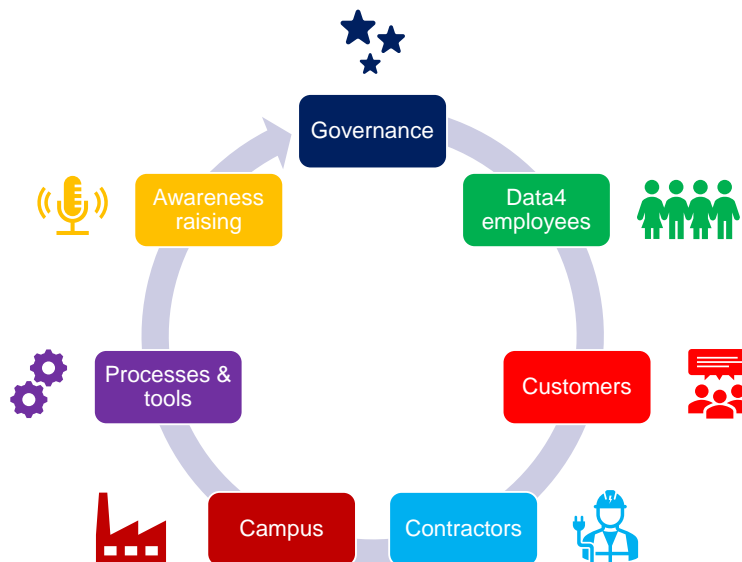


H&S Policy 2025

"Anyone who enters our campuses in good health must stay that way, whether they are our employees, customers, contractors or visitors" - Olivier Micheli - President and CEO of Data4.

Our Data4Safe H&S program is a cornerstone of our corporate strategy and is implemented consistently across all Group companies. To achieve our goal of "zero serious accidents", it comprises 7 key areas:



Each area of our program has clearly defined objectives:

- **Governance:** deploying our H&S organizational/operational model wherever we operate, ensuring that all H&S action plans are implemented, and H&S objectives achieved, challenging them as part of a continuous improvement process, in line with the requirements of our shareholder and ISO 45001 certification.
⇒ 2025 target: H&S model fully deployed.
- **Data4 employees:** involve all our employees in the day-to-day management of H&S, so that they can identify, report, and enforce H&S rules.
⇒ 2025 target: 100% of employees involved.

- **Customers:** working in partnership with our customers and progressing together to implement H&S best practices.
 - ⇒ 2025 target: implement the highest H&S standards.
- **Suppliers:** implement an ambitious H&S approach with all our suppliers to help them progress towards Data4 objectives: governance, contractualization of our requirements, KPIs & objectives, processes, audits, action plans, etc., particularly for High Risks Activities (HRA).
 - ⇒ 2025 target: 100% of suppliers committed to our H&S approach.
- **Campuses:** design and create data center campuses that are exemplary in terms of H&S, complying with all current regulations and going beyond these requirements by integrating all improvements resulting from our lesson learned.
 - ⇒ 2025 target: 100% of campuses meeting our H&S requirements.
- **Processes & tools:** industrialize and standardize our H&S processes and tools at Group level, so that we can focus on the essential: implementing the H&S approach in the field to achieve our objectives.
 - ⇒ 2025 target: deploy a single H&S management tool.
- **Raising awareness:** share H&S results, H&S events and implemented H&S best practices so that we can all make progress together.
 - ⇒ Target 2025: "all involved in H&S" model fully deployed.

All these areas are covered by detailed action plans in our H&S program.

H&S is everyone's business, everywhere and all the time: we all need to be committed players if we are to achieve our H&S objectives!

Olivier Micheli
Chairman & CEO