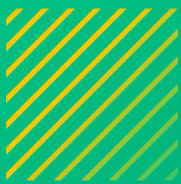


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DATA4 GROUP

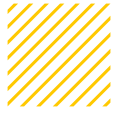
Rapport RSE



2023

2023

CSR Report



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“

Our commitment



Olivier Micheli

Chairman & CEO of Data4



François Stérin

COO of Data4

THE IMPACT OF THE INVISIBLE

Though it may be invisible to the naked eye, data is all around us. It connects our every action, nurtures our relationships, and secures our transactions. Both in the business world and elsewhere, our lives are linked to the digital world, whether we're interacting, working, or traveling.

In a split second, with just a click, a whole world comes to life. Data4 is made up of men and women innovating day in and day out, backed by years of research. Data4 is about mobilizing territories and commitments to helping develop more responsible digital infrastructure. As a builder and operator of data centers, we are constantly innovating to offer solutions that are more environmentally friendly while contributing to the vitality of the territories in which we operate. Alongside quality and adaptability, sustainability is at the heart

of our corporate strategy. Placing the quest for a sustainable future at the heart of our mission, we offer a digital campus model that is unique in Europe.

Through our ambitious Data4Good program, we are fully engaged in the transformation of the data industry for the good of the planet, of people, and of territories while ensuring that we are an exemplary leader in our industry in terms of governance.

Reducing the environmental impacts of human activities (greenhouse gas emissions, energy consumption, depletion of natural resources, loss of biodiversity, etc.) is a major collective challenge for society. Understanding its responsibility, Data4 is wholeheartedly engaged in reducing its environmental impact and is committed to the fight against global warming.

A STRONG, CONCRETE COMMITMENT TO THE ENVIRONMENT

Data4Environment brings together seven concrete initiatives implemented by the company, with ambitious goals to be achieved by 2030. Through this approach, Data4 is committed to a process of continuous improvement, with rigorous monitoring of an environmental roadmap.

Finally, since a commitment to the environment requires cooperation and the adoption of common frames of reference, Data4 is committed to participating in recognized international initiatives. Data4's "low-carbon trajectory" has been validated by the Science Based Targets initiative (SBTi), demonstrating that it complies with the Paris Agreement and the goal to limit global warming to 1.5°C in 2050. The company

is also a signatory of the Climate Neutral Data Center Pact, which brings together players in the European data center market and applies the guidelines of the Code of Conduct for Data Centers established by the European Union to improve the industry's energy efficiency. Data4 is also a member of the Planet Tech'Care initiative, which brings together players supporting responsible digital technologies.

We aim to be an exemplary stakeholder when it comes to sustainability, and we involve both our customers and our partners in our efforts, because it's by working together that we'll be able to solve the digital/environmental equation.



Building a sustainable company

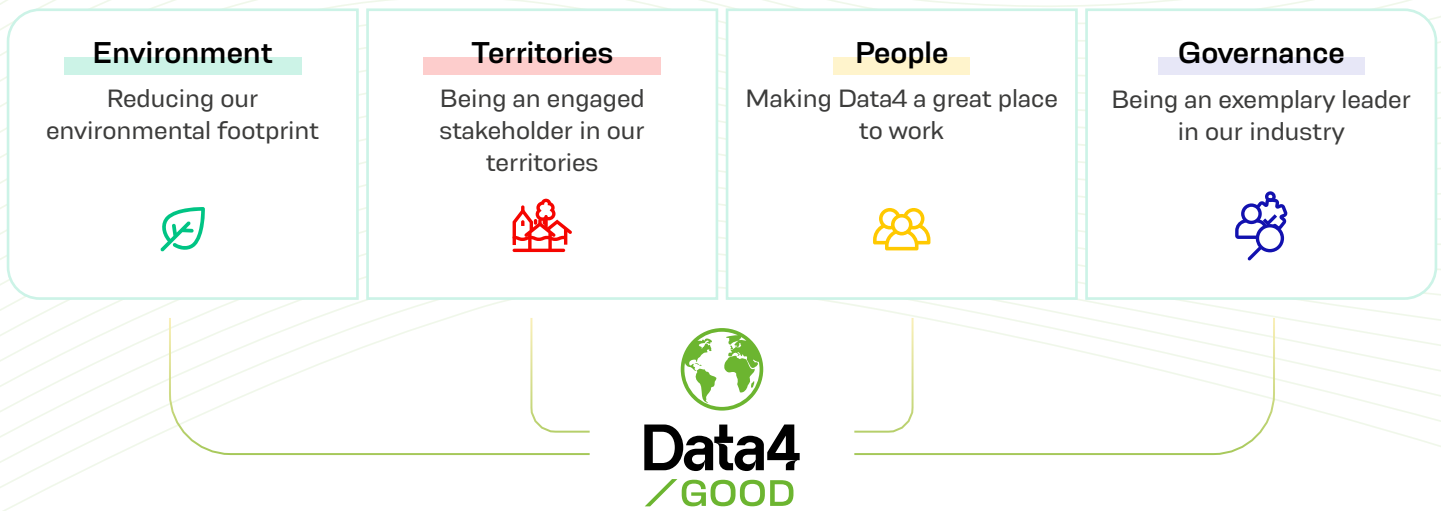
We have transformed our sustainability program, known as "Data4Good," into a true impact-oriented model.

A model in which the environment, health, and safety are all priorities, paired with a strong commitment to strengthening our local communities and perfecting our governance model in preparation for new European regulations (e.g., Taxonomy, CSRD).

Our approach

Our "Data4Good" CSR program is part of a continuous improvement process in which we constantly strive to come up with innovative solutions. The program is implemented at all Group entities in Europe and incorporates the principles of the ISO 26000 standard.

Our "Data4Good" program is based on **four pillars**:

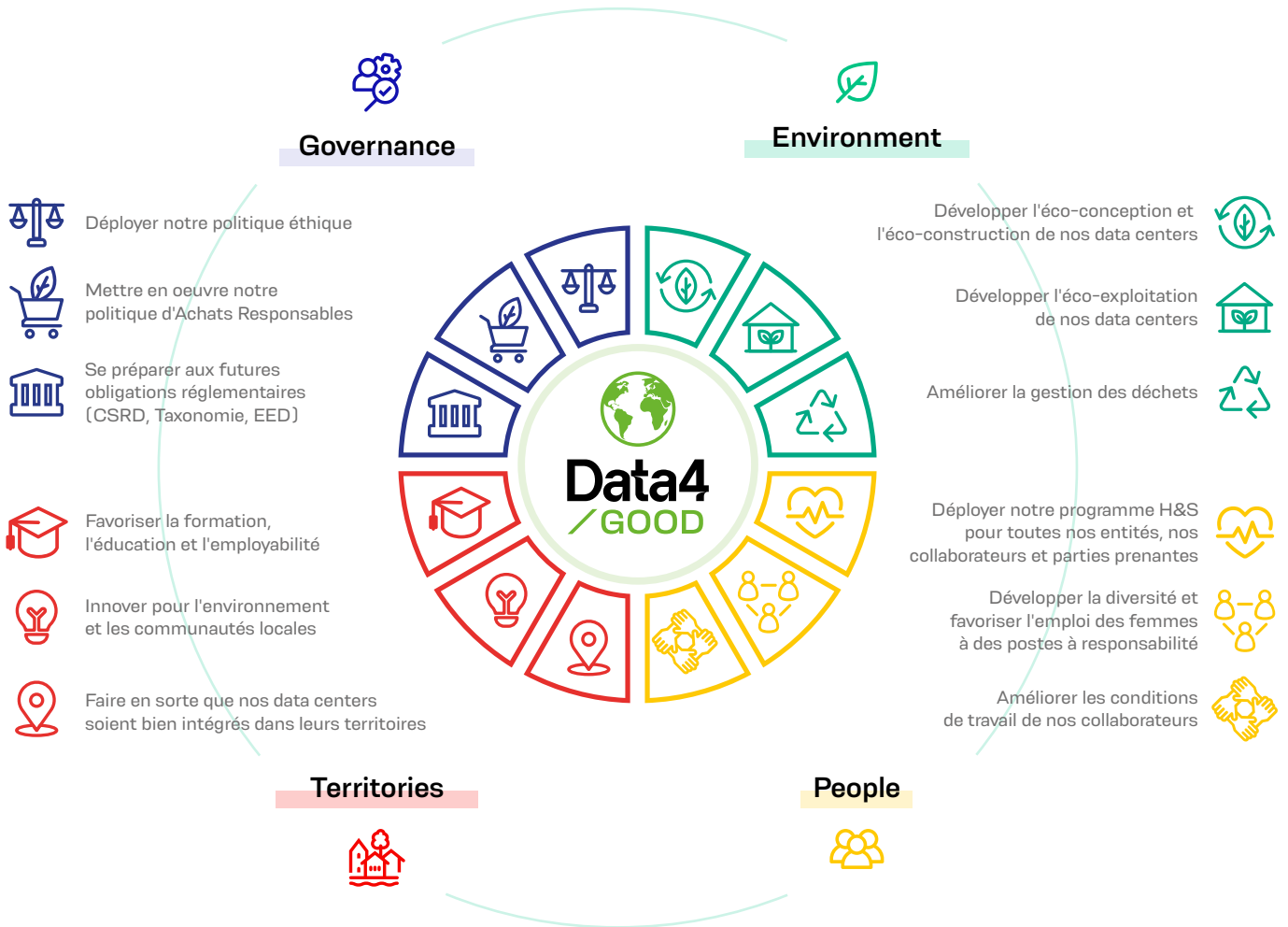


Our commitments



In light of our industry and the four pillars of our sustainability program, and in keeping with the United Nations Global Compact, we are working every day to help meet several of the Sustainable Development Goals (SDGs).

Our approach to **sustainability** is comprehensive and covers these **four areas**:

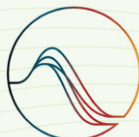


This program involves all of Data4's employees, providers, and customers, as well as stakeholders in our ecosystem such as municipalities, universities, and others. **Data4 is also involved in other initiatives**, such as:



Data4 follows and applies the guidelines of the **European Code of Conduct** to improve the energy efficiency of data centers

The **Science Based Targets initiative** (SBTi) to limit global warming to 1.5°C in 2050



All employees were educated about environmental issues by taking part in **the Climate Fresk**

The **Climate Neutral Data Center Pact** to reduce the environmental footprint of data centers




Data4 supports **Planet Tech'Care** to reduce the environmental footprint of digital technology

Regulatory compliance & certifications


Our approach to sustainability is also based on our ability to constantly improve our processes. To this end, we closely monitor the regulatory environment and hold numerous certifications, helping us make progress in a number of areas and prove it.

 **ISO 9001 v2015**
Quality Management



 **ISO 22237:2018 Part 1-7**
As built validation - level: availability class 4 – protection security class 4



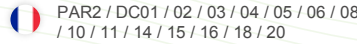
 **ANSI TIA 942 A2014 (Rating 4)**
Design criteria for respective Rating/ Tier level




 **ISO 14001 v2015**
Environmental Management



 **PCI DSS:2018 v3.2.1**
Payment card industry data security



 **LEED v2009**
Core and Shell development Gold



 **ISO 50001 v2018**
Energy Management




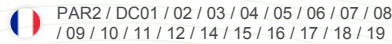
 **EUROPEAN CODE OF CONDUCT FOR DATA CENTER**
Economic and energy supply security impacts



 **ISO 45001 v2018**
Health and Safety Management



 **ISAE 3402 type II**
Suitability of the design & operating effectiveness of controls



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

 **HDS v2018**
Health data hosting approval



 **GREENCIRCLE CERTIFIED**
Waste diverted from Landfill



 **ISO 27001 v2013**
Information System Security



ENVIRONMENT

Reducing our environmental footprint

Understanding its responsibility, Data4 is wholeheartedly engaged in reducing its environmental impact and is committed to the fight against global warming.

Data4Environment brings together seven concrete initiatives implemented by the company, with ambitious goals to be achieved by 2030.

Our achievements in 2023

-13%

reduction in greenhouse gas (GHG) emissions per megawatt **between 2016 and 2023** related to the construction of data centers.



From 23% in 2021 to 80% in 2023

The percentage of **waste reused** and **recycled** at our French campus. **78%** of waste recycled in Italy and **72%** in Spain.

-30%

reduction in leaks of refrigerant used in our cooling systems between 2022 and 2023.



PUE < 1.3

for the latest data centers.

-20%

for our **PUE** in 2023 compared with the earliest generations of data centers.

0.045 L/kWh IT WUE

(Industry average:
1 L/kWh IT)

100%

offsetting of GHG emissions linked to the construction of new data centers in France in 2023.

(Scope 3 - Project Igloo)

100%

of electricity from renewable sources guaranteed by certificates for all our European campuses.

24+ hectares

of **reforestation** projects through the purchase of "**Label Bas Carbone**" certificates.

(Scopes 1 and 2)

Our indicators in 2023

Data4 is engaged in a process of continuous improvement, with rigorous monitoring of an environmental roadmap. The roadmap was developed with the help of two measurement tools recognized for their high standards: the GHG emissions inventory, developed by the GHG Protocol, and the life cycle assessment (LCA) based on the ISO 14040 standard.

Since 2020, Data4 has carried out annual GHG emissions inventories, enabling it to assess and quantify

the change in the GHG emissions generated directly and indirectly by its activities (scopes 1, 2, and 3). In addition, in order to refine the sources of GHG emissions and expand our knowledge of the environmental impacts caused by our activities throughout their life cycle, Data4 carries out LCAs of its infrastructure and equipment. The LCA is based on a multi-criteria approach and takes into account 16 types of environmental impacts, including climate change, depletion of natural resources, energy consumption, and water consumption.

	Power Usage Effectiveness PUE	Water Usage Effectiveness WUE	Carbon Usage Effectiveness CUE
2021	1.605	0.061	0.183
2022	1.569 ↘ ✓	0.064	0.182
2023	1.514 ↘ ✓	0.045 ↘ ✓	0.197 *

*Regression in 2023 due to the Group's strong growth outside France, with a worse emissions factor for electricity.

GHG emissions in 2023**

Scope	Types of emissions	2020	2021	2022	2023
01	Direct emissions from operations	1,301	2,939	2,966	3,377
	Indirect location-based emissions - Data4	10,921	13,316	19,349	20,059
02	Indirect location-based emissions - Customers	17,907	23,043	32,233	38,243
	Indirect market-based emissions - Data4	0	0	0	0
	Indirect market-based emissions - Customers	0	0	0	0
03	Other indirect emissions	16,265	49,195	42,496	97,064

**Change of calculation method in 2023, applied retroactively from 2020 for the largest emissions source in scope 3: the construction of new data centers.

Carbon intensity (scopes 01 & 02)

	2020	2021	2022	2023
Market Based / Data4 + customers Carbon intensity per GWh	5	9	7	7

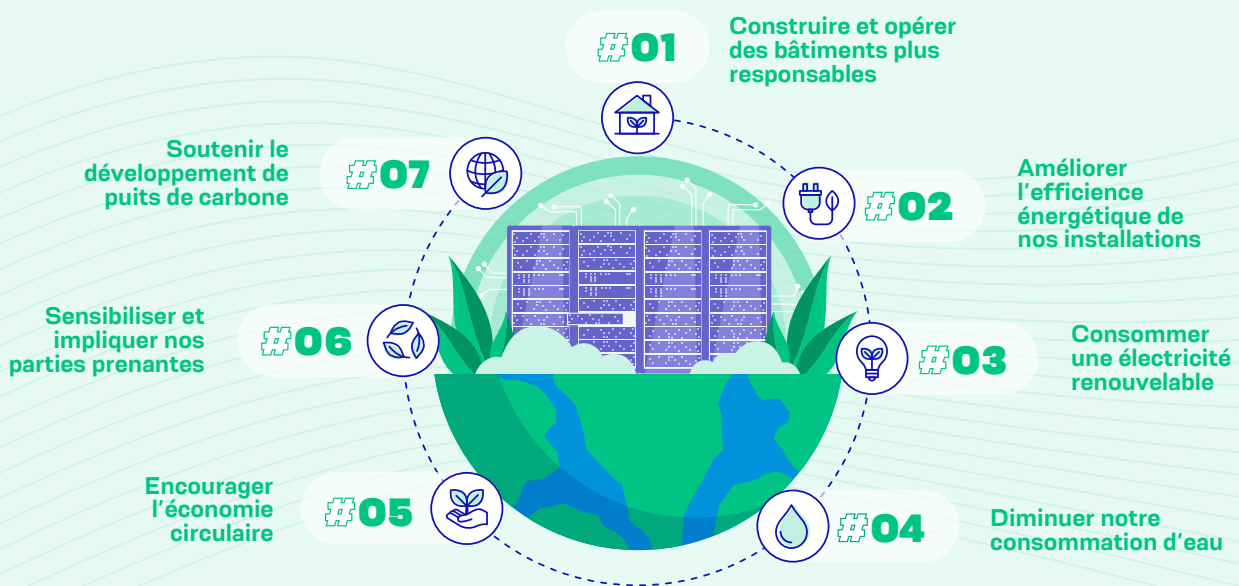


Designing, building, and then operating data centers while reducing their environmental impact are challenges that are as exciting as they are necessary, and in which many Data4 employees and our partner service providers are involved.

Jean-Paul Leglaive

Head of QHSE & Sustainability

7 initiatives in support of the environment



Initiative #01 Building and operating more eco-friendly buildings

Four new commitments in 2024

- Adoption of the "Charte Chantier Vert" (Green Worksite Charter) for the management of construction sites.
- All new data centers awarded BREEAM construction certification.
- Progressive replacement of equipment used with solutions that have a lesser environmental impact.
- Optimization of maintenance operations to reduce the environmental impact of facilities.

Results

- 13% reduction in GHG emissions per MW between 2016 and 2023

Goals

- 38% reduction in GHG emissions per MW for new data centers built in 2030 vs. 2021

Green Worksite Charter

to reduce the environmental impact of our new data center construction sites.

Initiative #02 Improving the energy efficiency of our facilities

Three ways to improve PUE

- Installation of efficient technologies ("free cooling" / "free chilling").
- "Hot aisle/cold aisle" containment system and temperature adaptation in IT equipment rooms.
- Implementation of AI in data centers to optimize energy consumption.

Results

Over 20% reduction in PUE since the earliest generations of data centers, and a PUE below 1.3 for the most recent data centers.

Goals

- 5% for PUE in 2024 vs. 2023

Initiative #03

Using renewable electricity

Projects in 2024

- A portion of our electricity consumption is backed by renewable energy sources, such as wind and solar power, through the use of long-term power purchase agreements (PPAs).
- Studies carried out on the possibility of supplying our sites directly with electricity derived in part from renewable sources.

Goals

Maintain 100% of electricity from renewable sources and accelerate the development of PPAs for all our sites.

Signing of 2 major PPAs
with French renewable-energy leaders.

With **Eurowatt**, Data4 has agreed to purchase energy from three wind farms in France, each with an installed capacity of 12 MW, providing Data4 with 80 GWh of electricity.

Photosol will supply Data4 with green electricity from three solar farms in the Alpes-Maritimes and Loir-et-Cher departments, with an annual capacity of around 70 GWh.

Initiative #04

Reducing our water consumption

Our actions and commitments

- We do not use adiabatic cooling systems.
- We use water mainly to maintain humidity levels in IT equipment rooms.

Results

Very low water usage effectiveness (WUE) at our Marcoussis campus in France in 2023 (0.045 liters per kWh IT). Daily water consumption was 40 cubic meters (10,500 gallons) in 2023, equivalent to what it takes to water a football field each week.

Goals

- 5% for WUE in 2024 vs. 2023

Initiative #05

Encouraging a circular economy

This translated to

- A waste management policy implemented at all campuses. The French and Spanish campuses obtained "Green Circle" certification in 2023, attesting to our ambitious commitment.
- Experimentation with systems for recovering waste heat, which can be captured and transferred (in a closed circuit) to local heating networks.

Results

- The percentage of waste reused and recycled has risen from 23% in 2021 to 80% in 2023 at the Marcoussis (Paris region) campus in France, from 0% to 78% at the Cornaredo (Milan) campus in Italy, and from 0% to 72% at the Alcobendas (Madrid) campus in Spain.
- Four projects to reuse heat generated by data centers are currently being deployed or studied in Spain, France, and Germany.

Goals

No more than 5% of waste sent to landfills by 2030.

Initiative #06 Raising awareness and involving our stakeholders

To help our customers measure the environmental footprint of their servers and building infrastructure, we have developed a tool called the “Green Dashboard,” which is integrated into our customer portal.

Five indicators are taken into account:

GHG emissions, water consumption, energy consumption, consumption of rare earths, and eutrophication of fresh water.

Goals

100% of our stakeholders (employees, providers, customers, etc.) made aware of eco-friendly actions by 2030.

Initiative #07 Supporting the development of carbon sinks

In addition to actions to reduce GHG emissions, the company supports the development of “carbon sinks” through a voluntary carbon sequestration program.

This program has two main components:

- With Fransylva - the *Fédération des Syndicats de Forestiers Privés de France* - to contribute to reforestation projects and sequester the equivalent of our residual GHG emissions from scopes 1 & 2 in Europe.
- With Igloo France Cellulose, a French company that manufactures cellulose insulation. Via Carbonapp, Data4 purchased 17,500 CORCs (CO₂ removal certificates) in 2023. This initiative allows us to sequester the equivalent of our residual GHG emissions generated by the construction of data centers (scope 3) in France in that same year.

Goals

Financially support the development of carbon sinks to match the amount of residual GHG emissions generated by all our activities by 2030.



In 2021, we entered into a partnership with the **Fransylva** federation, which has been working for the past 70 years with over 50,000 private forest owners. With this, we are funding reforestation projects that are “Label Bas Carbone” certified, allowing us to sequester our Group’s residual greenhouse gas (GHG) emissions from scopes 1 & 2.

In 2023, we expanded our environmental strategy with a voluntary carbon contribution program supporting the Vendée-based company **Igloo France Cellulose**, France’s

leading producer of cellulose insulation from recycled paper, used for thermal insulation



in buildings. We thus acquired 17,500 CORCs (CO₂ removal certificates) in 2023, corresponding to the sequestration of our residual greenhouse gas (GHG) emissions generated by the construction of new data centers in France in that same year. This provides concrete support and significant assistance to this French company, which expects to grow its business volumes by 15-20% over the next five years.

TERRITORIES

Being an engaged stakeholder in our Territories

The inventor of the digital campus model in Europe, with sites usually built on former industrial wasteland, Data4 is present in France, Italy, Spain, Luxembourg, Poland, and Germany.

We invest heavily in these places, working closely with local governments and businesses, and forging partnerships with local schools and universities.

Our achievements in 2023

+1 NEW COUNTRY / MARKET

Frankfurt
- Germany



+2 NEW CAMPUSES

PAR3 - France
MAD2 - Spain

€1 Bn INVESTED SINCE 2007

AND OVER €7 BN TO BE INVESTED BY 2030 IN EUROPE to build and grow our data center campuses

€3.4 Mn IN 2022

8 TO 10 MILLION EUROS BY 2030 representing major tax revenue windfalls for local governments (in France)

4 PROJETS ☀️☀️☀️☀️

TO REUSE HEAT generated by data centers are currently being deployed or studied in Spain, France, and Germany

100 STUDENTS

PER YEAR & PER CAMPUS

Goal set to raise young people's awareness of the issues of responsible digital technology and sustainability

Partnerships

with engineering schools in France, Spain, Italy, and Poland, with regular visits by students to our European campuses



Our 5 goals



#01

Improve our **community outreach**

- Organize open-house events at our campuses
- Establish services around our campuses
- Contribute to our local communities
- Participation in local events relevant to Data4

#02

Contribute to **training/ education & employability**

- Organization of visits for high school and university students (Data4 Academy)
- Employability/workforce development/training

#04

Innovate to support **the environment and local communities**

- Seek out and develop innovative partnerships with local stakeholders, particularly ones involved in research. (Example: Université Paris Saclay foundations supporting innovation projects in France)
- Implement projects to recover heat generated by our data centers at all our campuses in Europe.

#03

Raise awareness/**collaborate** with institutional stakeholders

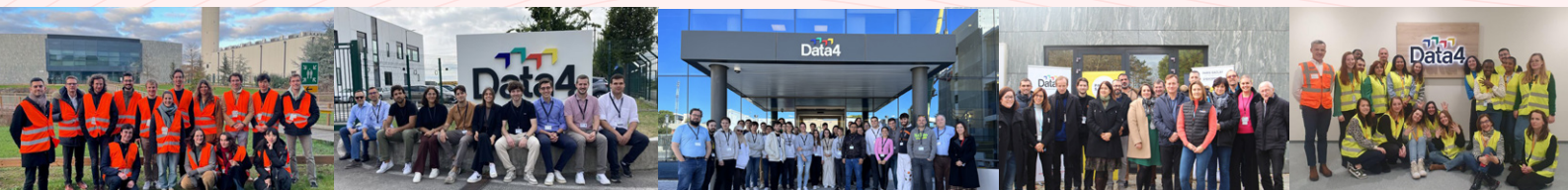
- Organization of campus visits for politicians and civil servants
- Meetings and events organized on our campuses
- Participate in working groups organized by public authorities

#05

Communicate our strategy more effectively to increase **the acceptance of data centers**

Polytechnic University
Cornaredo Campus (Italy)

Paris-Saclay start-ups
Marcoussis Campus (France)



École des Mines
Marcoussis Campus (France)

Universidad Rey Juan Carlos
Alcobendas Campus (Spain)

Université de Nantes
Warsaw Campus (Poland)



Having invented the digital campus model in Europe, Data4 puts its expertise to work for territories, developing projects in consultation with local stakeholders to maximize the social benefits while minimizing environmental impacts.

Jérôme Total

Group Strategy & Innovation Director

PEOPLE

Making Data4 a great place to work



Initiative, adaptability, and responsibility: the three Data4 values found in each of our employees.

At Data4, we value diversity of profiles and expertise, which has enabled us to meet the challenge of a rapid expansion in Europe. We work hard every day to forge links between our employees in different countries, thanks to our strong corporate culture.

Our achievements in 2023

+45%

of new hires are women, across all departments

+28 JOBS

with women hired, across all departments

87%

employee satisfaction rate



workshop

Presented a workshop on **diversity for Group executives** (delivered by ESSEC Business School)



Cross-border Team

A European team launched in 2022 to create links between all Group employees. Consulted on the strategic plan. The team is also overseeing a Quality of Life at Work project.

training

Presented a training course to anticipate biases in hiring for all Group managers

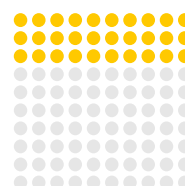
33%

of management committee members are women



Social data

+20% growth in workforce in 2023



30% Percentage of women in the Group in 2023

versus 25% women in 2022



Words from our employees



Neticia Kentsa Nlep

Pre-sales engineer



I'm very happy to be working at Data4 and contributing to the digital transformation of companies.



Marie Chabanon

Chief technical officer (CTO)



I am proud to play a part in the development of this industry while taking on the associated environmental challenges.



Karima Mathieu

Energy manager



Implementing actions to reduce our carbon footprint and control our energy consumption are exciting challenges to tackle.

Our HR strategy

Recruit

new talent in a wide range of fields

Construction project manager, facility manager, energy manager, data center manager, customer success manager, IT support technician, etc.

Connect

employees with one another

Build strong bonds between people; develop the talent, diversity, inclusion, and wellness of our employees, and a sense of belonging within the company.

Secure

all our sites for our employees

This is an absolute priority for Data4, which was accident-free across all its sites in 2023 thanks to the procedures it has put in place and its teams' compliance with them. Data4 is ISO 45001 certified.



In 2023, we made good progress on gender parity: 45% of the new hires who joined Data4 were women, across all departments, and 33% of the members of the management committee are women.

Marion Enjolas

Human Resources Director

Being an exemplary leader in our industry

Sustainability has become a **decisive factor influencing customers' decisions**. This development goes beyond voluntary commitments and is tied to revamped regulatory frameworks.

Indeed, the European Union has introduced new regulatory frameworks, such as the EU taxonomy for sustainable activities and the Corporate Sustainability Reporting Directive (CSRD). In this context, companies need to be able to assess and report their greenhouse gas emissions arising from their activities, including those generated by their IT operations.

Our goals

#01

Deploy our **ethics policy**

- Implement a system compliant with the eight pillars of the French Sapin II Law
- Establish the governance indicators laid out in the EU's CSRD

#03

Intensify our reporting to comply with new EU regulations

- Create a CSRD project group
- Create a Taxonomy project group

#02

Implement a **responsible procurement policy** for all our business lines

#04

Centralize and consolidate data for each country/subnational government



According to Gartner®, by 2026, **75% of organizations** will plan on working more closely with IT providers who have **clearly defined sustainability commitments and timelines**, and will seek to replace those companies who do not.

scalability flexibility connectivity responsibility sustainability

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



Founded in 2006, Data4 is a major European operator and investor in the data center market. Data4 Group finances, designs, builds, and operates its own data centers to provide its customers with agile, high-performance, secure, and environmentally friendly data hosting solutions.

The Group operates data centers in France, Italy, Spain, Poland, Luxembourg, and soon in Germany. Its infrastructure is underpinned by high-quality design and an extremely rich, scalable portfolio of services, which can be perfectly adapted to customers' needs (from a single server rack to a dedicated building).

Data4 has the benefit of land and power reserves that are unique in the European market, enabling the company to support the growth of its customers, whether they be digital service providers, cloud operators, or companies in other industries. Data4 also offers access to a rich ecosystem of partners and a full range of logistical and operational services, including connectivity to over 220 cloud and telecom operators.

Given its position as a major player in Europe, Data4 aims to become the industry leader for sustainability and to involve all its stakeholders in its Data4Good program.



www.data4group.com