of-Life Hardware Management

When devices reached the end of their useful life at Jamf, we prioritized reuse and responsible disposal. Retired equipment was donated to local causes, providing valuable resources to organizations in need. We also hosted employee "Garage Sales," allowing Jamfs to extend the life of devices through personal use. Any remaining hardware was responsibly processed using accredited recycling methods, ensuring proper disposal without contributing to electronic waste.

Improving Operational Efficiency

In 2024, Jamf transitioned two of our three self-managed data centers into colocation facilities, which improved energy efficiency, reduced costs, and eliminated outdated, power-intensive equipment. By moving away from self-managed cooling, backup power, and redundant infrastructure, we are looking to reduce excess energy consumption while maintaining operational resilience.

To further maximize operational efficiency, we implemented a Wi-Fi-first office model, eliminating the need for redundant data jacks and excess network switches—a shift that lowers both infrastructure costs and power consumption. Additionally, we right-sized office spaces, consolidating underutilized areas to reduce operational expenses and environmental impact.

Sustainable Facilities & Energy Efficiency

Jamf offices prioritize energy-efficient practices to minimize resource consumption, including the installation of LED lighting with motion sensors and scheduled automation to prevent unnecessary electricity use. Heating and cooling systems have been optimized to limit overuse and, wherever feasible, recycled and eco-friendly materials were incorporated into office furnishings and renovations. In 2024, Jamf relocated its Amsterdam office to a new location within a BREEAM-certified building, operating in compliance with certification requirements. Additionally, we transitioned to mobile access credentials, reducing material waste by eliminating the need for thousands of physical badges.

Aligning with Global Climate Goals

We took major steps to align with global climate action initiatives by launching an internal ESG policy that embeds environmental considerations into our corporate strategy and a commitment to setting science-based climate targets through the Science Based Targets initiative (SBTi) effective January 2025.

Promoting a Sustainable Workplace

Jamf empowers employees to make sustainable choices, with recycling and composting services available in all Jamf offices, and a variety of waste reduction strategies to encourage mindful consumption. Where possible, our facilities incorporate green cleaning products, solar panels, battery recycling programs, water-saving toilets, and filtered water stations to further a culture of sustainability across our global operations.

Employee-led Environmental Efforts

Jamf employees around the world have taken independent action to support sustainability and environmental stewardship:

- Organized community Cleanups in Amsterdam, Brno, Denver, Fukuoka, Minneapolis, the Mississippi River in the Twin Cities, and Tokyo

- Assisted with planting, transplanting, and watering at Beaver Creek Reserve in Eau Claire: help to seed, transplant, and water plants

- Participated in a Solid Waste Management roundtable in India

- Volunteered in gardening projects at the Royal Botanic Garden in Sydney

These collective efforts reflect Jamf's commitment to environmental responsibility, community engagement, and a more sustainable future—driven by the passion and dedication of our employees.

Green@Jamf

Green@Jamf is a collective of Jamfs who share a common interest in promoting environmentally sustainable practices and initiatives in the workplace and beyond. Green@Jamf's mission is to promote sustainable practices in the office, and in our personal lives for the prosperity of our business and the planet. Green@Jamf holds events to raise awareness and educate fellow employees, drives environmental stewardship throughout the organization by advocating for, and proposing, eco-friendly initiatives within the workplace that aim to reduce Jamf's carbon footprint, and drives positive change throughout the organization to inspire others to contribute to a healthier planet.

In 2024, the group led a variety of initiatives focused on education, engagement, and environmental impact, including:

- **Goodbye to Gas Rebate**

  A program helping US-based Jamfs replace gas-powered tools with electric alternatives

- **Virtual Events**

  Hosted a plant-based cooking class, environmental book club, nature-based volunteering opportunities, and more

- **Sustainability Challenges**

  Encouraged participation in events like Get Outside and Sustainable Holidays

- **Local Clean-Up Support**

  Invested in supplies for future city clean-up efforts in local Jamf offices

GOVERNANCE

At Jamf, strong corporate governance is the foundation of our commitment to creating value for all stakeholders. Our policies, principles, and practices guide decision-making at every level, ensuring we operate with **integrity, accountability,** and **transparency.** Building and maintaining trust is essential to our success. 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.

Data Privacy & Security

Jamf upholds the highest standards of data privacy and security, recognizing the trust our customers and employees place in us. We continuously enhance our safeguards through certifications, compliance frameworks, and industry leadership to protect sensitive information and strengthen cybersecurity.

ISO Certifications & Privacy Frameworks

Jamf maintains ISO/IEC 27001:2022 and ISO/IEC 27701:2019 certifications, reinforcing our commitment to information security and privacy management. These frameworks support the establishment and maintenance of an Information Security Management System (ISMS) and a Privacy Information Management System (PIMS), ensuring secure processing of personally identifiable information (PII) while aligning with global privacy laws including the California Consumer Privacy Act (CCPA) and the General Data Protection Regulation (GDPR).

CVE Numbering Authority (CNA) Designation

Jamf is now a CVE Numbering Authority (CNA), as authorized by the CVE Program, underscoring our commitment to cybersecurity excellence and reinforcing our industry leadership in cybersecurity vulnerability identification and management. This designation enables us to identify, define, and catalog cybersecurity vulnerabilities, providing consistent, transparent reporting to IT and security professionals. Our participation in the CVE Program strengthens our cybersecurity posture and demonstrates our commitment to transparency, collaboration, and excellence.

ISO certification operates on a three-year cycle including annual surveillance audits.

- **Year 1 (Completed 2023):**

  Full audit including testing all controls and general ISO clauses.

- **Years 2 & 3 (2024 & 2025):**

  Annual third-party audits reviewing all ISO general clauses along with one-third of the control sets.

- **Year 4 (Scheduled for 2026):**

  Repeat retesting cycle.

StateRAMP Authorization for High-Compliance Organizations

Jamf has achieved StateRAMP Authorized status for its Jamf Pro and Jamf School products, furthering our commitment to meeting the rigorous security requirements of high compliance organizations, including state and local governments and educational institutions.

StateRAMP is a critical cloud security assessment and authorization program designed to ensure compliance with NIST 800-53 controls. Jamf Pro and Jamf School are now listed on the StateRAMP Authorized Product List, signifying that they:

- Meet all StateRAMP requirements

- Have been assessed by a third-party assessment organization (3PAO)

- Have undergone verification by the StateRAMP Program Management Office (PMO)

Authorized status is the highest level of verification within the StateRAMP program. To maintain this status, Jamf complies with monthly continuous monitoring requirements and conducts annual and significant change audits, ensuring ongoing alignment with security best practices.

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Enterprise Risk & Compliance

At Jamf, enterprise risk management is a continuous, organization-wide effort. Proactively assessing risks across our operations bolsters organizational resiliency, enhances decision-making, and ensures ethical business practices. Integrating input from stakeholders across our organization allows us to identify and mitigate risks effectively. Our commitment to ethics and responsible conduct is supported by the following policies:

Code of Conduct—Protecting our Jamfs

Jamf's code of conduct establishes the foundation for ethical decision-making and professional behavior. This policy outlines expectations for how employees interact with each other, our customers, and the broader community and helps shape a culture of trust, respect, and integrity.

Code of Ethics

Jamf's code of ethics provides principles-based guidance for executive decision-making, ensuring Jamf's leadership upholds our values in all aspects of business operations.

Additional Compliance & Governance Policies

In addition to our core codes of conduct and ethics, Jamf maintains a comprehensive set of internal and external policies to reinforce responsible business practices:

- **Acceptable Use Policy:** Ensures ethical and secure use of company resources

- **Environmental, Social, and Governance (ESG) Policy:** Integrates sustainability considerations into decision-making

- **Global Anti-Bribery and Corruption Policy:** Outlines requirements to ensure Jamf conducts activities ethically and complies with applicable laws and regulations of every jurisdiction where we operate

- **Global Employee Handbook & Country Addendums:** Provides clear workplace expectations across all regions

- **Information Security Policy:** Safeguards data and IT systems

- **Modern Slavery Statement:** Ensures commitment to ethical labor practices

- **Partner Code of Conduct:** Establishes standards of conduct for Jamf business partners

- **Privacy Policy & Employee Notice:** Protects personal and corporate data

- **Vendor Management Policy:** Ensures responsible procurement and supplier engagement
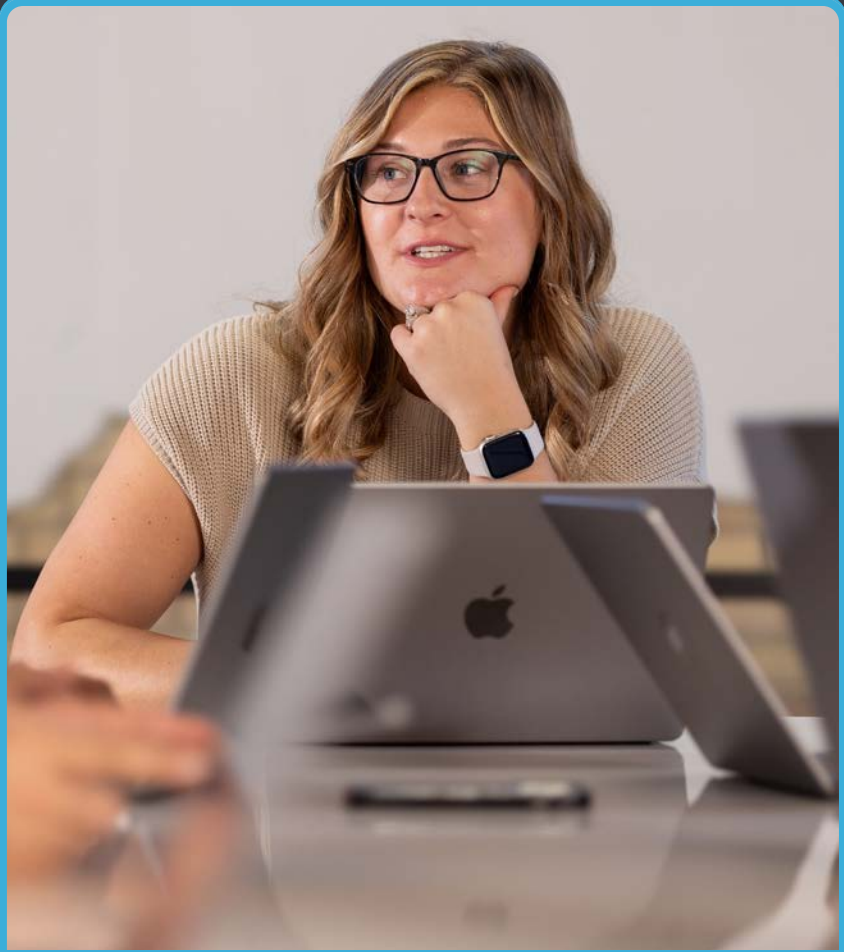
All employees are trained on these and other key policies upon hire and/or annually, with 100% completion of compliance and information security training achieved in 2024.

Board & Corporate Governance

Jamf's Board of Directors sets high standards for corporate governance and ensures that principles of integrity and responsible business practices are upheld across all levels of the company. Our commitment to strong corporate governance is reinforced through key policies, including:

- **Code of Ethics:** Establishes principles for ethical decision-making

- **Code of Ethics for Senior Financial Officers:** Ensures transparency and integrity in financial leadership

- **Corporate Governance Guidelines:** Defines governance best practices for the Board and executive leadership

- **Whistleblower Policy:** Provides a secure avenue for reporting concerns

Appendix

SASB

Sustainability Disclosure Topics & Accounting Metrics

2024 SASB Standards | Software & IT Services

SASB Code	SASB Topic	SASB Accounting Metric	2024
TC-SI-130a.1	Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Information about environmental considerations is provided in the *Environment* 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 is currently looking to quantify the usage of natural resources for appropriate disclosure. Information about environmental considerations is provided in the *Environment* section.
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 *Environment* 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 to privacy and its related policies can be found in our Trust Center.
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 Trust Center.
TC-SI-220a.3		Total amount of monetary losses as a result of legal proceedings associated with user privacy	Monetary losses are disclosed in our 10-K filing with the U.S. SEC. In 2024, Jamf did not have any material monetary losses as a result of legal proceedings associated with user privacy.
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 2024. More details about user information requests can be found in our Trust Center.
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.

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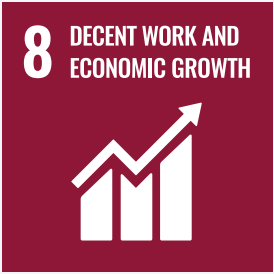| SASB Code	SASB Topic	SASB Accounting Metric	2024
TC-SI-230a.1	Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	Material breaches are disclosed in our 10-K filing with the U.S. SEC. In 2024, Jamf did not have significant data breaches.
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 our Audit Committee 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	2.7% of Jamf's global employees.
TC-SI-330a.2		Employee engagement as a percentage	Metrics are provided in the *Stakeholder engagement* 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	Metrics are provided in the *Stakeholder engagement* section of this report.
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	Monetary losses are disclosed in our 10-K filing with the U.S. SEC. In 2024, Jamf did not have any material monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.
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 status.jamf.com which can also be found via our Trust Center. Performance issues and service disruptions material to our operations or financial results, if any, are disclosed in our 10-K filing with the U.S. SEC.
TC-SI-550a.2		Description of business continuity risks related to disruptions of operations	Business continuity risks and disruptions are discussed in our 10-K filing with the U.S. SEC.

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UN SDG

United Nations Sustainable Development Goals

SDG	Key Metrics	Jamf's Contribution
3 GOOD HEALTH AND WELL-BEING	- Promote mental health and well-being - Provide access to quality essential health-care services	Jamf invests in creating space to engage diverse voices, foster community, and support the well-being of all employes. Our offerings include: • Virtual mental health services • Jamf Cares floating holiday for employees • Allyship training • Family planning services • Mentorship program • Financial planning resources • Safe and supportive healthcare navigation services for LGBTQ+ employees The secret to our success lies in our connectivity and a commitment to flexibility. Many of our roles offer hybrid or remote options, providing both collaboration and autonomy. This flexibility and space are opportunities to take initiative and understand the responsibility that comes with the trust vested in us. Work-life balance remains our priority while feeling connected is important to maintain our strong culture, achieve our goals, and thrive as #OneJamf.

![jamf]

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UN SDG

United Nations Sustainable Development Goals

SDG	Key Metrics	Jamf's Contribution
4 QUALITY EDUCATION	- Ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes - Increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship - Ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations - Expand globally the number of scholarships available to developing countries, in particular least developed countries, small island developing States, and African countries, for enrollment in higher education, including vocational training and information and communications technology, technical, engineering and scientific programs, in developed countries and other developing countries.	To address SDG 4: Quality Education, Jamf has a three-pronged approach focused on employees, customers, and the community. For employees, Jamf offers a Global Education Reimbursement policy that provides full-time employees the opportunity to continue their educational journey and advance their professional careers through tuition reimbursement. For customers, Jamf delivers dedicated education-focused management and security solutions designed for school IT administrators, teachers, and parents. Today, Jamf proudly serves 42 million students across more than 40,000 educational institutions worldwide. Additionally, Jamf also partnered with Mesa Community College (MCC) to launch an Apple certification training course, helping MCC students and aspiring IT professionals develop skills to manage Apple devices in the workplace. For the community, Jamf sponsors key programs aimed at increasing the number of students who excel in STEM disciplines, including SparkPath's STEMLink, Code2College (specifically supporting minority and low-income high school students), and the Matter Innovation Hubs (MIH). Through the Matter Innovation Hubs, a collaborative partnership between Jamf and MATTER.ngo, kids around the world gain access to free, technology-enabled opportunities for active learning and problem-solving. The program's Technology Enabled Active Learning (TEAL+) curriculum promotes critical thinking, creativity, leadership, and community engagement. With 17 solar-powered hubs operating in developing countries and vulnerable communities, the program has empowered more than 5,000 students globally. More information can be found in the *Community Development* section of this report. Jamf also supports the community through TEAL+ Experience Kits and coding camps, which expand access to hands-on learning experiences. Collectively, Jamf contributed over $550,000 to causes aligned with the UNSDG "Quality Education," as well as supporting initiatives aligned with "Zero Hunger" and "Health & Wellbeing."

SDG	Key Metrics	Jamf's Contribution
8 DECENT WORK AND ECONOMIC GROWTH	- Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities and equal pay for work of equal value - Reduce the proportion of youth not in employment, education, or training - Protect labor rights and promote safe and secure working environments for all workers	Jamf was instrumental in developing the Matter Innovation Hubs, a student-centered, technology-focused learning program, and the Matter Career Readiness Institute, a next step for Innovation Hub graduates that trains students for remote technology jobs with US and other international companies. These initiatives help break the generational cycle of poverty by creating pathways for students in Zimbabwe to pursue meaningful careers without requiring a university degree or leaving their home country. Jamf also supports internship programs including the Cristo Rey High School Corporate Study Program and the Code2College initiative, helping students build skills, gain experience, and prepare for the workforce.

Forward-Looking Statements

This document contains "forward-looking statements" within the meaning of federal securities laws, which statements involve substantial risks and uncertainties. Forward-looking statements generally relate to future events. In some cases, you can identify forward-looking statements because they contain words such as "may," "can," "will," "would," "should," "expects," "plans," "anticipates," "could," "intends," "target," "projects," "contemplates," "believes," "estimates," "predicts," "forecasts," "potential," "continue," or other similar terms or expressions that concern our expectations, strategy, plans, or intentions. Forward-looking statements may involve known and unknown risks, uncertainties, and other factors that may cause our actual results, performance, or achievements to be materially different from those expressed or implied by the forward-looking statements. These statements include, but are not limited to, statements regarding our goals, commitment, and programs; our business plans, initiatives, and objectives; our assumptions and expectations; and the scope and impact of our corporate responsibility risks and opportunities.

The forward-looking statements contained in this document are also subject to additional risks, uncertainties, and factors, including those more fully described in our Annual Report for the fiscal year ended December 31, 2024. Additional information will also be set forth in the subsequent periodic and current reports and other filings that we make with the SEC from time to time. Moreover, 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.

You should not rely on forward-looking statements, assume that past performance will be a reliable indicator of future performance, or use historical trends to anticipate results or trends in future periods. The forward-looking statements included in this document relate only to events as of the date hereof. We undertake no obligation to update or revise any forward-looking statement as a result of new information, future events, or otherwise, except as otherwise required by law.

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