



ESG REPORT

—
2023



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About this report

This is Yondr’s inaugural Environmental, Social and Governance (ESG) Report covering Yondr Group and its subsidiaries (Yondr).

Unless otherwise indicated, this report reflects data and activities from 1 January to 31 December 2023.

We are committed to reporting transparently, on an annual basis, progress against our material ESG topics. This ESG Report has been informed by reporting frameworks such as the European Sustainability Report Standards (ESRS), Global Reporting Initiative (GRI) and International Sustainability Standards Board (ISSB). The data to support these statements is accessible both in the Appendix and throughout the ESG Report. The scope of reporting for our carbon footprint data is outlined in the Basis of Reporting within the Appendix.

As we strive for improvement, we’re dedicated to enhancing our ESG reporting. This will include addressing disclosure gaps and implementing identified actions to comply with the Corporate Sustainability Reporting Directive (CSRD) and other emerging ESG regulations.



 sustainabilityteam@yondrgroup.com

We welcome any questions, comments and feedback.
Please contact:



SECTION

01/07

INTRODUCTION

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- / Foreword from the CDO
- / About Yondr (mission, vision)
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Welcome to Yondr's ESG Report



Paul Cossell
Chief Executive Officer

The digital world is changing rapidly before our eyes. Cloud services were once the future, but have since become the norm, with an expected compound annual growth rate (CAGR) of 17.5% between 2022 and 2027.

Artificial intelligence is also on the rise. Increased use in industries from agriculture and healthcare to financial services and beyond is driving demand for hyperscale



**Expanding
to meet demand
while having
a responsible
and positive
impact on the
planet is a key
objective for us.**

data center facilities, with the market expected to reach a value of \$196.39 billion by 2029.

With change comes opportunity. It's a chance for our industry to put sustainability at the heart of how we work as we meet this increasing demand for capacity.

Adapting to ongoing growth

At Yondr, we've responded to our clients' increasing data needs. With over 1GW forecast to be online by 2028, our growth trajectory is healthy.

Expanding to meet demand while having a responsible and positive impact on the planet is a key objective for us. And, with evolving government legislation and consumer expectations, sustainable digital infrastructure growth has become both business necessity and moral imperative in equal measure.

This is why we've created our first ESG Report. As a public declaration of our commitment to sustainability, it sets out our current position, activities and goals. But this is only part of our plan.

Introducing Destination Yondr

Alongside our ESG Report, we've created our business strategy - Destination Yondr. It's designed to ensure we look after the world and communities around us, continue to deliver an exceptional client experience and be a great place to work for every Yondr-ite. All of which is supported by clear, challenging targets and the innovative thinking and technologies to achieve them.

Towards a net zero future

Carbon emissions reduction is one of the foundations of our sustainability strategy. Having pledged to become a net zero business in scope 1 and 2 carbon emissions by 2030, and to drive

down scope 3 carbon emissions, we'll be working internally and with our value chain to make dramatic reductions in our data centers' carbon emissions in construction and in operation. We'll also be helping our clients develop large-scale data centers through energy-efficient design and construction practices, plus circular design approaches.

A sustainable tomorrow without constraints

We've already made significant strides towards data center sustainability. But, we also recognise there's more to be done. I'm confident this report and our Destination Yondr strategy will drive us to create the innovative, next-generation campuses the world needs, as we build a more sustainable tomorrow without constraints.

Weaving sustainability into the fabric of Yondr



Paul Dillon
Chief Development Officer
and Chair of the Sustainability
Steering Committee



Sustainability doesn't exist in a silo – which is why we've arranged this report to align with our business strategy: Destination Yondr.

2023 was a year of significant progress, one in which we embedded sustainability into the DNA of our business.

We've taken steps to drive lasting change by assessing our company's sustainability impacts, risks and opportunities, and embedding ESG into our corporate governance framework. This generated the insight and structures needed to spur change in all aspects of the sustainability of our business.

Sustainability doesn't exist in a silo – which is why we've arranged this report to align with our business strategy: Destination Yondr.



Destination Yondr is made up of three strategic pillars:



**GREAT TO THE WORLD
AND COMMUNITIES
AROUND US**



**GREAT
CLIENT
EXPERIENCE**



**GREAT
PLACE
TO WORK**

This strategy provides the foundation for our future growth. Being Great to the World and Communities Around Us involves working together with our clients to address the environmental and social issues where we can have the most material impact over the short, medium and long term. We're aiming to build on the great work that already exists, and to change some of the negative perceptions held about the data center industry. We hope to focus instead on the many benefits of digital infrastructure.

WE ARE YONDR

Global developer,
owner operator
of hyperscale
data centers.

tomorrow without constraints

These three words are our reason for being.

It's big. It's ambitious. And it couldn't be more exciting.

Our vision for a tomorrow without constraints positions us to deliver global infrastructure, satisfying the large-scale capacity needs of the world's biggest technology companies.

We're responsible for advancing infrastructure to keep pace with our increasingly digital-led lives.

And we will do so responsibly, ethically and sustainably.

Our mission

GLOBAL CAPACITY RESPONSIBLE DELIVERY



It's concise,
but each word
captures a vital
area of focus.

'Global'

We have experts in all regions, and we apply our rigorous global standards and processes everywhere we operate.

'Capacity'

We have gigawatt capacity at our fingertips. Our market-ready sites span three continents and more are primed for development. We provide our clients capacity when and where they need it.

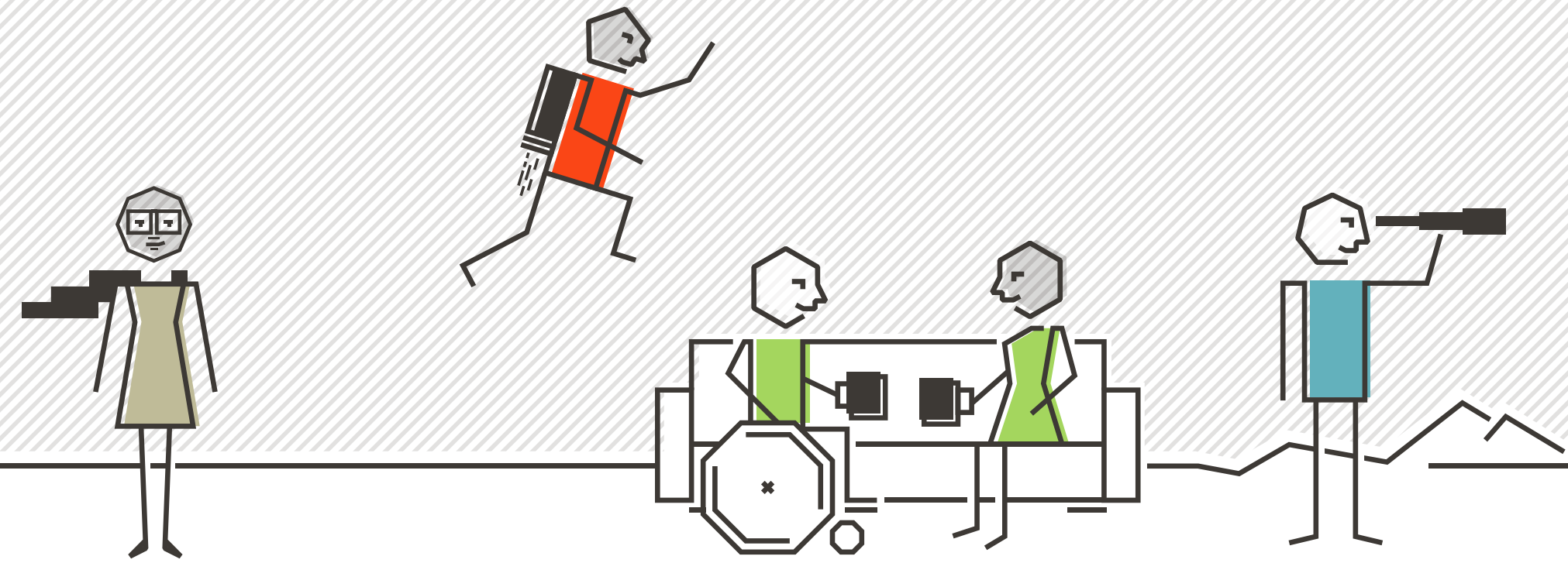
'Responsible'

We owe it to our people, clients, partners, communities and the environment. We operate safely and with respect. Sustainability and innovation are fundamental to our design.

'Delivery'

We bring data centers to life the Yondr way. We optimise speed to market by going on a collaborative journey with our clients from the start. One that garners respect and guarantees client satisfaction.

Our values



Our values are at the heart of everything we do. They guide how we approach our work, how we act each day to create a strong, differentiated brand and how we behave towards our fellow Yondr-ites and other stakeholders.

Everyday Inventor

An unrelenting desire to make things better, to challenge convention and to apply creativity to solve problems

Behaviours

- / Challenge convention
- / Spread great ideas
- / Make things happen
- / Champion the big picture

Focused Explorer

An everyday dedication to driving efficiency, conserving time and resources and simplifying complexity

Behaviours

- / Drive efficiency in projects and processes
- / Conserve time and resources
- / Simplify complexity
- / Make decisions quickly

Candid Friend

A strong conviction that open dialogue, frank discussions and active listening lead to better solutions

Behaviours

- / Show everyone the same level of respect
- / Admit wrongdoing and/or ignorance
- / Have the difficult conversations
- / Support others' successes

Quiet Hero

A deep commitment to the fulfillment, progression and wellbeing of others, delivered with humility and generosity

Behaviours

- / Listen more
- / Learn from and teach others
- / Do what's right for all
- / Offer your time and skills

Where we operate

Yondr currently has nine campuses under control in eight countries, with offices located in the United States (US), Ireland, the United Kingdom (UK), the Netherlands and Singapore.

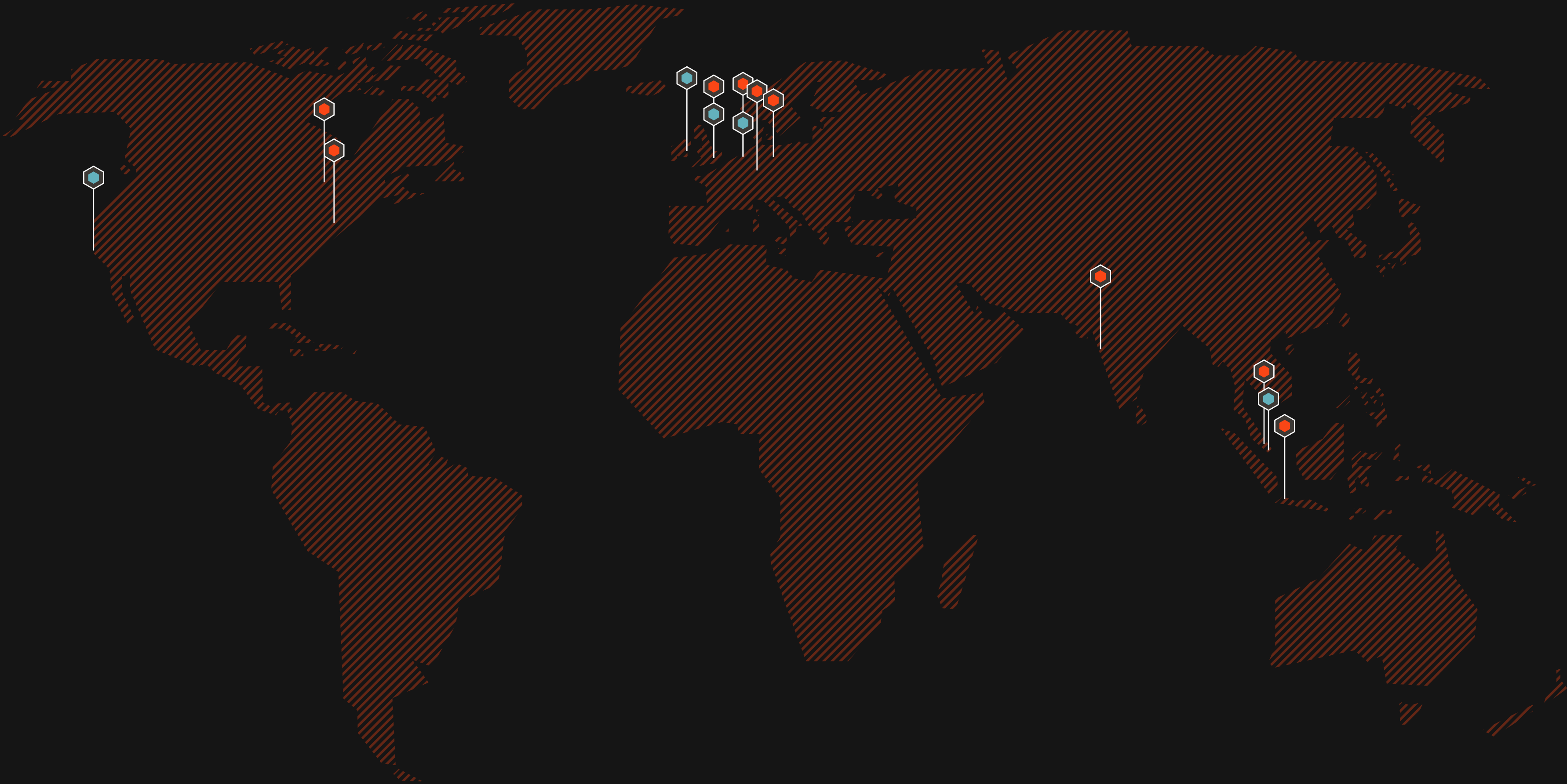
Data centers

- / Northern Virginia, USA*
- / Toronto, Canada
- / Slough, London, UK
- / Frankfurt, Germany
- / Berlin, Germany
- / Amsterdam, Netherlands
- / Mumbai, India*
- / Johor, Malaysia
- / Jakarta, Indonesia

*Joint ventures, please see [Basis of Reporting](#) in the Appendix for further information.

Offices

- / San Francisco, US
- / Dublin, Ireland
- / London, UK
- / Amsterdam, Netherlands
- / Singapore



Highlights

2023 was a significant year for Yondr, standing out as one of our most impactful years to date and a cornerstone of our progress.

- Sustainability
- Business

We achieved many milestones that we'd worked hard towards since our inception. We've seen advancements in our environmental, social and governance initiatives, increasing demand from our clients and promising growth in our business.

Let's dive into some of the highlights from 2023 that defined our commitment to sustainability, responsibility and growth.

100%
UPTIME at our
first data center

Committed to achieving
NET
ZERO
across operations

by 2030

CAPITAL
PARTNERSHIP
with Apollo Funds

Completed
DOUBLE
MATERIALITY
assessment

Launched
DESTINATION
YONDR
STRATEGY

190
HOURS
volunteering
through Yondr
Serve

RECORD
BREAKING
number of leases
signed in 2022

Supported over
300
STUDENTS
with skills training

SEVEN
YONDR-ITES
recognised at the
IM100
AWARDS

Celebrated
INAUGURAL
BEYOND
AWARDS
recognising our
values in action

OVER
200MW
leased globally

Signed the
CLIMATE
NEUTRAL
Data Center pact

Memberships

Yondr is an active member of several associations and groups dedicated to advancing sustainability initiatives and driving meaningful change on a broader scale.

Through our memberships, we gain access to valuable resources, expertise and networks that keep us updated with the latest sustainable innovations and practices.



Data Center Safety Council
Providing a unified approach towards ensuring safety and wellbeing of personnel in operating data centers.



Climate Neutral Data Center
Committed to making data centers climate neutral by 2030.



iMasons Climate Accord
Focused on achieving net zero carbon by uniting global accounting, influencing market-based decisions and driving both individual and collective reductions in digital infrastructure.



Data Center Coalition
Empowering and championing the U.S. data center community through public policy advocacy, thought leadership, stakeholder outreach and community engagement.



CEO Action
Working collaboratively to advance diversity and inclusion in the workplace.



Dutch Data Center Association
Uniting data centers in the Netherlands to strengthen economic growth.



German Datacenter Association
Shaping the future of Germany's digital infrastructure.



Pacific Telecommunications Council
Promoting the advancement of information and communication technologies (ICT) in the Pacific Rim.



Certifications

- / ISO 9001
- / ISO 45001
- / ISO 14001
- / ISO 22301
- / ISO 27001

In the pipeline for 2024:

- / ISO 50001

DESTINATION YONDR

BUSINESS STRATEGY TO 2028

We have big plans here at Yondr.

To achieve them, we've set out a five-year business strategy that ensures we're on the right path. Destination Yondr is not only the name of our strategy, but the place that we'll reach if we can successfully accomplish what we've set out to do.



**GREAT TO THE
WORLD AND
COMMUNITIES
AROUND US**



**GREAT
CLIENT
EXPERIENCE**



**GREAT
PLACE
TO WORK**

Great to the world and communities around us

This pillar is fundamental to Yondr's success and longevity in the market.

We also recognise that as a member of local communities globally, we have a responsibility to be a good neighbour and enhance the areas in which we operate.

Earlier this year we announced our commitment to achieve net zero by 2030 in scope 1 and 2 carbon emissions.

Our sustainability strategy also includes a commitment to working with our clients and supply chain to support further carbon reductions across the data center value chain, incorporating scope 3 carbon emissions into the plan.

At Yondr we're setting clear and challenging targets when it comes to sustainability. With the creation of this ESG Report, we aim to be transparent and share our performance and impact in these areas.

How we plan to achieve this:

- / Dedicated projects to ensure we meet new ESG regulatory requirements
- / Working towards sustainability-focused accreditations and certifications
- / Developing an exceptional community engagement programme recognised by reputable social value organisations



This pillar is a key tenet of our sustainability strategy. I'm excited by what this means for the energy and sustainability team and how we can work closer with fellow Yondr-ites, clients and all other stakeholders that are equally as passionate about this area.

Ross McConnell
VP Energy & Sustainability

Great client experience

We believe a great client experience should feel something akin to a partnership.

As it progresses, it becomes more enriching, and we gain a better understanding of one another. We close the distance between clients' requirements and our capabilities, becoming a trusted partner.

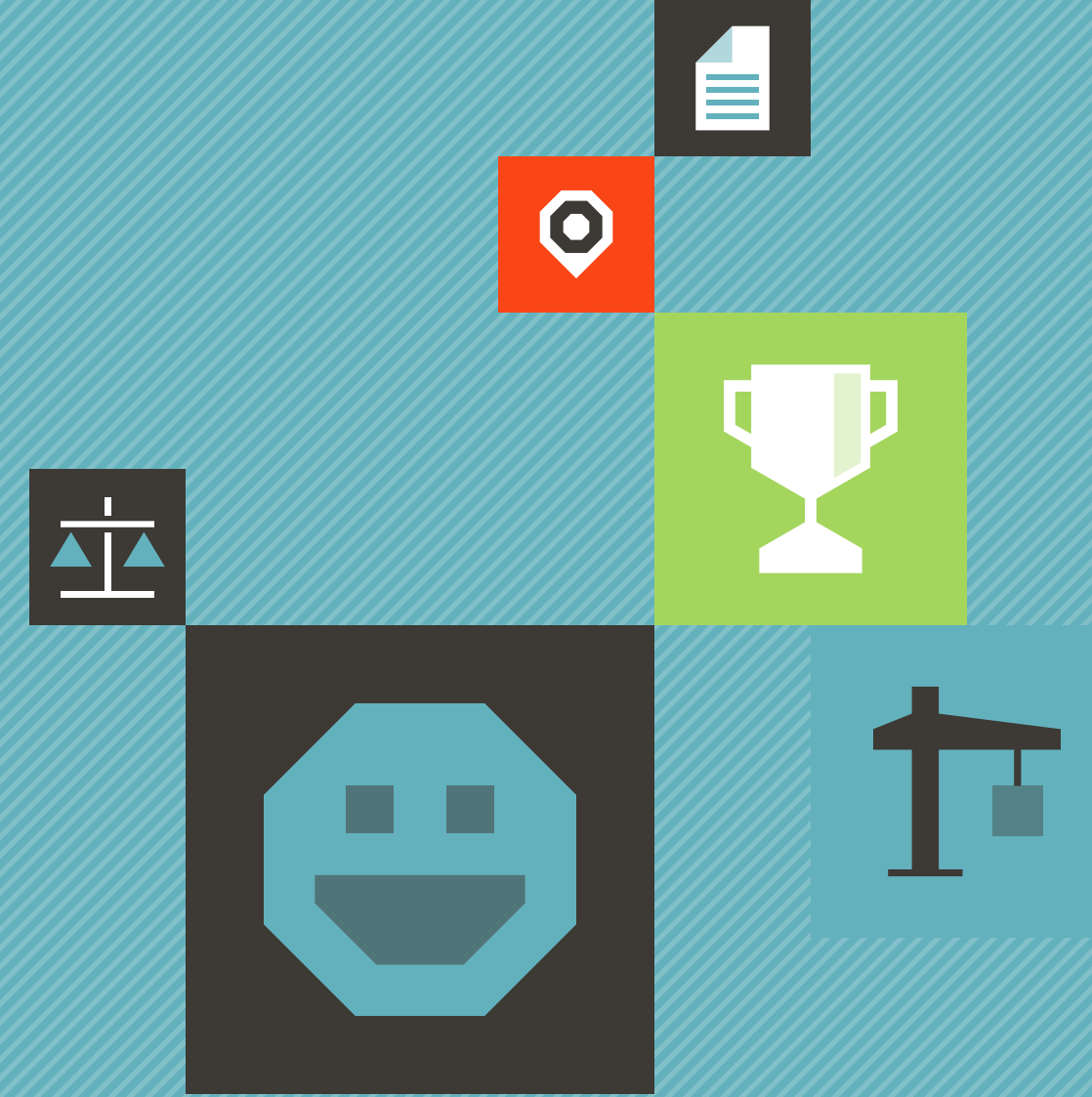
We have a strong brand and reputation which is dependent on building trusted client relationships and developing a deep under-

standing of their strategy and objectives. The needs of hyper-scalers will continue to rapidly expand, given the current growth in the industry.

Maintaining a regular, pragmatic and constructive dialogue with clients leads to mutual success. We're here to support, align and proactively engage with clients regardless of what their needs are. And the sooner we can build a deep and trusting relationship, the closer we can get to their requirements.

How we plan to achieve this:

- / Developing our global client experience operating model, ensuring that it's aligned with our clients' goals throughout the data center's lifecycle
- / Compiling and analysing client experience metrics and data to pinpoint our strengths and development areas
- / Aligning our technical product with clients' rapidly expanding needs



We're here to support, align and proactively engage with clients regardless of their needs.

David Eames
VP Client Solutions

Great place to work

We recognise that we're only as successful as our people.

Making sure that Yondr is a great place to work for all Yondr-ites is key, as culture determines the success of our strategy.

All Yondr-ites should feel empowered and supported in their roles. We must also ensure that as a business we attract, develop and retain the best talent globally to keep up with the pace of change in the digital infrastructure sector.

So, what does being a great place to work actually look like?

- / Motivated and engaged Yondr-ites
- / A workforce that's truly representative of the societies we operate in
- / Clear career trajectory for all Yondr-ites
- / Prioritising diversity of thought and background

How we plan to achieve this:

- / Collecting people and culture metrics that lead us to create informed business decisions
- / Carefully monitoring our engagement scores through pulse surveys and our larger employee engagement survey
- / Equipping our Yondr-ites with the tools and resources they need to achieve their goals and continue growing



The digital infrastructure sector is continuously growing, and we have to attract, develop and retain the best talent globally to keep up with the pace of change.

Sandhya Mutreja
Global Head of People and Internal Communications

Sustainability strategy

Our sustainability strategy is built on four foundations: carbon, clients, communities and compliance. Each one feeds into our overall business strategy: [Destination Yondr](#).

The four Cs, as we call them, enable us to identify, target and align our sustainability strategy to the areas that are material to our business.

Compliance

Gets us ready for new legislative requirements across the ESG areas that are material to Yondr

Carbon

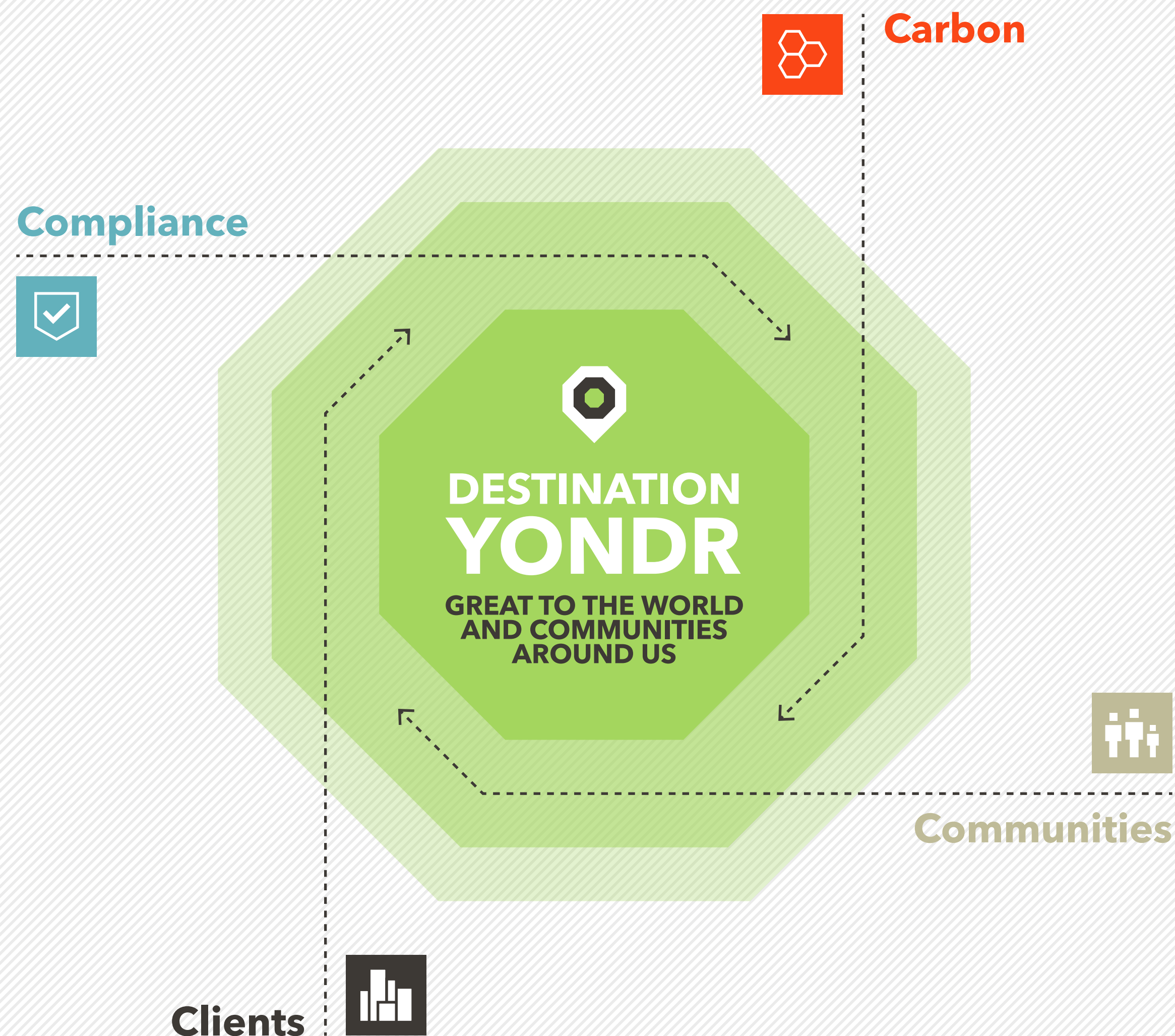
Sets our carbon targets to our net zero plan (net zero across scope 1 and 2 carbon emissions by 2030)

Communities

Brings positive social value and benefit to the communities around us in a way that aligns with our core capabilities

Clients

Helps us to collaborate with clients on sustainability and innovation, leading to tailored sustainable solutions



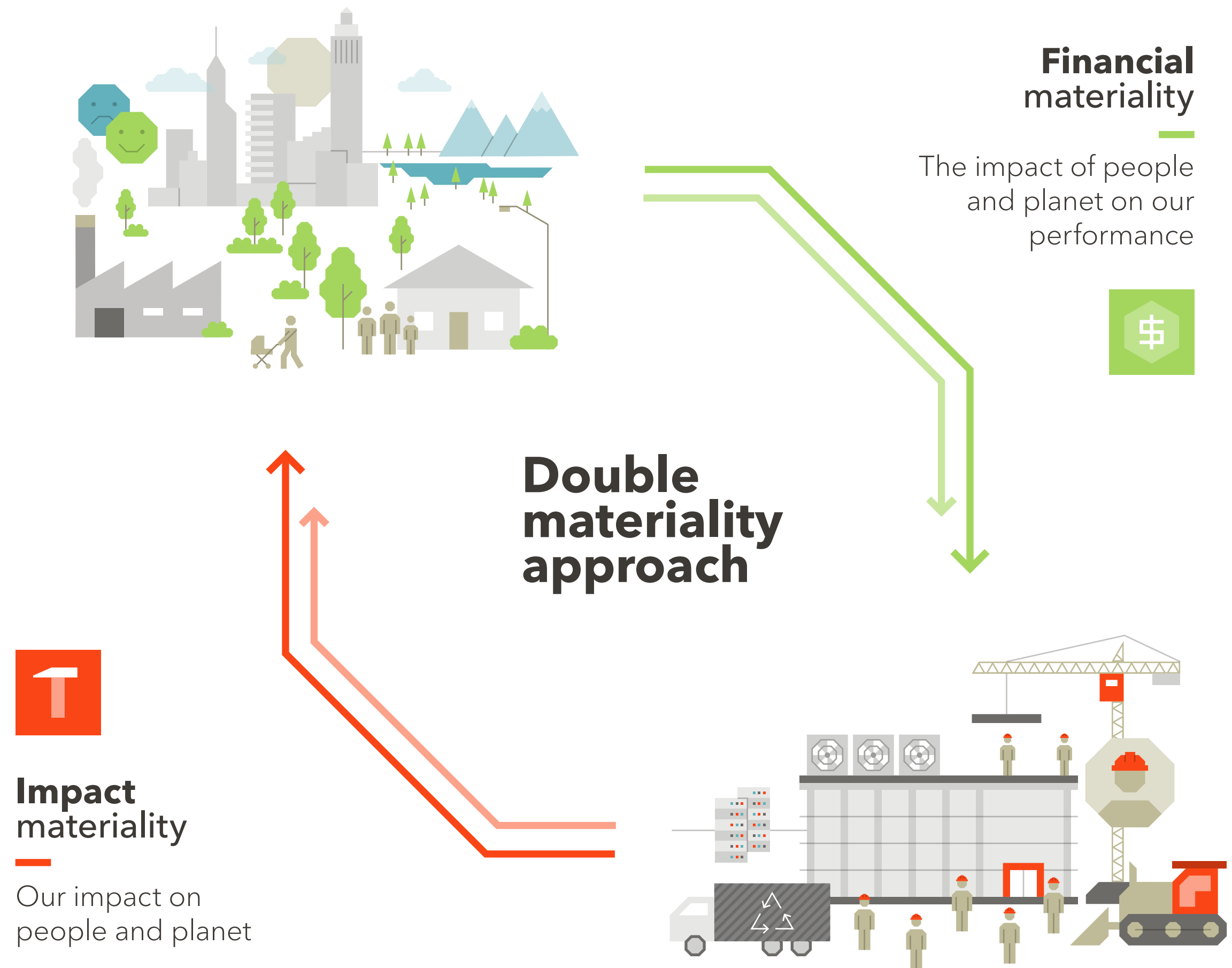
Double materiality assessment

Yondr has undertaken a double materiality assessment to identify its material sustainability impacts, risks and opportunities (IROs). This is a requirement of the European Commission's Corporate Sustainability Reporting Directive (CSRD), which requires in-scope entities to report against the European Sustainability Reporting Standards (ESRS).

The ESRS states in-scope entities must complete a double materiality assessment to define which sustainability topics are material to their

business from both an impact and financial perspective. This involves assessing both Yondr's impacts on the environment and society, as well as the risks and opportunities that certain sustainability topics pose to Yondr.

Our double materiality results offer a clear view of the material sustainability IROs affecting Yondr. By identifying these priority areas, we're equipped to refine our reporting disclosures as well as evolve and shape our [sustainability strategy](#).



Yondr carried out its double materiality assessment on a company-wide basis. We engaged Environmental Resources Management Ltd (ERM) to support on this assessment, which followed the below five steps:

- 01

Current state assessment: review of business trends, sustainability regulations and peer benchmarking to evaluate ESG topics.
- 02

Value chain mapping: map Yondr's value chain using the six capitals framework, identifying key stakeholders, resources, activities and interactions.
- 03

Stakeholder engagement: conduct interviews and gather insights from internal and external stakeholders. Proxy resources were used to ensure a complete value chain perspective.
- 04

IRO identification: prepare an initial list of sustainability IROs utilising insights gathered from the current state assessment, value chain map and stakeholder engagement.
- 05

Topic prioritisation: develop a scoring methodology, following Yondr's existing risk management framework as well as the CSRD's impact scoring methodology, for stakeholders to refine, prioritise and validate IROs.

Following the first four phases of the double materiality assessment, we created a scoring methodology for internal subject matter experts.

Scoring of impacts was broken down into two subcategories:

- / **Severity:** combining scale, scope and irremediable character of the impact*
- / **Likelihood:** the probability of an impact occurring

Subject matter experts were asked to score their respective risks and opportunities against **the likelihood of it taking place and the size of the financial effect.**

*Irremediable character is applied to negative impacts only

The timeframes included were:

- Short:** current reporting year
- Medium:** one to five years
- Long:** five or more years

Each of the impacts, risks and opportunities were also scored against their position in the value chain (upstream, operations, downstream).

When prioritising impacts, risks and opportunities within the double materiality assessment we aligned the scoring methodology with our Enterprise Risk Management Framework. Risks and opportunities can then be logged within our risk register, with the risk profile defined by how they were scored in the double materiality assessment.



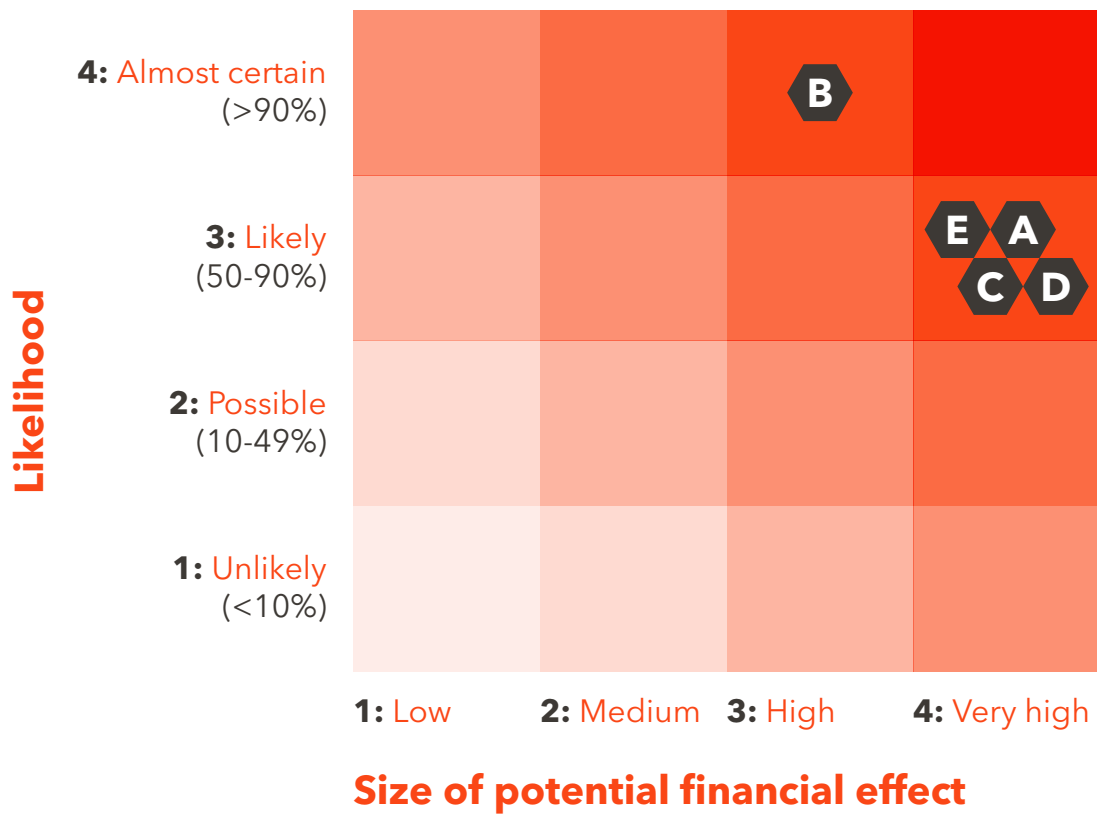
It's time for us to address the material impacts, risks and opportunities in advance of our first CSRD reporting year (currently 2026). This will involve reviewing the availability and quality of data and implementing the necessary policies, processes and controls to ensure compliance.

Vijay Bedarkar
Sustainability and ESG Manager

High priority impacts, risks and opportunities (IROs)

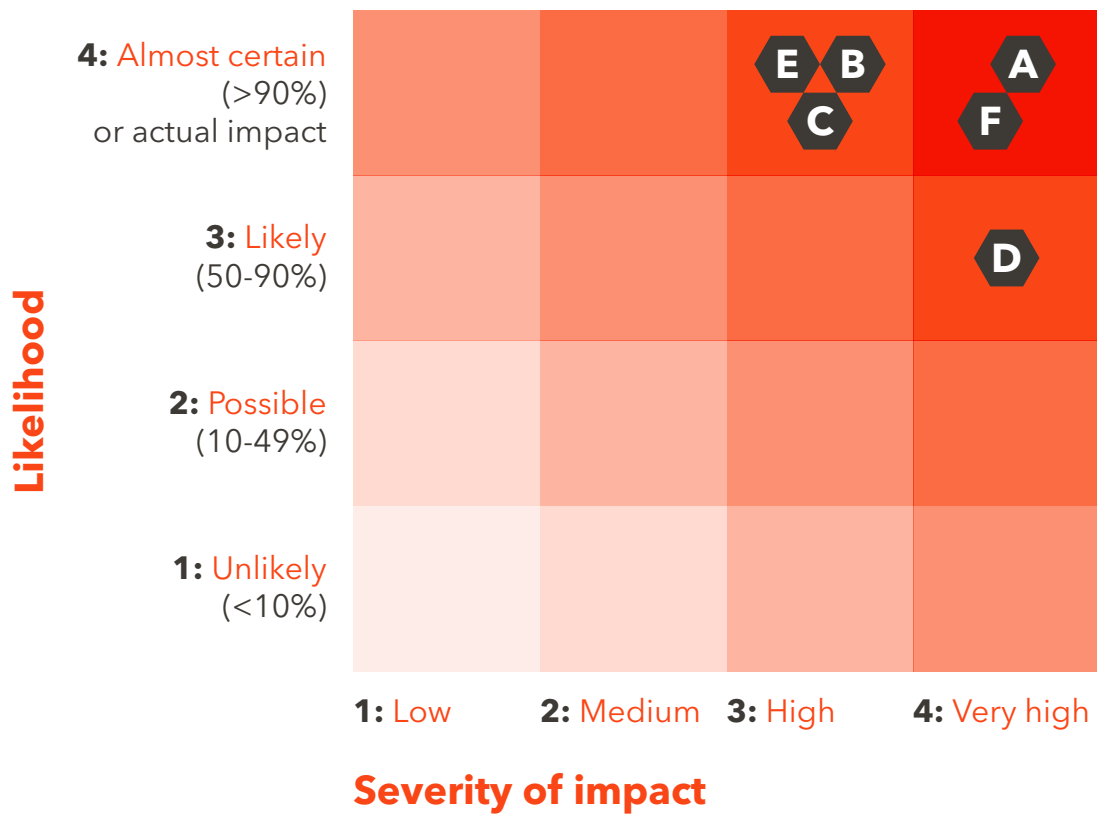
Financial materiality

- A Climate change (opportunity):** waste heat distribution
- B Biodiversity and ecosystems (risk):** biodiversity legislation
- C Data privacy and cyber security (risk):** data breach or cyber attack
- D Business conduct (risk):** client confidentiality
- E Sustainable innovation (opportunity):** client engagement



Impact materiality

- A Climate change (negative impact):** client data center emissions
- B Resource use and circular economy (negative impact):** use of raw materials
- C Employee wellbeing, health, and safety (positive impact):** H&S culture
- D Business conduct (positive impact):** business integrity
- E Community engagement (positive impact):** engaging with community groups
- F Climate change (positive impact):** energy efficient design and construction



As a data center infrastructure business, our most significant impact on the environment and people is through our energy use. We'll address this primarily by optimising energy efficiency through data center design and operations and sourcing and supporting renewable energy generation. We'll be collaborating with clients and suppliers to accelerate this work and also to reduce embodied carbon.

We continuously evaluate our use of raw materials and waste management practices to ensure efficient resource utilisation and promote circular principles throughout the data center lifecycle, from development to operation.

From a people perspective, health and safety is paramount. We prioritise a strong health and

safety culture across our global footprint and throughout our value chain. This extends to ensuring that people across our value chain have access to high standards of health, safety and human rights protections.

We also aim to attract and retain top talent, fostering an inclusive, rewarding and ethical work culture. Engaging with communities through social value initiatives is something that matters to us as Yondr-ites, but it's also integral to building our reputation as a responsible corporate citizen and maintaining our licence to operate.

We've considered and are in the process of including the high priority positive and negative impacts, risks and opportunities (IROs) identified into our plans for [Destination Yondr](#) across all three of the workstreams.

Please see [Appendix](#) for full list of material impacts, risks and opportunities (IROs)

Our organisation value chain

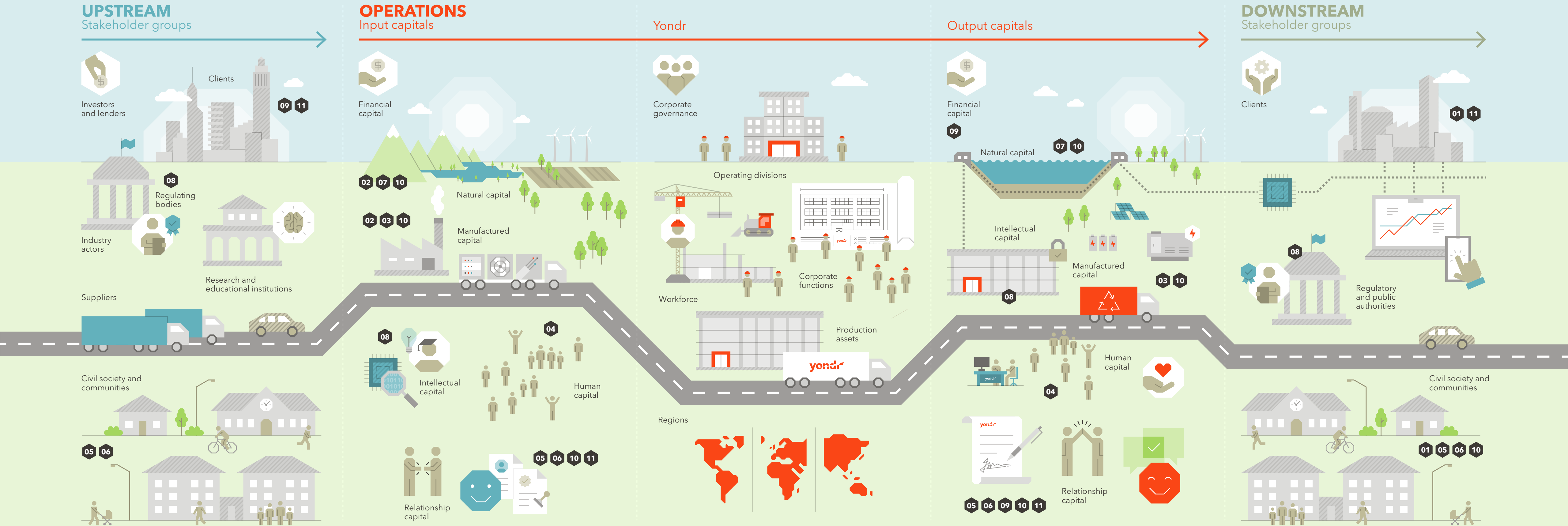
We engaged with internal and external stakeholders to define our value chain in accordance with the CSRD's requirements, full details can be found [here](#). We established our key stakeholders and used the International Integrated Reporting Council's six capitals to demonstrate how a data center will transition from conception to operation.

Mapping our material IROs

These are a small sample of high priority impacts, risks and opportunities that were identified in the double materiality assessment and displayed where on the value chain they are most likely to materialise. Full information on these can be found [here](#).

- 01 Client data center emissions
- 02 Use of raw materials
- 03 Energy efficient design and construction
- 04 Health & safety culture
- 05 Engaging with community groups
- 06 Business integrity

- 07 Biodiversity legislation
- 08 Data breach or cyber-attack
- 09 Client confidentiality
- 10 Waste heat distribution
- 11 Client engagement



Corporate governance

Our board and executive leadership team (ELT) are responsible for our long-term strategic and financial goals. Through a committee structure, each with delegated responsibilities, we enable a system of governance that appropriately manages risks, enhances accountability and drives long-term value creation.

Yondr has two levels of governance:

Level	Area of oversight	
01	Board of Directors and related board committees	Risk Review company risks and approve mitigation measures
		Finance Set corporate financial goals and objectives, and annual budget. Track audit and tax compliance
		Audit Monitor and ensure the integrity of financial reporting and its processes
02	Operational level with delegated decision making across steer committees (and with executive leadership team representation)	Deal pricing Approval of pricing requests at each decision gate leading up to the disclosure of a price to a client
		Sustainability Delivery of our sustainability strategy
		Capital Approval of all capex pertaining to development and construction projects
		HSQE Organisational updates, major updates (client and legislative), ISO review and business decisions



The regulatory space is catalysing change at Yondr – from increasing transparency around our ESG reporting to aligning it with our financial reporting and making it a critical area for our stakeholders. Our Sustainability Steering Committee ensures that the Yondr leadership team is accountable for our ESG approach and continues to mitigate risks, manage our impact and capitalise on the right opportunities.

Chester Reid
Chief Financial Officer

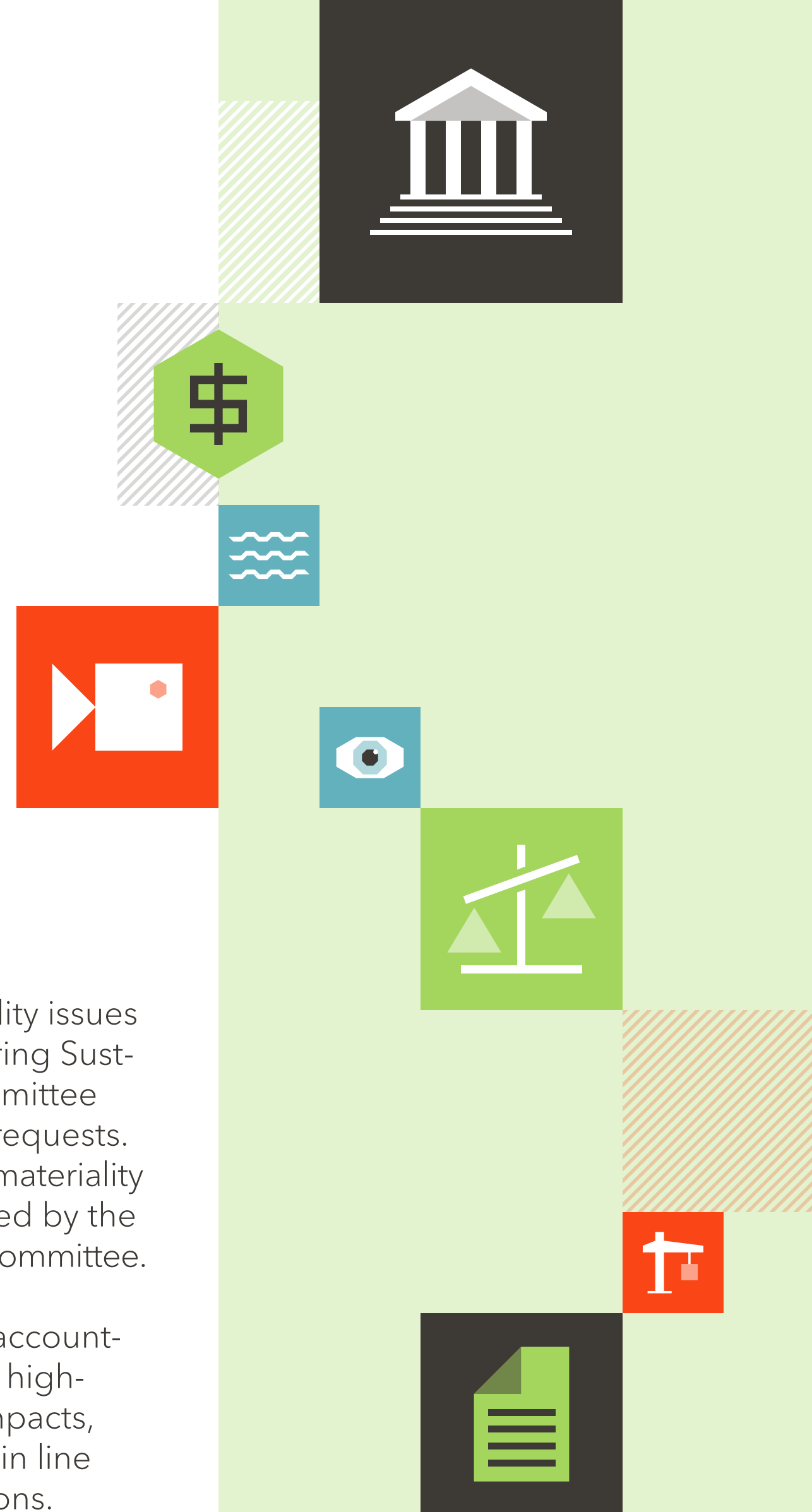
Sustainability steering committee

We've established a Sustainability Steering Committee that includes members of the executive leadership team, to bring pace and structure to our ESG work. Meetings take place quarterly, with a defined structure of decision-making and accountability.

The committee is responsible for strategic ESG decision-making and delivery of our sustainability strategy.

Any material sustainability issues will be raised either during Sustainability Steering Committee meetings or as ad hoc requests. Outputs of our double materiality assessment are approved by the Sustainability Steering Committee.

The committee will be accountable for addressing the highlighted material ESG impacts, risks and opportunities in line with our CSRD obligations.



Lorraine Chu
Business Operations
Senior Manager

With Yondr's fast growth, we need to ensure we're building a foundation of accountability, integrity and process. 2023 saw significant evolution in our governance framework including a new Risk Management Framework and the establishment of relevant committees with board-level oversight covering areas like risk, finance, strategy and the evolution of our approach to ESG.



Risk management

A thorough risk management process helps us achieve company-wide objectives.

Our Risk Management Framework outlines the process, methods and tools for systematically identifying, assessing, responding to and reporting on risks and opportunities.

The framework also establishes an escalation and governance process where all critical-related risks and opportunities are reported and reviewed by the executive leadership team. This board-level oversight means critical risks and opportunities are addressed appropriately and systematically.

Climate risk

Our due diligence process identifies climate risks – such as extreme heat and cold, flood, drought and storms – from the earliest stages of our projects. These risks are captured and integrated into project design.

Power reliability and availability are also intrinsically linked to climate risk.

Once a specific geographical market is identified, our utilities and energy team engage with power industry stakeholders to explore securing power for target sites. Key considerations include the energy mix of the electricity grid, renewable energy procurement options in the selected market and grid interactivity potential.

Procurement

Who we work with is one of the most important decisions we make. It’s something we don’t take lightly at Yondr.

That’s why we have a rigorous supplier compliance process. Maintaining clear visibility of our supply chain helps us manage risk, respond proactively to clients and progress projects in a timely manner, safe in the knowledge that all compliance measures have been met.

We use digital tools to support supply chain management. Suppliers need to share compliance information based on the goods or services they provide.

Their responses are assessed by our subject matter experts who review key sustainability and ESG compliance information, such as relevant ISO standards (14001 /

50001 / 9001), sustainability policies and prescribed targets and commitments.

We ask specific questions and request information relating to our suppliers’ approach, policies and credentials for safe employment as well as the safe management and fair treatment of their workforce.

Our group risk compliance team reviews this information to confirm it aligns with minimum compliance standards for value chain workers and modern slavery risks. Suppliers also must declare any ESG-related sanctions levied against them in the last five years.

A key feature of our compliance process is the Yondr Supply Chain Code of Conduct. Suppliers need to confirm that they adhere to it before we begin working together.

The policy covers minimum environment and sustainability standards, along with:

- / Anti-bribery and corruption
- / Gifts and gratuities
- / Unfair business practices
- / Whistleblowing
- / Data privacy and information security
- / Conflicts of interest
- / Labour and human rights
- / Health and safety
- / Freedom against prejudice and discrimination

Some supplier relationships are more complex and involve higher-value procurements. In these cases, we include specific questions and criteria as part of our pre-qualification and/or RFP and tender exercises.

Procurement highlights



Digital onboarding and ongoing compliance management



Subject matter experts review supplier information to assure compliance



Our Yondr Supply Chain Code of Conduct is essential policy - we don’t work with suppliers unless they adhere to it



Scope 1, 2 and 3 carbon emissions disclosures for high-value and complex cases

The level and type of information requested varies depending on what’s being procured, but typically includes:

- / Environmental and sustainability capabilities, targets and policies
- / Scope 1, 2 and 3 carbon emissions
- / Embodied carbon and net zero approach

We have a specialist external sanction-checking tool to screen reports from suppliers, where needed. Procurement at Yondr is a thorough – but scalable – process. A transparent system for managing suppliers means we can meet the standard and still move quickly once compliance is assured.

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- / Circular economy
- / Social impact

Environmental highlights



Global sustainability roadshows to engage stakeholders across the business



Hydrotreated vegetable oil (HVO) as a sustainable alternative to diesel in our backup generators*

*applicable only where there's an available supply of HVO



Energy Management System aligning with ISO 50001



Our annual carbon footprint has been externally verified to ISAE 3000 standard since 2021

See [Basis of Reporting](#) in the appendix for further information on our carbon footprint data.

Climate change impacts us all – and the effects are amplified by the carbon emissions associated with energy consumption. Data centers are significant and growing contributors to global energy demand, and finding more sustainable ways to power them is essential.

We also need to make sure our data centers can withstand the impacts of climate change: they need to be resilient and dependable in extreme weather conditions and changing landscapes. Our clients, investors and stakeholders have come to expect this.

So, here's the challenge: we must reduce our impact on the planet while ensuring the reliability of our data centers in a changing and more extreme climate. This is the key to maintaining our place in the market, sustaining business profitability and securing access to reliable power.

As you'll come to see in this section, our environmental goals are ambitious and collaborative. We'll make the biggest difference by working with our industry partners.

As a young company, our activities and associated carbon footprint have varied significantly from year to year since inception.

We've faced the twin challenges of growing the business and reducing our impact on the planet. We know we can do both, but we need accurate benchmarking and measurement to guide our actions.

That's why we've selected 2022 as our baseline year for carbon footprinting. It's the first year where our activity involved a combination of construction and operation that is likely to reflect future activity.

2022

OUR BASELINE YEAR

As a company founded in 2019, 2022 serves as the most accurate reference year for our typical emissions. Given the significant construction and operational activities during this period, it provides a solid baseline against which we can compare our annual emissions.

Yondr's climate targets

01

Net zero by 2030 in scope 1 and 2 carbon emissions

02

Engage our stakeholders to collaborate on reducing scope 3 carbon emissions, both upstream and downstream of our operations

A closer look at our targets

These commitments are underpinned by our Environment and Sustainability Policy, Energy Policy and our project processes. We'll conduct climate change-related risk assessments on all our projects, and design in accordance with their outcomes.

While the Paris Agreement sets the target of net zero by 2050, we're making a commitment to net zero scope 1 and 2 emissions by 2030. An example of this is our cooling system in the data halls of our first operational data center, which is compressor-free, substantially reducing electricity consumption.

You'll notice we haven't set a quantitative target on our scope 3 carbon emissions yet. Managing scope 3 carbon emissions is a key part of any carbon reduction strategy but quantifying them comprehensively and accurately is much harder – since they're generated across the value chain.

In the absence of comprehensive, robust scope 3 carbon emissions data, we'll aim to collaborate with our key partners to reduce scope 3 carbon emissions upstream and downstream of our direct operations. We've benchmarked the embodied carbon of our

standard data center design to underpin our plans for supply chain emissions reduction.

The data center industry draws from a small, specialised pool of talent. Projects overlap and we often work with the same clients, suppliers and industry connections. Over time, these stakeholders become trusted partners. Collaboration is critical for achieving technical, commercial and operational reductions in data center carbon emissions. Our climate commitments extend to participation in the EU Climate Neutral Data Center Pact and iMasons Climate Accord.



Operational staff have welcomed the transition to low carbon fuel.

Menno Beers
Critical Services Manager

We continually improve our systems and processes, collaborate with clients and suppliers on improving energy and carbon performance, and uphold compliance with emerging legislative standards.

Through development and implementation of our net zero carbon roadmap, we have clear processes for embedding climate change considerations into the earliest stages of projects – from land selection and feasibility to due diligence.

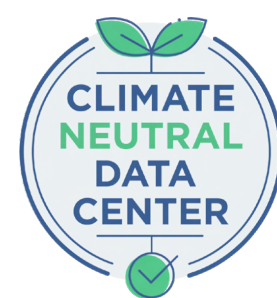
Carbon-saving opportunities and climate-resilient design

considerations are integrated into project planning, collaboration with stakeholders, design specifications, budgeting and delivery. We partner across the industry to drive the adoption of new and zero-carbon techniques and technologies.

It's our willingness to collaborate and openness to new ways of doing things that helps us stay ahead of the changing climate.

Minimising our carbon emissions comes first. If required, we intend to use carbon offsets to mitigate any residual emissions as we

approach 2030. We're actively engaged in our own offsetting projects. We've purchased 14,650 tonnes of carbon offsets with the Chitravti reforestation project in India, a Gold Standard certified scheme. Offsetting is supplementary and not a replacement for the work we're doing to reduce our emissions.



Technologies and techniques we're exploring for new and existing projects:

- / Artificial intelligence to minimise energy consumption
- / Supporting renewable-energy-powered grid stability, through grid interactivity
- / Identifying renewable energy sourcing options
- / Using lower-carbon sources of back-up power
- / Exporting waste heat from our data centers to local clients
- / Liquid cooling

CASE STUDY

HVO (Hydrotreated Vegetable Oil)

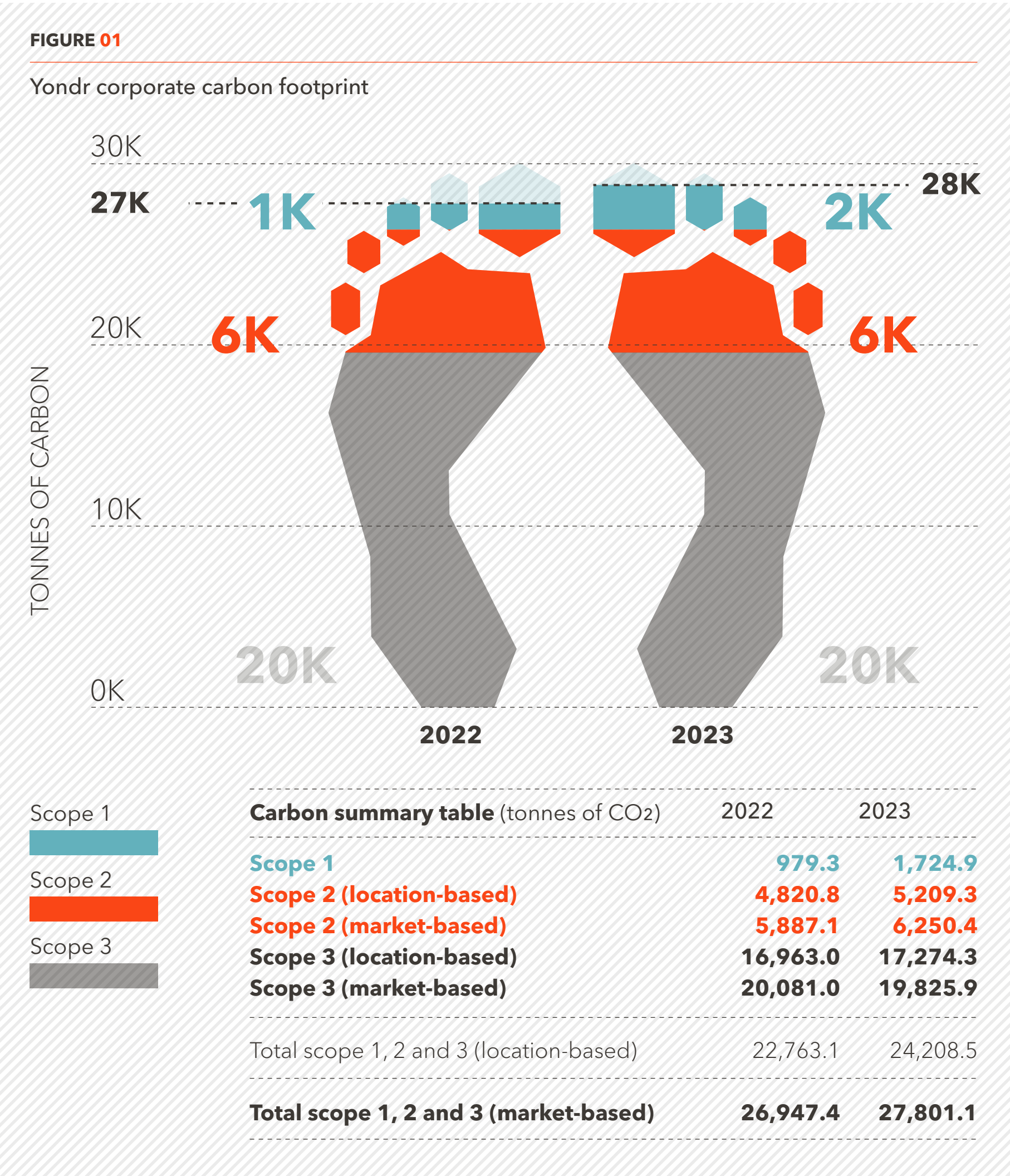
How we fuel our data centers is changing. Over the past year we have committed to using HVO as an alternative* to conventional diesel in our backup generators. Using HVO fuel in our data centers reduces scope 1 carbon emissions by more than 90%.

There were multiple stakeholders involved with transitioning to HVO fuel. We had to transition to ensure security of the fuel supply and appropriate accreditation, get assurance from our supplier that generators were compatible and that this fuel wouldn't affect the warranty, and secure the all-clear from our clients.

The conventional diesel phase-out will commence in 2024.

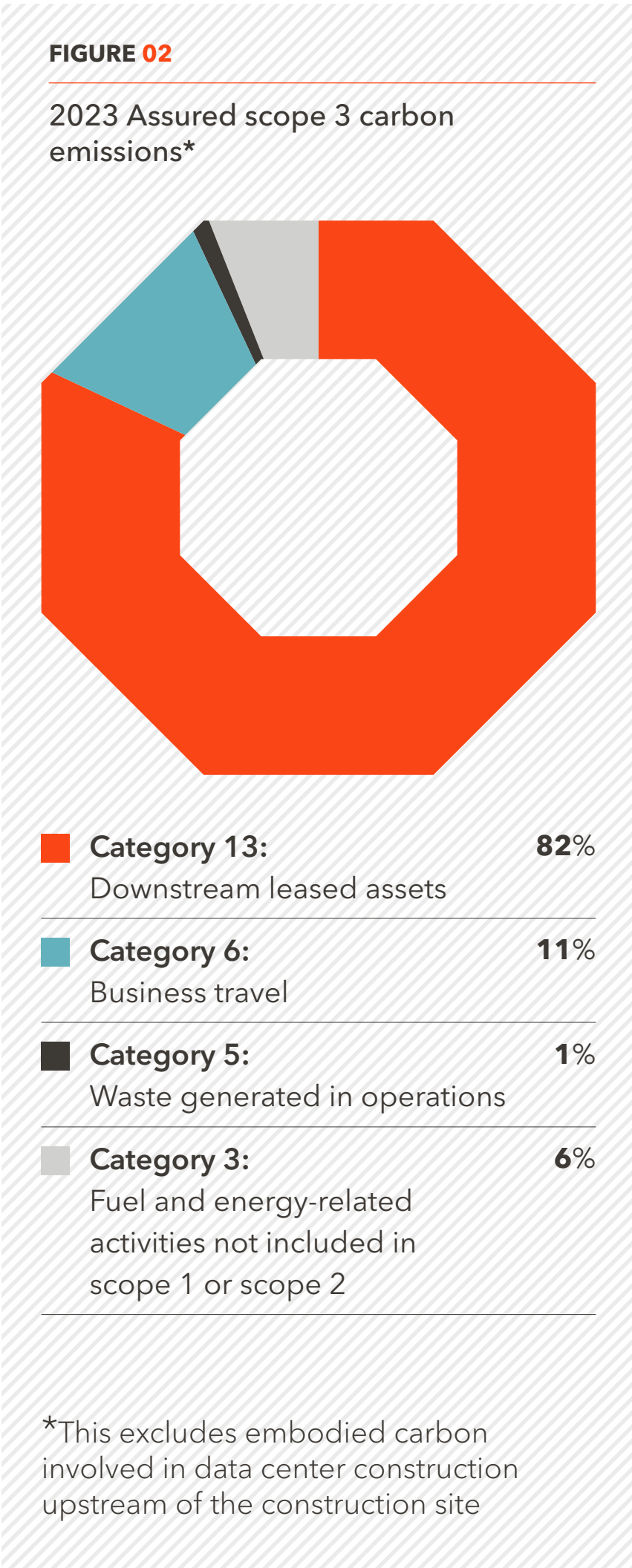
*applicable only where there's an available supply of HVO

Yondr corporate carbon footprint



Our corporate carbon footprint, as illustrated in Figures 01 and 02, is audited to ISAE 3000 standards and aligned with the GHG Protocol. For detailed information on our scoping and calculation methods, refer to the Basis of Reporting document in the Appendix.

Our carbon footprint data guides our net zero initiatives and stakeholder engagement by identifying the largest contributors and pinpointing where to focus our reduction efforts. We know that client IT electricity consumption constitutes a significant portion of our scope 3 carbon emissions (Figure 02), while Yondr's electricity use significantly impacts our scope 2 carbon emissions. Therefore, our focus must continue to be on improving energy efficiency in our operations and collaborating with clients, power companies and local communities on alternative energy sources.



Data-led decision-making and collaboration are critical to meeting the challenges we face around climate change.

Anna McSweeney
Sustainability Data Analyst

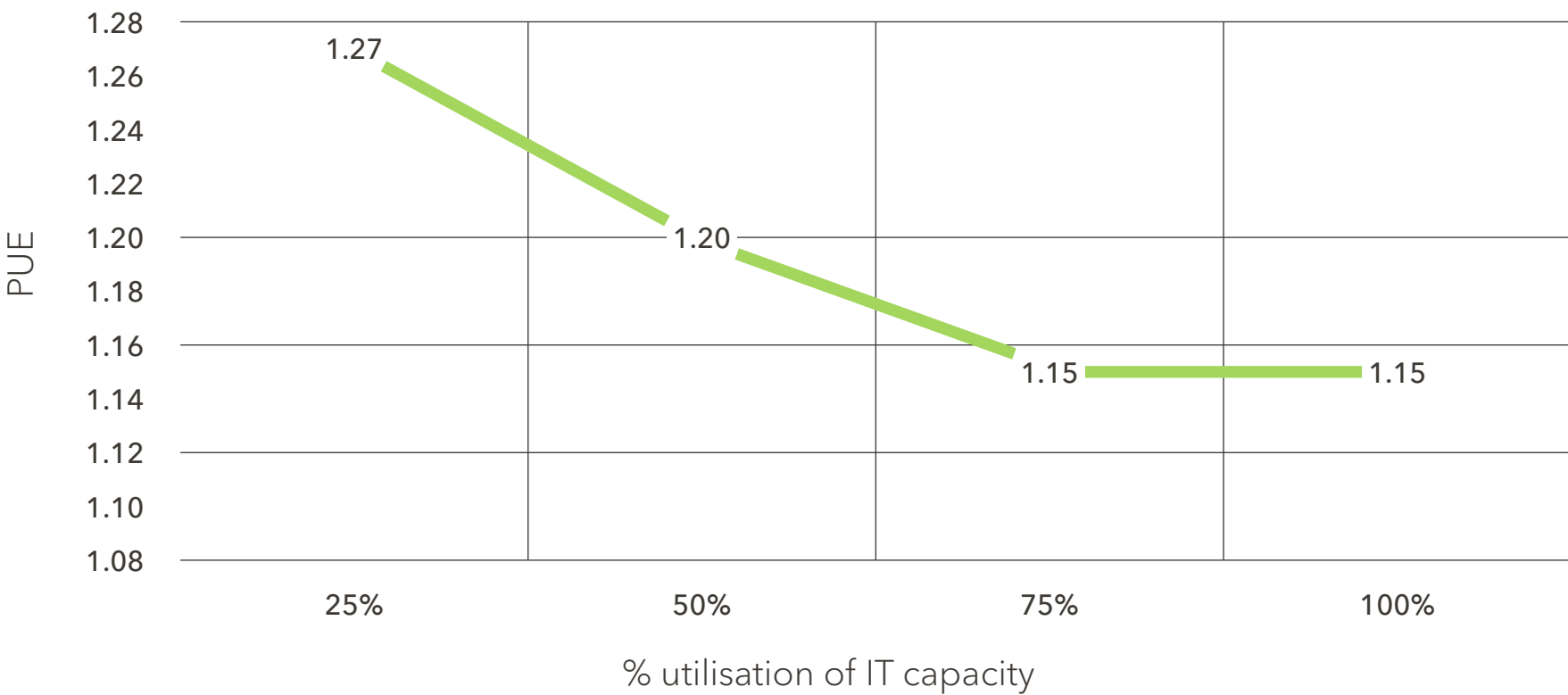
Power Usage Effectiveness (PUE)

The largest proportion of our audited scope 3 corporate carbon footprint is IT electricity consumption (Figure 02).

PUE is the main energy efficiency indicator used in the data center industry. It's the ratio of the total electricity consumed by the data center to the electricity consumed by the IT equipment. PUE is easier to reduce at higher utilisation levels. Figure 03 represents how a Yondr data center's PUE target is tiered by level of utilisation.

Looking ahead, particularly as PUEs are getting closer to 1.0, the biggest energy-saving opportunities will reduce server consumption and not necessarily lower the PUE. Client-operator collaboration will be key to achieving energy savings, along with alternative metrics to measure this.

FIGURE 03
Target PUE v utilisation - Yondr data center



Embodied carbon

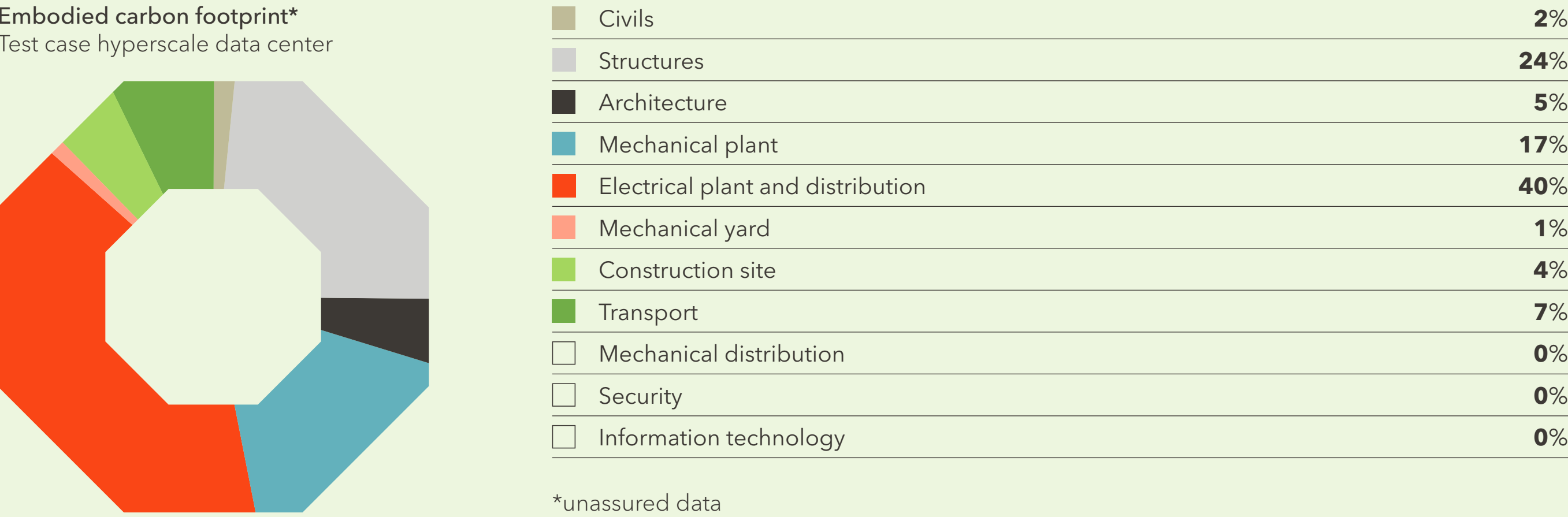
Measuring and reducing embodied carbon emissions is complex but essential work.

Through rigorous analysis, we've benchmarked the embodied carbon of our data center design (Figure 04), enabling us to identify mechanical and electrical equipment as the most significant contributors to our embodied carbon emissions.

Using this analysis, we've prioritised our supply chain engagement by high impact suppliers. Notable outcomes of our supply chain engagement so far include:

- / A structural supplier has provided us with their Environmental Product Declaration (EPD) for their low embodied carbon structural ceiling, which incorporates a higher proportion of recycled aluminium than standard products. They're also in the process of establishing an EPD for their low embodied carbon hot aisle containment
- / A mechanical, electrical and plumbing supplier now measures their embodied carbon, allowing them to take informed carbon reduction actions going forward

FIGURE 04
Embodied carbon footprint*
Test case hyperscale data center



Making environmental action a collective effort

All functions across the company support the delivery of our environmental strategy. Every Yondr-ite has a part to play.

Our energy and sustainability team co-ordinates our environmental work. That includes climate change-related strategy, process development, communication and support, implementation, development of new activity and data management, and reporting.

We have a cross-functional team that steers carbon innovation called Project 1.5. This team pools expertise and insights from across key functions in the business, enabling us to prioritise and pursue carbon innovations and collaborations more strategically.

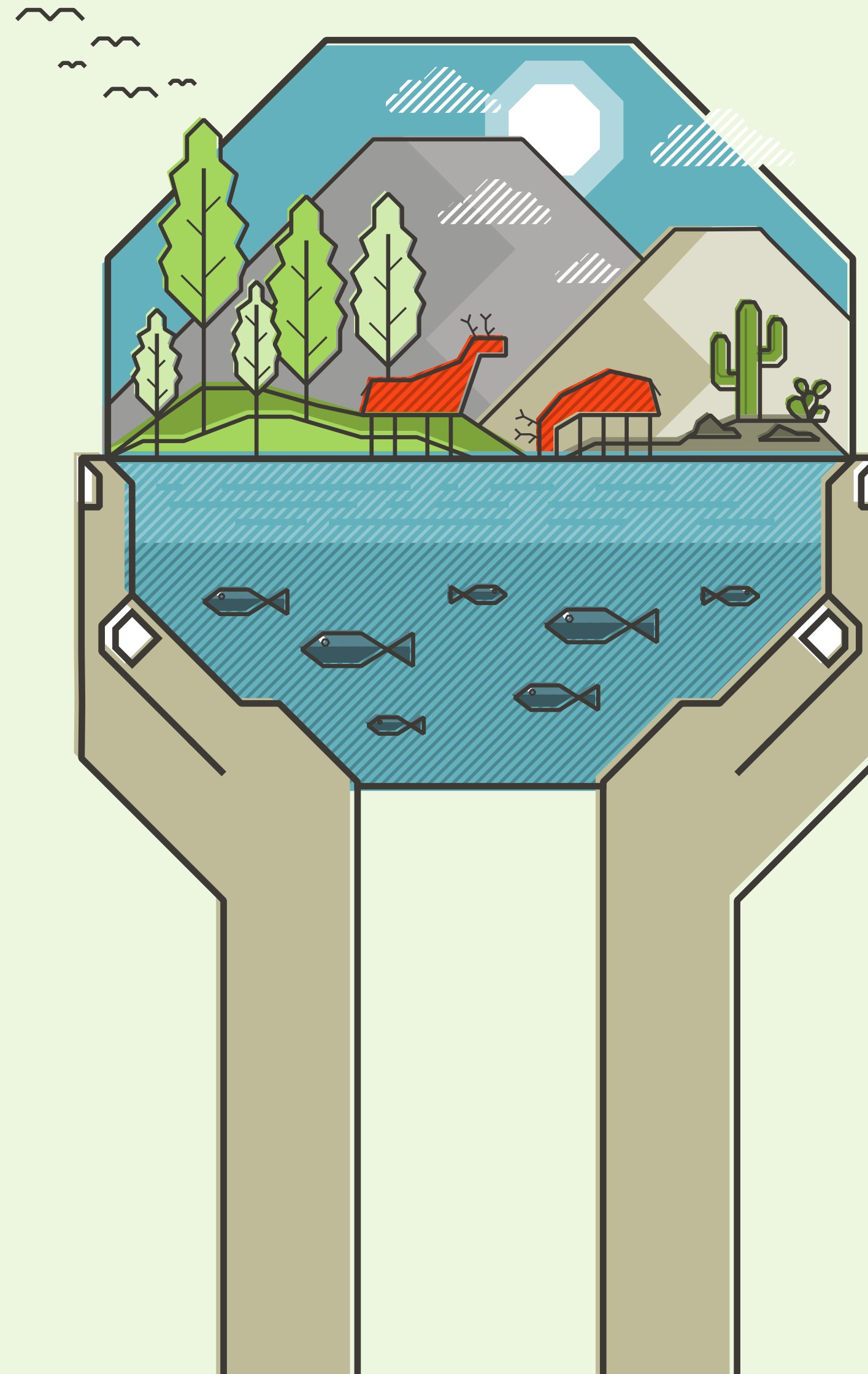
The team explores innovations such as machine learning to optimise cooling system operation, liquid cooling, design adaptations

for waste heat export, grid interactivity and alternative back-up generation. Our processes embed energy and carbon considerations into the earliest stages of our projects.

Energy and carbon performance is tracked via a range of indicators, as the graphs and tables in this section show.

Monitoring and analysing the work we do is fundamental to our progress. Our patented data management system – [YondrOne](#) – enables detailed analysis and reporting of energy performance. We ground environmental action in reliable data.

Our carbon footprint is externally assured by ERM CVS to align with the GHG Protocol and ISAE 3000. (You'll find our Assurance Statement and [Basis of Reporting](#) in the Appendix).



CASE STUDY

Employee transport

Remote work has enabled people to rethink how they structure and perform their roles. For many, increased flexibility means better integration of work and life.

This shift has also presented opportunities to operate more sustainably. Without the commute, we can all reduce transport-related emissions. To this end, we enable working from home and promote the use of electrical vehicles (EVs). We install EV charging points at all of our sites. There's also an EV Salary Sacrifice Scheme to promote the adoption of lower-emission transportation.

Water management

Water is an essential component of data center construction and operation. To protect this vital resource, we focus on the conservation and contamination prevention of Yondr's water sources.

In some cases, water is consumed in significant quantities for operational cooling (e.g. water towers and indirect air-cooling units that depend on sprayed water). In construction, it's used for wheel washing, cleaning, mixing materials and running site accommodation.

None of our facilities under construction use water for cooling.

Our Netherlands site, where water shortages are less acute, uses adiabatic water coolers in the hottest weather, so compressors aren't necessary. This substantially reduces our carbon emissions.

Our data centers are designed to reduce the risk of water contamination and enable water reuse.

We have infrastructure around our on-site generators to limit run-off into local water courses.

At our site in the Netherlands, waste water is discharged back to the municipality canals, following treatment. Local authorities

approve this water for discharge and take their own samples for monitoring too.

Water usage effectiveness (WUE) is an industry metric that compares the water consumption to the energy consumption of IT equipment in a data center. WUE measures how efficiently a data center uses its water resources. However, this is an important indicator only when a data center uses water for cooling. A lower WUE indicates a more water-efficient site. Going forward we'll track our WUE within our data centers where water is used for cooling.



CASE STUDY

On site water management

Germany project:
Rain-water will be captured during operations for landscaping purposes. We'll also implement internal water conservation measures in line with Leadership in Energy and Environmental Design (LEED) requirements.

UK project:
We use water-conserving features in accordance with building research establishment environmental assessment methodology (BREEAM) standards, including low-flow fixtures and leak detection systems. Once operational, this project will have an air-chilled cooling system which does not consume water.

Biodiversity

Protecting biodiversity is about more than preserving plant and animal species.

Healthy ecosystems have a critical role to play in buffering the effects of climate change.

Where biodiverse life thrives, we all thrive.

During the project development stage, we conduct biodiversity assessments and environmental impact assessments (EIAs) to mitigate potential risks.

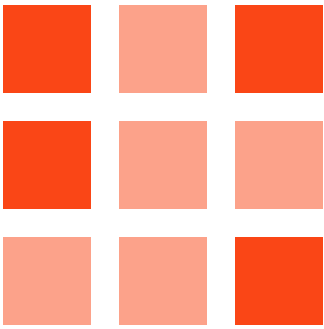
As part of our due diligence, we conduct a two-stage

biodiversity assessment involving a desktop study and site assessment.

We identify our obligations relating to habitats, trees and protected species, and spot opportunities to enhance existing biodiversity.

The outcomes of this process are then integrated into construction planning and landscape design.

The development of our data center in Slough, UK, is a testament to our biodiversity work.



Biodiversity net gain at our Slough site:

147%



It's possible for data center developers to go beyond biodiversity preservation and add to the natural landscapes where buildings are situated.

This is the case for our data center in Slough, UK. Our landscape strategy has been developed with close liaison between a landscape architect and ecologist to maximise the benefits to wildlife, replace previously existing habitats on a like-for-like basis (where possible) and increase

biodiversity on site post-development.

The landscape strategy has been designed with an area of wildflower meadow and shrubs, incorporating a mix of native species and those identified as good for pollinators by the Royal Horticultural Society (RHS). We used the UK Department for Environment, Food and Rural Affairs (DEFRA) Metric 2.0 to calculate the pre- and post-biodiversity score, which came to a +147% gain.

Circular economy

Circular economy principles are taken into account across all our projects. This follows our efforts to reduce waste, before recycling or reusing resources.

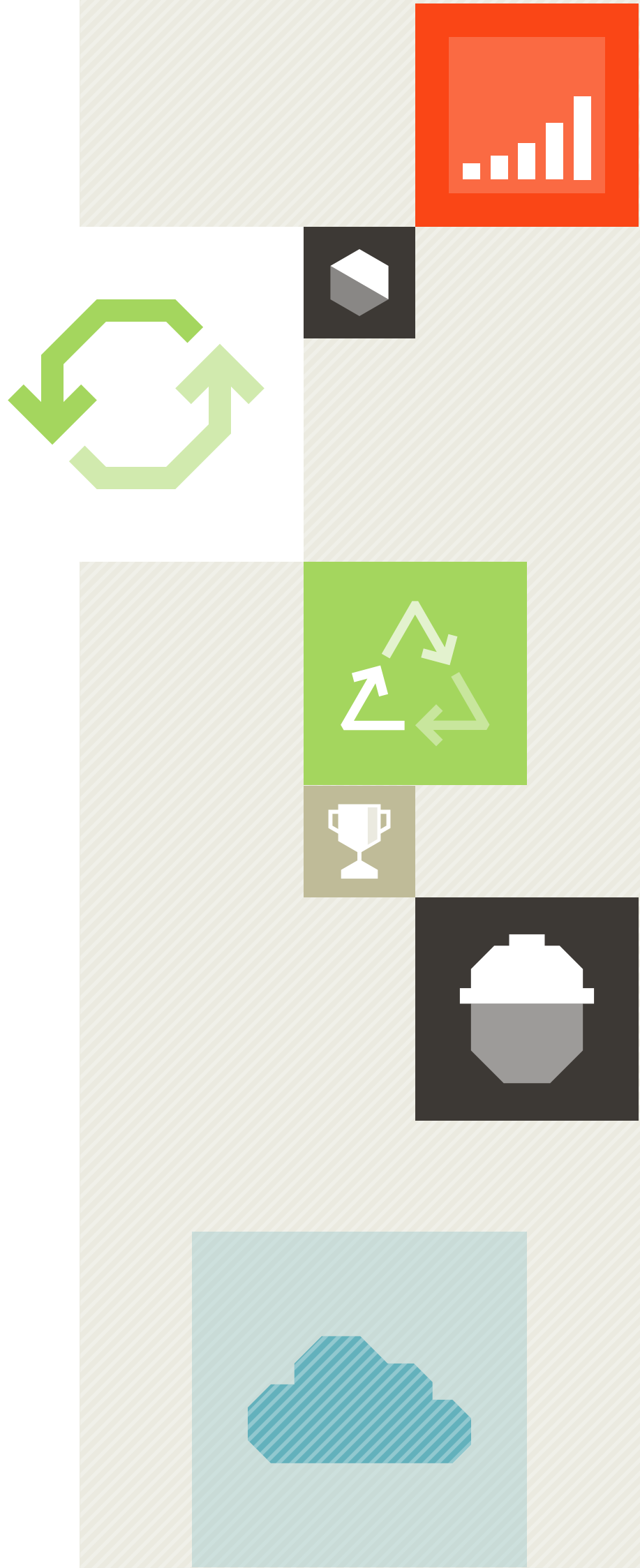
We've implemented programmes in our operational data centers where the supplier takes back palettes and printer cartridges. And we've signed up to zero-waste certification (including landfill and waste-to-energy/incineration) for three of our data centers when they transition to operations. Our next step is to apply a zero-waste policy at our operational data centers. In 2023, the recycling rate in our current operational site in the Netherlands was 99%.

On construction sites, we encourage teams to increase the recycling rate and set up related KPIs. Monitoring and measuring our use of materials means we hold each other accountable.

As a signatory to the Climate Neutral Data Center Pact, we're committed to improving reuse, repair and recycling of electrical waste, and to report performance of our live data centers within the EU.



<https://www.climateneutraldatacentre.net/>



2023 Recycling rates by location:



Social impact



We want to be a welcome neighbour in the communities we work within. To achieve this, we're redefining our approach to community engagement.

Going forward, community needs will be assessed in our projects' development phase. These will underpin bespoke action plans throughout construction and operation.



Yondr Serve in Singapore

Yondr Foundation

The Yondr Foundation is the hub of our charitable activity. It's our vessel for empowering Yondr-ites to do their bit for local communities on a global scale. The Foundation works with non-profits around the world to facilitate volunteering opportunities, fundraising activities and corporate donations.

The Yondr Foundation is managed by a working group of Yondr-ites, in addition to their main role. We allocate an annual budget for funding corporate grants, charity partnerships, local and overseas community-based projects, female STEM (science, technology, engineering, mathematics) scholarships and matched fundraising.



Yondr Serve in London, UK

No limit on giving

Our unlimited volunteering policy ensures Yondr-ites can volunteer where and when it suits them, and for causes they're most passionate about. To date, we've spent over 800 hours volunteering.

Yondr Serve is our annual volunteer day. For the last two years it's proven to be a big success, with Yondr-ites across the globe joining in and giving back to their communities.

In 2023 our people completed 190 volunteering hours across the globe for Yondr Serve.

Focus areas

01

Corporate philanthropy:

The Yondr Foundation is behind all corporate grants and ad hoc donations made by Yondr. Our corporate philanthropy extends to beneficiaries all over the world, involving people and the planet. In 2023, we made donations to 23 charitable organisations, both locally and overseas.

02

Employee philanthropy:

Employee philanthropy is encouraged through regular fundraisers, as well as marathons and any other charitable initiative our people are taking part in. Funds are matched by the Yondr Foundation.

03

Employee volunteering:

Yondr-ites have unlimited paid time off for volunteer activities. The Foundation provides various volunteering opportunities – including our annual corporate volunteering day called Yondr Serve, careers fairs, school talks and learning workshops. In 2023, we achieved 236 hours of corporate volunteering.



As sponsor of the Yondr Foundation, I'm passionate about the work we do in the community. Aside from social impact being a key part of the 'S' in ESG, it's the right thing to do as a business. Through the Foundation, we've set up impactful charity partnerships and encouraged a diverse pipeline of talent into STEM careers through our scholarship and Digital Futures programmes.

Paul Hood

Chief Operations Officer, Global Data Center Operations

Social impact case studies from across Yondr



Yondr has been a valuable ally in supporting Active Learning Education Trust (ALET), to redefine how education better shapes our provision to meet the needs of industry in addressing the STEM skills gap

Michael Halliday
Head of Employer Engagement Strategy ALET



University Technical College (UTC)

We’re a proud cofounder of the Digital Futures Programme in partnership with Active Learning Education Trust (ALET), the University Technical College Heathrow and several other data center companies committed to youth development and STEM careers.

The initiative focuses on enhancing the technical skills of young people to prepare them for a career in digital industries,

including digital infrastructure. Yondr-ites volunteer their time at the college to deliver the Digital Futures Programme, which includes facilitated workshops and learning sessions to upskill students at GCSE and sixth form level (ages 14-18).

In 2023, we supported over 300 students with training ranging from CV writing and presentation skills, to Yondr-led challenges and technical workshops.

WaterAid

We’ve supported WaterAid for several years, most recently donating to their programme in Nepal where 17 new water supply schemes were developed, providing over 8,000 people with access to clean water*.

Following the 2022 floods that devastated Pakistan, Yondr partnered again with WaterAid to support its emergency response programme, providing aid to the affected regions.

The programme, which ran from August 2022 to March 2023, focused on:

- / Access to safe and clean drinking water
- / Provision of sanitation facilities for women and girls
- / Distribution of hygiene kits
- / Hygiene awareness sessions
- / Rehabilitation of WASH (water, sanitation, hygiene) facilities at schools and healthcare centres



*Project ended in funding cycle April 22 - March 23 as part of a pooled funding



I love that Yondr-ites gather globally to give back to the community. It’s amazing to see the tangible social impact you can have and it’s a great way to bond with the team. In the APAC region, we’ve supported migrant workers with organising food drives, refurbishing laptops and providing basic necessities to improve their overall welfare. It makes me proud to work for Yondr.

Aneet Kaur
Executive Assistant

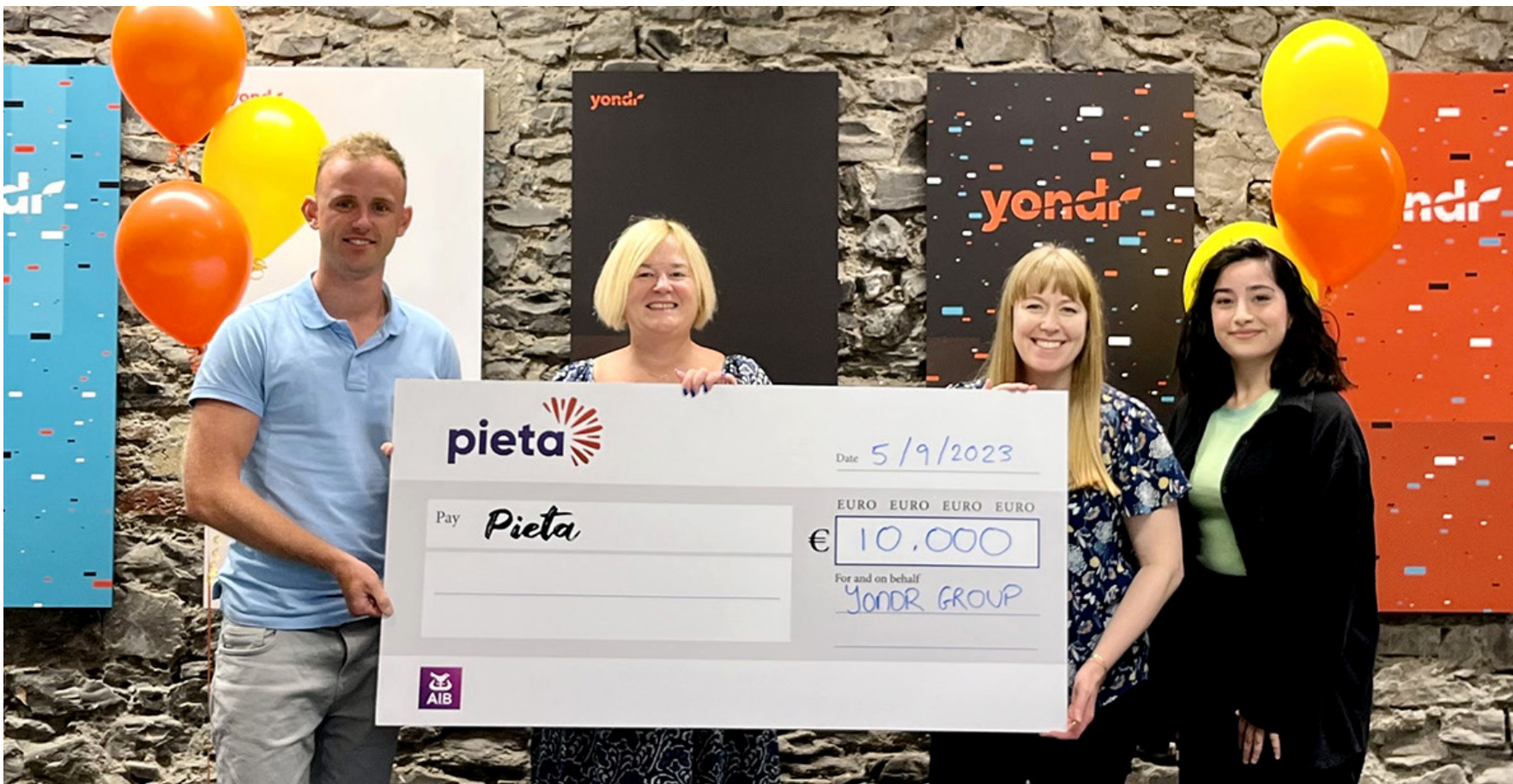


Street Child

Street Child works with communities to build schools, train teachers and promote the importance of education while ensuring that all solutions are sustainable long-term. From providing psycho-social support and counselling to family tracing and reunification, Street Child aims to create safe and educational environments for all children.

Since partnering in 2022, Yondr has helped provide access to safe and sustained learning for around 60 children in Kiken, Liberia through:

- / The construction of three classrooms
- / The formal Liberia-C certificate training of a teacher
- / The training of two teachers in Street Child’s methodology
- / The establishment of a school-based management committee
- / The establishment of an income-generating initiative to ensure the school remains financially sustainable



Pieta House

Pieta offers free professional one-to-one, in-person, phone or video therapeutic counselling and 24-hour phone and text crisis prevention services to those who are in suicidal crisis. Every week, Pieta therapists deliver almost 1,000 hours of therapy to people across Ireland. Pieta’s mission is to support people and communities in crisis by providing freely accessible professional services to all.

- / As part of our mission to make Yondr a great place to work, we empower our people to support charitable causes they care about. Mental health is a cause close to the hearts of many Yondr-ites based in Ireland
- / Yondr has supported Pieta to fund a full suite of therapy for seven clients
- / Yondr-ites take part in the Darkness into Light official walk to raise funds for suicide prevention

Scholarships

At Yondr, we're working to end the talent gap in STEM fields, particularly between men and women. We want to inspire inclusivity for women and girls, which is why we created the Yondr Women in Engineering Scholarship; a bursary available for female students studying a bachelors or masters (BEng or MEng) in Electrical and Electronic Engineering or Computer Engineering at Queen's University in Belfast, UK.



Our first recipient of the scholarship, Electrical and Electronic Engineering student, Orla Quail, shares her experience of the course so far.

Hey Orla! How did you discover Yondr's Women in Engineering Scholarship? And what made you want to apply?

'I have to admit I didn't know anything about Yondr before I applied for the Yondr Women in Engineering Scholarship. I knew very little about data centers either, other than that they're an essential part of our infrastructure in the digital age. But when I received an email from the Queen's University Belfast team informing me that the scholarship aims to inspire and support female engineering students and was open for applications, I thought I'd give it a go.'

What's it like being a woman in engineering right now?

'Even here, in the 21st century in the UK, my choice is still remarked upon by many and still puts me in a minority amongst my cohort of fellow students.'

There are around 70 students on my course; less than 10% of them are women. I don't consider myself a trailblazer in any sense of the word, but I do feel a sense of responsibility to be vocal about what I'm studying and why I love it. And I'm proud to attend events and careers fairs to inspire more women and girls to see engineering as an exciting, creative subject that could be the right choice for them too.'

What kind of impact has the Yondr Women in Engineering scholarship had on you and your studies?

'Engineering is all about problem-solving, and the scholarship has both helped me solve the problem of balancing study and earning commitments and boosted my confidence. I've always loved learning and applying my knowledge to solve problems and I'm getting plenty of opportunity to do that during my placement, working on live projects and learning new skills that feed into

my continued learning and will enhance my employability longer term.'

What do you think the future looks like for women in engineering?

'It's been daunting to be one of just a handful of women on my course, but when I look around at my workplace during my placement year, I see a different picture. The Director of Engineering is a woman, and I have lots of female colleagues in technical roles at all levels, indicating that the gender balance is adjusting much more than many might think.'

Initiatives such as the Yondr Women in Engineering Scholarship have an important role to play in creating that positive change, providing a catalyst to inspire inclusion and support ambition. I know it's just one of the ways in which Yondr is encouraging and supporting talent and I feel very fortunate to have benefitted.'

SECTION

03/07

GREAT CLIENT EXPERIENCE

- / Client experience
- / Sustainable innovation
- / Data privacy
- / Physical security
- / Cyber security



Delivering an exceptional client experience is an integral aspect of our business. We have a strong brand and reputation which is dependent on building trusted client relationships and developing a deep understanding of their strategy and objectives.

The needs of hyperscalers will continue to evolve rapidly given the current growth in the industry. Maintaining a regular, pragmatic and constructive dialogue with clients will lead to mutual success.

David Eames
VP Client Solutions

Client experience

Satisfying the capacity needs of our clients, the world's biggest technology companies, is at the core of everything we do. Our holistic client approach covers capacity strategies from design, delivery and operations to helping them meet their sustainability goals.

Every Yondr-ite is a brand ambassador for our clients and we know these clients prefer an interactive and proactive approach.

Our account management framework has therefore been shaped to include the following principles:



— Frequent and transparent dialogue to better understand client needs and challenges, mitigate the risk of surprise and ensure they're informed and reassured

— Aligning Yondr's strategic direction with those needs

— Customising solutions to address clients' unique requirements

— Several channels of feedback to continuously improve our client service levels and foster deeper collaboration



Each client has a dedicated account management team, including an executive sponsor, with well-defined project roadmaps and relationship matrices to ensure we deliver a trusted and attentive service.

Sustainable innovation



Yondr Market Ready

Our Yondr Market Ready (YMR) process – for turning land or property opportunities into commercial data center opportunities – makes sustainability a key element of our development process.

As part of land acquisition and initial due diligence, we identify and assess the sustainability requirements, opportunities and risks on site. Based on this assessment we integrate sustainability targets and options into stakeholder engagement (particularly clients, investors, supply chain and local authorities), project design, budgeting and planning.

We track progress on targets and options throughout design, construction and operation.

Our Technology and Business Change Committee provides strategic oversight of our innovative initiatives, approving action plans and budgets for our internal technology and innovation team to evolve. Proposals for sustainable innovation are developed through our Project 1.5C working group, which brings together key functions to address the need for sustainable innovation.

YondrOne

What it is

YondrOne is our in-house-developed, globally scalable and futureproofed operational intelligence and sustainability reporting platform that hosts and optimises our data center operations.

YondrOne helps us flag inefficiencies, diagnose and address opportunities for improvements, supports clients' management of their server loads (through direct system integration and telemetry) and provides operational transparency for Yondr and our clients.

What it does

YondrOne tracks and monitors all operational systems and data in a single platform.

This includes real-time energy and water consumption, sustainability reporting, weather conditions, planned and reactive maintenance, and health and safety incidents. This data, along with the ability to integrate with our clients' systems is the foundation for improvement and efficiency gains for sustainability and carbon management, which will utilise artificial intelligence and machine learning.

The power of this data system enables us to correlate performance with external factors and continuously improve operations and efficiency, supporting our management systems and regulatory compliance.

GISMO

Geographic
Information
System and
Mapping
Operations



GISMO is our internal geospatial location intelligence platform and the single source of truth for data center site development information.

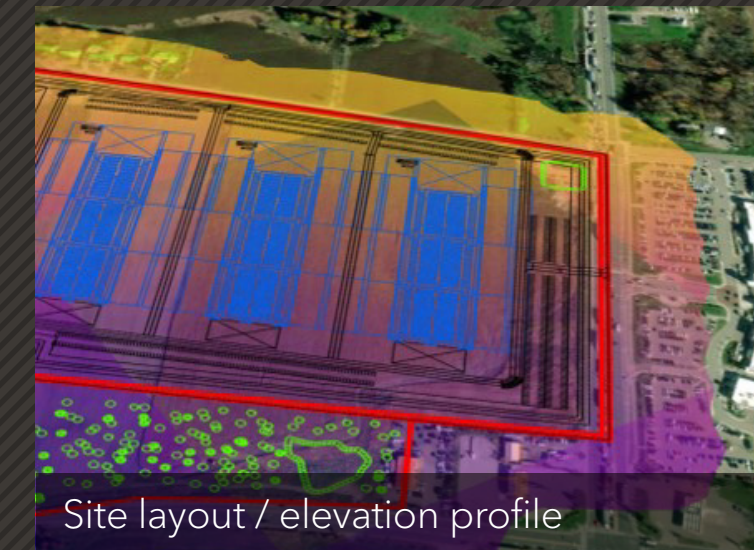
The GISMO platform supports multiple teams within Yondr from market analysis and site selection through to due diligence and design. As an internal platform, we can make decisions faster, more efficiently and with more certainty, without the need for external consultants.

Through the end-to-end lifetime of sites, GISMO is used to identify any risks or factors that may not have been initially noted. These can range from flood risk and power availability to specific risks such as land suitability and land use.

This analysis helps to ensure we're picking the most suitable locations without posing any adverse repercussions on the surrounding environment and with minimal disruption.

From a client perspective, it demonstrates that our site selection process is suitable for their existing sites. By having an existing geospatial record of previous sites, we can apply any new infrastructure to see if they can be revisited.

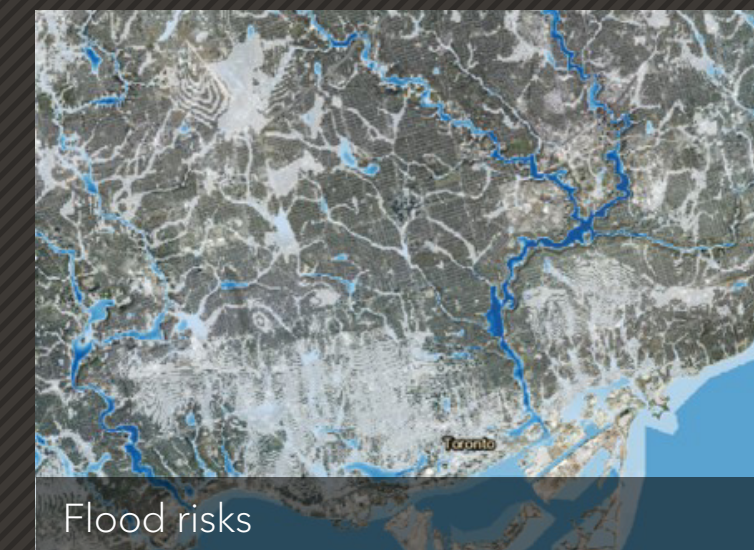
GISMO also increases productivity by removing a lot of the hard groundwork that had to be manually completed by teams, allowing for a much more streamlined process.



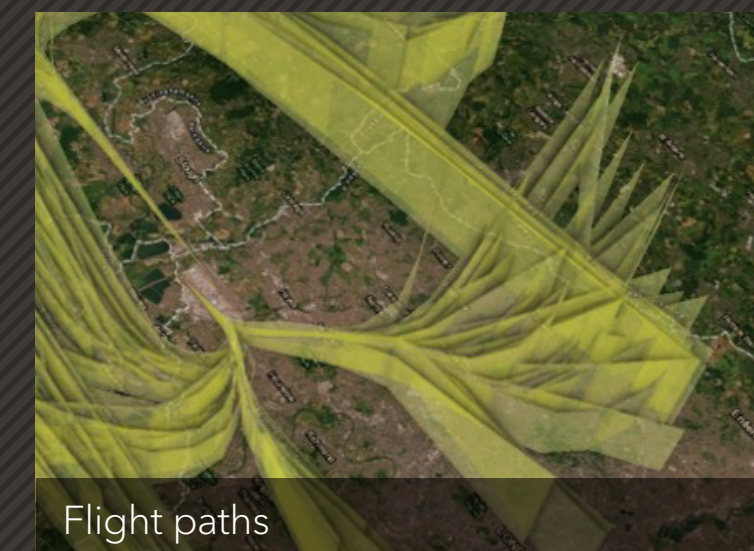
Site layout / elevation profile



Land classification



Flood risks



Flight paths



Technology development and sustainability challenges (particularly climate change) pose both risks and opportunities for our design and construction team. Innovating will be key to supporting our clients with their sustainability goals, whether that's looking at the optimisation of waste heat export, advanced cooling technologies or using artificial intelligence to optimise cooling systems.

Alejandra Rodriguez
VP Global Design and Product

Data privacy

The protection of data and of privacy right is important to us. We make sure our people and client's information is kept private and secure.

Physical security

We have operational security standards that align with our security policy and ISO certifications, applicable to all Yondr-operated sites and activities across the world.

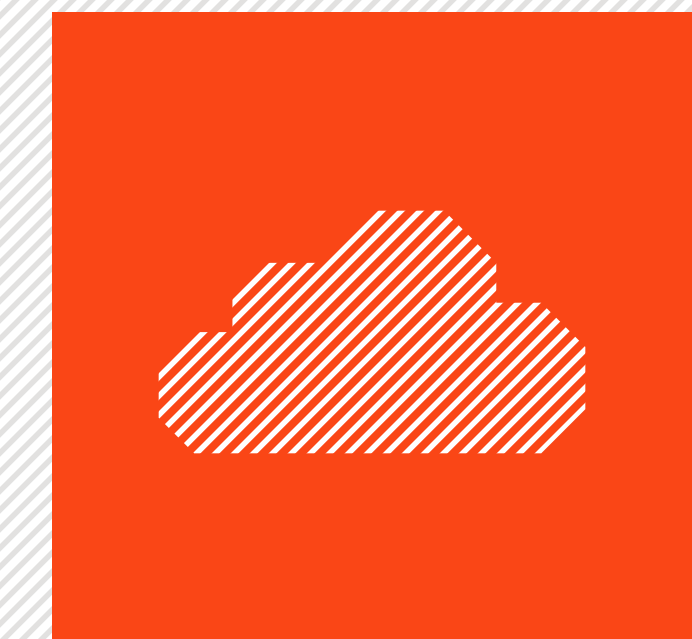
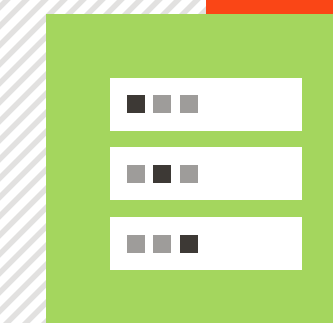
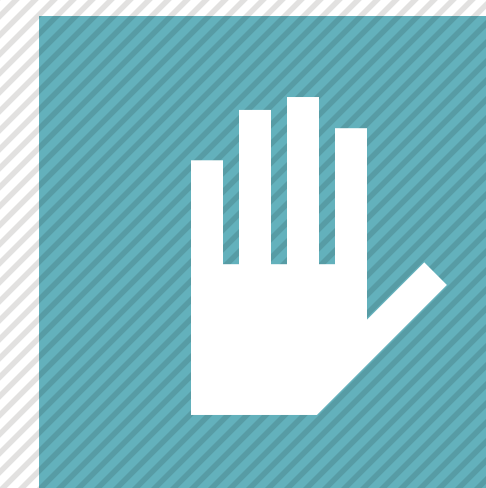
Collaboration ensures globally consistent electronic and physical security systems, so we work with design and construction partners, consultants and other third parties to get it right.

Upholding the security of all Yondr offices involves minimum baseline physical and technical controls to keep Yondr-ites and properties safe.

We have a security geopolitical-risk-monitoring platform in place to help us spot and address risks. This involves setting up proximity alerts in relation to Yondr assets. To mitigate risks, we apply due diligence, threat and risk assessments and a global audit framework to ensure nothing is missed and plans are in place for addressing risks.



Yondr has achieved ISO 22301 business continuity management systems accreditation and has the supporting Business Continuity Policy and plans.



Cybersecurity

Continuously strengthening our digital defences is crucial for providing secure, compliant and resilient operations, alongside exceptional client service.

Our comprehensive policies and security standards encompass asset protection, information transmission, processing, encryption and handling. Additional standards cover attack surface management, identity and access management, risk management, incident response, endpoint, server and network security.

We have a year-long plan addressing IT strategy, data security, compliance and risk management, with resourcing to ensure its success.

This plan guides our efforts to align with relevant regulations and standard frameworks while continuously improving as industry and cyber risks evolve. We currently have a dedicated team of cybersecurity professionals working to deliver our programme.

Cybersecurity isn't just an add-on. It's integral to our projects.

We conduct security risk assessments on all new sites to identify potential threats and perform penetration testing assessments with third-party assessors to simulate attacks. These assessments help us identify any vulnerabilities in our technology, people or processes, allowing us to make continuous improvements and safeguard these environments as new threats emerge.

We're also ISO 27001 certified. But as part of our continuous learning and improvement, we're targeting SOC2 certification in 2024, and PCI in the near future.



SECTION

04/07

GREAT
PLACE
TO WORK

- / Being a Yondr-ite
- / Protecting our people
- / Lifelong learning at Yondr
- / Diversity equity and inclusion
- / Local and global refinements
- / Our approach to health, safety and environmental management
- / A culture of learning to improve safety performance



Beyond Awards 2023

Being a Yondr-ite

We look to prioritise diversity of thought and background so we build a workforce that’s truly representative of the societies we operate in. We want to create a culture where Yondr-ites feel welcome, included and able to thrive.

Finding more Yondr-ites is a cross-departmental effort, but our people team safeguards the recruitment process. We take a



Breaking ground in Northern Virginia

robust approach, focused on fair hiring processes and monitored through our application tracking system (ATS).

Hiring tools have their place, but we keep the human element front and centre. Structured, evidence-based hiring using inclusive interview question sets and scoring mechanisms ensures all candidates are fairly evaluated based on role-related skill sets.

Our Performance Management Framework focuses on continuous improvement through quarterly check-ins, just-in-time feedback, peer reviews and individual development plans. It’s how we help Yondr-ites find success in their current role and future opportunities with the company.



We call ourselves Yondr-ites. It’s about finding a sense of belonging in ‘being Yondr’ and embodying our values: Everyday Inventor, Candid Friend, Focused Explorer and Quiet Hero. It’s about fostering unity so we can use our individual talents to serve the team.

Sandhya Mutreja
Global Head of People and Internal Comms



Protecting our people

In line with our values, Yondr-ites are expected to bring their bold ideas and best thinking to the challenges our company faces.

To do that, our people need to be recognised, supported and celebrated in all their uniqueness.

We have a zero-tolerance approach to anything related to discrimination, alienation and bullying, with several mechanisms for individuals to raise issues and have them addressed.

We want everyone on our teams to feel included, protected and comfortable in the work environment.

We work with a third-party provider for whistleblowing, so Yondr-ites have the option to raise concerns confidentially. We hope that by providing this pathway, they feel safe and empowered to speak up.

These values are backed by policies and processes including a grievance procedure that's outlined in regional employee handbooks, a no-retaliation policy for whistleblowing and concerns raised by our people, and a zero-tolerance policy that outlines our position on harassment, bullying, discrimination and micro-aggressions.

Lifelong learning at Yondr

There's a place for all Yondr-ites at Yondriversity.

Our digital development platform is available to everyone and includes Yondr-developed training (online and instructor-led), LinkedIn Learning and SkillSoft courses for individual skill development.

As a part of the Yondr Performance Management Programme, Yondr-ites are provided with an allowance to support continuous learning for objectives outlined in their personal development plan (PDP).

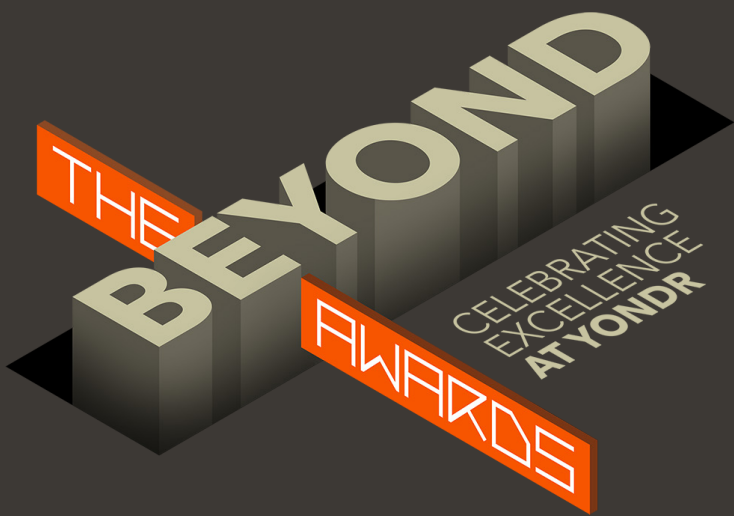
But we also need avenues to learn about each other. The better we understand our people, the healthier our teams.

Our employee engagement survey – Yondr Talks – invites Yondr-ites to share anonymous feedback for us to action and incorporate. These are conducted bi-annually and results are shared in follow-up meetings.

Our executive leadership and senior leadership team and managers with more than five direct reports have access to the aggregated responses. After reviewing the results, leaders develop actions to address the opportunities identified. Examples of these actions for 2023 and 2024 include:

- / Implementing ELT and SLT monthly communications
- / Inviting all Yondr-ites to regional business update meetings
- / Creating opportunities for Yondr-ites to submit questions ahead of the regional business update meetings
- / Adding a live Q&A to these meetings

Yondr-ites also have access to Employee Advocacy Groups to support their wellbeing and inclusion – spaces where they can voice their opinion and also influence company decision-making.



Recognising Yondr-ites

We celebrated our first Beyond Awards ceremony, recognising Yondr-ites for exceptional performance in alignment with our values.



Diversity, equity and inclusion (DEI)

We're dedicated to fostering a workplace where every individual feels respected, valued and included. We want to create a culture of diversity and equity that celebrates the unique perspectives and contributions of all Yondr-ites.

Our policies for protecting and supporting Yondr-ites are comprehensive. We have the following methodologies in place for remediation:

- / Zero tolerance to harassment, bullying, discrimination and micro-aggression
- / Speak up (for whistleblowing, including a no-retaliation clause)
- / Grievance process

Policies matter, but it's how we implement them that counts. Our people have access to company-wide communications surrounding policies and how to raise concerns. Information about

grievances and complaints is handled with utmost care and confidentiality at Yondr. The information is disclosed only to individuals and parties involved, in alignment with local legislation while being respectful of the privacy of all parties involved.

We're currently developing our onboarding process, and in the near future, new recruits will receive regional handbooks and signposting towards global policies. They'll need to confirm receipt of this information and knowledge of where it's located.

The Yondr New Starter Curriculum Pack includes the following courses: Promoting the Reporting of Misconduct (our Speak Up Policy), Workplace Diversity, Equity and Inclusion in Action and Moving from Bias to Inclusion in a DEI Journey.



Yondr-ites and non-Yondr-ites paid above or equal to the applicable adequate wage benchmark



Yondr-ites' pronoun disclosure on HiBob



Average training hours per employee

Wellbeing tailored to suit

Wellbeing needs differ from person to person. We've built a varied roster of resources and initiatives to reflect that.

We provide an annual wellbeing allowance for our people worldwide, so they have the freedom to choose.

We incentivise health and wellbeing through monthly gym memberships, cycle to work programmes and electric car allowances where available. And we have provisions in place for accessing workplace assessment, along with funding for ergonomic resources for all Yondr-ites.

Employee health and wellbeing is a core focus area for our Employee Advocacy Group. Where we can't provide services, we make sure Yondr-ites have medical professionals who can.

Wellbeing clinics are set up across EMEA, and we have an in-house doctor in place for some of our locations.

Employee assistance programmes are available worldwide.

Local and global refinements

Our policies are firm and implemented with precision. But policies should be living documents; updated when changes are necessary to accommodate and protect our people. In 2023, the Yondr compliance team established a policy framework which follows a specific set of procedures to create, review and approve new policies as well as update existing ones. Policy content is reviewed by legal counsel to ensure it aligns with local laws and regulations.

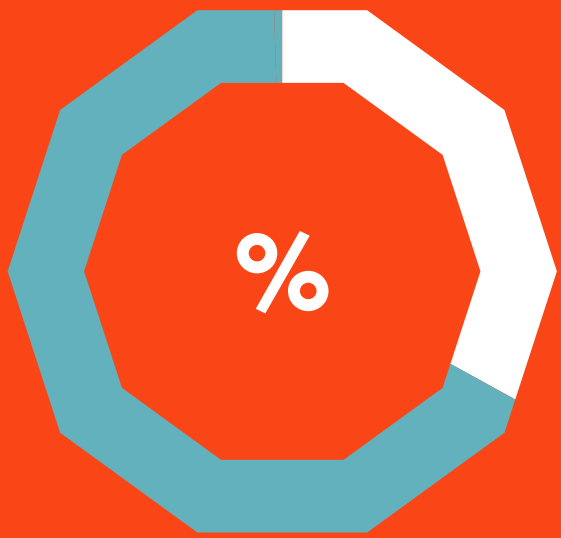
DEI is built into the Yondr company strategy. Our leadership team is accountable for equity and inclusion which are rated for

performance in this category indirectly via our Yondr Talks survey. Going forward, the Employee Advocacy Group will define DEI metrics, which will be assigned to all leadership and people managers as objectives.

Our employee benefits are available to all Yondr-ites and aligned with local laws and requirements. They encompass short-term and long-term disability support, maternity and paternity leave, bereavement leave and care provide provisions. Yondr-ites get global cover, and benefits are documented in their employment agreements.

DEI data

The data we collect around diversity and protected characteristics helps us to shape our people strategy. We particularly recognise there are issues with underrepresentation of women at all management levels both within our business and the sector as a whole. While we've made progress, we still have some way to go within the DEI space and will continue to evolve our DEI approach and embrace the diversity of thought and input that comes with it.

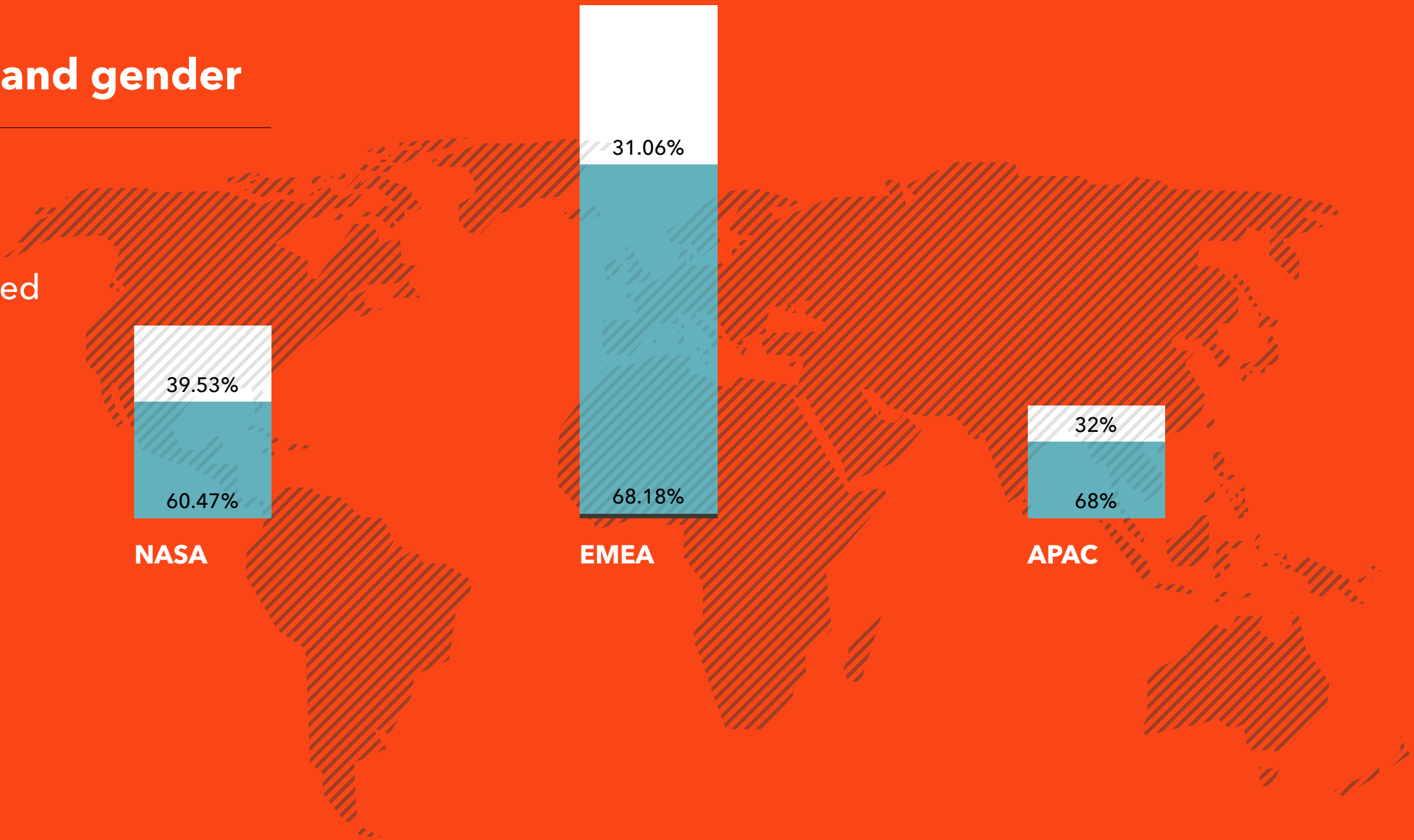


Yondr-ites by gender

- Female: 33%
- Male: 66.5%
- Undisclosed

Yondr-ites by region and gender

- Female
- Male
- Undisclosed



Our approach to health, safety and environmental management

At Yondr, health, safety and environmental (HSE) excellence is our goal not only because it's the right thing to do, but because it creates strategic value for the organisation. We want to embed an approach to HSE excellence that brings out the best in people, fosters resilience in our operations and creates the conditions for humans to flourish.

The only place where HSE sits separately from how people do work at Yondr is on our organisational chart. Where work happens, people must find a way to deliver HSE excellence alongside other targets for productivity, efficiency, quality and personal growth – even when resources are constrained. We achieve HSE excellence by helping people balance these targets consistently.

Management systems

Our management systems are globally accredited to ISO 45001 and ISO 14001. We believe that creating systems and processes that support people and enable them to use their creative potential not only leads to a better place to work, but also excellent HSE performance.

High-risk activity management

Our primary focus will always be on the work with the highest potential to cause harm. The management of high-risk activities (HRAs) is of paramount importance.

While we strive to create a workplace where everyone can work without fear or harm, we're dedicated to actively controlling high-risk conditions that have the potential to seriously injure people.

We don't manage the risk – we manage the effectiveness and presence of the critical controls. Our approach to HRAs is to trust our people but verify that execution of our HRA requirements is consistent with expectations and allows continual improvement of our overall programme.

This verification is done by using different tools like:

- / Periodic spot checks
- / Leadership site walks
- / Pre-task planning checks
- / Inspections and audits
- / Continuous improvement reviews
- / Learning from everyday work

Health and safety management systems

Accredited to:

ISO 45001

STANDARD

Environmental management plan

Accredited to:

ISO 14001

STANDARD



We cannot eliminate uncertainty but we are dedicated to fostering conditions that mitigate and reduce the effects of errors within Yondr and our working environments.

Gareth Evans
VP HSE

A culture of learning to improve safety performance

The opportunity to learn shouldn't be saved for when things don't go as expected. By only looking at points of failure, we miss the opportunity to learn when things go really, really well.

Reactive learning

We look at both reactive and proactive learning as opportunities to improve. Reactive learning involves taking the time to critically learn from failures and look at how our HSE systems can be improved to support the people carrying out the work.

Proactive learning

Two proactive learning tools help us identify challenges people face working at Yondr: learning teams and rapid insights. Both processes mean we're able to make improvements before incidents occur.

Learning teams

Subject matter experts are brought together to discuss a specific task or process. The goal is to understand how it's working in practice (not just how it's supposed to work) and explore ways to improve the task or process.

Learning teams help us overcome the messiness of work. People often adjust and adapt what they do depending on the situation. How we think work happens and how work actually happens don't always overlap. These adjustments can be the reason work appears to go well – or occasionally fails.

When subject matter experts gather to explore tasks and processes, they can get ahead of these adjustments – spotting potential risks and mitigating them before an incident occurs.

Rapid insights

The rapid insights process also starts with gathering a group of people. This time, those with a unique experience or insight on a given problem, challenge or opportunity look at how the existing processes are working and opportunities for improvement.

Rapid insights is a fast and flexible process. You can use it for any situation where you need the perspective of someone more experienced or knowledgeable.



Through continuous improvement and a culture of learning, we enhance work conditions and improve safety performance, which in turn creates resilience.

Juliane Blohme
HSE Director - APAC



SECTION

05/07

COMPLIANCE

Compliance

Standards and certifications

Yondr adheres and complies to ISO 9001, 45001, 14001, 27001 and 22301. All certifications are renewed each year, and we're currently working towards achieving ISO 50001 certification at our operational data centers by Q4.

Our processes and policies protect Yondr-ites and suppliers alike.

We have a Speak Up Policy in place where everyone can report concerns – whether they're employed by Yondr, or part of our value or supply chain.

Concerns are investigated by our compliance team (following our investigations procedure), or the people team (following our grievance procedure). Individuals who report are protected against retaliation.

Our Labour and Human Rights Policy commits us to internationally recognised standards and covers how we monitor and mitigate human rights violations across all our operations. All suppliers are required to adhere to this policy.

In the event of a human rights violation in our supply chain, we'd work with the supplier to remediate the issue – and eradicate bad practice sustainably and preventatively. This means regular monitoring and follow-up to ensure no recurrence of the issue. In instances

where suppliers don't respond to corrective actions or consistently fall short of expectations, we'll look at contract termination.

We have an Anti-Bribery and Corruption Policy, along with a Gifts and Hospitality Policy in place to reduce the risk of bribery and corruption. To keep personal data safe, we have a Data Protection Policy in place for Yondr-ites. And our Conflict of Interest Policy ensures Yondr-ites always work in the best interest of the company.

Communication and implementation

Yondr-ites can access policies through our intranet and receive updates via messaging and email. For our value and supply chain, policies are available on our supplier website page (which is signposted during onboarding) and included in our contract templates.

Mandatory onboarding training is in place for all new starters, as well as annual refresher training that needs to be completed within a month of receipt. These sessions cover anti-bribery and corruption, gifts and hospitality, whistleblowing (our Speak Up Policy) and confidentiality.

Issues are raised and tracked using our case management tool, which is handled by the relevant department (on a need-to-know basis). If requested, individuals reporting through our third party provider can have anonymity. We have a process in place to ensure this channel remains effective.

SECTION

06 / 07

BASIS OF REPORTING

Basis of reporting

01

Introduction

Purpose

The purpose of this report is to outline the scope of reporting, methodology and boundaries applied in preparing our carbon footprint data for our 2023 Environmental, Social and Governance Report. This Basis of Reporting covers our carbon footprint across our scope 1, 2 and 3 carbon emissions.

Context

At Yondr, we recognise the severity of the environmental challenges our planet faces. As a designer, builder and operator of data centers, we have a responsibility to rapidly reduce the carbon footprint of our data centers. As part of our mission to achieve this, we strive

to ensure our data is of high quality, continuously improving our data collection, and monitoring our progress. Allowing us to be transparent about where we are today, while taking data-led action to achieve a tomorrow without constraints.

Carbon targets

- / Yondr is committed to achieving net zero emissions by 2030 across our scope 1 and 2 carbon emissions
- / Yondr has a target in place to engage supply chain and clients in reducing scope 3 carbon emissions

02

Carbon footprint scope of reporting

Geographical / organisational boundaries

Yondr currently applies the operational control approach to its emissions reporting, which means that we report on all emissions from locations and projects where Yondr Group or its subsidiaries have complete authority to establish and enforce operating policies.

Reporting period

We calculate our carbon footprint on an annual basis from 1 January to 31 December. Our ESG Report includes both our 2022 data which constitutes our baseline year and our 2023 emissions.

Inclusions and exclusions

01

Inclusions

Scope 1	Scope 2	Scope 3
<ul style="list-style-type: none">/ On-site fuels/ Vehicle fuels/ Refrigerant gas	<ul style="list-style-type: none">/ Purchased electricity/ Vehicle electricity	<ul style="list-style-type: none">/ Category 3 Fuel- and energy-related activities not included in scope 1 or scope 2<ul style="list-style-type: none">/ On-site diesel use/ Water usage/ Category 5 Waste generated in operations<ul style="list-style-type: none">/ Waste/ Category 6 Business travel<ul style="list-style-type: none">/ Flights/ Hotels/ Category 13 Downstream leased assets<ul style="list-style-type: none">/ Electricity consumption for IT equipment

Yondr’s total emissions include our global operations, offices and our construction projects.

02
Exclusions

In 2022, Yondr Group divested the entity that owned the Yondr Tech projects¹. As a result, we are excluding Yondr Tech projects from our carbon footprint for the purpose of our external reporting and progress towards net zero.

Yondr also excludes joint ventures over which we do not have operational control from its carbon footprint, in line with the operational control approach.

¹ Yondr Tech projects supported the transition from construction to ready for business for a variety of clients and end users.

The following **scope 3** categories are not accounted for in Yondr’s carbon footprint:

- / Category 1**
Purchased goods and services

 - / Excluded due to lack of robust data from supply chain for calculation of embodied carbon

/ As we cannot fully report on category 1, for completeness and transparency, we opted to include our water consumption data under category 3
- / Category 2**
Capital goods

 - / Excluded due to lack of robust data from supply chain for calculation of embodied carbon
- / Category 4**
Upstream transportation and distribution

 - / Excluded as not yet robustly measured
- / Category 7**
Employee commuting

 - / Not identified as focus area for reporting due to insignificance in overall footprint
- / Category 8**
Upstream leased assets

 - / Not relevant to Yondr’s business operation, we do lease in our upstream value chain
- / Category 9**
Downstream transportation and distribution

 - / Not relevant to Yondr’s business operations
- / Category 10**
Processing of sold products

 - / Yondr’s business operations does not participate in the sale of intermediate productions by third parties
- / Category 11**
Use of sold products

 - / See above category 10 exclusion
- / Category 12**
End-of-life treatment of sold products

 - / Not applicable to our current business operations as none of our data centers have reached the end of their lifespan
- / Category 14**
Franchises

 - / Yondr Group does not have any franchises
- / Category 15**
Investments

 - / Investments are excluded under the operational control approach

Data collection

Yondr’s data preparation and reporting can be broken down into four phases:

01
Data provision:

The sustainability team work with the data owners to gather the activity data and supporting evidence for each project/office.

02
Data input:

On a quarterly basis, the sustainability team input the activity data into an annual emissions inventory. This process involves applying conversion factors when necessary to achieve standard units of measure across all of our business operations. The emissions inventory then automatically multiplies the raw data by the relevant emissions factor. The emission factors are updated on an annual basis using credible sources including DEFRA, AIB, Green-e, Carbon FootprintTM and EPA.

03
Quality assurance and control:

On an annual basis, we conduct an internal audit to ensure compliance with the Greenhouse Gas (GHG) Protocol and to ensure the accuracy and completeness of data. In addition to this, we also conduct an annual management review with the objective of identifying areas for improvement and opportunities for emissions reduction to report to Yondr leadership. At the conclusion of each reporting year, Yondr commissions a third party to independently assure the carbon footprint data.

04
Data visualisation:

Yondr’s emissions data is reported to the business via carbon dashboards to highlight progress, areas of improvement and focus areas for carbon reduction.

03

Carbon footprint methodology

Scope 1 and 2 calculation methodology

Emission	Source	Methodology	Metrics
Scope 1: On site fuels	Fuels used for on site generators	Delivered quantities	Litres
Scope 1: Vehicle fuels	Fuel used in company vehicles or fuel expensed for Yondr-ites' car usage	Data exported from company car platform. Yondr-ites' expensed distances	Litres, kilometres, miles
Scope 1: Refrigerant gas	Refrigerant leakage from data center cooling systems	F-gas loss reports	Kilograms
Scope 2: Electricity (location-based)	Electricity emissions using geographical location	Electricity invoices. Yondr's online portal which tracks operational data. Proxy calculations are employed when Yondr does not pay the electricity invoice directly	Kilowatt hours
Scope 2: Electricity (market-based)	Electricity emissions using purchased electricity factor	Electricity invoices. Yondr's online portal which tracks operational data. Proxy calculations are employed when Yondr does not pay the electricity invoice directly	Kilowatt hours
Scope 2: Vehicle electricity	Electricity consumption for employee vehicles	Data exported from company car platform	Kilowatt hours

Scope 3 calculation methodology

Emission	Source	Methodology	Metrics
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	On-site diesel use via subcontractors	Waste collection receipts and waste reports	Litres, gallons, metres cubed
Category 5: Waste generated in operations	Waste from construction and operational sites	Waste collection receipts and waste reports	Kilograms, tonnes
Category 6: Business travel	Corporate travel: flights and hotels	Data exported from our corporate travel platform	TonnesCo ₂ eq
Category 13: Downstream leased assets	Clients' IT electricity consumption	Exported from Yondr's online portal which tracks operational data	Kilowatt hours

Estimations

In instances where Yondr does not directly oversee the management of utilities for an office, resulting in unavailable invoice data, we employ proxy calculations. These calculations estimate the kWh of electricity consumed using the methodology outlined by the Better Buildings Partnership.

In instances where data is not available, data will be estimated based on previous average monthly consumptions (considering seasonal differences). In 2023, Yondr estimated water consumption for December on our Frankfurt project. Additionally, Yondr estimated the electricity consumption for our North Virginia project for July-September.

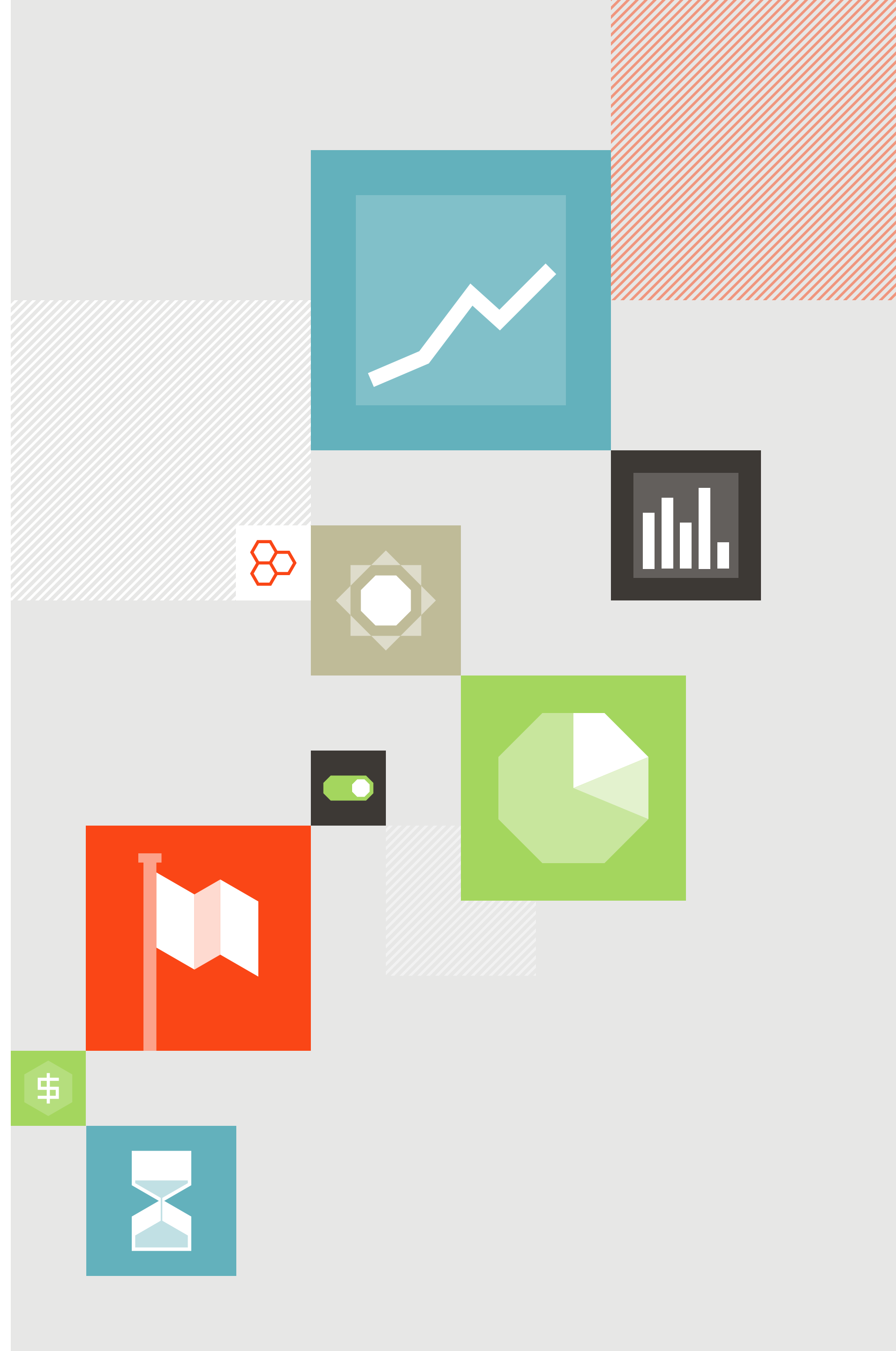
Assumptions

Navan, Yondr's travel management company, calculates the carbon emissions for flights and hotels independently using DEFRA emission factors, adopting the methodologies used by global transportation organisations (International Civil Aviation Organization carbon emissions calculator). As a result, Yondr has limited insight of these calculations but assumes accuracy of the data having reviewed Navan's methodology.

Baseline recalculation policy

Yondr may recalculate our 2022 baseline year for the following reasons:

- / Improvements to the accuracy or accessibility of activity data or emission factors
- / Major alterations in our company's structure, such as acquisitions, mergers or divestitures
- / Identification of a significant error or the accumulation of errors



SECTION

07/07

APPENDIX

- / ESRS mapping
- / Full value chain table
- / Material impacts, risks and opportunities (IROs)
- / Assurance report

ESRS mapping

The following tables list all of the ESRS disclosure requirements in ESRS 2 and the relevant topical standards which are material to Yondr and which have guided the preparation of its sustainability statements.

ISSB (S1 and S2) and GRI disclosures have also been added where they align with ESRS disclosure requirements.

ESRS 2: general disclosures				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	2023 Data, Pg. No
9a	S1 30b		Disclosure of definitions of medium- or long-term time horizons	During our double materiality assessment, subject matter experts were asked to score their respective risks and opportunities against the likelihood of it taking place and the size of the financial effect. The timeframes included were: within the current reporting year (short), one to five years (medium) and five or more years (long). Each of the risks and opportunities were also scored against where in the value chain they might sit (upstream, operations, downstream).
9b	S1 30c		Disclosure of reasons for applying different definitions of time horizons	
10	S1 50a-c		Disclosure of metrics that include upstream and/or downstream value chain data estimated using indirect sources, such as sector-average data or other proxies	We've constructed a value chain map to identify stakeholders in our operations, upstream and downstream value chain as well as support our identification of IROs.
10a	S1 50b		Disclosure of metrics that include value chain data estimated using indirect sources	In line with requirements of the ESRS, this map breaks down our value chain comprising: / All steps involved in bringing our product or services from conception to end-of-life – such as procuring raw materials, manufacturing and support, logistics, product use and disposal. / Financial, manufactured, intellectual, human, social and relationship, and natural capitals as defined by the IFRS Foundation. / Likely affected stakeholders, including 'silent stakeholders' such as nature, which ESRS determine as essential to an organisation's value chain context. We will continuously update our value chain map, including the engagement of key stakeholders across its value chain to ensure alignment and transparency.
10b	S1 50d		Description of basis for preparation of metrics that include value chain data estimated using indirect sources	
10c	S1 50d		Description of resulting level of accuracy of metrics that include value chain data estimated using indirect sources	
10d			Description of planned actions to improve accuracy in future of metrics that include value chain data estimated using indirect sources	
11b ii) 12			Disclosure of assumptions, approximations and judgements made in measurement	See our Basis of Reporting section which covers assumptions, approximations and judgements made regarding our carbon emissions data.

ESRS 2: general disclosures				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	2023 Data, Pg. No
13a		2-4a	Explanation of changes in preparation and presentation of sustainability information and reasons for them	Not applicable
13b		2-4a	Disclosure of revised comparative figures	Not applicable
13c		2-4a	Disclosure of difference between figures disclosed in preceding period and revised comparative figures	Not applicable
14a		2-4a	Disclosure of nature of prior period material errors	Not applicable
14b		2-4a	Disclosure of corrections for prior periods included in sustainability statement	Not applicable
14c		2-4a	Disclosure of why correction of prior period errors isn't practicable	Not applicable
15			Disclosure of other legislation or generally accepted sustainability reporting standards and frameworks based on which information has been included in sustainability statement	GRI, SASB, ISSB
AR 2			European standards, approved by European Standardisation System (ISO/IEC or CEN/CENELEC standards), have been relied on	We adhere and comply to ISO 9001, 45001, 14001, 27001 and 22301. All certifications are renewed each year. We're currently working towards achieving ISO 50001 certification at our operational data centers by Q4.
AR 2			Disclosure of extent to which data and processes that are used for sustainability reporting purposes have been verified by external assurance provider and found to conform to corresponding ISO/IEC or CEN/CENELEC standard	
17		3-2a	Topics (E4, S1, S2, S3, S4) have been assessed to be material	Yes
17a		3-2a	List of sustainability matters assessed to be material (phase-in)	IRO descriptions
17a		2-22	Disclosure of how business model and strategy take account of impacts related to sustainability matters assessed to be material (phase-in)	Our Risk Management Framework establishes an escalation and governance process by which all critical related risks and opportunities are reported and reviewed by the ELT on a regular basis. Each ELT member is also required to review, with their functional leadership team, all critical risks and opportunities on a monthly basis. This oversight ensures critical risks and opportunities are addressed appropriately and systematically.

ESRS 2: general disclosures				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	2023 Data, Pg. No
17b	S1 51a-g	3-3e	Description of any time-bound targets set related to sustainability matters assessed to be material (phase-in) and progress made towards achieving targets	While we’ve set net zero targets for our carbon emissions, we plan to address the material areas identified by our double materiality assessment by setting targets if and where applicable as part of our CSRD implementation phase in 2024.
21a		2-9c i)	Number of executive members	2
21a		2-9c i)	Number of non-executive members	5
21d		2-9c v) + 405-1a i)	Board’s gender diversity ratio	100% male
21e		2-9c ii)	Percentage of independent board members	0%
22	S1 27a i)	2-9b	Information about roles and responsibilities of administrative, management and supervisory bodies	Our ELT is formed by five functions: / Chief Executive Officer: organisational strategy, oversees executive team, corporate culture, branch reputation / Chief Finance Officer: finance, legal, compliance, risk and technology operations / Chief Development Officer: development and commercial activities, utilities, and energy and sustainability / Chief Operations Officer Design and Construction: design and construction operations / Chief Operations Officer Operations: operations of operational data centers
26a	S1 27a iii)	2-12a	Disclosure of whether, by whom and how frequently administrative, management and supervisory bodies are informed about material impacts, risks and opportunities, implementation of due diligence, and results and effectiveness of policies, actions, metrics and targets adopted to address them	We’ve established a Sustainability Steering Committee. Meetings take place on a regular basis with a defined structure of decision-making and accountability. Please see our Sustainability steering committee section for further information.
AR 6	S1 27a v-iv) + S1 27b (i)	2-12c + 2-18	Disclosure of how governance bodies ensure that appropriate mechanism for performance monitoring is in place	Please see our Corporate governance section for further information.
36a	S1 44a		Description of scope, main features and components of risk management and internal control processes and systems in relation to sustainability reporting	Our Risk Management Framework outlines the process, methods and tools for systematically identifying, assessing, responding to and reporting on risks and opportunities. This ensures we can successfully mitigate risks and achieve our objectives.

ESRS 2: general disclosures				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	2023 Data, Pg. No
40	S1 33	2-22a	Disclosure of information about key elements of general strategy that relate to or affect sustainability matters	The need to protect our brand and grow the business is heavily intertwined with operating in a responsible, ethical and sustainable manner. We incorporated our high-priority material impacts, risks and opportunities into the development of our Destination Yondr strategy , ensuring our ESG focuses align with our core capabilities and that we’re addressing areas where we can have the most effective impact.
40a i)		2-6b i)	Description of significant groups of products and (or) services offered	We are Yondr, a global developer, owner operator of hyperscale data centers. Our vision for a tomorrow without constraints positions us to deliver global infrastructure, satisfying the large-scale capacity needs of the world’s biggest technology companies. We have megawatt capacity at our fingertips. Our market-ready sites span three continents. We have sites primed for development. We provide our clients with capacity when and where they need it.
40a ii)		2-6b i)	Description of significant markets and (or) customer groups served	Please see our Where we operate section for further information.
40a iii)		2-7a	Total number of employees (head count)	189
40e	S1 51	3-3e	Description of sustainability-related goals in terms of significant groups of products and services, customer categories, geographical areas and relationships with stakeholders	We’ve set a global net zero target for scope 1 and 2 carbon emissions. Across all customer categories, we are committed to optimising the use of renewable energy sources and supporting the establishment of renewably-supplied power grids. Additionally, we’re aligned with industry best practices by setting power usage effectiveness (PUE) targets for each data center, optimising use of renewable energy and minimising waste at all our locations worldwide. As we progress our CSRD compliance journey and our Destination Yondr strategy, we’ll continually review and update our ESG goals and targets in collaboration with our stakeholders.
40g	S1 29 c)	2-22a	Disclosure of strategy elements that relate to or impact sustainability matters	Please see our Sustainability strategy section for further information.
42	S1 32	2-6	Description of business model and value chain	Please see our value chain graphic for detail on our business model and value chain.

ESRS 2: general disclosures				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	2023 Data, Pg. No
48a		3-3a	Description of material impacts resulting from materiality assessment	IRO descriptions in infographic
48a	S1 29a + 30a		Description of material risks and opportunities resulting from materiality assessment	IRO descriptions in infographic
48b	S1 29a-c + 33a	3-3a	Disclosure of current and anticipated effects of material impacts, risks and opportunities on business model, value chain, strategy and decision-making, and how undertaking has responded or plans to respond to these effects	Having completed our inaugural double materiality assessment in 2023, we must now address the material impacts, risks and opportunities in advance of our first CSRD reporting year (currently 2026). This will involve looking at the availability and quality of data and implementing the necessary policies, processes and controls to ensure compliance.
48c i)			Disclosure of how material negative and positive impacts affect (or are likely to affect) people or environment	IRO descriptions
48c ii)		3-3b	Disclosure of how impacts originate from or are connected to strategy and business model	IRO descriptions
53a	S1 44a	3-1a	Description of methodologies and assumptions applied in process to identify impacts, risks and opportunities	See our Double materiality assessment section for information on our double materiality process. Each of the impacts, risks and opportunities were also scored against where in the value chain they might sit (upstream, operations, downstream).
53b i)			Description of how process focuses on specific activities, business relationships, geographies or other factors that give rise to heightened risk of adverse impacts	
53b iii)		3-1b	Description of how process includes consultation with affected stakeholders to understand how they may be impacted and with external experts	
53b iv)		3-1a ii)	Description of how process prioritises negative impacts based on their relative severity and likelihood, and positive impacts based on their relative scale, scope and likelihood, and determines which sustainability matters are material for reporting purposes	
53 c		S1 43	Description of process used to identify, assess, prioritise and monitor risks and opportunities that have or may have financial effects	
53c ii)		S1 44a iii)	Description of how likelihood, magnitude and nature of effects of identified risks and opportunities have been assessed	

ESRS 2: general disclosures				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	2023 Data, Pg. No
53e		S1 44c	Description of extent to which and how process to identify, assess and manage impacts and risks is integrated into overall risk management process, and used to evaluate overall risk profile and risk management processes	When prioritising impacts, risks and opportunities within the double materiality assessment, we ensured that we aligned the scoring methodology with our Enterprise Risk Management Framework. These risks and opportunities can then be logged within our risk register with the risk profile dependent on how they were scored in the double materiality assessment.
53f		S1 44c	Description of extent to which and how process to identify, assess and manage opportunities is integrated into overall management process	

ESRS E1: climate change				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
16a + 34e			Explanation of how targets are compatible with limiting of global warming to one and half degrees celsius in line with the Paris Agreement	See Yondr's climate targets section for information.
16b	S2 14a		Disclosure of decarbonisation levers and key action	<p>Technologies and techniques we’re exploring for new and existing projects related to decarbonisation include:</p> <ul style="list-style-type: none">/ Use of artificial intelligence to minimise energy consumption/ Supporting renewable-energy-powered grid stability through grid interactivity/ Power supply agreements for green power, including supporting low-/zero-carbon generation/ Lower carbon sources of back-up power/ Export waste heat to local customers from our data centers where feasible <p>Please find further information on page 30.</p>

ESRS E1: climate change				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
16h	S2 14 a iv)		Explanation of how transition plan is embedded in and aligned with overall business strategy and financial planning	Yondr’s net zero carbon roadmap and targets are approved by our ELT. We’ve defined processes from the earliest stages of projects to embed climate change considerations in land selection, feasibility and due diligence. Implications of this are integrated into project planning, collaboration with stakeholders, design specifications, budgeting and delivery. We have relationships with several industry partners to develop our capabilities with respect to adoption of new low- and zero-carbon techniques and technologies.
16i			Transition plan is approved by administrative, management and supervisory bodies	Net Zero Roadmap is approved by Sustainability Steering Committee members. Success will depend on industry developments and collaboration with stakeholders.
16j	S2 14c		Explanation of progress in implementing transition plan	Our annual carbon footprint has been externally assured to ISAE 3000 standard since 2021. We’re transitioning to HVO instead of diesel where feasible, updated processes to include carbon reduction considerations, facilitated carbon roadshows with key internal stakeholders to help deliver the transition plan and are in the process of seeking ISO 50001 accreditation in energy management.
24	S2 25a	3-3c	Policies in place to manage its material impacts, risks and opportunities related to climate change mitigation and adaptation [see ESRS 2 MDR-P]	Please find further information on our policies and actions related to climate change mitigation and adaptation within our ‘ Climate ’ section.
28	S2 14a	3-3d	Actions and resources related to climate change mitigation and adaptation [see ESRS 2 MDR-A]	
32	S2 14c	3-3e	Tracking effectiveness of policies and actions through targets [see ESRS 2 MDR-T]	
34a + 34b		305-5a	Absolute value of total greenhouse gas emissions reduction	853.74 tCO2eq (increase)
34a + 34b			Percentage of total greenhouse gas emissions reduction (as of emissions of base year)	3.17% (increase)
34a + 34b			Percentage of scope 1 greenhouse gas emissions reduction (as of emissions of base year)	76.14% (increase)

ESRS E1: climate change				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
34a + 34b			Absolute value of location-based scope 2 greenhouse gas (GHG) emissions reduction	388.49 tCO2eq (increase)
34a + 34b			Absolute value of market-based scope 2 GHG emissions reduction	363.29 tCO2eq (increase)
34a + 34b			Percentage of market-based scope 2 GHG emissions reduction (as of emissions of base year)	6.17% (increase)
34a + 34b			Percentage of scope 3 GHG emissions reduction (as of emissions of base year)	1.27% (decrease)
34b			Explanation of how consistency of GHG emission reduction targets with GHG inventory boundaries has been ensured	Our carbon footprint is externally assured by ERM CVS to ensure alignment to the GHG Protocol and ISAE 3000. See our assurance statement and Basis of Reporting ’ section in this report.
AR 25a			Description of how it’s been ensured that baseline value is representative in terms of activities covered and influences from external factors	As a young business, our activities and associated carbon footprint have varied significantly from year to year since companies inception. 2022 has been selected as our baseline year as it’s the first year where activity involved a balance of construction and operation that’s likely to reflect future activity.
37		302-1c-e	Total energy consumption	We’re collaborating with industry partners who directly procure our data center power to refine our method for calculating the proportion of our total electricity that comes from matched renewable sources. We anticipate reporting more comprehensively on this in the future. In the meantime, this report presents carbon emissions attributed to our electricity consumption using both location-based and confirmed market-based carbon factors.
37c i)		302-1b	Fuel consumption for renewable sources	506,896 litres
38a		302-1a	Fuel consumption from coal and coal products	0 litres
38b		302-1a	Fuel consumption from crude oil and petroleum products	624,498.10 litres
38c		302-1a	Fuel consumption from natural gas	0 litres

ESRS E1: climate change				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
38d		302-1a	Fuel consumption from other fossil sources	0 litres
AR 34		302-1e	Percentage of fossil sources in total energy consumption	56.76%
48a	S2 29a i)	305-1a	Gross scope 1 greenhouse gas (GHG) emissions	1,724.9 tCO2eq
48b			Percentage of scope 1 GHG emissions from regulated emission trading schemes	30.95%
49a	S2 29a i)	305-2a	Gross location-based scope 2 GHG emissions	5,209.26 tCO2eq
49b	S2 29a i)	305-2a	Gross market-based scope 2 GHG emissions	6,250.36 tCO2eq
51	S2 29a i)	305-3a	Gross scope 3 GHG emissions	19,825.86 tCO2eq
52a			Total GHG emissions location-based	24,208.44 tCO2eq
52b			Total GHG emissions market-based	27,801.12 tCo2eq
AR 46h			Disclosure of reporting boundaries considered and calculation methods for estimating scope 3 GHG emissions	See our Basis of Reporting section which covers reporting boundaries.

ESRS E2: pollution				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
14		3-3c	Policies to manage its material impacts, risks and opportunities related to pollution [see ESRS 2 MDR-P]	We have an Environmental Management Plan which includes a pollution prevention plan in all of our of projects. ISO 14001 certified.
18		3-3d	Actions and resources in relation to pollution [see ESRS 2 MDR-A]	Monthly and quarterly inspections to monitor the environmental risks.
28a		305-7a	Emissions to air by pollutant	<div>/ Netherlands data center - 0 tonnes</div> <div>/ Slough data center - 0 tonnes</div> <div>/ Frankfurt data center - 0 tonnes</div> <div>/ Johor data center - 0 tonnes</div>

ESRS E2: pollution				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
28a		305-7a	Emissions to water by pollutant [+ by sectors/geographical area/ type of source/site location]	/ Netherlands data center - 0 tonnes / Slough data center - 0 tonnes / Frankfurt data center - 0 tonnes / Johor data center - 0 tonnes
28a		305-7a	Emissions to soil by pollutant [+ by sectors/geographical area/ type of source/site location]	/ Netherlands data center - 0 tonnes / Slough data center - 0 tonnes / Frankfurt data center - 0 tonnes / Johor data center - 0 tonnes
34			Total amount of substances of concern that are generated or used during production or that are procured	0 tonnes
34			Total amount of substances of concern that leave facilities as emissions, as products, or as part of products or services	0 tCO2eq
35			Total amount of substances of very high concern that are generated or used during production or that are procured by main hazard classes of substances of concern	0 tonnes
35			Total amount of substances of very high concern that leave facilities as emissions, as products, or as part of products or services by main hazard classes of substances of concern	0 tonnes

ESRS E3: water				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
11		3-3c	Policies to manage its material impacts, risks and opportunities related to water and marine resources [see ESRS 2 MDR-P]	Our data centers are designed to mitigate negative impacts and risks associated with water contamination and water consumption. See our Water management section for more information.
17		3-3d	Actions and resources in relation to water and marine resources [see ESRS 2 MDR-A]	
28a		305-5a	Total water consumption	59,054.4 m3
28e			Disclosure of contextual information regarding water consumption	See our Water management section for contextual information.

ESRS E4: biodiversity				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
16a i)		304-1	Activities related to sites located in or near biodiversity-sensitive areas that negatively affect these areas where conclusions or necessary mitigation measures haven't been implemented or are ongoing	Biodiversity-sensitive areas have been identified through our Environmental Impact Assessments (EIAs) which are conducted at each of our sites. Our sites located in/near protected areas or key biodiversity areas are located in Frankfurt and North Virginia. See our Biodiversity section for more information.
35		304-1	Number of sites owned, leased or managed in or near protected areas or key biodiversity areas that undertaking is negatively affecting	2
35		304-1	Area of sites owned, leased or managed in or near protected areas or key biodiversity areas that undertaking is negatively affecting	69007.35 m2

ESRS E5: resource use and circular economy				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
14		3-3c	Policies to manage its material impacts, risks and opportunities related to resource use and circular economy [see ESRS 2 MDR-P]	In all our projects we encourage the adoption of circular economy principles and, as a next step, the waste hierarchy. We intend to apply a Zero-Waste Policy at our operational data centers.
19		3-3d + 306-2a	Actions and resources in relation to resource use and circular economy [see ESRS 2 MDR-A]	At our operational data centers, we've implemented take-back programmes where the supplier takes back the palettes and printer cartridges. We've signed up to zero-waste certification (including landfill and waste-to-energy/incineration), for three of our data centers when they transition to operations. See our Circular economy section for more information.
37a		306-3a	Total waste generated	71496.7 tonnes
37b		306-4b	Hazardous waste diverted from disposal	0 tonnes
37b		306-4c	Non-hazardous waste diverted from disposal	70455.8 tonnes
37c		306-5b	Hazardous waste directed to disposal	0 tonnes
37c		306-5c	Non-hazardous waste directed to disposal	790.8 tonnes

ESRS S1: own workforce				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
19		3-3c	Policies to manage material impacts, risks and opportunities related to its own workforce [see ESRS 2 MDR-P]	See our Great place to work section for information on our policies to manage negative impact, risks and opportunities for our employees.
20b		2-29	Disclosure of general approach in relation to engagement with people in its own workforce	See our Lifelong learning at Yondr section for information on our approach to engagement with our employees.
23		403-1a	Workplace accident prevention policy or management system is in place	Our health and safety management systems are accredited to ISO 45001
24a		3-3c	Specific policies aimed at elimination of discrimination are in place	See our Diversity, equity and inclusion section for information on our policies, processes and actions regarding discrimination in the workplace.
24c		3-3c	Disclosure of specific policy commitments related to inclusion and (or) positive action for people from groups at particular risk of vulnerability in own workforce	
24d		3-3c	Disclosure of whether and how policies are implemented through specific procedures to ensure discrimination is prevented, mitigated and acted upon once detected, as well as to advance diversity and inclusion	The compliance team established a policy framework which follows a specific set of procedures to create, review and approve new policies as well as update existing policies. Legal counsel reviews policy content to ensure alignment to local laws and regulations. The Speak Up Policy outlines the communication path options internally and also provides information on how to anonymously submit a concern via an external third party vendor.
AR 17a			Policies and procedures which make qualifications, skills and experience the basis for the recruitment, placement, training and advancement are in place or planned	The people team safeguards robust recruitment process, focused on a fair hiring process monitored through our applicant tracking system (Greenhouse). Structured, evidence-based hiring with the use of inclusive interview question sets and scoring mechanism ensures all candidates are fairly evaluated based on skillsets aligned to a role. Our Performance Management Framework provides an opportunity for continuous improvement through quarterly check-ins, just-in-time feedback, peer reviews and individual development plans, allowing for success in current role and advancement opportunities.

ESRS S1: own workforce				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
AR 17b			Has or planning to assign responsibility at top management level for equal treatment and opportunities in employment, issue clear company-wide policies and procedures to guide equal employment practices and link advancement to desired performance in this area	The ELT and Yondr board members are ultimately accountable for all policies including people-related issues. The Global Head of People addresses grievances and people-related challenges and escalates on a case-by-case basis either to the ELT or the board.
AR 17c			Staff training on non-discrimination policies and practices are planned or in place	See our Diversity, equity and inclusion section for information on our New Starter Curriculum Pack which includes courses on discrimination in the workplace.
AR 17d			Adjustments to the physical environment to ensure health and safety for workers, customers and other visitors with disabilities are planned or in place	A workplace assessment may be conducted at any time to support the wellbeing of an employee.
AR 17f			Planning to keep or keeping up-to-date records on recruitment, training and promotion that provide a transparent view of opportunities for employees and their progression	Open Yondr jobs are posted on our intranet and are available to all employees for review and consideration. During career discussions with their managers, employees have an opportunity to express interest in career growth opportunities. As a part of the Performance Management Framework (mid-year and year-end), leaders present their recommendations for promotion to a Yondr committee for consideration. If approved by the committee, the promotion is processed in our HCM system.
AR 17g		2-25b	Has put in place or plans to put in place grievance procedures to address complaints, handle appeals and provide recourse for employees when discrimination is identified, and is alert to formal structures and informal cultural issues that can prevent employees from raising concerns and grievances	Our Regional Employee Handbooks, provided to all employees, outline our grievance procedures.
AR 17h		404-2a	Have or plans to have programmes to promote access to skills development.	Yondriversity is available to all employees and includes Yondr-developed training (online and instructor-led), online LinkedIn Learning and SkillSoft courses for individual skills development. Additionally, as part of the Yondr Performance Management Programme, employees are provided an allowance to support continuous learning against their objectives.
27a		2-29	Engagement occurs with own workforce or their representatives	Yes

ESRS S1: own workforce				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
27e		2-29	Disclosure of how effectiveness of engagement with its own workforce is assessed	See our Lifelong learning at Yondr section for information on employee engagement.
28		2-29	Disclosure of steps taken to gain insight into perspectives of people in its own workforce that may be particularly vulnerable to impacts and (or) marginalised	
32a		2-25c	Disclosure of general approach to and processes for providing or contributing to remedy where undertaking has caused or contributed to a material negative impact on people in its own workforce	See our Great place to work section for information on our approach and processes to manage negative impact on people in the workforce.
32b		2-25b	Disclosure of specific channels in place for its own workforce to raise concerns or needs directly with undertaking and have them addressed	Yondr-ites have access to company-wide communications regarding policies and how to raise concerns as part of the process.
AR 29			Third-party mechanisms are accessible to all own workforce	See our Protecting our people section for information on our approach and processes to manage grievances.
32c		2-25d	Grievance or complaints-handling mechanisms related to employee matters exist	
32e		2-25e	Disclosure of how issues raised and addressed are tracked and monitored and how effectiveness of channels is ensured	
33		2-25d	Disclosure of whether and how it's assessed that its own workforce is aware of and trust structures or processes as ways to raise their concerns or needs and have them addressed	
33		403-2	Policies regarding protection against retaliation for individuals that use channels to raise concerns or needs are in place	
37		3-3d	Action plans and resources to manage its material impacts, risks and opportunities related to its own workforce [see ESRS 2 - MDR-A]	The people leadership team document, investigate and support concerns raised and escalate as needed. This includes grievance and disciplinary processes.
50a		2-7a	Characteristics of undertaking's employees - number of employees by gender [table]	189 total number of employees / 66.5% male / 33% female / 0.5% undisclosed

ESRS S1: own workforce					
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data	
50a			Characteristics of undertaking’s employees - number of employees in countries with 50 or more employees representing at least 10% of total number of employees [table]	United Kingdom / 66% male / 28% female / 6% undisclosed United States / 61% male / 39% female / 0% undisclosed Netherlands / 68% male / 31% female / 1% undisclosed	
50b		405-1b i)	Characteristics of undertaking’s employees - information on employees by contract type and gender [table]	ELT / 100% male / 0% female / 0% undisclosed Y1 / 100% male / 0% female / 0% undisclosed Y2 / 79% male / 16% female / 5% undisclosed O1 / 82% male / 18% female / 0% undisclosed O2 / 70% male / 28% female / 2% undisclosed N / 60% male / 33% female / 7% undisclosed	D / 22% male / 74% female / 4% undisclosed R / 33% male / 67% female / 0% undisclosed

ESRS S1: own workforce				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
52		2-7a	Further detailed breakdown by gender and by region [table]	Europe / 65% male / 30% female / 5% undisclosed North America / 61% male / 39% female / 0% undisclosed Asia / 68% male / 32% female / 0% undisclosed
60a		2-30a	Percentage of total employees covered by collective bargaining agreements	0%
66a			Number of employees (head count) at top management level	36
			Percentage of employees at top management level	12%
70		202-1	Percentage of employees paid below the applicable adequate wage benchmark	0%
71		202-1	Percentage of non-employees paid below adequate wage	0%
74a		401-2a	All employees in own workforce are covered by social protection, through public programmes or through benefits offered, against loss of income due to sickness	We provide benefits to all employees that are aligned with all local laws and requirements and encompass short-term and long-term disability support, maternity and paternity leave, bereavement leave and care provisions.
75		401-2a	Disclosure of types of employees who aren't covered by social protection, through public programmes or through benefits offered, against loss of income due to sickness	All employees are covered at Yondr globally. Employment agreements document the benefits available to each employee. These are aligned to all local laws and requirements.
83a		404-3a	Percentage of employees that participated in regular performance and career development reviews	98% of all employees: / Female - 96% / Male - 99%
83b		404-1a	Average number of training hours per person for employees	8 hours

ESRS S1: own workforce				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
88b		403-9a i) + 403-10a i)	Number of fatalities in own workforce as result of work-related injuries and work-related ill health	0
88b		403-9b i) + 403-10b i)	Number of fatalities as result of work-related injuries and work-related ill health of other workers working on undertaking's sites	0
88c		403-9a iii)	Number of recordable work-related accidents for own workforce	0
88c		403-9a iii)	Rate of recordable work-related accidents for own workforce	0
88c		403-9b iii)	Number of recordable work-related accidents for other workers working on undertaking's sites	1
88d		403-10a ii)	Number of cases of recordable work-related ill health of employees	0
88e			Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	1
90		403-8a	Percentage of own workforce who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines, and which has been internally audited and (or) audited or certified by external party	100%
AR 81		403-8a	Description of underlying standards for internal audit or external certification of health and safety management system	Our Global HSE Performance Expectations DC Construction and Global HSE Performance Expectations DC Operations policies states the expectations we have for our general contractors and facility management providers.
93a		401-3a	Percentage of employees entitled to take family-related leave	/ Men 100% / Women 100%
93b		401-3b	Percentage of entitled employees that took family-related leave	/ Men 11.72% / Women 15.15% / Undisclosed 0% / Total: 12.38%

ESRS S2: workers in the value chain				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
17b		2-29a	Disclosure of general approach in relation to engagement with value chain workers	See our Procurement section for information on our policies, approach and actions.
17c		409-1b + 408-1c	Disclosure of general approach in relation to measures to provide and (or) enable remedy for human rights impacts	
18		2-23b i)	Policies explicitly address trafficking in human beings, forced labour or compulsory labour and child labour	
18		2-24a	Undertaking has supplier code of conduct	Yes
27b		2-25b	Disclosure of specific channels in place for value chain workers to raise concerns or needs directly with undertaking and have them addressed	We have a Speak Up Policy in place through which employees as well as third parties, including value chain workers, can raise concerns on issues, including modern slavery. This policy includes protection against retaliation for those who report.
27d		2-25e	Disclosure of how issues raised and addressed are tracked and monitored and how effectiveness of channels is ensured	
28		2-25d	Disclosure of how it's assessed that value chain workers are aware of and trust structures or processes as ways to raise their concerns or needs and have them addressed	
28		3-3c	Policies regarding protection against retaliation for individuals that use channels to raise concerns or needs are in place	Suppliers are required to provide essential compliance information based on the goods/services being provided through our Canopy system as part of our initial onboarding and ongoing compliance management. This includes specific questions and compliance information related to their approach, policies and credentials for the employment and safe management and fair treatment of their workforce and supply chain. For higher risk requirements, Yondr would also use specialist external sanction-checking tools to undertake enhanced screening reports on selected suppliers, as required.
MDR-A		3-3d	Action plans and resources to manage its material impacts, risks and opportunities related to value chain workers [see ESRS 2 - MDR-A]	
				See our Compliance section for more information.

ESRS S3: affected communities				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
14		3-3c	Policies to manage material impacts, risks and opportunities related to affected communities [see ESRS 2 MDR-P]	We aim to be a welcome neighbour to all the communities we’re privileged to work within. See our Social impact section for information on our policies, approach, actions and programmes.
16b		2-29a	Disclosure of general approach in relation to engagement with affected communities	
31		3-3d	Action plans and resources to manage its material impacts, risks and opportunities related to affected communities [see ESRS 2 - MDR-A]	
AR 25b		203-1aq	Disclosure of social investment or other development programmes aimed at contributing to additional material positive impacts	

ESRS G1: business conduct				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
5a		2-12a	Disclosure of role of administrative, management and supervisory bodies related to business conduct	The ELT holds ultimate responsibility for our business conduct.
5b		2-9a	Disclosure of expertise of administrative, management and supervisory bodies on business conduct matters	
7		2-23a	Policies with respect to business conduct matters and how it fosters its corporate culture [see ESRS 2 MDR-P]	See our Compliance section for information on our policies, approach, actions and implementation programmes.
10a		2-26a	Description of the mechanisms for identifying, reporting and investigating concerns about unlawful behaviour or behaviour in contradiction of its code of conduct or similar internal rules	
10c		2-26a ii)	Disclosure of safeguards for reporting irregularities including whistleblowing protection	
10g		2-24a iv)	Information about policy for training within organisation on business conduct	
10h		205-1a	Disclosure of the functions that are most at risk in respect of corruption and bribery	Development, Design & Construction (D&C)

ESRS G1: business conduct				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
15b		308-1 + 414-1	Disclosure of how social and environmental criteria are taken into account for selection of supply-side contractual partners	We use a third party system for supplier onboarding and ongoing compliance management. All Yondr suppliers are required to provide minimum compliance information based on the goods/ services being provided, which is assessed by the relevant subject matter experts within Yondr. This includes key sustainability and ESG compliance information such as relevant ISO standards (14001/50001/9001), sustainability policies and prescribed targets/ commitments.
18a		2-24a ii)	Information about procedures in place to prevent, detect and address allegations or incidents of corruption or bribery	Investigation procedure – SLT/ELT is involved in this process (VP People and CFO)
18c		2-16a	Information about process to report outcomes to administrative, management and supervisory bodies	
19			Disclosure of plans to adopt procedures to prevent, detect and address allegations or incidents of corruption or bribery in case of no procedure	Anti-Bribery and Corruption (ABC) Policy and Gifts and Hospitality Policy to prevent the risk of bribery and corruption, Conflict of Interest Policy to ensure employees always work in the best interest of the company, Data Protection Policy to ensure employees know how to protect personal data and Speak Up Policy to provide a mechanism for employees and third parties to report any/possible misconduct or wrongdoing.
20		2-23f	Information about how policies are communicated to the people they are relevant to (prevention and detection of corruption or bribery)	They're available on the intranet for our employees who are informed through news messages , which they also receive by email. For externals, this is included on our website on the page for suppliers (referred to when being onboarded), as well as included in our contract templates.
21a		2-24a iv)	Information about nature, scope and depth of anti-corruption or anti-bribery training programmes offered or required	We have a mandatory onboarding ABC training for all employees and a mandatory annual refresher training on ABC. Ad hoc training is also available to ELT or specific department if required.
21b		205-2	Percentage of functions-at-risk covered by training programmes	All functions are required to do e-learning on bribery and corruption risks, both when joining the company, as well as annual refresher trainings. We'll also be providing face-to-face and online training to different departments dealing with joint ventures and land acquisition (development team) and suppliers (Design and Construction).

ESRS G1: business conduct				
ESRS disclosure	ISSB disclosure	GRI disclosure	Description/performance indicator	Data
21c		205-2d	Information about members of administrative, supervisory and management bodies relating to anti-corruption or anti-bribery training	Possible issues related to bribery and corruption are investigated by the compliance department following the investigation procedure. Part of the process is the involvement of ELT/SLT members (CFO and Head of People). They're required to complete the online compliance training as well as the online training for the ELT on bribery and corruption risks.
AR 7		205-2e	Disclosure of an analysis of training activities by, for example, region of training or category	Training activities have been tracked by category and nature of training as well as by region.
33b			Description of undertakings standard payment terms in number of days by main category of suppliers	45 days

Value chain

Upstream

- Investors and lenders
 - / Shareholders
 - / Banks
 - / ESG rates and rankers
 - / Credit-rating agencies
 - / Bondholders
- Regulating bodies
 - / Policymakers
 - / Regulatory authorities (federal, state and municipal)
- Clients
 - / Clients engaged during site development process
- Suppliers
 - A: Raw materials
 - / Critical raw materials (CRM)
 - / Chemicals/gases
 - B: Manufacturing equipment and tools
 - / Manufacturing of site equipment (racks, chillers, switchgear, servers etc.)
 - C-F
 - / C: IT and corporate offices/HQs
 - / D: General and corporate services
 - / E: Facility operations
 - / F: Infrastructure
- Industry actors
 - / Industry associations
 - / Auditing and certification bodies
 - / Standardisation bodies
- Research and educational institutions
 - / Universities
 - / Research institutions
- Civil society and communities
 - / NGOs
 - / Individuals/interested public
 - / Communities
 - / Press and media

Operations

INPUT CAPITALS

- Financial capital
 - / Equity
 - / Debt financing
 - / Cash in bank
 - / Invested capital
 - / Income
 - / Liabilities
 - / OPEX/CAPEX
 - / NBV
 - / True assets value
- Natural capital
 - / Water usage
 - / Critical raw materials (dysprosium, neodymium, yttrium, gallium, indium and tungsten etc.)
 - / Chemicals/gases (incl. coolant chemicals like R401a, R-134a etc.)
 - / Building site areas/land use
- Manufactured capital
 - / *Racks
 - / Monitors
 - / Circuits
 - / *Servers
 - / Computing equipment
 - / Office and business equipment
 - / Building construction
 - / Building infrastructure
 - / *Operational energy
 - / Renewable energy technologies
 - / Cooling equipment (HVAC, CVC etc.)
 - *under client ownership
- Intellectual capital
 - / Industry knowledge of telecommunications technologies
 - / Innovation potential
 - / R&D
- Human capital
 - / Employee talent/potential
 - / Employee knowledge, capability and motivation
 - / Employee health, wellbeing and safety
- Relationship capital
 - / Operating licences and permits
 - / Supplier contacts
 - / Client contacts
 - / Authority contacts
 - / Contacts to NGOs, individuals, press and media

YONDR

- Corporate governance
 - / Executive leadership team (ELT)
 - / Global senior leadership
 - / Capital Committee
 - / Deal Pricing Committee
 - / Finance Committee
 - / Remuneration Committee
 - / Risk Committee
 - / Technology and Business Change Committee
 - / Sustainability/ESG Steering Committee
 - / Audit Committee
- Operating divisions
 - / Development/Design and Construction
 - / Finance, governance, risk and compliance
 - / Operations
 - / People
- Corporate functions
 - / Corporate and site development
 - / Energy and sustainability
 - / Client solutions engineering (CSE)
 - / Leasing
 - / Utilities
 - / Program controls
 - / Product engineering
 - / Design
 - / Construction
 - / Service delivery and technical handover
 - / OFCI
 - / Operations
 - / Security
 - / HSQE
 - / Finance
 - / Governance, risk and compliance
 - / Legal
 - / Capital markets and corporate finance
 - / People
 - / Workplace
 - / Global technology
 - / Marketing
 - / Operations
- Workforce
 - / Managing personnel
 - / Administrative personnel
 - / Operational personnel
 - / Freelance personnel
 - / Contracted personnel
 - / Subcontracted personnel
- Production assets
 - / Buildings
 - / Infrastructure
- Regions
 - / AMER
 - / EMEA
 - / APAC
 - / *INDIA (JV)
- *Not a controlling interest of Yondr Group

OUTPUT CAPITALS

- Financial capital
 - / Market share
 - / Revenues and earnings
 - / Returns on investment/interest
 - / Salaries
 - / Taxes
 - / Charitable donations
- Natural capital
 - / Water consumption
 - / (Treated) wastewater
 - / Air emissions
 - / Emissions from cooling equipment (fugitive emissions)
 - / Diesel generators
 - / Biodiversity quota of occupied areas
- Manufactured capital
 - / Decommissioned machinery
 - / Electronic waste
 - / Batteries (pb-acid)
 - / General operational wastes
- Intellectual capital
 - / Industry knowledge
 - / Security (both data and physical assets)
 - / Reputation
 - / Functioning and developed organisation
 - / Digital solution products
- Human capital
 - / Employee satisfaction
 - / Employee health, wellbeing and safety
 - / Realised employee talent/potential
 - / Employee knowledge/capabilities/motivation
 - / Employee DEI
- Relationship capital
 - / Community impacts/contributions
 - / Customer satisfaction
 - / Strategic partnerships with suppliers and clients
 - / Communication with financial authorities and regulatory bodies
 - / Managed relations to NGOs, press/media, neighbourhoods/public and interested individuals

Downstream

- Clients
 - / Tech firms
 - / Data center operators
- Regulatory and public authorities
 - / Policymakers
 - / Regulatory authorities (federal, state and local/ municipal)
- Civil society and communities
 - / NGOs
 - / Individuals/interested public
 - / Community groups/organisations
 - / Municipalities
 - / Press and media
 - / Subject matter experts (SMEs)
 - / Academic institutions

IROs

Material impacts, risks and opportunities (IROs)

Negative impacts		Description	Value chain position
Climate change	Client data center emissions	The indirect greenhouse gas emissions (GHGs) associated with the use phase of Yondr’s data centers leased to clients.	/ Upstream - clients / Operations - natural capital / Operations - manufactured capital / Operations - relationship capital / Downstream - clients / Downstream - regulatory and public authorities / Downstream - civil society and communities
	Embodied carbon emissions	Yondr’s assets utilising carbon-intensive materials, such as concrete and steel, leading to higher levels of embodied carbon emissions during the construction of an asset.	/ Upstream - raw materials / Upstream - manufacturing equipment and tools / Operations - natural capital / Operations - manufactured capital
	Scope 2 emissions	The GHG emissions associated with Yondr’s use of electricity or heating/cooling within its own operations (e.g. offices and data centers).	/ Upstream - suppliers / Operations - production assets / Operations - natural capital / Operations - manufactured capital
	Cooling methods	Yondr’s assets utilising a cooling method that is less energy efficient compared to other cooling methods causing an increase in energy requirements and an increase in carbon emissions.	/ Upstream - manufacturing equipment and tools / Operations - manufactured capital / Downstream - clients
Resource use and circular economy	Use of raw materials	Yondr using materials with high environmental impact such as steel, concrete and IT equipment in the construction and operation of its assets, increasing the business’ carbon emissions and environmental impact.	/ Upstream - clients / Upstream - suppliers / Operations - financial capital / Operations - natural capital / Operations - manufactured capital / Downstream - clients
Employee attraction, development and retention	Team capacity requirements	Yondr being unable to attract and recruit to fill necessary capacity requirements, resulting in employees being overworked and demotivated.	/ Upstream - clients / Operations - human capital / Operations - relationship capital / Operations - workforce / Downstream - clients
Data privacy and cyber security	Potential impact of a data breach	Yondr incurring a data breach, causing confidential information on its suppliers, clients and employees to be obtained by nefarious parties.	/ Upstream - clients / Upstream - suppliers / Upstream - industry actors / Operations - intellectual capital / Operations - relationship capital / Downstream - clients

Negative impacts		Description	Value chain position
Business conduct	Potential impact of misconduct	Yondr not establishing effective internal protocols, governance mechanisms or transparent business practices, leading to an erosion of stakeholder trust for Yondr's investors and clients as well as its wider community and data center industry.	<div>/ Upstream - investors and lenders</div> <div>/ Upstream - clients</div> <div>/ Upstream - industry actors</div> <div>/ Upstream - civil society and communities</div> <div>/ Operations - intellectual capital</div> <div>/ Operations - relationship capital</div> <div>/ Downstream - clients</div> <div>/ Downstream - civil society and communities</div>

Positive impacts		Description	Value chain position
Climate change	Energy efficient design and construction	Yondr designing and implementing energy efficiency features into the design and construction of its assets, resulting in improved energy efficiency during operations.	<div>/ Operations - financial capitals</div> <div>/ Operations - production assets</div> <div>/ Operations - natural capital</div> <div>/ Operations - manufactured capital</div> <div>/ Downstream - clients</div>
Biodiversity and ecosystems	Constructing on brownfield sites	Yondr retrofitting and cleaning a brownfield site, allowing the business to improve the biodiversity features and richness of an asset location.	<div>/ Upstream - clients</div> <div>/ Upstream - regulating bodies</div> <div>/ Upstream - civil society and communities</div> <div>/ Operations - financial capital</div> <div>/ Operations - natural capital</div> <div>/ Operations - manufactured capital</div> <div>/ Operations - relationship capital</div> <div>/ Downstream - civil society and communities</div>
Resource use and circular economy	Waste management	Yondr managing its construction and operational waste in an environmentally conscious way, including the reuse or repurposing of materials where possible, resulting in minimised landfill waste.	<div>/ Upstream - clients</div> <div>/ Upstream - suppliers</div> <div>/ Operations - natural capital</div> <div>/ Operations - manufactured capital</div> <div>/ Downstream - clients</div>
	Site retrofitting	Yondr utilising an existing structure to avoid the use of raw construction materials, reducing embodied carbon as well as the business' energy and material consumption.	<div>/ Upstream - clients</div> <div>/ Upstream - suppliers</div> <div>/ Operations - natural capital</div> <div>/ Operations - manufactured capital</div> <div>/ Operations - operating divisions</div> <div>/ Downstream - clients</div>

Positive impacts		Description	Value chain position
Water management and marine use	Water circularity	Yondr’s assets utilising circular water-cooling methods and water treatment facilities to allow for efficient use of water, reducing Yondr’s overall water consumption and waste.	<div>/ Upstream - clients</div> <div>/ Upstream - suppliers</div> <div>/ Operations - natural capital</div> <div>/ Operations - manufactured capital</div> <div>/ Downstream - clients</div> <div>/ Downstream - civil society and communities</div>
	Health and safetey culture	Yondr establishing robust health and safety practices, policies and protocols that support a strong internal health and safety culture and safety record.	<div>/ Upstream - suppliers</div> <div>/ Upstream - standardisation bodies</div> <div>/ Operations - human capital</div> <div>/ Operations - relationship capital</div> <div>/ Operations - natural capital</div> <div>/ Operations - manufactured capital</div> <div>/ Downstream - clients</div> <div>/ Downstream - regulatory and public authorities</div>
Workers in the value chain	Human rights controls	Yondr developing strong controls, protocols and procedures in order to better detect any human rights concerns before the business engages with a subcontractor or begins constructing an asset.	<div>/ Upstream - suppliers</div> <div>/ Upstream - regulating bodies</div> <div>/ Upstream - civil society and communities</div> <div>/ Operations - human capital</div> <div>/ Operations - relationship capital</div> <div>/ Operations - workforce</div> <div>/ Downstream - regulatory and public authorities</div> <div>/ Downstream - civil society and communities</div>
	Positive workplace culture	Yondr developing a people-focused culture with supporting policies, strategies and practices to drive an open, empowered and team-based working environment.	<div>/ Operations - human capital</div> <div>/ Operations - relationship capital</div> <div>/ Operations - workforce</div>
Employee attraction, development and retention	Compensation and benefits	Yondr maintaining its competitive compensation and benefits packages to ensure employees feel valued and supported.	<div>/ Operations - financial capital</div> <div>/ Operations - human capital</div> <div>/ Operations - relationship capital</div> <div>/ Operations - workforce</div>
	Community connectivity	Yondr’s assets adding additional data capacity for its clients, which supports the increasing data requirements needed for people to remain connected to their family, friends, work and wider communities.	<div>/ Upstream - civil society and communities</div> <div>/ Downstream - civil society and communities</div>
Community engagement	Engaging with community groups	Yondr engaging with community groups to better understand local community challenges, providing support in a meaningful way and improving understanding of the data center industry.	<div>/ Upstream - civil society and communities</div> <div>/ Operations - relationship capital</div> <div>/ Downstream - civil society and communities</div>

Positive impacts		Description	Value chain position
Data privacy and cyber security	Security collaboration	Yondr collaborating with suppliers, clients and external partners to improve security intelligence and awareness, develop effective governance mechanisms and share best practice, ensuring that data integrity and privacy are protected.	<div>/ Upstream - clients</div> <div>/ Upstream - suppliers</div> <div>/ Upstream - industry actors</div> <div>/ Operations - intellectual capital</div> <div>/ Operations - relationship capital</div> <div>/ Downstream - clients</div>
	Mature security culture, processes and controls	Yondr establishing a security-mature culture that regularly conducts training programmes and shares best practice insights, ensuring that employees remain conscious and vigilant of cyber risks and data integrity.	<div>/ Upstream - clients</div> <div>/ Upstream - suppliers</div> <div>/ Upstream - industry actors</div> <div>/ Operations - intellectual capital</div> <div>/ Operations - relationship capital</div> <div>/ Operations - human capital</div> <div>/ Downstream - clients</div>
	Third-party providers	Yondr partnering with third-party security suppliers who have strong data security policies, mechanisms and protocols, supporting the privacy of employee, supplier and client information.	<div>/ Upstream - clients</div> <div>/ Upstream - suppliers</div> <div>/ Operations - intellectual capital</div> <div>/ Operations - relationship capital</div> <div>/ Operations - workforce</div> <div>/ Downstream - clients</div> <div>/ Downstream - civil society and communities</div>
Business conduct	Business integrity	Yondr promoting transparency, accountability and integrity, generating a positive impact on society and the environment.	<div>/ Upstream - investors and lenders</div> <div>/ Upstream - regulating bodies</div> <div>/ Upstream - industry actors</div> <div>/ Upstream - civil society and communities</div> <div>/ Operations - natural capital</div> <div>/ Operations - relationship capital</div> <div>/ Downstream - clients</div> <div>/ Downstream - civil society and communities</div>
	Effective business practices	Yondr establishing effective internal protocols and governance mechanisms as well as embedding ethical values into its business practices, supporting the effective operation of its business.	<div>/ Upstream - clients</div> <div>/ Upstream - suppliers</div> <div>/ Upstream - industry actors</div> <div>/ Operations - natural capital</div> <div>/ Operations - manufactured capital</div> <div>/ Operations - relationship capital</div> <div>/ Operations - corporate governance</div> <div>/ Downstream - clients</div> <div>/ Downstream - civil society and communities</div>

Positive impacts		Description	Value chain position
Sustainable innovation	Innovative company culture	Yondr creating a cultural focus on sustainable innovation by embedding it into its strategy, policies and practices, which ensures sustainability is considered throughout the design, construction and operation of its assets.	<div>/ Upstream - clients</div> <div>/ Upstream - suppliers</div> <div>/ Operations - natural capital</div> <div>/ Operations - manufactured capital</div> <div>/ Operations - financial capital</div> <div>/ Operations - intellectual capital</div> <div>/ Operations - relationship capital</div> <div>/ Downstream - clients</div>
	Research and development	Yondr's development, design and construction, and operations teams communicating closely with one another as well as with Yondr's partners and clients to develop new innovations which allow for its assets to be more sustainably constructed and operated.	<div>/ Upstream - clients</div> <div>/ Upstream - suppliers</div> <div>/ Upstream - research and educational institutions</div> <div>/ Operations - natural capital</div> <div>/ Operations - manufactured capital</div> <div>/ Operations - financial capital</div> <div>/ Operations - intellectual capital</div> <div>/ Operations - relationship capital</div> <div>/ Downstream - clients</div>

Risks		Description	Value chain position
Climate change	Market or regulatory constraints	The possibility of Yondr's operations being subject to increased market or regulatory constraints, including mandatory energy efficiency targets, reduced power availability or enforced moratorium on new builds, which results in a financial penalty, an asset reducing its capacity and ability to operate, or a stranded asset.	<div>/ Upstream - regulating bodies</div> <div>/ Operations - financial capital</div> <div>/ Upstream - investors and lenders</div>
Biodiversity and ecosystems	Biodiversity legislation	The possibility of Yondr being required to consider ecological enhancements or undertake detailed ecological assessments due to strict biodiversity requirements being implemented in regions where Yondr is looking to construct an asset, resulting in additional costs to the business as well as financial penalties or reputational impacts if these requirements aren't met.	<div>/ Upstream - investors and lenders</div> <div>/ Upstream - regulating bodies</div> <div>/ Upstream - civil society and communities</div> <div>/ Upstream - clients</div> <div>/ Operations - financial capital</div> <div>/ Operations - natural capital</div> <div>/ Operations - manufactured capital</div> <div>/ Downstream - regulatory and public authorities</div>

Risks		Description	Value chain position
Resource use and circular economy	Materials and equipment price inflation	The possibility of construction materials and operating equipment becoming increasingly expensive due to increases in demand, border tax adjustments or supply pressures, which leads to increases in expenditure.	/ Upstream - investors and lenders
			/ Upstream - clients
			/ Upstream - suppliers
			/ Operations - financial capital
			/ Operations - natural capital
			/ Operations - manufactured capital
			/ Downstream - clients
Data privacy and cyber security	Data breach or cyber-attack	The possibility of a data breach or cyber-attack leading to a breach in client confidential information, private company data or employee data, which results in a regulatory breach, financial penalty, breach of contract or loss of repeat business.	/ Upstream - investors and lenders
			/ Upstream - clients
			/ Upstream - regulating bodies
			/ Operations - intellectual capital
			/ Operations - relationship capital
			/ Operations - financial capital
			/ Downstream - clients
			/ Downstream - regulatory and public authorities
Business conduct	Regulatory geographic discrepancies	The possibility of an asset not meeting local laws, including environmental or building regulations, due to the asset being in a new market for Yondr or a market with evolving regulations, which results in a financial penalty, an asset being shut down or a breach of contract.	/ Upstream - regulating bodies
			/ Upstream - investors and lenders
			/ Operations - financial capital
			/ Operations - corporate governance
			/ Operations - relationship capital
			/ Downstream - regulatory and public authorities
	Corruption and bribery	The possibility of Yondr finding evidence of corruption or bribery either internally or through a third party when acquiring a site, applying for planning permission, constructing an asset or operating an asset, resulting in a breach in regulations, financial penalty, breach of contract or loss of repeat business.	/ Upstream - regulating bodies
			/ Upstream - suppliers
			/ Upstream - investors and lenders
			/ Operations - financial capital
			/ Operations - corporate governance
			/ Operations - relationship capital
			/ Downstream - regulatory and public authorities
	Client confidentiality	The possibility of Yondr not meeting its client privacy obligations due to an information leak or breach in confidentiality, resulting in a contract being cancelled or loss of repeat business.	/ Upstream - clients
			/ Operations - relationship capital
			/ Operations - financial capital

Opportunities		Description	Value chain position
Climate change	Waste heat distribution	The possibility of Yondr’s assets distributing waste heat, allowing for more affordable heating of residential homes, commercial properties or local community sites, which results in an improved brand reputation and improved relationships with the municipalities.	<div>/ Upstream - civil society and communities</div> <div>/ Operations - natural capital</div> <div>/ Operations - manufactured capital</div> <div>/ Operations - relationship capital</div> <div>/ Downstream - civil society and communities</div>
	Access to sustainable finance alternatives (alignment with EU Taxonomy)	The possibility of Yondr aligning under the EU Taxonomy’s significant contribution criteria, e.g. by maintaining a low power usage effectiveness, which results in preferential access sustainable financing alternatives.	<div>/ Upstream - investors and lenders</div> <div>/ Upstream - regulating bodies</div> <div>/ Upstream - clients</div> <div>/ Operations - financial capital</div> <div>/ Operations - manufactured capital</div> <div>/ Operations - relationship capital</div> <div>/ Downstream - clients</div> <div>/ Downstream - regulatory and public authorities</div>
Employee wellbeing, health and safety	Establish strong safety record	The possibility of communicating Yondr’s safety policies and strong safety record to prospective clients, which supports new and repeat business.	<div>/ Upstream - suppliers</div> <div>/ Upstream - standardisation bodies</div> <div>/ Operations - human capital</div> <div>/ Operations - relationship capital</div> <div>/ Operations - natural capital</div> <div>/ Operations - manufactured capital</div> <div>/ Downstream - clients</div> <div>/ Downstream - regulatory and public authorities</div>
Business conduct	Policies and practices	The possibility of Yondr actively reviewing and updating its governance policies, protocols and practices, resulting in strengthened business practices and reduced non-compliance risks.	<div>/ Upstream - regulating bodies</div> <div>/ Upstream - industry actors</div> <div>/ Operations - corporate governance</div> <div>/ Operations - intellectual capital</div> <div>/ Downstream - regulatory and public authorities</div>
Sustainable innovation	Client engagement	The possibility of collaborating more closely with clients to realise opportunities to provide more sustainable product solutions which creates new revenue streams and attracts new or repeat business.	<div>/ Upstream - clients</div> <div>/ Operations - manufactured capital</div> <div>/ Operations - intellectual capital</div> <div>/ Operations - relationship capital</div> <div>/ Downstream - clients</div>
	Product innovation	The possibility of teams working closely as well as communicating with partners to develop innovative product solutions that provide sustainability benefits, which result in new revenue streams and an enhanced client offering.	<div>/ Upstream - clients</div> <div>/ Operations - manufactured capital</div> <div>/ Operations - intellectual capital</div> <div>/ Operations - relationship capital</div> <div>/ Downstream - clients</div>

Independent Limited Assurance Report to Yondr Group Limited

ERM Certification and Verification Services Limited (“ERM CVS”) was engaged by Yondr Group Limited (“Yondr”) to provide limited assurance in relation to the selected information for 2022 and 2023 set out below and presented in the Yondr’s ESG Report 2023 (the “Report”).

Engagement summary				
Scope of our assurance engagement	Whether the 2022 and 2023 data for the following selected disclosures are fairly presented in the Report, in all material respects, in accordance with the reporting criteria.			
	Indicator	2023	2022	Unit
	Total Scope 1 GHG Emissions	1,724.90	979.30	tCO2e
	Total Scope 2 GHG Emissions (market-based)	6,250.36	5,887.08	tCO2e
	Total Scope 2 GHG Emissions (location-based)	5,209.26	4,820.77	tCO2e
	Total Scope 3 GHG Emissions (market-based)*	19,825.86	20,081.02	tCO2e
	Total Scope 3 GHG Emissions (location-based)*	17,274.30	16,962.99	tCO2e
Reporting periods	*Total Scope 3 GHG Emissions is limited to the following categories only:			
	<ul style="list-style-type: none">Category 3: Fuel and energy related activities not included in Scope 1 or Scope 2Category 5: Waste generated in operationsCategory 6: Business TravelCategory 13: Downstream leased assets			
	Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.			
Reporting criteria	<ul style="list-style-type: none">2022 (1 January 2022 to 31 December 2022)2023 (1 January 2023 to 31 December 2023)			
	<ul style="list-style-type: none">World Business Council for Sustainable Development (WBCSD) / World Resource Institute (WRI) GHG Protocol Corporate Accounting and Reporting Standard including Scope 2 guidance and the Corporate Value Chain Accounting and Reporting Standard (Scope 3).Yondr’s Basis of Reporting			

Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information’ issued by the International Auditing and Assurance Standards Board.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
Respective responsibilities	<p>Yondr is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report.</p> <p>ERM CVS’ responsibility is to provide a conclusion to Yondr on the agreed scope based on our engagement terms with Yondr, the assurance activities performed and exercising our professional judgement.</p>

Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the 2022 and 2023 data and information for the disclosures listed under ‘Scope’ above are not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the Report a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Report;
- Interviews with management representatives responsible for managing the selected issues;
- Interviews with relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures;
- A review at corporate level of a sample of qualitative and quantitative evidence supporting the reported information;
- An analytical review of the year-end data submitted by all locations included in the consolidated 2023 group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Evaluating the conversion and emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Our independence, integrity and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Yondr in any respect.



Gareth Manning
Partner, Corporate Assurance
London, United Kingdom

11th June 2024

On behalf of:

ERM Certification and Verification Services Limited
www.ermcvs.com | post@ermcvs.com

The logo for ERM CVS, featuring the text "ERM CVS" in a dark green serif font. A large, stylized green checkmark is positioned over the "V" and extends upwards and to the right.