

Data4 accelerates its growth strategy and plans to hire over one hundred new employees across Europe

Data4, European leader in the data center sector, has announced the launch of a new recruitment campaign to support its ongoing growth across the continent. After achieving a +46% increase in its workforce in 2025, the group plans to hire more than one hundred new employees in Europe over the coming months.

Data, which celebrates its 20th anniversary this year, is launching a new recruitment campaign. This expansion is driven by the group's continued growth in Europe, particularly through the development of new data center campuses in Greece and Germany.

This talent acquisition strategy also comes with a new organizational structure, including the decentralization of specialist and management / C-Level roles across the various countries where Data4 operates, in order to strengthen the teams at both local and international levels.

In a highly competitive market and a shortage of data center experts, Data4 is also adapting its recruitment strategy by opening up to candidates from all industries, not only those traditionally associated with data centers.


Finally, the group, which has implemented a more inclusive recruitment process for several years, is pursuing its commitment to gender balance, notably by partnering with specialized recruitment firms. Today, Data4 employs 34% women, a figure that has increased by 10 % over the past three years.

Data4's sustained growth is a major driver of long-term, diversified job creation across regions. Designing, building, and operating next-generation data centers requires a wide range of skills: electrical and mechanical engineering, IT, finance, as well as cooling, cabling, and telecommunications experts. Every role at Data4 is essential to ensuring robust digital services, that are used daily by millions of people and businesses.

To meet these recruitment challenges, the group is structuring its new campaign around three main job categories:

- **Operations teams**, representing the majority of needs, with opportunities at all levels and in all countries where the group operates,
- **Construction-related roles**, supporting the development of new campuses,
- **Business support functions**: finance, sales, human resources, communication, marketing, procurement, quality, and certification.

This growth momentum is also supported by a high employee satisfaction rate of 90% (+2% compared to 2024), as well as strong internal mobility opportunities. In 2025, Data4 enabled nearly 19% of its employees to progress within the group. To support this trajectory and offer real career development prospects, the group has



strengthened its Human Resources team, doubling its size and placing a strong focus on training, career support, and local talent recruitment.

“In a context of intense competition to attract talent, we have chosen to broaden our approach by recruiting profiles from all backgrounds, with technical expertise not limited to the data center industry alone. Our priority is to identify committed individuals capable of thriving in a demanding environment, and to support them in developing their skills. This campaign reflects our ambition to build strong, long-lasting teams to support the growth of our group in Europe,” **says Marion Enjolras, Human Resources Director of Data4.**

About Data4

Created in France, Data4 is a European leader in the data center market. With over 20 years of expertise, the group finances, designs, builds and operates its own data centers to support companies’ digital growth, as well as the development of cloud computing and artificial intelligence.

As a pioneer of an ultra-connected, resilient and sustainable data center campus model, Data4 offers secure and scalable solutions, from a single rack to a custom-built building.

Data4 runs some of Europe’s most powerful data center campuses in France, Italy, Spain, Germany, Poland and Greece, enabling it to meet large-scale digital needs while actively supporting local communities and reducing its environmental footprint through its Data4Good program.

For more information: www.data4group.com/en/

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