

025

ESG report



2025







Contents

- 4** Our commitment
- 8** Sustainability at Data4
- 12** D4 Environment
- 22** D4 Territories
- 30** D4 People
- 34** D4 Governance



INTERACTIVE TABLE OF CONTENTS

Go straight to a section with a single click



Our commitment



Olivier Micheli

Chairman & CEO



Linda Lescuyer

Head of ESG and Sustainable Innovation

“Strike a balance between technological performance, environmental sustainability, and the creation of long-term value for society.”

Our digital world would not exist without its physical infrastructure. Behind every digital service, every innovation, and every advancement in artificial intelligence, data centers play a central, strategic, and foundational role.

At Data4, we are fully aware of this responsibility: it requires that we strike a balance between technological performance, environmental sustainability, and the creation of long-term value for society.

PUTTING SUSTAINABILITY AT THE HEART OF OUR STRATEGY

The year 2025 marked a new milestone in our sustainability journey. More than ever before, sustainability is proving to be a strategic pillar for Data4, alongside operational excellence and the quality of service we provide to our customers.

Through our Data4Good program, which has been rolled out across all our European entities, we are developing a responsible, practical, and measurable approach, underpinned by a commitment to continuous improvement and long-term management.

REDUCING OUR ENVIRONMENTAL FOOTPRINT IN THE LONG TERM

Since 2021, we have been committed to sustainably reducing the environmental impact of all our activities. In 2025, we continued and stepped up our efforts to accelerate our decarbonisation trajectory, improve the energy and water efficiency of our data centers, and incorporate eco-design principles from the earliest phases of our infrastructure development projects. We also extended our efforts to cover the natural resources we use, as well as the protection of biodiversity.

Our ambition is clear: to design high-performance data centers that are increasingly efficient, resilient, and aligned with long-term climate goals.

SECURING A SUSTAINABLE ENERGY TRAJECTORY

Against a backdrop of soaring energy demand driven by digital technologies and artificial intelligence, 2025 marked a decisive milestone in our energy strategy.

We have implemented an ambitious energy mix, combining renewable energy and low-carbon electricity. In addition to our long-term solar and wind power contracts, Data4 has entered into strategic partnerships, including a groundbreaking contract for the allocation of nuclear power generation in France.

This energy mix enhances the resilience of our infrastructure, the predictability of our costs, and the credibility of our decarbonisation trajectory.

VALUING THE WOMEN AND MEN OF DATA4

At Data4, our sustainable performance starts with the women and men who drive the company forward every day. In 2025, we welcomed in many new colleagues, with our workforce growing by 46%, internal mobility doubling, and our internal barometer—which measures well-being at work—showing an overall satisfaction score of 90%. Gender parity is improving, with women now accounting for 34% of the workforce. Additionally, our enhanced onboarding program has been very well received, helping to build trust from day one. These advancements underscore our belief that an inclusive, safe, and supportive environment is central to Data4's appeal and our collective success.

ENGAGING IN OUR LOCAL TERRITORIES

Our commitment is also reflected in our strong local roots. Data4 campuses are designed to be true local ecosystems that foster jobs, skills, and innovation. Working closely with local authorities and stakeholders in education, research, and entrepreneurship, we contribute to regional economic development and the strengthening of European digital sovereignty.

In 2025, we reached a major milestone with the opening, on Data4's Paris-Saclay campus, of the world's first bio-circular data center, developed in partnership with the Paris-Saclay University Foundation, with the aim of transforming the heat generated by servers into a local resource through algae cultivation and biomass production.

ENSURING ETHICAL AND TRANSPARENT GOVERNANCE

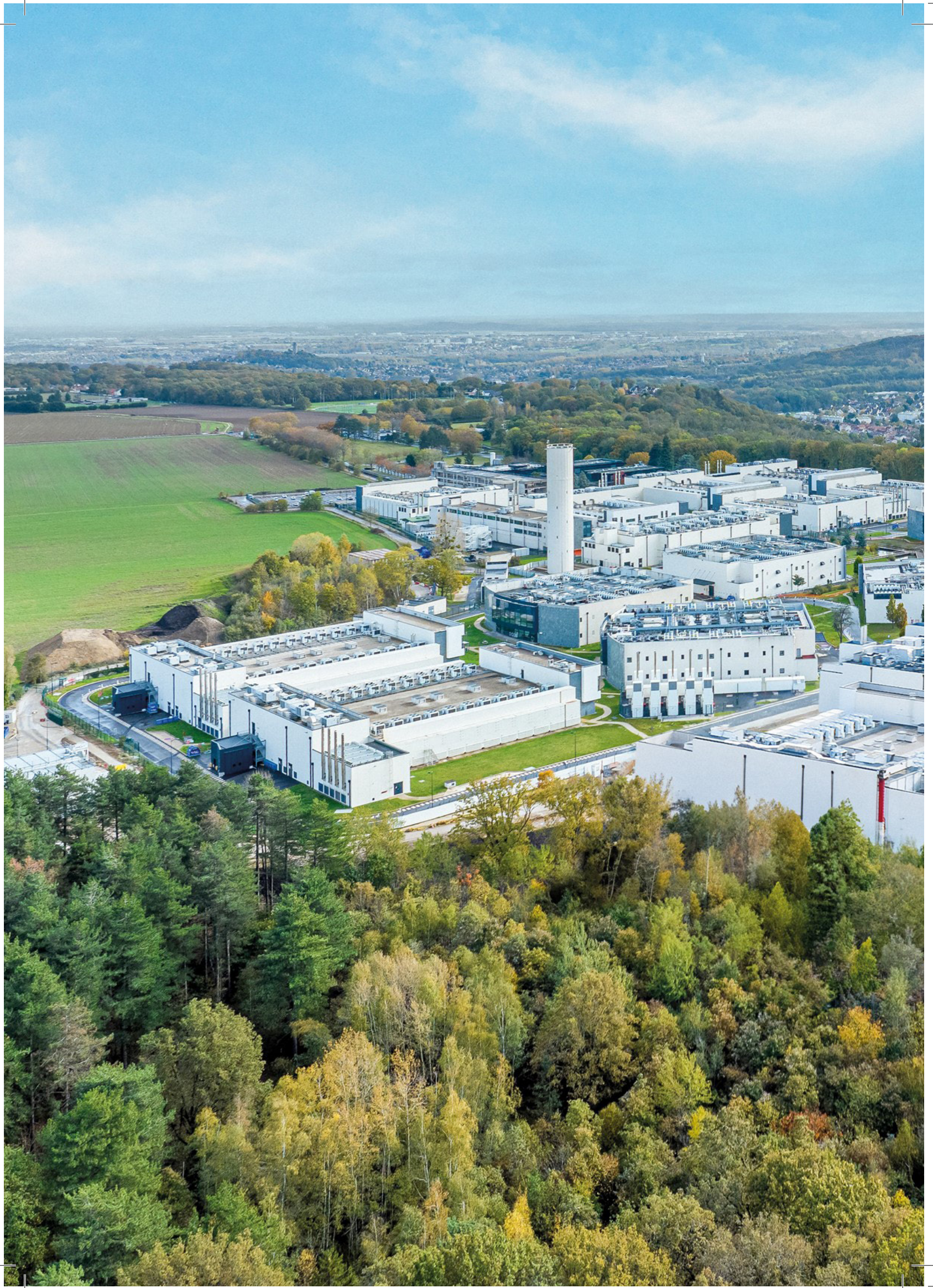
Finally, we believe that our industry has a duty to lead by example. Transparency, ethics, regulatory compliance, certifications, cybersecurity, and accountability throughout our value chain are the key elements of our approach.

Our proactive approach to regulatory requirements, particularly those from the EU, and our involvement in key initiatives reflect our commitment to putting Data4 on a trajectory that is fully aligned with climate and societal goals.

WORKING TOWARDS A SHARED VISION OF RESPONSIBLE DIGITAL TECHNOLOGY

This 2025 ESG Report reflects the progress we have made, the work that still lies ahead, and the collective commitment of our teams, partners, and customers. Together, we are pursuing an ambition that is both simple and challenging: to make digital progress a driver of responsible, sustainable, and inclusive growth.









Data4 /GOOD



Building a sustainable company

Sustainability lies at the heart of Data4's strategy, driven by the Data4Good program, one of the Group's three strategic priorities, alongside Quality and Scalability. Rolled out across all of Data4's European entities, this program aims to balance digital performance, environmental responsibility, and creating a positive local impact. This program is based on four pillars:

Environment

Reduce our environmental footprint



Territories

Be an engaged player in our territories



People

Make Data4 a great place to work



Governance

Be an inspiring leader in our industry



Data4 /GOOD

Our commitments

Given our industry and the four pillars on which our dedicated sustainability program is founded, we work every day to contribute to ten of the Sustainable Development Goals (SDGs) under the United Nations Global Compact.



Our ambitions are reflected in our sustainability policy.



Environment

Data4 focusses first and foremost on its direct environmental impacts, whilst innovating to transform the environmental challenges faced by data centers into drivers of sustainable performance.

- Achieve carbon neutrality for scope 1 and 2 emissions by 2030, measured in terms of carbon intensity (tCO₂eq/MW IT used), particularly by using 100% carbon-free electricity and an energy efficiency program
- Reduce the carbon footprint of the construction of each new data center through systematic eco-design, with a target reduction of 38% on the metric tCO₂eq/MW IT of capacity built
- Do more with less; maximize our efficiency in using resources—particularly energy, water, and heat generated by servers—by deploying solutions for resource conservation and a circular economy
- Strictly limit the amount of waste sent to landfills and support local reuse and recycling programs
- Protect biodiversity by limiting land development, safeguarding the water cycle, and promoting habitats for wildlife
- Act as a responsible stakeholder by anticipating the effects of climate change on our infrastructure and contributing to carbon sequestration projects.





Territories

Data centers serve as strategic infrastructure: Data4 is committed to ensuring their long-term integration into the fabric of local territories.

- Co-construct community ecosystems around our campuses by developing innovative public-private partnerships (research, education, entrepreneurship)
- Deploy locally tailored environmental innovations (heating, water, biodiversity, circular economy)

- Play an active role in local life and ensure a rigorous and transparent dialogue with local territories (open houses, visits by students and school groups, local events, meetings with local residents)
- Reinforce the positive impacts generated by our campuses (employment, training, reindustrialisation, tax revenue). Help territories understand the role of data centers in digital sovereignty and local economic and technological development.



People

Sustainable performance depends first and foremost on the women and men who keep our sites running.

- Ensure people's safety through our Data4Safe program, which focusses on health and safety, across all our entities, for all our employees and stakeholders
- Strengthen internal training, knowledge management, and development programs to support the continuous improvement of employees' skills
- Promote a positive corporate culture by implementing initiatives focussed on mental health, wellness, and volunteering
- Ensure a diverse and inclusive work environment through the implementation of our diversity and inclusion program, particularly within our recruitment processes.



Governance

Governance is the cornerstone of the credibility of our ESG strategy.

- Comply with all regulatory requirements: Corporate Sustainability Reporting Directive, EU taxonomy for sustainable activities, Energy Efficiency Directive, etc.
- Communicate transparently about the actions we have taken and the results we have achieved to all our stakeholders (customers, shareholders, and public authorities) through our ESG report and in response to specific enquiries
- Deploy our ethics policy among our employees and our stakeholders
- Deploy our Responsible Procurement Policy.



Detailed objectives have been identified and specific action plans have been drawn up for these four pillars, each of which has been assigned to an internal lead.

Our Data4Good program involves all our employees, service providers, and customers, as well as stakeholders within our ecosystem (local authorities, universities, etc.), whilst complying with all applicable regulations and applying a continuous improvement process.

In addition, Data4 is involved in a number of initiatives, such as:

United Nations Global Compact

The **United Nations Global Compact** to develop a socially responsible approach to our business.

The **European Data Centre Association (EUDCA)** to foster the sustainability of data centers.

The **Climate Neutral Data Centre Pact (CNDCP)** to reduce the environmental impact of data centers.

COALITION FOR SUSTAINABLE AI

The **Coalition for Sustainable AI** to accelerate the transition to more environmentally friendly AI.

NET ZERO
INNOVATION HUB FOR DATA CENTERS

The **Net Zero Innovation Hub** to accelerate low-carbon innovation in data centers across Europe.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

The **Science Based Targets initiative (SBTi)** to meet the Paris Agreement's goals by 2050.

AGIT
ALLIANCE GREEN IT

The **Green IT Alliance (AGIT)** to define and promote environmentally and socially responsible practices within the digital sector.

The **think tank e5t** to contribute to discussions on innovative and sustainable energy solutions.

The implementation of our Data4Good program and the results achieved are regularly reviewed at Data4's management meetings and are shared with all our employees and shareholders.

“

“At Data4, we place innovation at the heart of our ESG approach to go beyond the obvious. It enables us to accelerate our decarbonisation trajectory and to implement a circular economy around our infrastructure, for the benefit of local territories.”

Linda Lescuyer Head of ESG and Sustainable Innovation



Data4
GOOD
ENVIRONMENT

Reduce our environmental footprint

At Data4, sustainability is at the heart of our growth strategy. Whilst the rise of artificial intelligence and the widespread adoption of cloud services are inevitably driving growth in our business, our mission is clear: to limit our environmental impacts and resource consumption, whilst creating value for our customers and investors. In 2025, Data4 therefore re-evaluated its environmental strategy with a view to going even further, and new ambitions were set.

Highlights of 2025

- Continuous improvement in PUE and WUE
- Two successful innovative projects: heat recovery, direct liquid cooling (DLC)
- Two new power purchase agreements (PPAs) signed (five in total over two years)
- Publication of a comprehensive life cycle assessment (LCA) of a 5-MW data center

Our goals

- **Carbon neutrality** for scopes 1 and 2 by 2030
- **A 38% reduction in the carbon footprint per MW IT built** (Scope 3) by 2030
- **Heat recovery** at 20% of DCs
- Less than 5% of **waste goes to landfill**
- **Calculation of the biodiversity indicator** for 100% of DC campuses

SBTi commitment: a new trajectory

In order to remain fully aligned with the Paris Agreement whilst taking into account the company's strong growth momentum, Data4 Group has updated its climate trajectory and submitted it to the Science Based Targets initiative (SBTi). This revision aims to better reflect the true carbon intensity of Data4's environmental performance, in line with its operational and technical measures.



→ *The new trajectory: an intensity-based approach, rooted in operations*

Scopes 1 and 2

- 2030 Carbon intensity target:
1.2 tonnes of CO₂ per MW IT operated,
- a reduction of more than 90% compared with 2021

This approach means that, regardless of the rate of growth, every MW IT operated will need to have a significantly reduced carbon footprint, or even a near-zero footprint. It reflects the practical measures implemented by Data4: decarbonising energy supplies, improving the energy efficiency of infrastructure and meticulously controlling usage, and replacing refrigerants with high global warming potential.

Scope 3

- The year 2024 marked the formal launch of Data4's eco-design initiative.
- Overall scope 3 goal: a 52% reduction in scope 3 emissions per MW IT built compared with 2024.

Particular attention is paid to scope 3 construction, the main source of emissions over which Data4 has direct influence:

- Goal for 2030 – 1,000 tonnes of CO₂ per MW IT built,
- representing a reduction of 38% for each new MW of capacity developed.

This target reflects the systematic integration of eco-design, material optimisation, reuse, and carbon management right from the project design phase.

This shift does not represent a retreat from or a watering down of our climate ambitions, but rather a change in approach designed to better decouple growth from emissions.

The challenges remain significant:

- successfully decouple capacity growth from emissions,
- reduce the carbon footprint of construction and the supply chain,
- and ensure methodological transparency and rigorous monitoring.

By adopting a trajectory based on carbon intensity per MW IT, Data4 is equipping itself with a credible, tangible management tool that is aligned with its actual levers for action, whilst remaining fully consistent with the company's long-term climate objectives.

Ambitions and actions

Our new environmental strategy is based on four pillars.

→ *The three core principles of our environmental strategy*

Responsibility: prioritise the reduction of direct impacts (scopes 1 and 2)

Humility: co-innovation with the supply chain; inspire and engage our partners

Transparency: measure impacts using life cycle assessment and report on actual indicators



Reducing our carbon footprint

Ambitions

- Carbon neutrality for scopes 1 and 2 by 2030
- -38% for our carbon footprint per MW IT built for scope 3
- 100% low-carbon electricity
- 100% of data centers have undergone a life cycle assessment (LCA) and are BREEAM-certified



Facts / actions

- GHG Protocol results – Carbon footprint
- Use of low-carbon concrete (precast slabs)
- Reducing Scope 2 emissions through long-term power purchase agreements (PPAs)
- Perform an LCA for each project
- Replace refrigerants in chiller units to help curb global warming
- Launch of a Carbon Innovation Fund



Resource efficiency

Ambitions

- Do more with less: optimise efficiency and support circular economy mechanisms to reduce resource consumption
- Improve energy efficiency (PUE) – Design PUE of less than 1.3
- Limit water usage (WUE)
- Energy reuse: develop innovations to recover and reuse heat from servers, like our bio-circular data center prototype
- Landfilled waste <5%



Facts / actions

- PUE optimisation: 1.434 in 2025, a decrease of 10.7% since 2021
- WUE optimisation: 0.034 in 2025, a decrease of 44% since 2021
- Launch of the bio-circular data center prototype
- Direct liquid cooling (DLC) design: optimised cooling
- Reduce the volume of waste sent to landfills



Biodiversity

Ambitions

- Minimise land take by prioritising the rehabilitation of brownfield sites. Goal: to preserve soil integrity, natural cycles such as the water cycle, and habitats that support biodiversity



Facts / actions

- Sustainable construction site policy
- Awareness day focussing on the Index of Biodiversity Potential (IBP, in partnership with Fransylva*)



Facts / actions

- Expansion of the beehives on our Marcoussis campus (in partnership with BeePlanète)

*Fransylva: French Federation of Private Foresters' Unions



Adaptation to climate change

Ambitions

- To act as a responsible stakeholder in addressing the challenges posed by climate change and to make a positive impact on territories
- Scope 1 and 2 emissions offset scheme: 100% of residual emissions
- Scope 3 offset scheme – Carbon Innovation Fund initiative aimed at supporting continuous improvement within the supply chain
- Assess climate risks using scientific data and take steps to mitigate them



Facts / actions

- European research program Climate-Adapt4EOSC**
- Reforestation program in France in partnership with Fransylva to help preserve natural carbon sinks.

** see box below



Climate ADAPT

SHARING ADAPTATION KNOWLEDGE FOR A CLIMATE-RESILIENT EUROPE

In 2025, Data4 joined the European research program Climate-Adapt4EOSC (2025-2029), which aims to advance our understanding of the interactions between soil, infrastructure, and climate risks via the European Open Science Cloud. This collaboration will enable the company to anticipate the effects of climate change on its data centers and to design more resilient infrastructure, particularly with a study planned for 2026 at Data4's WAWO1 campus in Warsaw, Poland. It demonstrates Data4's commitment to sustainable digital technology, underpinned by research and European cooperation.

Our major achievements

Our results

- **-13% for our carbon footprint per MW IT built**
- **100% carbon-free electricity** (5 PPAs, including two new ones signed in 2025)
- **Recharging** of 19 cooling system units with low-GWP refrigerants, resulting in a total reduction of 202 tonnes of CO₂ per year, representing approximately 10% of scope 1 emissions
- **Widespread use of HVO** (hydrotreated vegetable oil) for backup generators
- **BREEAM certification** extended to all new projects

#01

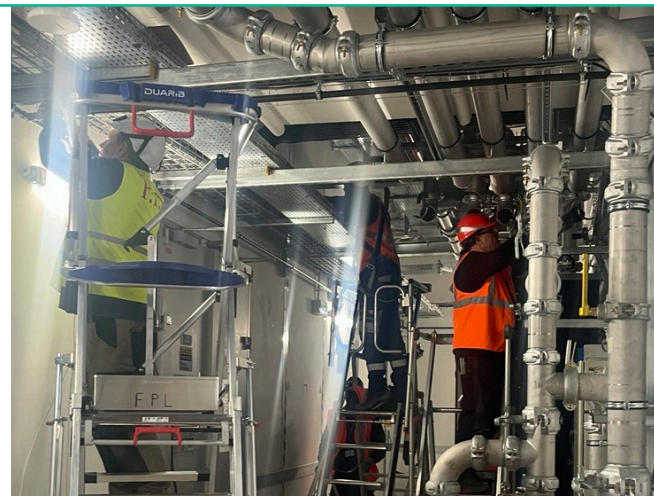
The “DLC by design” project: a collaborative initiative successfully launched



Together, we have designed and validated optimised solutions, including high-performance cooling distribution units (CDUs), stainless steel grids with a low environmental impact, and hybrid air/liquid load banks.

Validated by the Uptime Institute, this project demonstrates Data4’s ability to bring its partners together to jointly develop cooling solutions that are more efficient, more sustainable, and scalable, reducing the environmental impact by 40% compared to conventional air cooling.

In June 2025, Data4 successfully implemented a landmark collaborative project to create the first “DLC by design” data center at its PARO1 campus, near Paris, France. This project marked a key milestone in the integration of direct liquid cooling from the design stage of infrastructure in order to address the energy and environmental challenges associated with compute-intensive workloads, particularly those tied to AI. It was developed in close collaboration with an ecosystem of leading technology partners—Schneider Electric, Danfoss, Ceme, Victaulic, Belimo, Rentaload, and APL—who came together with a co-development approach.



#02

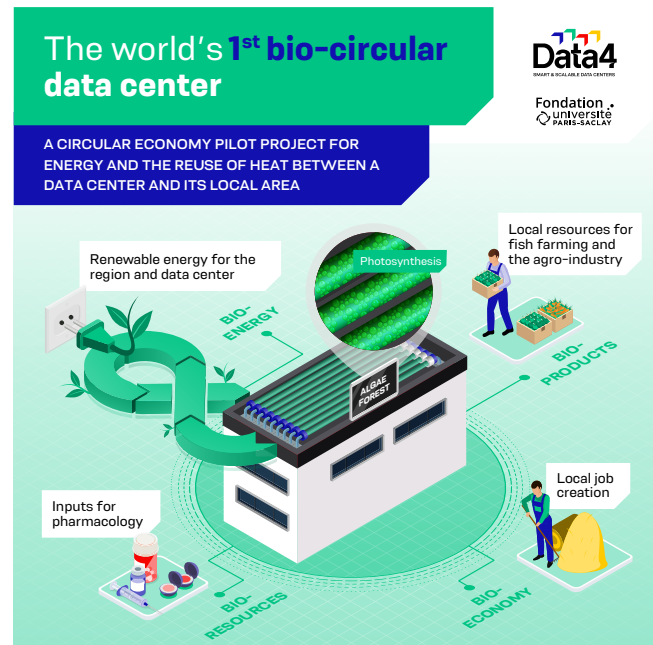
Launch of the first bio-circular data center prototype



In 2025, Data4 successfully launched the first prototype of a bio-circular data center, designed to convert waste heat from servers (26–30°C) into a renewable resource. Developed under the ABIOMAS Innovation Chair at the Paris-Saclay University Foundation, in partnership with the Essonne department, this project brought together a multidisciplinary team from Paris-Saclay University, CentraleSupélec, AgroParisTech, Blue Planet Ecosystems, and Data4.

This system will eventually enable the heat produced to be repurposed and generate up to 20 kg of *Chlorella* (microalgae) biomass per day. Thanks to its high yield, this biomass can capture around 2 tonnes of CO₂ per tonne produced, which is 20 times more than an equivalent mass of woodland.

This innovation paves the way for new local value chains in biotechnology, cosmetics, and bioenergy, whilst positioning Data4 as a player engaged in regenerative digital infrastructure.



#03

Signing of two new PPAs



Olivier Micheli (Data4) and Marc Benayoun (EDF) ▲



François Sterin (Data4) and Sophie Chevalier (TotalEnergies) ▲

In 2025, Data4 reinforced its energy mix by signing two new major long-term power purchase agreements (PPAs).

In France, the Group has become the first data center operator to sign a 12-year Nuclear Power Allocation Contract (CAPN) with EDF, covering 40 MW of existing nuclear capacity.

In Spain, Data4 has also signed a 10-year PPA with TotalEnergies for the supply of 610 GWh of renewable electricity from solar and wind farms.

These new agreements bring the total number of PPAs signed by Data4 over the past two years to five, following those signed with Edison Energia, Eurowatt, and Photosol.

Securing a low-carbon electricity supply is not just about developing renewable energy: it is also essential to align production and consumption. Data centers operate around the clock, with stable energy requirements, whereas renewable energy sources remain intermittent.

The challenge, therefore, is to develop a low-carbon and resilient energy mix that combines renewables with controllable low-carbon sources, such as nuclear power. This balance is essential to ensure the reliability and sustainability of digital infrastructure.

#04

Performance of a comprehensive life-cycle assessment of a data center

Data4, in partnership with APL Data Center, carried out the first comprehensive life-cycle assessment (LCA) of a data center, a pioneering initiative that has set a new standard of transparency for the industry. This study, carried out on a 5-MW facility in accordance with ISO 14040 and 14044 standards, revealed that 39% of the carbon footprint over a 20-year period was attributable to materials and equipment (including concrete and steel), a contribution almost equal to that of operations (48%).

It also demonstrated that the data center’s direct water consumption was virtually negligible (< 0.1%), with most of its water footprint stemming from electricity generation and the materials used.

By publishing this comprehensive LCA, Data4 has demonstrated that the environmental impact of a data center goes far beyond the traditional operational indicators that are typically monitored and depends heavily on design choices and the materials used.



With this unique and methodologically rigorous approach, Data4 has established itself as a leader capable of scientifically measuring, understanding, and reducing the environmental footprint of digital infrastructure, whilst steering the industry towards more exacting eco-design models.



Our indicators in 2025

	Power Usage Effectiveness PUE	Water Usage Effectiveness WUE	Carbon Usage Effectiveness CUE*
2021	1.605	0.061	0.164
2022	1.569	0.064	0.164
2023	1.514	0.045	0.172
2024	1.458	0.039	0.175
2025	1.434	0.034	0.194

The PUE and WUE indicators have shown continuous and significant improvement since 2021, reflecting an ambitious strategy for energy and environmental efficiency.

The PUE, which has fallen by 10.7% since 2021, is attributable to steady improvements in operational performance, infrastructure maintainability, and the overall energy efficiency of the data centers.

The WUE, which has fallen by 44% since 2021, reflects exceptionally responsible water resource management. Data4 does not use cooling tower systems, which are known for their high water consumption; this enables the company to achieve a very low WUE, well below the benchmarks generally observed across the industry as a whole (approximately 1 L/kWh IT).

GHG emissions in 2025

Scope	Types of emissions (in tCO ₂ eq)	2020	2021	2022	2023	2024	2025
01	Direct emissions tied to operations	1,301	2,939	2,966	2,342	1,862	2,147
	Location-based* – Data4	10,921	13,316	19,349	20,059	29,573	29,967
02	Location-based* – Customers	17,907	23,043	32,233	38,243	61,553	67,006
	Market-based** – Data4	0	0	0	0	0	0
	Market-based** – Customers	0	0	0	0	0	0
03	Other indirect emissions	16,265	49,195	42,496	97,065	80,170	163,284

→ **Carbon intensity** (scopes 01 and 02)

Scopes 1 and 2	2020	2021	2022	2023	2024	2025
Carbon intensity (tCO ₂ eq / MW IT operated)	25	38.9	28.2	16.1	11.7	9.3

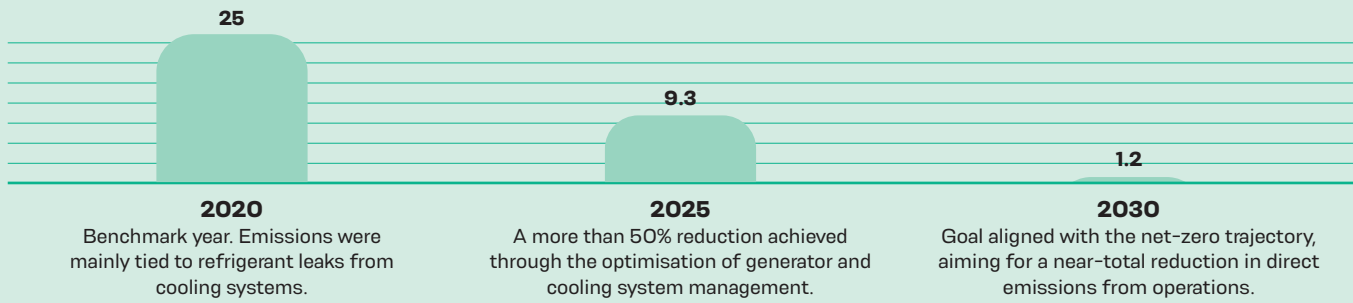
Calculation: tCO₂eq / MW IT operated***

→ **Market-based ****

*Emissions calculated using the geographical approach (SBTi designation)
 **Emissions calculated using the market-based approach (SBTi designation)

***Taking into account the date on which the asset is technically completed, tested, and handed over to operational management.

Carbon intensity reduction trajectory tCO₂eq / MW IT



→ **Carbon intensity** (scope 03)

Scope 3 includes all of the following categories:

- Purchases of goods and services
- Construction
- Indirect energy-related emissions (construction of wind farms and nuclear power plants, transport-related impacts, production of HVO fuel, etc.)
- Waste
- Business travel

Scope 3	2020	2021	2022	2023	2024	2025
Carbon intensity (tCO ₂ eq / MW IT built)	4,647	2,139	1,436	2,422	5,726	2,281

Awards and honours

In 2025, our environmental initiatives and achievements were recognised with four awards.



CUBE Competition
Gold trophy in recognition of a commitment to energy conservation



Platform Global in Antibes
Data Center Sustainable Development Award



IT Night
Data4 won the gold trophy for its bio-circular data center project



e5t University
“The jury’s darling” award for the bio-circular data center project

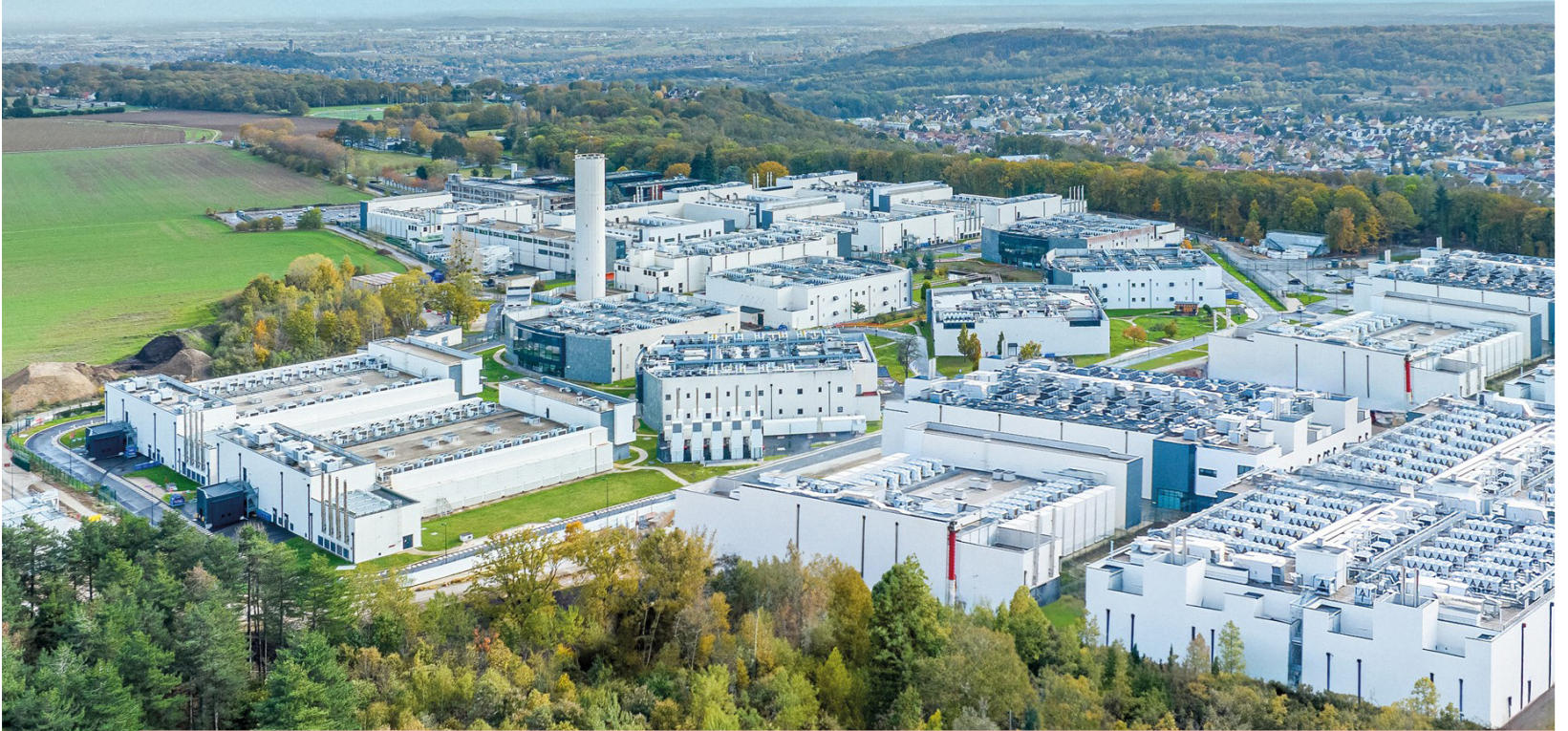


“In 2025, the honours received by Data4 recognised the collective commitment of our teams. These awards, presented by independent players in the industry, confirm that we are on the right track and encourage us to go even further.”

Linda Lescuyer Head of ESG and Sustainable Innovation



Data4
GOOD
TERRITORIES



Be an engaged player in our territories

Our responsibility goes beyond mere technological performance: it is founded on a long-term and tangible commitment to the territories we call home. By working closely with local authorities and stakeholders in education, research, and entrepreneurship, we turn our campuses into genuine catalysts for jobs, skills, and innovation, thereby contributing directly to local economic development.

In each of the six countries where we operate, a country manager ensures that this approach is implemented at the local level. The country manager's role is to forge lasting relationships with local ecosystems in order to strengthen our presence and foster concrete, long-term partnerships.

This approach based on openness and collaboration with local territories lies at the heart of our identity. An identity that originated 20 years ago in France, in Essonne, near Paris, and which we now cultivate across Europe.

Highlights of 2025

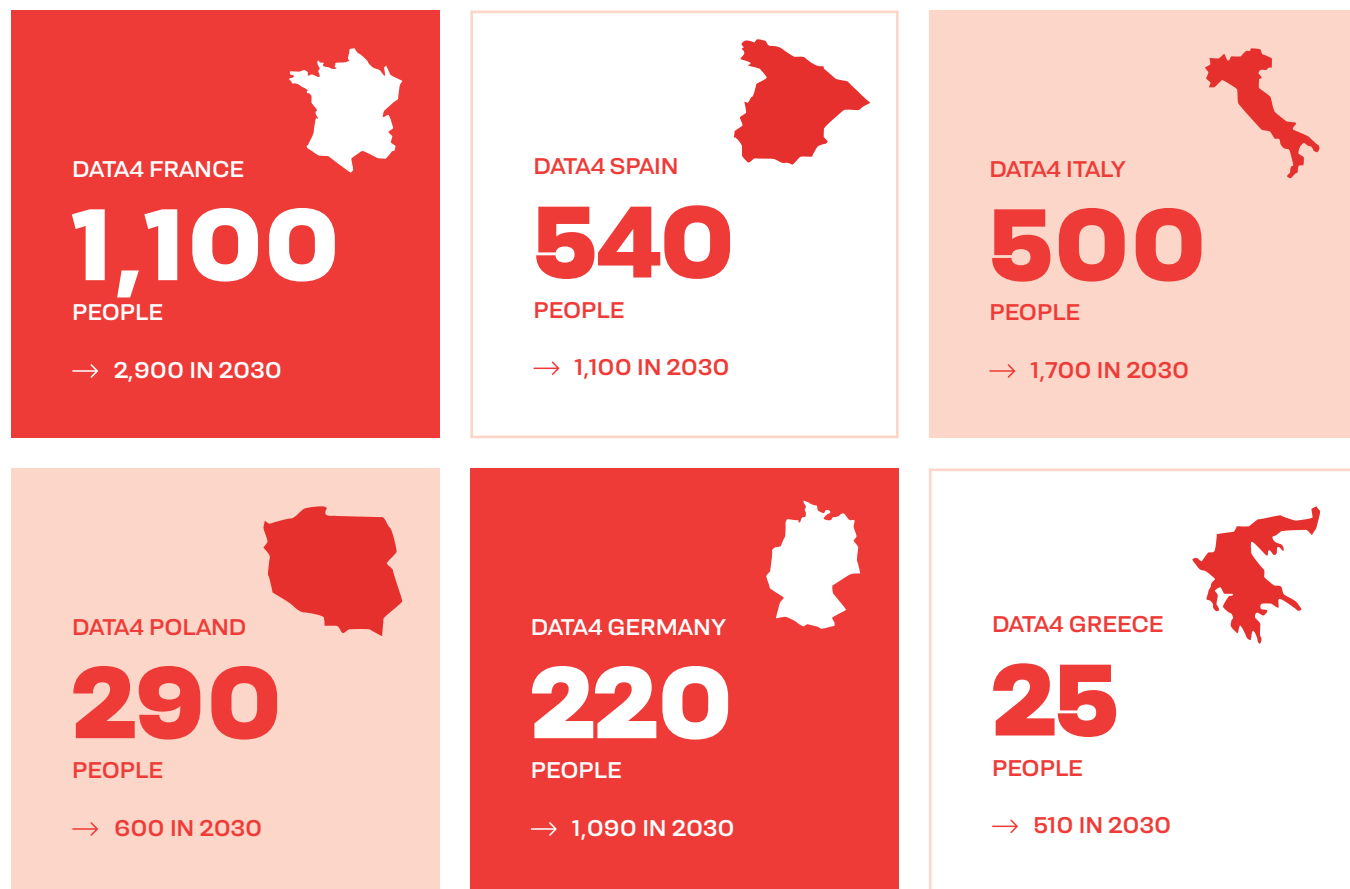
- **Start of construction on two new campuses:** PARO3 (Nozay) and FRA01 (Frankfurt)
- Successful launch of the **pilot project for a bio-circular data center** in the Essonne area, near Paris
- **Over 400 schoolchildren** visited our campuses across Europe

Focus on jobs in our territories

Data4's strong growth momentum is a key driver of the creation of sustainable and diverse jobs in local territories. The design, construction, and operation of next-generation data centers require a wide range of skills: electrical and mechanical engineering, IT and cybersecurity, industrial equipment production, and

specialists in cooling and wiring. Every job at Data4 is vital to providing reliable digital services that are used by millions of people every day.

→ Permanent on-site jobs in 2025 and projection for 2030*



* Permanent on-site jobs (Data4, Data4 service providers, Data4 clients). As in the aeronautics industry, the complexity of the technologies used and the speed at which they are evolving means long-term suppliers and partners are essential to develop the skills of the market throughout the life of our DC campuses.

Our five commitments

#01

Support local territories in embracing the role of data centers in digital sovereignty and local economic and technological development

01

We are committed to raising awareness of our industry and regularly opening our campuses to public authorities across Europe via institutional visits. Our roots in local territories are built on these regular and transparent exchanges with national and local stakeholders, which enable our teams to stay attuned to the specific needs and dynamics of each community, and to highlight collective successes when our projects come to fruition.



Launch of PAR03 (Nozay, near Paris, France) ▲ with Laurent Saint-Martin, Minister Delegate for Foreign Trade and French Nationals Abroad



▲ Ground-breaking ceremony for FRA01 (Hanau, near Frankfurt, Germany) with Kristina Sinemus, Minister for Digital Technology of the State of Hesse; Claus Kaminsky, Mayor of Hanau; and Nicolas Bergeret, French Consul General in Frankfurt



"In 2025, we ramped up and strengthened our community roots by working even more closely with local stakeholders, united by a shared ambition: to use innovation to drive a positive social impact and reduce our environmental footprint."

Clara d'Orlando Group Head of Public Affairs

#02

Strengthen and promote the positive impacts created by our campuses

Because data centers are sometimes subject to misconceptions, we put education and transparency at the heart of our approach. Accordingly, we reach out to the general public, elected officials, and businesses to explain the added value of our industry and our data center campuses in terms of job creation, innovation, reindustrialisation, and economic attractiveness. These opportunities for dialogue are essential for jointly building a sustainable digital future.



Participation in the **Adopt AI event in Paris** with ▲ **Anne Le Hénauff**, Minister Delegate for Artificial Intelligence and Digital Technology



▲ Participation in **Wake Up, Spain!** with **King Felipe VI**



Participation in the **InfraAI Global Summit** in Athens ▲



▲ Participation in **Gateway Poland**



Participation in the **Franco-German Summit** ▲ on European Digital Sovereignty with Ministers Anne Le Hénauff, Karsten Wildberger, and Kristina Sinemus



▲ Participation in the 2nd **Paris-Saclay Summit**

#03

Jointly develop local ecosystems around our campuses by fostering innovative public-private partnerships (research, education, entrepreneurship)

We open Data4's doors to schoolchildren, university students, and entrepreneurs, and we engage with local start-ups wherever possible to source new innovations. In this way, we are turning our campuses into hubs for sharing knowledge and raising awareness of careers in the data center industry, whilst supporting innovation and the growth of start-ups.



Visit by students from **IES Leonardo da Vinci** ▲



▲ Visit by students from **Mines Paris – PSL**



Visit by students from the **ITS Green Foundation** ▲

#04

Deploy locally rooted environmental innovations

(heat, water, biodiversity, circular economy)

Given the exponential growth in digital technology usage and the volume of data stored in data centers, the environmental efforts of DC industry players must rise to the level of the challenges faced. Data4 has been addressing this issue for several years and is taking concrete steps to reduce its environmental impact, notably through the deployment of innovative projects in collaboration with local stakeholders.

Our bio-circular data center prototype

In May 2025, Data4 officially launched the first prototype for a bio-circular data center on the PARO1 campus in France. Initiated in partnership with the Essonne Department and developed by a multidisciplinary team comprising experts from the Paris-Saclay University Foundation, CentraleSupélec, AgroParisTech, INRAE, the start-up Blue Planet Ecosystems, and Data4, this innovative project reuses the heat produced by servers to cultivate algae, which, once recycled in the form of biomass, can be used to develop a circular-economy energy source, or even bioproducts for various industries (food, cosmetics, pharmaceuticals, etc.).

Spotlight



“



“This project, which is unique in France, combines scientific excellence, technological innovation, sustainability, and local economic vitality. It demonstrates our region’s ability to bring together stakeholders from the worlds of research, business, and local government to work together to devise sustainable solutions to climate challenges.”

François Durovray President of the Essonne Departmental Council

#05

**Play an active role in local territories
and ensure a rigorous and
transparent dialogue with them**

In 2025, we strengthened our ties with local territories by increasing our engagement with residents and supporting initiatives that foster social connections. Through educational tours, partnerships with local organisations, and opportunities for open dialogue, we have turned our sites into communal, transparent spaces that are firmly rooted in local life. This open approach helps us build trust, raise awareness of our business, and ensure that our projects are firmly anchored in their local territories.



**Sponsor of the Festival of Solidarity
Against Loneliness and Suicide ▲**

In 2025, Data4 once again supported the Adalias Foundation, CyberLideria, and the organisation Mensajeros de la Paz as a sponsor of the Festival of Solidarity Against Loneliness and Suicide.



▲ Renovation of a street in Jawczyce

Data4 and the municipality of Ożarów Mazowiecki signed an agreement under which Przyparkowa Street in the village of Jawczyce, located near our Polish campus, will be renovated. This project, which is entirely funded by Data4, will improve safety and quality of life for the town's residents.



Sponsor of the Elfondurock Festival ▲

In 2025, Data4 once again supported the Elfondurock Festival in Marcoussis, which showcases female artists from the rock music scene. We believe in diversity, creativity, and community engagement. This festival is the perfect opportunity to celebrate music, equality, and female talent.





Data4

GOOD
PEOPLE



Make Data4 a great place to work

In 2025, the company stepped up its recruitment drive to support its long-term growth, with a 46% increase in staff numbers over the course of the year. This wave of hiring has led to the onboarding of a diverse range of profiles from a variety of industries, fostering a broad range of skills and backgrounds within teams.

With a view to ensuring responsible onboarding to retain staff over the long term, the company has simultaneously strengthened its onboarding program, placing particular emphasis on supporting new employees, instilling the company's values in them, and developing their skills, thereby contributing to staff engagement and collective performance.

WORKFORCE

+46%

IN 2025

→ +29% IN 2024

PARITY

34%

WOMEN

→ +2% COMPARED WITH 2024

INTERNAL MOBILITY

X 2

COMPARED WITH 2024

EMPLOYEE SATISFACTION

90%

IN 2025

→ +2% COMPARED WITH 2024

In 2025, the company stepped up its recruitment efforts and its onboarding program

Of the company's new hires, 95% say they are satisfied with the onboarding program offered by Data4, underscoring the quality of the support measures and resources made available to them to help them settle in.

Employee testimonials

“

"I immediately felt welcome within the Data4 family thanks to a smooth and well-organised onboarding process. The necessary IT equipment, access rights, and documentation were provided to me promptly, which helped me get up to speed and gradually take ownership of tasks. I particularly appreciated the collaborative spirit and the helpfulness of my colleagues, which made it easier for me to settle in and boosted my confidence as I took on my new role."

Antonella Operations, Italy

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"I joined Data4 in the summer of 2025 and felt completely at home from day one. The support I received from my manager and my team, along with clear explanations of the methods and procedures, enabled me to settle in quickly. The sessions organised by HR also facilitated communication with other teams. I immediately sensed a strong spirit of mutual support, with colleagues always there to help one another."

Sara Facility Management, Spain

“

"My onboarding at Data4 went smoothly and was very welcoming. All my equipment was ready from day one, and the meetings organised with the different teams helped me quickly understand how things work and bond with the other new hires. My onboarding was a particularly inviting experience, unlike anything I had ever encountered at any other company."

Suet Sales, Poland

“

"I'm delighted to be continuing on at Data4, having transitioned from an internship to a permanent role within the Strategy and Innovation team, where I've received excellent support. This onboarding period has given me an even better understanding of what's at stake for the company and the diversity of its different jobs. I am proud to be contributing today to the Data4Good ESG program and to aligning our activities with our environmental ambitions."

Florian Strategy & Innovation, France

“



"With a view to further improving the onboarding of new employees, we aim to step up recruitment for Group-wide roles across all countries in order to decentralise the business and boost its agility, whilst continuing to develop our policy on the diversity of profiles, which is a key pillar of our HR and ESG commitments."

Marion Enjolras Group Human Resources Director

Our Health & Safety Policy

Data4 has a strong ambition for health and safety: to ensure that everyone who enters one of its campuses in Europe leaves in good health. This commitment relies on the Data4Safe program, which has been rolled out across all the Group's entities and is structured around four key areas: employee engagement, integration of contractors, collaboration with customers, and standardisation of H&S (health & safety) tools and processes. The goal is clear: zero serious accidents thanks to a shared, active safety culture.

In 2025, these efforts led to greater engagement among staff, with several hundred H&S reports recorded and increased participation from all departments. The H&S Award Program, which recognises exemplary behaviour on a monthly basis, has reinforced this positive dynamic. In this way, Data4 reaffirms that safety is everyone's responsibility and forms a central pillar of the company's ESG policy.







Data4
GOOD
GOVERNANCE



Be an inspiring leader in our industry

At Data4, governance is the foundation of our commitment to sustainability and responsible conduct. It guides our decisions to simultaneously bring together economic performance, business ethics, and social and environmental responsibility.

In 2025, we strengthened our framework to ensure full compliance with all regulatory requirements, to communicate our actions and results to our stakeholders with full transparency, and to meet their expectations to the highest standards.

Highlights of 2025

REINFORCEMENT OF OUR
ANTI-CORRUPTION
PROGRAM

ABC*

AND OF OUR GOVERNANCE

*Anti-Bribery and Corruption

80%

OF CRITICAL EQUIPMENT
ASSESSED AGAINST ESG
CRITERIA IN INVITATIONS
TO TENDER

100%

OF CONTRACTS
INCLUDE ESG, COMPLIANCE,
AND HEALTH AND SAFETY
CLAUSES

“ABC” Compliance Program

→ **Commitment to ethics, governance, and responsibility**

At Data4, integrity is not optional; it is a cornerstone of our operational strategy. In an environment where the trust of stakeholders forms the foundation of our growth, the Group has deployed a comprehensive ABC (Anti-Bribery and Corruption) Program.

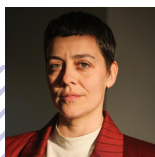
This scheme aims to prevent, detect, and penalise any behaviour that breaches our ethical standards, whilst strengthening our competitiveness in the demanding data center market.

The Group’s ethical foundations

The ABC Program is built around a robust framework of policies, aligning our values with international and local legal requirements:

- **The Group’s Code of Conduct:** as a key reference document, it translates our values into concrete guiding principles (transparency, integrity, and the prevention of conflicts of interest). It serves as a daily guide for every employee and third party who interacts with Data4.
- **The Whistleblowing Policy:** recognising that a proper ethics policy requires the vigilance of all, we have established a secure whistleblowing system. It enables every employee or external partner to report, with complete confidentiality, without fear of reprisal, and in full compliance with applicable laws, any suspected breach of the Group’s rules.
- **The Anti-Bribery and Corruption (ABC) Program:** this operational initiative sets out our policy of zero tolerance for corruption. It sets strict rules for interactions with public officials and third parties, and formalises our measures to prevent influence peddling.
- **Sponsorship Policy:** every financial commitment or partnership must be legitimate, transparent, and aligned with our ESG objectives. This framework ensures that these investments serve the public interest or support a clear brand message, without any hidden commercial quid pro quo, and that they align with the objectives of our Data4Good program.
- **Procurement governance and management of third parties:** securing our value chain is a priority. These new procedures represent a significant improvement. [See “Responsible procurement governance” below]

“



“Our ABC Program ensures the integrity of our processes and compliance with regulations, and meets the expectations of all our customers and investors regarding transparency. This approach turns our constraints into a competitive advantage, making Data4 a partner of choice—a reliable partner for the long term.”

Caterina Crivellaro Group Legal & Compliance Director

Strengthening governance: a new area of expertise

Recognising the growing challenges in the areas of regulation and risk prevention, Data4 Group has recently taken a major step forward in the structuring of its legal teams.

In 2025, the legal department was strengthened by the addition of a **Head of Legal and Compliance**. This appointment does the following for the Group:

→ **Provide each entity** with dedicated support for the practical implementation of ABC policies.

→ **Add muscle to our internal control** and audit procedures.

→ **Provide operational support** to teams in the day-to-day management of ethical risks.

Responsible procurement governance

In 2025, Data4 continued to strengthen its procurement governance in order to fully integrate ESG considerations into its decision-making and supply chain management processes.

ESG criteria are now systematically taken into account in supplier selection procedures: 80% of critical equipment was assessed against ESG criteria in tender processes, with these criteria accounting for up to 20% of the weighting in award decisions, focussing in particular on energy efficiency, the sustainability of solutions, respect for human rights, and diversity.

Contract governance has also been strengthened, with 100% of contracts now including clauses on ESG, compliance, and health and safety. In addition, six audits of suppliers and factories were carried out to assess social and environmental performance, as well as health and safety standards. All strategic partners are also subject to a structured vetting process, which includes financial, ethical, reputational, and ESG criteria, as well as a systematic review of new strategic suppliers.

Digitalising 100% of procurement transactions also helps to improve transparency and traceability.

Priorities for 2026

In 2026, Data4 will continue to develop its responsible procurement policy, with several priorities:

→ the formalisation of a decision-making process using “gates” (stages) in conjunction with the procurement committee, ensuring that decisions are traceable and auditable

→ the systematic involvement of the Operations and Health and Safety teams in the awarding of contracts, in order to take into account issues relating to operability, maintainability, safety, and long-term performance

→ the continued scaling up of the responsible OFCI approach.

The Group will also strengthen the resilience of its supply chain by extending strategic framework agreements, standardising ESG, H&S, and contractual requirements across the Group, and implementing a structured system for assessing the performance of strategic and critical suppliers.

Finally, an enhanced program of targeted audits will be rolled out to cover 100% of critical equipment factories, civil engineering projects, and strategic service providers, in addition to the implementation of the internal guidelines, the “Standard for Sustainable Critical Equipment”, which applies to key equipment.

Internal control and SOX compliance (Sarbanes-Oxley Act)

The “Data4 Internal Control & SOX” program, led by the Internal Audit team, is a central pillar of the Group’s governance and risk management framework. It aims to enhance the reliability of reports, the accountability of those involved in the processes, regulatory compliance, and the management of risks relating to fraud, errors, and control failures.

Based on a continuous improvement approach, it focusses on key controls for business activities and information systems, whilst promoting the harmonisation of practices and the maturity of governance and remediation processes.

By focussing management’s attention on priority risks, it contributes to operational discipline, transparency, and the Group’s resilience. Furthermore, internal auditing provides independent assurance for ESG data, ensuring that sustainability reports comply with the Sarbanes-Oxley Act (SOX) requirements applicable to financial statements. This integrated approach ensures the reliability of non-financial information and strengthens stakeholders’ confidence in Data4’s sustainability performance indicators.

Cybersecurity

Cybersecurity is a top priority for us.

The security of our information systems is based on three complementary pillars:

- people, with regular awareness-raising campaigns, the assessment of our service providers, and support for them to meet our requirements;
- technology, with the continuous enhancement of our capabilities for detecting and addressing vulnerabilities and managing incidents;
- certifications, which ensure compliance with legal and contractual requirements.

We hold ISO 27001, HDS, PCI DSS, and ISAE 3402 certifications, and we renew these standards and our audit reports annually to maintain the highest level of security.

In addition to these requirements, we carry out annual penetration tests, configuration audits, code reviews of our customer portal, and security audits of our business applications.

Finally, we share our risk map, key indicators, and roadmap with our stakeholders. Thanks to this approach, we did not experience any major cybersecurity incidents in 2025 and have renewed all our certifications.

Certifications

Data4 collects regulatory intelligence with the help of specialist firms to comply with all applicable regulations in the countries where the Group operates. Data4 also has numerous certifications to help the company progress in various areas, particularly sustainability, and prove that progress.

ISO 9001 v2015
Quality Management

ISO 14001 v2015
Environmental Management

ISO 50001 v2018
Energy Management

ISO 45001 v2018
Health and Safety Management

HDS V2.0
Health data hosting approval

ISO 27001 v2022
Information System Security

ISO 22237:2018 Part 1-7
As built validation - level: availability class 4 – protection security class 4
 DC03 / 04 / 10

xmco PCI DSS:2018 v3.2.1
Payment card industry data security
 PAR02 / DC01 / 02 / 03 / 04 / 05 / 06 / 08 / 10 / 11 / 14 / 15 / 16 / 18 / 20
 DC 06 / 07
 DC 1.1 / 1.2 / 1.3 / 1.4 / 2.1 / 2.2
 DC01

ISAE 3402 type II
Suitability of the design & operating effectiveness of controls
 PAR02 / DC01 / 02 / 03 / 04 / 05 / 06 / 07 / 08 / 09 / 10 / 11 / 12 / 14 / 15 / 16 / 17 / 18 / 19 / 20
 DC06 / 07
 DC 1.1 / 1.2 / 1.3 / 1.4 / 2.1 / 2.2
 DC01

ANSI TIA 942 A2014 (Rating 4)
Design criteria for respective Rating/ Tier level
 DC03 / 04 / 10

ENS
Esquema Nacional de Seguridad / National Security Framework

LEED v2009
Core and Shell development Gold
 DC01

EUROPEAN CODE OF CONDUCT FOR DATA CENTER
Economic and energy supply security impacts

BREEAM
Code of a sustainable built environment
 MAD01 – classification - EXCELLENT
 MAD02 DC01 – classification 74,46% - EXCELLENT
 MAD02 DC02 – classification 77,28% - EXCELLENT
 WAW01 – DC02 classification 70,6% - EXCELLENT

ecovadis ECOVADIS
The EcoVadis Rating covers a broad range of non-financial management systems including Environmental, Labor & Human Rights, Ethics and Sustainable Procurement impacts.

GREENCIRCLE CERTIFIED
Waste diverted from Landfill





Data4

Data4

DANIEL PEREZ

flexibility connectivity responsibility scalability flexibility flexibility

Madrid > Milan > Luxembourg > Warsaw > Frankfurt > Paris > Madrid > I



With over 20 years of expertise, Data4 Group finances, designs, builds, and operates its own data centers to support businesses' digital growth, as well as the development of cloud computing and artificial intelligence.

A pioneer in the development of a model for ultra-connected, resilient, and sustainable data center campuses, Data4 offers secure and scalable solutions, ranging from a single rack to customised buildings.

With operations in France, Italy, Spain, Germany, Poland, and Greece, Data4 operates some of Europe's most powerful data center campuses, enabling it to meet large-scale digital needs whilst actively engaging with local territories and reducing its environmental impact through its Data4Good program.



www.data4group.com