



+

Sustainability

Report

2025

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SECTION 01

Introduction



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Introduction

About the report

This is Yondr’s third annual Sustainability Report, covering Yondr Group and its subsidiaries and reflecting data from 1 January to 31 December 2025.

Having been acquired by DigitalBridge and La Caisse in July 2025, our leadership, governance and strategy reflect our post-acquisition structure.

Where referenced, any projects started in 2025 and completed in early 2026 appear as footnotes on the relevant pages.

Transitioning to ISSB alignment

Following the streamlining of European reporting mechanisms via the EU Omnibus proposal, we have evolved our approach to align our reporting with the International Sustainability Standards Board (ISSB) – while still maintaining direction from the European Sustainability Reporting Standards (ESRS) to ensure continuity and transparency.

This is Yondr’s first report that aims to strengthen alignment with the ISSB, which is increasingly becoming a global baseline for sustainability reporting. To ensure continuity with previous reports, it has also been informed by some of the key disclosure requirements of the ESRS for impact-related disclosures. This is to reflect the evolving global reporting landscape and maintain reporting consistency.

We have included data on disclosures that align to these standards in the Appendix and throughout the sustainability report.

The scope of reporting for our carbon footprint data is outlined in the [Basis of Reporting](#) section of the Appendix. We will continue to address disclosure gaps, provide an overview of progress against our commitments and align with emerging sustainability regulations.

Questions, comments and feedback are welcome. Please contact:

sustainabilityteam@yondrgroup.com

Navigating the report

Throughout the report you will see icons representing our [Four Cs strategy](#). These icons will be highlighted on each of the pages to demonstrate each of the Cs in action.


Compliance


Customers


Carbon


Communities

We have also included the following label throughout denoting ISSB aligned content.

Financially material information

Introduction by CEO



Aaron Wangenheim
Chief Executive Officer

Creating positive impact, wherever we operate

Data centers once lived in the shadows. Communication from the industry was limited, as there was little expectation for it to be otherwise. Communities were kept at arm’s length and the operations inside these vast buildings remained largely unknown to the public.

Today, the impact of our industry is meaningful in such a way that it's no longer acceptable to be anything less than open, transparent and aware of the impact we have on those around us.

And that’s the focus of our approach to sustainability and this report: how Yondr is committed to being a positive, engaged presence, wherever we operate.

When sustainability’s ecosystem has so many constituent parts – customers, communities, our people, locations, power, technology and water – changing year-on-year under their own forces, progress can’t be measured in metrics alone. It must be inclusive of all those we touch and are involved with.

Similarly, while AI is an undeniable accelerant for our industry, our approach to sustainability must stretch beyond this moment and be consistent and dependable.

Dependable delivery is what our customers are calling for – reflecting the challenges and demands they encounter within their own industries. Creating a positive impact here means partnering with them and working side-by-side to balance sustainability’s ecosystem and achieve the best outcomes for all.

Our growth plans are ambitious but conscious of our environment. We’re expanding thoughtfully and building on the success we have in the communities we’re already a part of, to grow and improve together.

In this report, you’ll see how we manage water, connect with communities, leverage technology to improve efficiency, mitigate risks and support our people.

All these initiatives have a long-term view. Incremental improvements today that build towards progress tomorrow. Because sustainability isn’t a job to be done. It’s a journey that will always push us to be better – and we’re committed to being so.

Foreword from CCO



Paul Dillon
Chief Commercial Officer
and Chairperson of the
Sustainability Steering
Committee

Scaling with purpose

Yondr's 2025 Sustainability Report provides a clear view of how we're addressing Yondr's most material sustainability topics across the business. It brings together progress made during 2025 across our environmental, social and governance priorities and reflects the increasing maturity of our approach as the business continues to scale.

With a new leadership team and new investors on board, we've achieved significant milestones. These include securing over \$2.5 billion in capital, breaking ground and reaching ready for service (RFS) at several sites. We've also strengthened our approach to climate risk by conducting our first group-level climate risk and opportunity assessment, while staying focused on ISO recertifications.

Performance across our core focus areas is presented clearly throughout this report. It covers how we're strengthening environmental management, through operational efficiency, energy performance, water stewardship and biodiversity, and how these considerations are integrated into data center design, construction and operations. Also covered is our continued focus on health and safety, our people, workforce development and community engagement, alongside how we manage labour practices and social risks across our value chain. We also outline the evolution of our procurement governance, supplier due diligence and joint sustainability initiatives with key partners.

This year's report marks an important step in the evolution of our reporting approach. We have strengthened alignment with the International Sustainability Standards Board (ISSB), which supports clearer and more consistent reporting. We aim to be transparent around where progress is ongoing and where further work is required, setting out the foundations we're building to support responsible growth in the years ahead.

Journey to 1 gigawatt

As we look ahead to 2030, Yondr's five-year plan sets a clear long-term direction at a defining moment for our industry. Anchored by our ambition to reach 1 gigawatt of power capacity by 2030, the plan balances bold growth with the discipline needed to deliver it responsibly and sustainably.

It aligns where we invest, how we operate and how we scale as one international business. It creates a shared framework for decision-making across the company. More than just a roadmap, it helps us stay focused on building the right capabilities in the right markets at the right pace.



Our investors

In July 2025, Yondr was acquired by DigitalBridge and La Caisse. Since then, Yondr’s investor base has widened to include Allianz Global Investors. Being backed by experienced long-term investors bolsters the stability Yondr requires to support consistent delivery and sustained growth.



"Our role is to be active, long-term investors. By strengthening corporate governance, investing in sustainable growth and ensuring meaningful stakeholder engagement, we're positioning the company for continued success that benefits its customers, communities and employees."

+
Jeff Ginsberg
Chair of Responsible Investment Committee, DigitalBridge



"Yondr is building critical digital infrastructure at a time of rapid change. As active investors, we are proud to support the company as it continues to grow at pace, strengthens its sustainability practices, upholds strong governance and delivers the resilient digital infrastructure its customers and communities increasingly need."

+
Emmanuel Jaclot
Executive Vice-President and Head of Infrastructure and Sustainability, La Caisse



"We’re fortunate to work alongside investors who combine deep industry expertise with a partnership-driven approach that supports scalable growth."

+
Sandip Mahajan
Chief Financial Officer



"The transition to new ownership marks an important next chapter for Yondr. It reinforces our long-term investment horizon, commitment to disciplined capital allocation and strong governance."

+
Mark Blessing
Chief Investment Officer

About Yondr

Yondr is a developer, owner and operator of hyperscale data centers.

OUR VISION:

Tomorrow’s digital infrastructure, delivered.

OUR MISSION:

To develop and operate hyperscale data centers ready for tomorrow.

OUR VALUES:

Own the outcome



If you touch it, you own it – start to finish.

One team, no silos



We operate as one Yondr.

Communicate clearly



We make clear decisions and execute with speed and discipline.

Decide and deliver



We speak early, directly and respectfully, especially when it is uncomfortable.

Site focus



NDHR
Amsterdam, Netherlands

Project total	60MW
Campus total	60MW
Completion date	2020



LON1A
London A, UK

Project total	30MW
Campus total	100MW
Completion date	2024



LON1B
London B, UK

Project total	30MW
Campus total	100MW
Completion date	2025



LON1C
London C, UK

Project total	40MW
Campus total	100MW
Completion date	2026



FRA1X0
Frankfurt, Germany

Project total	40MW
Campus total	40MW
Completion date	2024



NOV1A
Northern Virginia 1A, USA

Project total	48MW
Campus total	96MW
Completion date	2024



NOV1B
Northern Virginia 1B, USA

Project total	48MW
Campus total	96MW
Completion date	2026



TOR1
Toronto, Canada

Project total	27MW
Campus total	27MW
Completion date	2026



John Madden
Chief Data Center Officer

"With ambitious levels of growth in the pipeline, we remain committed to designing, building and operating resilient and efficient infrastructure."

2025 highlights

+ Ownership DigitalBridge and La Caisse complete the acquisition of Yondr Group	+ Geographical focus Strengthened our presence in North America and Europe	+ Executive New leadership team setting the direction	+ 163 acres Land secured in Dallas to develop a 550MW campus
+ \$2.5bn⁺ Capital raised to support our next phase of growth	+ Development Broke ground in Toronto and LONC	+ 30MW Went live on our LONB site	+ RFS Reached ready for service for NOV1B, Johor and LONB
+ Climate resilience Launched multi-year project to strengthen climate risk management	+ 7 ISO recertifications achieved	+ 748 Volunteering hours achieved globally	+ 2.3% Headcount increase across the business

Memberships and certifications

We actively participate in a range of associations and groups dedicated to advancing sustainability and delivering meaningful impact within our sector and beyond.

Through these memberships, we gain access to up-to-date resources, expert knowledge and a strong professional network, enabling us to stay informed and ahead of key developments in digital infrastructure and sustainability.



Climate Neutral Data Center Pact



Data Center Safety Council



Dutch Data Center Association



German Data Center Association



Data Center Coalition



CEO Action for Inclusion & Diversity



Maaza Solomon Ali
Marketing
Communications
Manager

"By working closely with others across the industry, we're able to stay ahead of change and help move things forward."

Engaging the industry

Events across the industry create a space for collaboration, knowledge-sharing and fresh thinking.

By supporting and participating in sponsorships and speaking opportunities, we take part in important discussions around sustainability in the data center sector, bringing our own insights to the table while learning from others to support ongoing progress across the industry.

UK Trade Mission

Yondr welcomed an international delegation to our Slough campus as part of a three-day programme to discover more about the UK's data center sector. The event was organised by the British Embassy Brussels, the British Embassy The Hague, the Belgian Digital Infrastructure Association and the Dutch Data Center Association.

Data Centre World

Data Centre World London is a leading global event for data center operators, engineers and infrastructure leaders. Through the Digital Futures Programme, Yondr-ites guided UTC students around the event, helping them build industry insight and expand their networks.

Toronto groundbreaking

We marked the start of construction on our 27MW Toronto data center with a groundbreaking ceremony. Located on a 4.5-acre site, the project represents Yondr's first development in Canada.

Slough C groundbreaking

We also marked the start of construction on the third building at our London campus in Slough with a groundbreaking event. The new 40MW data center will take the campus to over 100MW, making it one of the UK's largest and has been designed to enhance biodiversity, aesthetics and active transport access for the local community.



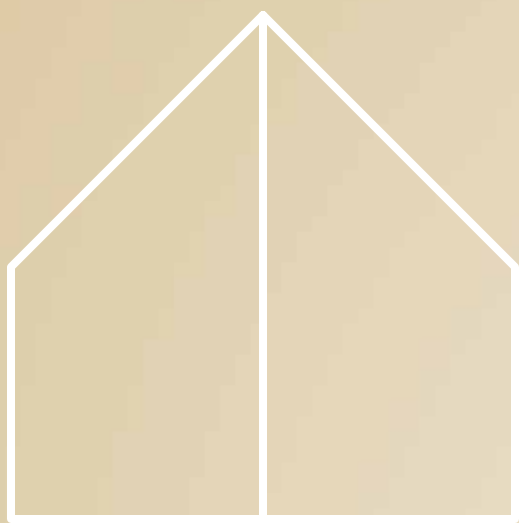
Levi Thirlwell
 VP Commercial
 Management

"Industry events create opportunities to share ideas, learn from peers and drive progress across the data center sector."

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Governance

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Corporate governance framework

Our corporate governance framework guides our decision-making, imposes accountability and ensures we are able to remain focused on our objectives.

Our VP Energy and Sustainability is accountable for our sustainability strategy and acts as committee lead for the Sustainability Steering Committee. Our board mandate includes sustainability topics.





Sustainability Steering Committee

The committee meets every quarter to ensure board-level oversight and provide accountability for the delivery of our [Four Cs sustainability strategy](#).

Sustainability-related risks and opportunities management is included in the terms of reference of this committee and includes the consideration of trade-offs. Meetings and minutes cover strategic decision-making, risk escalation, approvals and progress against environmental, social and governance (ESG) targets.

Similar information is included as a standing item within board reports, structured around our Four Cs strategy. The Energy and Sustainability team will set up ad hoc meetings with board members to address key risks, opportunities and relevant updates. Our Sustainability Steering Committee feeds into and signs off activity around risk and opportunity review including our double materiality assessment and our climate risk and opportunity assessment.

At the management level, day-to-day monitoring and oversight of sustainability-related risks and opportunities is conducted through a number of processes and mechanisms that are described in the topic chapters of this report.

We conduct a double materiality assessment currently at a three-year frequency and have undertaken a climate risk and opportunity assessment in 2025. Sustainability risks and opportunities are identified through a number of mechanisms at Yondr. All these risks and opportunities are reviewed by the Sustainability Steering Committee. Information on how we identify community risks via community needs assessments can be found in our [Community engagement section](#).

Our ISO standards require us to log an Aspects and Impacts Register at our sites covering emerging conditions including physical climate risk as well as conducting a political, economic, sociological, technological, legal and environmental (PESTLE) analysis covering sustainability risks on an annual basis.



Financially material information

Double materiality assessment

In 2023, we carried out an exercise to identify the material [impacts, risks and opportunities](#) facing Yondr as well as those we pose to people and planet. This assessment has shaped our sustainability activity and how we have prioritised it.

As the sustainability reporting landscape and our business have changed significantly, we will refresh this exercise in 2026.

We used a six-stage process to cover both impact and financial materiality:

01
Current state assessment - understanding our peers, business trends and the regulatory landscape

03
Stakeholder engagement using internal and external interviews and surveys, and proxy research

05
Review and scoring aligned with our risk management framework: Internal subject matters and data owners score impacts, risks and opportunities based on their severity and likelihood.

Impacts: assessed based on their scale, scope, irremediable character and likelihood.

Risks & opportunities: assessed based on the expected financial impact and likelihood, informed by Yondr's Enterprise Risk Management approach.

02
Value chain mapping

04
Impacts, risks and opportunities were prioritised based on the previous stage

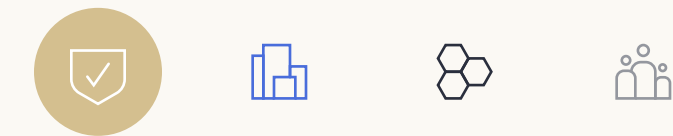
06
Sustainability Steering Committee validation



Vijay Bedarkar
Sustainability & ESG Director

"For Yondr to scale sustainably, we need to remain focused on managing risks, capitalising on opportunities and driving positive impact for both people and planet."





Compliance

Having strong governance and compliance measures in place impacts all parts of our business globally. While there is nuance around this, for example region-specific regulations, it is essential that we have robust global policies and procedures in everything we do. Particularly as our business and the sector are growing at a fast pace.

Our Policy Management Framework ensures annual refreshes across all business policies including a standardisation of format. All employees are required to formally attest to these policies. We have compliance training in place for all new joiners, supported by annual refresher training to reinforce awareness and understanding across the organisation, which employees are expected to complete, supported by ongoing training and communication. The topics covered include but are not limited to: anti-bribery and corruption, gifts and hospitality, sustainability, confidentiality, data protection and promoting reporting misconduct (Speak Up).

Regulatory compliance is owned by the relevant subject matter experts within the business, with input and oversight from the Governance, Risk and Compliance teams as required. We are in the process of enhancing our overarching formal compliance framework to track and manage requirements going forward. Where applicable, compliance risks (including the management of ethics and business conduct risks) are escalated to board level via the Audit & Risk Committee. We are formalising our process for annual board reporting around compliance.

We will continue to strengthen training and communication to support consistent understanding and application of our policies across the organisation.

A few highlights from 2025:

- dedicated new policy and governance framework (Policy Central) on Yondr intranet
- a communications campaign around:
 - gifts and hospitality - to prevent the risk of bribery
 - Speak Up - to educate around our whistleblowing procedures
- new platform for reporting gifts and hospitality
- enhancing our compliance framework including, in plans for 2026, strengthening our processes around conflicts of interest reporting
- 90.65% completion rate across all mandatory training, supporting strong awareness of compliance and responsible business practices
- Employee Handbooks refreshed globally, with a Yondr Code of Conduct and Business Ethics for colleagues planned for 2026
- the publication of our 2024 Modern Slavery Statement



Alexia Christie
VP General Counsel

"Compliance isn't just about ticking boxes. It underpins the way we run our business, safeguards our reputation and ensures our people always know what good looks like."

SECTION 03

Strategy

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Strategy

Our sustainability strategy is built on the Four Cs - a framework that enables us to identify and focus on areas that directly impact Yondr and where we can maximise our own impact.

The impacts, risks and opportunities (IROs) identified in our double materiality assessment formed part of the foundations of our Four Cs strategy, which is owned by the Energy and Sustainability team. Initiatives under each pillar are designed with these in mind, with other IROs owned by their respective business functions with input from the Energy and Sustainability team.

The Four Cs

Compliance

Understanding and adhering to the sustainability, regulatory and compliance reporting landscape and requirements. From global reporting frameworks to relevant ISO standards.

Customers

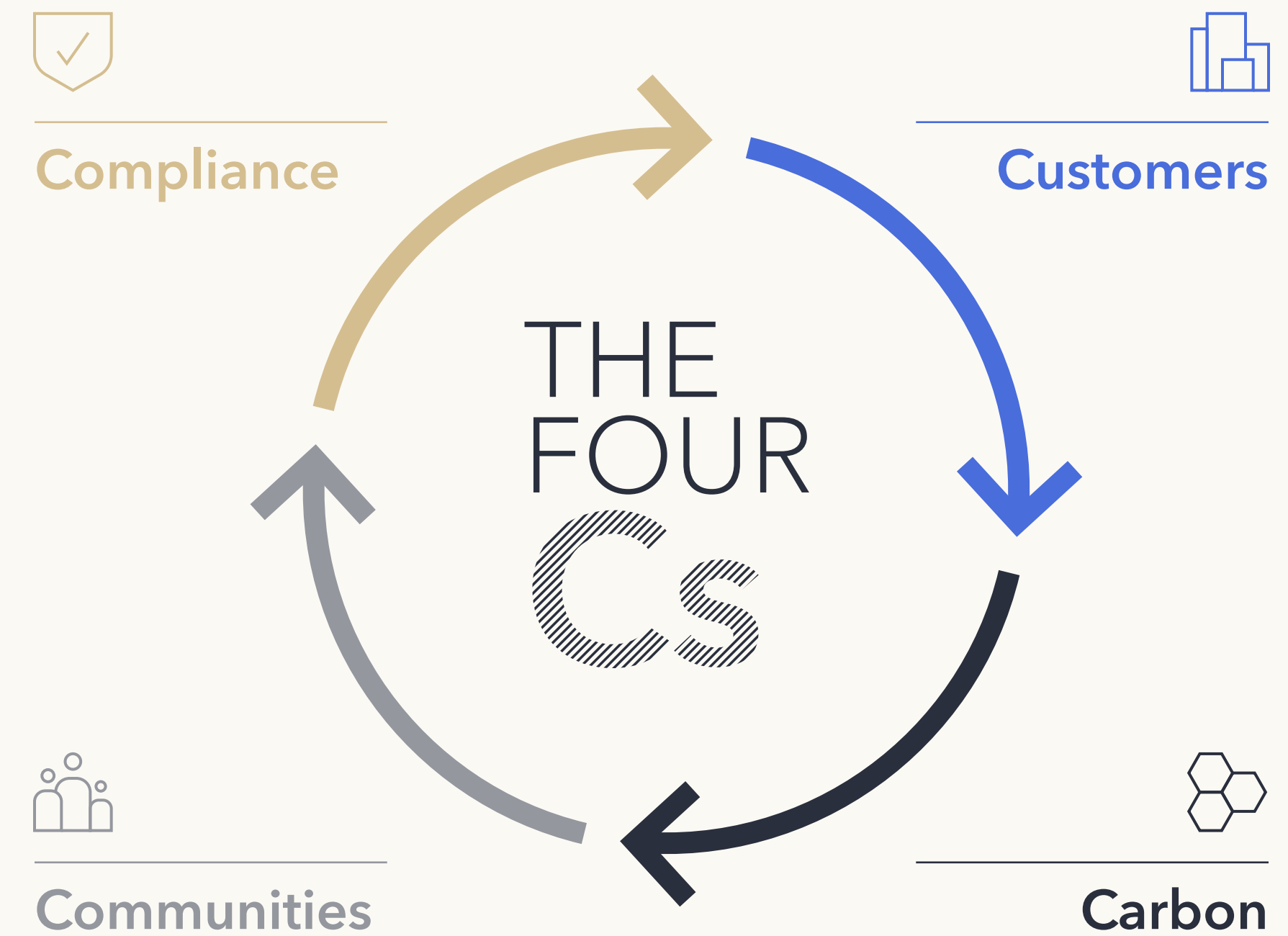
Collaborating with customers on sustainability and innovation, to mutually support our sustainability goals.

Carbon

Driving for net zero across scopes 1 and 2 and continually improving measurement and reduction of scope 3.

Communities

Acting as a Welcome Neighbour in the communities we operate in and as a Global Citizen, advancing community outcomes beyond our sites.



Impacts, risks and opportunities (IROs)

The IROs below were identified through our double materiality assessment. They represent the sustainability matters that exceeded Yondr’s materiality threshold at the time of the assessment and therefore need to be reported. They also provide a consistent basis for governance, strategy, risk management, metrics and targets disclosed in this report.

As our business has changed – in terms of our geography, investors and leadership team – and in line with best practice, we will refresh this list in 2026. For this report, we have focused on those IROs strongly indicated as having a material impact in the future.

Positive impacts	Description	Time horizon		Value chain position	
Climate change	Energy-efficient design and construction	Medium term, long term	●●	Own operations	■
Biodiversity and ecosystems	Constructing on brownfield sites	Short term	●	Own operations	■
Resource use and circular economy	Waste management	Short term, medium term	●●	Own operations	■
	Site retrofitting	Medium term, long term	●●	Own operations	■
Water management and marine use	Water circularity	Short term	●	Own operations	■
Employee wellbeing and health and safety	H&S culture	Short term, medium term, long term	●●●	Own operations	■
Workers in the value chain	Human rights controls	Short term, medium term, long term	●●●	Own operations	■
Employee attraction, development and retention	Positive workplace culture	Medium term	●	Own operations	■
	Compensation and benefits	Short term	●	Own operations	■
Community engagement	Community connectivity	Short term	●	Own operations	■
	Engaging with community groups	Short term, medium term	●●	Own operations	■
Data privacy and cyber security	Security collaboration	Short term, medium term	●●	Own operations	■
	Mature security culture, processes and controls	Medium term	●	Own operations	■
	Third-party providers	Medium term	●	Own operations	■
Business conduct	Business integrity	Medium term	●	Own operations	■
	Effective business practices	Short term, medium term	●●	Own operations	■
Sustainable innovation	Innovative company culture	Short term, medium term, long term	●●●	Own operations	■
	Research & development	Short term, medium term, long term	●●●	Own operations	■
Negative impacts					
Climate change	Client data center emissions	Short term, medium term, long term	●●●	Downstream	▼
	Embodied carbon emissions	Short term, medium term, long term	●●●	Upstream	▲
	Scope 2 emissions	Short term, medium term, long term	●●●	Own operations	▲■▼
	Cooling methods	Short term, medium term, long term	●●●	Own operations	■
Resource use and circular economy	Use of raw materials	Short term, medium term, long term	●●●	Own operations	■
Employee attraction, development and retention	Team capacity requirements	Medium term	●	Own operations	■
Data privacy and cyber security	Potential impact of a data breach	Short term, medium term	●●	Own operations	■
Business conduct	Potential impact of misconduct	Medium term	●	Own operations	■

Financially material information

Impacts, risks and opportunities (IROs)

Following the double materiality assessment, the materiality of climate-related risks and opportunities specifically was reviewed as part of a [climate risk assessment](#), resulting in material adjustments to two scores.

Risks	Description	Time horizon		Value chain position	
Climate change	Market or regulatory constraints	Medium term	●	Own operations, downstream	■ ▼
	Extreme weather events	Long term	●	Own operations, downstream	■ ▼
	Energy reliability	Medium term	●	Own operations, downstream	■ ▼
	Increasing costs of energy	Medium term	●	Own operations, downstream	■ ▼
	Community opposition	Short term, medium term, long term	● ● ●	Own operations, downstream	■ ▼
Biodiversity and ecosystems	Biodiversity legislation	Medium term	●	Own operations	■
Resource use and circular economy	Materials and equipment price inflation	Short term, medium term, long term	● ● ●	Upstream	▲
Data privacy and cyber security	Data breach or cyber-attack	Short term, medium term, long term	● ● ●	Own operations	■
	Regulatory geographic discrepancies	Medium term	●	Own operations	■
Business conduct	Corruption and bribery	Short term, medium term, long term	● ● ●	Own operations	■
	Client confidentiality	Short term, medium term, long term	● ● ●	Own operations	■
Opportunities					
Climate change	Energy optimisation using AI	Medium term	●	Own operations, downstream	■ ▼
	Scale up decarbonisation initiatives	Medium term	●	Own operations, downstream	■ ▼
	Sustainable and climate-resilient assets	Medium term	●	Own operations	■
Employee wellbeing and health and safety	Establish strong safety record	Short term, medium term, long term	● ● ●	Own operations, downstream	■ ▼
Business conduct	Policies and practices	Medium term	●	Own operations	■
Sustainable innovation	Client engagement	Short term, medium term, long term	● ● ●	Downstream	▼
	Product innovation	Short term, medium term, long term	● ● ●	Own operations	■



Monitoring and managing our IROs

Managing our material IROs is crucial to the resilience of our strategy. We do this in a number of ways, from diversified energy and cooling strategies, close collaboration with suppliers and partners, and a now-established community engagement programme to capitalise on opportunities such as energy efficiency, digital optimisation and sustainable innovation. Our approach is iterative and adaptive, supported by monitoring, frequent touchpoints with key stakeholders and regular review, enabling us to respond to evolving regulatory, market and climate conditions while maintaining reliable and responsible data center operations.

Further information on how we manage our IROs can be accessed in the topic chapters in this report.

Financially material information

Impact on financial position

Anticipated financial effects and transition relief

In our first annual reporting period applying IFRS Sustainability Disclosure Standards, we have applied the transition relief permitting the omission of quantitative disclosures of the anticipated financial effects of our risks and opportunities.

While we are advancing our capability to financially value these impacts, we have provided a high-level overview of our anticipated financial impacts for our climate risks across the short, medium and long term, which can be found in the [climate risk table](#).

Current financial effects and resourcing our strategy

To effectively manage our material sustainability-related risks and opportunities (IROs), the Energy and Sustainability team collaborates with the wider business during the annual business planning cycle to allocate targeted capital expenditure (CapEx) and operational expenditure (OpEx). Where specific risks or opportunities present a significant, unforeseen financial impact that exceeds standard budgetary thresholds, commercial decisions are escalated to the Sustainability Steering Committee for strategic capital reallocation.

In the current reporting period, our financial position and cash flows have been primarily influenced by our strategic response to the following material issues:

- Climate transition resourcing (OpEx): to mitigate our transition risk and execute our decarbonisation strategy, we have consciously increased our operational expenditure, e.g. sourcing hydrotreated vegetable oil (HVO) as a lower-carbon alternative fuel for our sites.

- Community engagement (CapEx/OpEx): we face increasing scrutiny and community opposition within the data center sector, which presents a financially material risk of project delays and disrupted cash flows. In response, we are actively directing investment into bespoke, location-specific community programmes. For example, during this reporting period, we funded scholarship programmes at our Toronto and Northern Virginia sites and allocated exploratory budgets for site-level biodiversity features. These investments are designed to ensure we are creating value for the communities we are operating in.
- In Q4 2025, we began the development of a green finance framework (launched in Q1 2026). With a focus on power usage effectiveness (PUE), the intention here was to open up access to new capital streams through sustainable financing. This is an area we will continue to explore.

Procurement

Diversifying the supply chain to deliver predictable, scalable growth

This year we have broadened and strengthened supplier relationships to improve resilience, predictability and scale.

Our efforts have focused on maximising value from existing partnerships while selectively expanding our supplier pool to meet increasing demand for AI data centers.

We progressed the sustainability agenda with key strategic partners through joint initiatives and cross-functional projects to improve energy performance/efficiency of core products and equipment – supporting the need to meet regulatory requirements in the markets we operate.

We also delivered internal initiatives and training to ensure sustainability considerations are embedded in supplier engagement and day-to-day procurement decisions.

A global market engagement exercise

In 2025, Yondr engaged key suppliers in design, construction and capital equipment sectors across Europe and North America to strengthen the breadth and resilience of our supply chain. This included an in-depth review of their sustainability principles and social value practices to ensure alignment with Yondr values and requirements.

Engaging both general contracting services and major capital equipment (OFCI) providers, the exercise included an in-depth review of supplier sustainability principles and social value practices to ensure cultural alignment and resilience.

This has expanded Yondr’s reach in the supply chain and strengthened vendor partnerships, providing greater reliability and predictability as we seek to scale our data center delivery.

Embedding sustainable buying practices internally

We developed bespoke procurement training to upskill Yondr’s workforce and demonstrate our commitment to the delivery of improved sustainability outcomes and meeting our ESG objectives.

Every Yondr-ite undertook the new procurement training in 2025, which incorporated the latest policy requirements and additional focus on sustainability and ethical procurement practices.



Jon Blackwell
Procurement Director

"Delivering sustainable outcomes is a shared responsibility. That's why we're focusing on developing long-term supplier relationships where our values and ways of working are aligned."



Joint sustainability aims

Every quarter, Yondr invites its key partners' respective sustainability teams to collaborate on initiatives. These discussions focus on decarbonisation, targeting efficiencies, understanding each other's priorities and leveraging resource around community engagement activity.

Case study

Supplier engagement

We have engaged a supplier of cooling systems to focus on several mutually important areas:

- improving data around embodied carbon through TM65 methodology to help target our scope 3 emissions
- identifying opportunities at our sites around energy optimisation and operational efficiency
- discussions around which products would be best placed to undergo lifecycle assessments (LCAs)
- volunteering their time to support our community programmes

An improved Supplier Code of Conduct

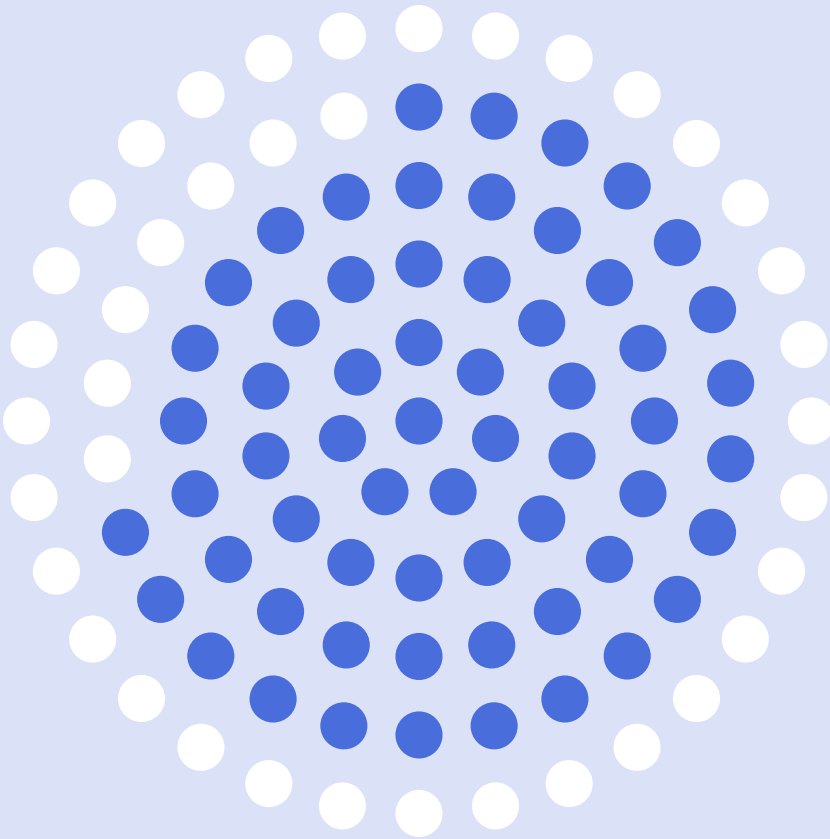
In line with last year’s objectives, we rolled out an updated Supplier Code of Conduct to all suppliers from November 2024 and throughout 2025.

Mandatory for all suppliers and deployed via Yondr’s Canopy compliance platform, it covers worker treatment, sustainability, health and safety, modern slavery and anti-bribery across the value chain, strengthening governance and reducing supplier risk.

As a result, the percentage of suppliers who underwent Yondr’s enhanced compliance audit grew by 61% from 39.4% in 2024 to 63.5% in 2025, uplifting the supply chain.

In 2025, 94.5% of Yondr’s spend with suppliers has been subject to a sustainability and social practices review.

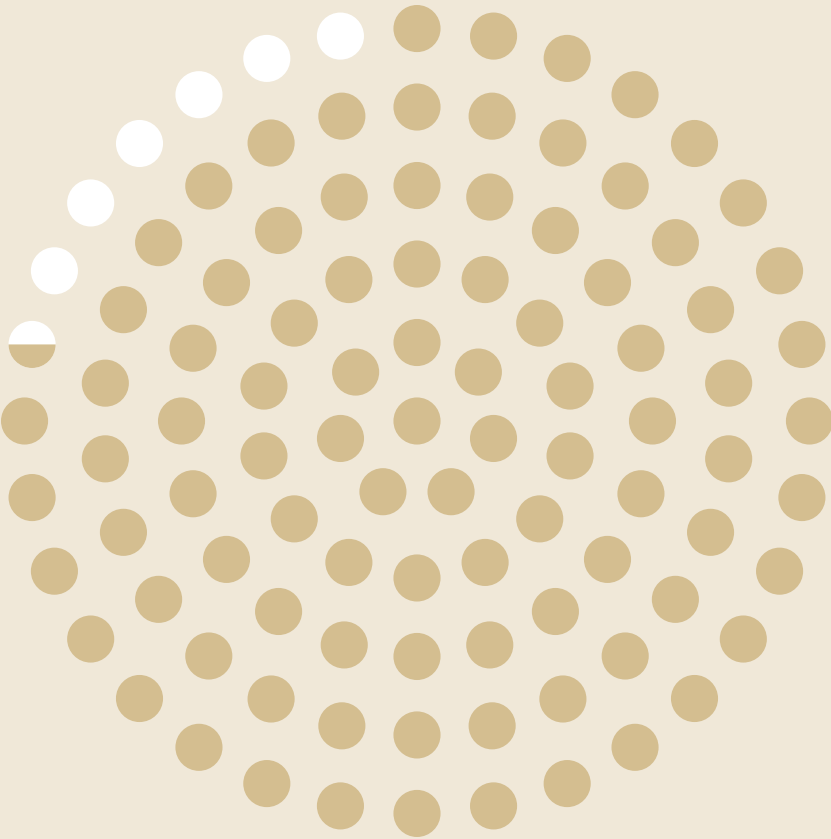
COMPLIANCE REVIEWS



61%

increase in suppliers subjected to enhanced compliance reviews

SUSTAINABILITY REVIEWS



94.5%

of supplier spend subjected to a review of sustainability and social practices

Five-year action plan for workers in the value chain

We developed a five-year action plan for workers in the value chain with clear, measurable outcomes and a stakeholder engagement plan including actions to mitigate or address issues. The action plan covers the key activities, targets and expected outcomes to improve the value chain.

Periodic effectiveness and coverage assessments will identify any gaps or material impacts not already covered. We will continue to use and develop the supplier management compliance platform to do this, alongside bespoke performance-based business reviews with identified key suppliers. If gaps or material impacts are identified, we will adjust our approach and delivery, or continue to measure our action plan through our compliance platform and/or a bespoke performance-based review.

IRO	FY25	FY26	FY27	FY28	FY29	Expected outcomes
Human rights controls	All key suppliers adhered to Yondr Supplier Code of Conduct	◆ Roll-out and annual monitoring of adherence to the Yondr Supplier Code of Conduct	◆	◆	◆	Compliance with Code of Conduct should result in greater resilience and enhanced human rights protection for workers in the value chain including other sustainability credentials.
	Prequalified panel of EMEA suppliers (covering general contractors and OFCI equipment suppliers) selected ✓	◆ Ongoing monitoring and adherence to Yondr criteria including ESG credentials	◆	◆	◆	In-depth supplier pre-qualifications with focus around sustainability principles and ESG credentials should lead to mutual sustainability strategies and improved outcomes.
	Prequalified panels selected in Americas on project basis					
	Supplier audits conducted on prequalified suppliers	◆ Ongoing quarterly business reviews, site visits and audits	◆	◆	◆	Rigorous supplier audits leading to greater transparency around sustainability principles in action including enhanced human rights protection for workers in the value chain.
	Suppliers identified and prioritised to undergo a compliance assessment through Canopy	Target 1: >60% of suppliers by VOLUME Target 2: >90% by VALUE (total spend) third-party vendors that have been undergone an in-year compliance assessment in Canopy	◆		◆	More suppliers required to register on Canopy and upload essential information to their profile for assessment in relation to their ESG policies, including workers in the value chain.

Linked policies: Procurement | Speak up | Equal opportunities and discrimination | Anti-harassment and bullying
Affected stakeholders: Workers in the value chain, suppliers, general contractors, local communities
Key: → Dependency ◆ Repeating deadlines **Note:** (1) Activities presented are dependent on resources and funding. (2) All activities relate to all data center locations



Financially material information

Risk management

Our risk management framework outlines the process, methods and tools for systematically identifying, assessing, responding to and reporting risks and opportunities across our value chain, including climate, so we can mitigate risks and achieve our goals.

The framework's scoring method uses defined thresholds to assess the likelihood and impact of risks on a scale ranging from low to critical to identify issues, risks and opportunities. Risks and issues are transferred, tolerated, terminated or treated. This is consistent with our approach taken in the previous reporting period.

Our double materiality assessment was based on subject matter experts' scores of their respective risks and opportunities. They assessed the likelihood of each risk taking place and the expected size of the financial effect, with timeframes spanning the current reporting year (short) as well as one to five years (medium) and more than five years (long).

Climate-specific risk management

We kicked off a multi-year project in 2025* where we identified the material climate-related risks and opportunities across Yondr and reviewed our approach to climate risk management across each of our departments. The risk and opportunity assessment was conducted in line with our risk management framework.

Climate risk oversight is embedded within both our risk management and governance frameworks through the remit of our Sustainability Steering Committee. Where these risks are material, they will be integrated into our wider enterprise risk management processes and will inform strategic planning, capital allocation and design decisions.

As our portfolio continues to grow, climate risk management will remain a key focus area, supporting resilience across our assets, supply chain and operations, while enabling Yondr to respond effectively to a changing climate and an evolving policy and market landscape.

[Read more about climate risk.](#)

*Year one concluded in H1 2026



Stakeholder engagement

Through our compliance with ISO standards, we outline those interested parties that we may have an influence or impact on. How we engage different stakeholder groups will vary. However, we remain focused on strengthening partnerships and relationships and aligning where needed.

Investors/lenders

- Sustainability and responsible investment data requests, through due diligence, are increasing in both frequency and granularity.
- We ensure a frequent cadence of progress reporting and meetings with investors covering priority areas such as decarbonisation, climate risk and community engagement.
- Our green finance framework provides a means of opening new capital sources.

Municipalities and regulatory bodies

- Engagement would involve an introduction to Yondr, our strategy and case studies, and a demonstration of the positive impact we can have on the community and area.
- Where needed, we will engage with local political representations and always flag an openness to engage on the issues the municipality deems most pertinent.

Peers

- Supporting and participating in industry-wide councils and sector-specific events.
- Actively contributing to working groups that drive sustainability across the sector.

Suppliers

- Establishing deep-collaboration supplier relationship management reviews with key partners, focusing on developing shared goals, innovation opportunities and sustainable growth.
- Developing cross-functional factory and site review processes for key equipment and construction suppliers to promote adherence to Yondr’s global standards, core ESG requirements, quality, labour practices, health and safety.
- Opening up a dialogue through quarterly business reviews with key suppliers around our sustainability programmes.

Yondr-ites

- We actively seek and act on employee feedback to improve engagement, development and culture across the organisation.
- We have an employee collaboration platform to foster engagement, collaboration and knowledge-sharing within the organisation.
- Our new onboarding programme equips Yondr-ites with the tools needed to build confidence and engage over the long term.

Communities

- Our aim is to become a Welcome Neighbour in local communities and a Global Citizen beyond that.
- We have set the target of positive social impact at 100% of our projects.
- We identify key individuals and groups for consultation during our Community Needs Assessment to reach the local community, with particular attention given to underrepresented groups.

SECTION 04

Environment



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Environment



Our sector continues to come under scrutiny, and rightly, around environmental performance.

PUE (power usage effectiveness) remains the primary indicator for data center energy performance and we track this in all our operating data centers.

WUE (water usage effectiveness) is a key, linked environmental indicator, especially in regions suffering from water stress. Our non-water-consuming cooling systems, while increasing energy consumption, keep our WUE figures low – a low WUE means water consumption is low compared to the power consumption of the data center’s IT equipment.

Media scrutiny of our industry around energy and water consumption brings these issues into the spotlight and the EU is now proposing a data center efficiency rating system where PUE and WUE indicators would need to be reported publicly. Environmental efficiencies also form part of our conversations when accessing financing.

Climate change

Reducing carbon emissions is a central pillar of Yondr’s sustainability strategy and critical to both the long-term resilience of our business and the digital infrastructure we deliver for our customers. As demand for data center capacity continues to grow, managing both operational and embodied carbon across the data center lifecycle is essential to limiting environmental impact while supporting reliable, high-performance operations. The impact from the electricity or heating/cooling for our own operations as well as the need to choose more energy-efficient cooling methods at our sites remain material.

We therefore continue to track energy and carbon performance across our operations and ensure our corporate carbon footprint is externally assured.



Ross McConnell
VP Energy & Sustainability

"Underpinning our Four Cs strategy is robust governance and clear accountability. Informed decision-making and disciplined execution is vital to meet our targets, manage risks and capitalise on opportunities."

Our strategy

Yondr’s carbon footprint

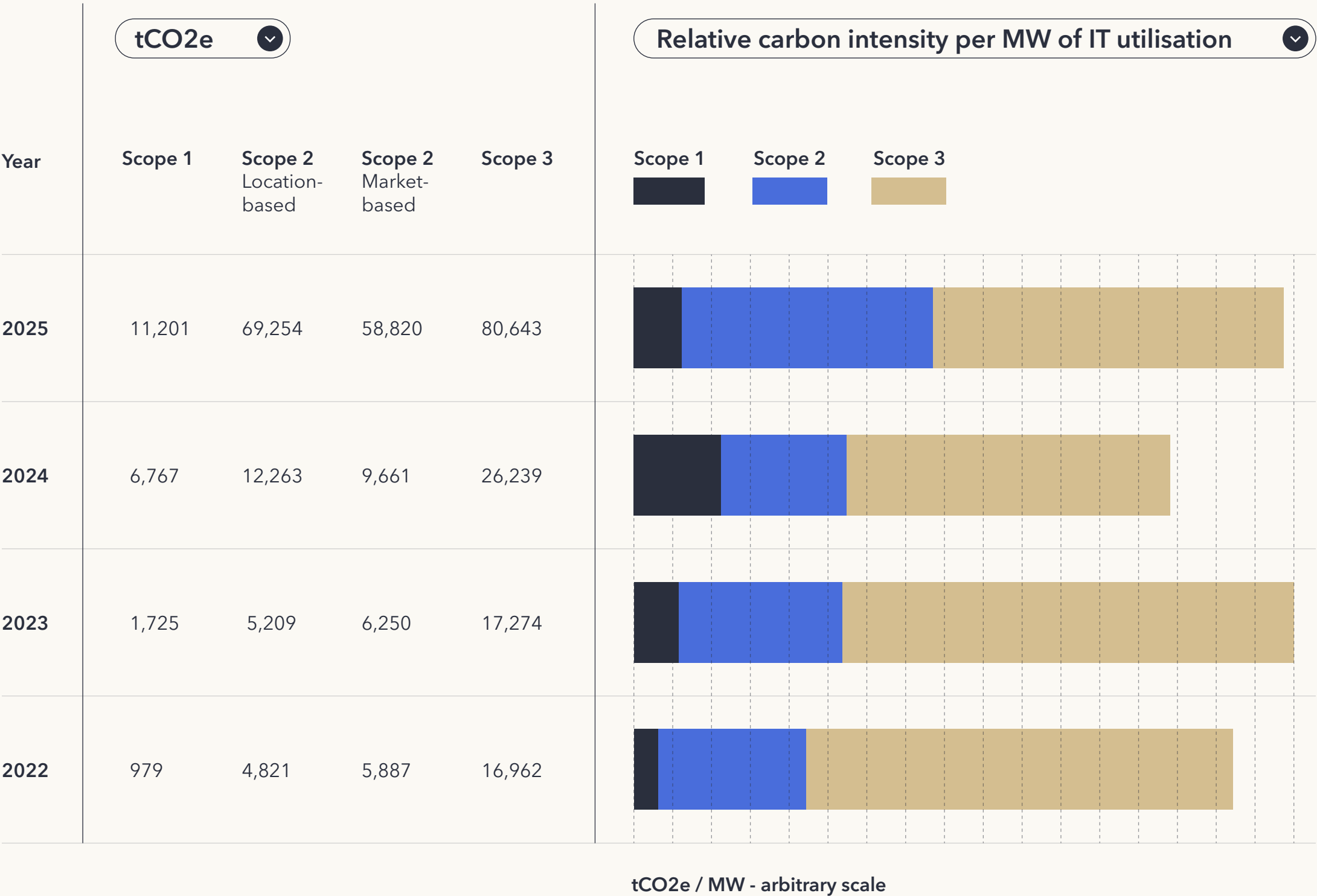
We continue to track our corporate carbon performance as part of our carbon strategy. This is geared towards meeting our targets to (i) be net zero in scope 1 and 2 emissions by 2030, and (ii) to engage our value chain in improving scope 3 monitoring and reducing scope 3 emissions.

Scopes 1 and 2 carbon emissions arise from our direct fuel and electricity consumption. Scope 3 emissions are those arising from our supply chain and client activities related to building or operating within our data centers.

As our business continues to expand, we are now reporting our trend in scope 1 and 2 emissions in tCO2e/MW of utilisation, as well as simple tCO2e. This new indicator trend gives a better indication of performance towards net zero for an expanding company.

Against a backdrop of continuous improvement, fluctuations in our emissions from year to year arise largely from changes in the balance of our construction vs operational activities, levels of data center utilisation, locations of our operations and the availability of renewable energy certificates.

Corporate carbon footprint



Scope 3 carbon

The principal source of our audited scope 3 carbon emissions, unless supplied by renewable energy, arises from electricity consumption by our tenants’ servers in our data centers – an area over which we have limited direct influence, but can be a topic of discussion with tenants who have their own sustainability and low-carbon commitments. Specifically, we collaborate with our clients on actionable efficiency initiatives and renewable electricity procurement to help address these emissions

Because of industry-wide challenges relating to the absence of readily available and accurate embodied carbon data for many products, embodied carbon of new data center construction continues to be outside the scope of our assured carbon footprint. We have measured and understand the embodied carbon of our traditional air-cooled data centers. We are carrying out a similar exercise of liquid-cooled data center design, to widen our knowledge.

We are actively working with key suppliers on both embodied and operational carbon measurement and reduction, as well as seeking to optimise material use in our design processes.

Energy efficiency

The biggest single contributory action to reducing our scope 1 and 2 carbon footprint is collaborating to ensure our energy supplies are increasingly renewable, primarily our electricity and also by replacing diesel with renewable fuels such as sustainable and certified HVO. We are ordering HVO when buying fuel for our Amsterdam and London data centers.

However, to address concurrently the root cause of wider energy demand challenges and to achieve net zero, reducing energy demand via efficiency measures is of paramount importance. Therefore energy efficiency is fundamental to our carbon-reduction strategy.

Energy efficiency in design

We are including appropriate energy efficiency features in our product and project design through a systematic process based around the energy-related options in our sustainability initiatives playbook, which is integrated into our design process. Depending on the site, region and other project factors, the most suitable energy efficiency features may vary.

The options we consider on all new projects include:

- Cooling containerised electrical plant rooms from the main cooling system rather than smaller bespoke standalone chillers, which are inherently less efficient (and increase embodied carbon).
- Connecting fans and pumps to the UPS (uninterruptible power supply) and deploying a cooling buffer tank, to lower risk of over-heating in the event of a grid outage and enable higher temperature setpoints.
- Optimising selection of plant for efficiency.

- Specifying systems to reduce consumption, using the latest technology to consume less and remove/minimise use of toxic products.
- Optimising cooling system controls for efficiency, including exploring the use of machine learning in partnership with our suppliers and maximising free cooling in our chilled water systems.
- Identifying opportunities for waste heat export where local customers exist.

While not directly affecting energy efficiency at design and project-planning stage, we are also exploring opportunities for participating in demand side management and deployment of backup power to support the electricity grid and reduce pressures on the wider electrical supply network.



Energy efficiency in operations

As our data centers reach operational maturity and establish meaningful baseline energy consumption data, we will be rolling out our ISO50001-certified Energy Management System to more data centers. The strong governance and scope for collaboration this enables – particularly our ability to partner directly with our supply chain and clients on energy efficiency initiatives – widens our opportunity for improvement and is yielding substantial energy-saving benefits.

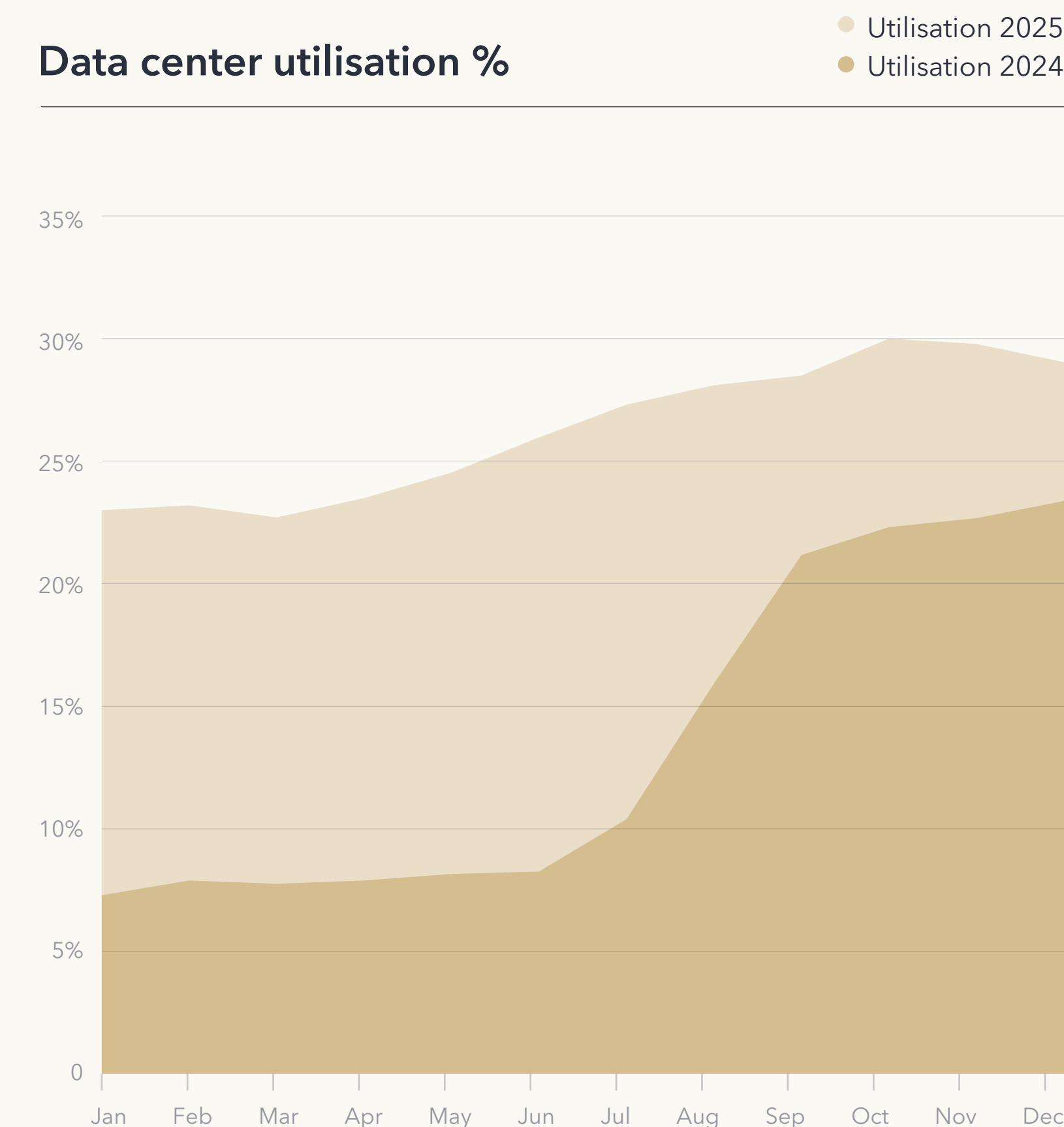
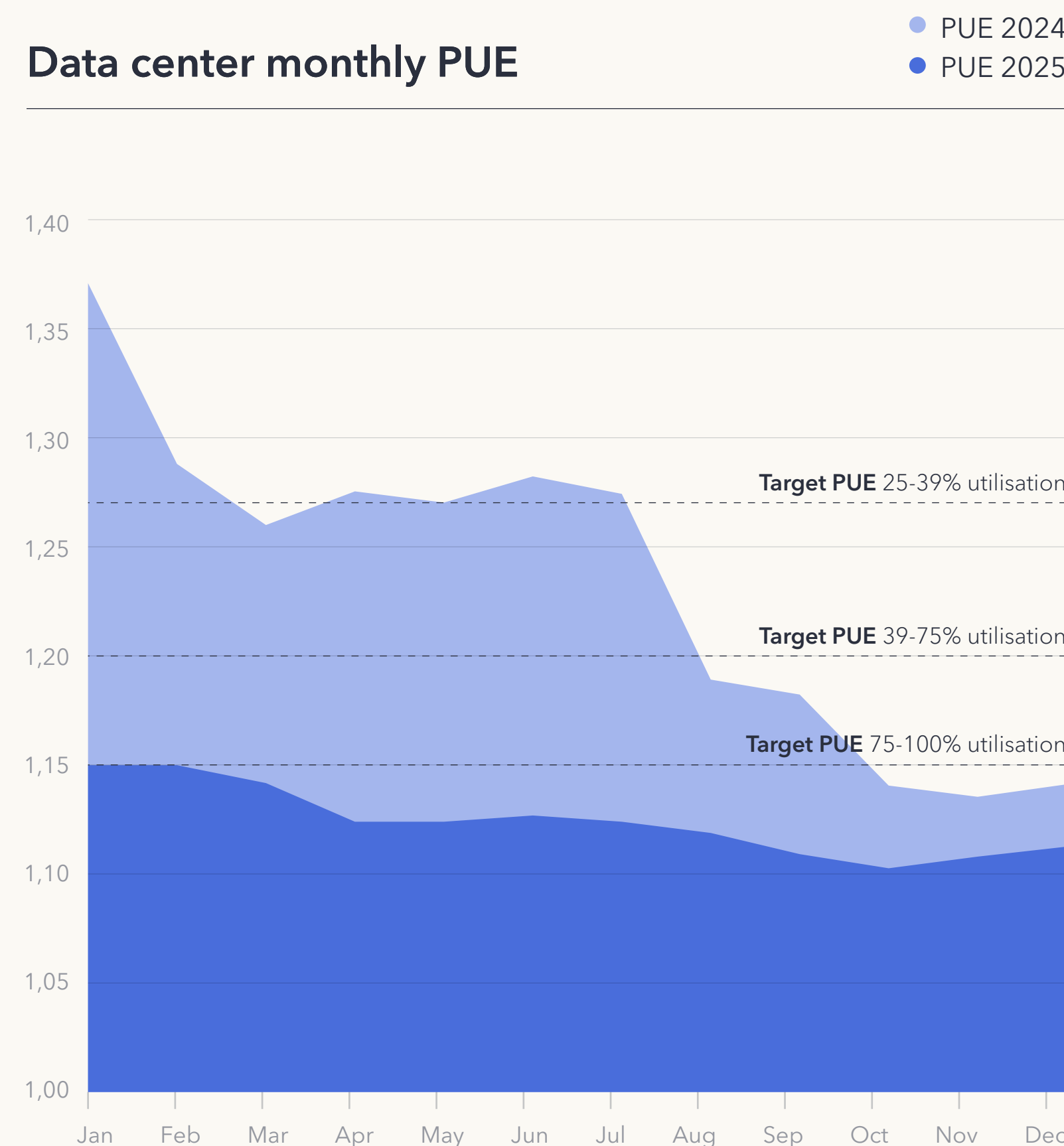
As well as continuing to identify and pursue opportunities to reduce electricity consumption, in 2025 we substantially reduced liquid fuel consumption at one of our data centers compared to previous years, through agreement and implementation of alternative generator-testing requirements.

PUE (power usage effectiveness)

PUE, the main energy-related indicator in our industry, is the ratio of a data center's total electricity consumption to the electricity consumption of the IT equipment. A low PUE (e.g. 1.4 in the example, right) means the energy consumption to run the data center, including keeping it sufficiently cool, is a small fraction of the energy required to run the IT.

When interpreting PUE figures, it is important to note that utilisation levels have a significant effect, and that where tenant utilisation is low, PUE figures are inherently higher. Therefore PUE targets are stepped in accordance with utilisation levels.

We continue to exceed the PUE targets we set for our data centers, as illustrated in the examples to the right.



Decarbonisation

In addition to renewable energy sourcing, energy efficiency and scope 3 reduction measures indicated in previous sections, it is important to note that further contributions to lowering the carbon footprint of our data centers are made through reducing leaks of refrigerants, using lower GWP (global warming potential) refrigerants and finding alternatives to SF6 gas in our switchgear. These measures are all addressed in our design and operational considerations.

Carbon offsetting will also play a role in achieving net zero. This entails investing in schemes run by others that are verified as removing carbon from the atmosphere. They include nature-based solutions and new carbon-absorbing technologies.

Whole life carbon assessments will become increasingly important to data center projects as the completeness and accuracy of carbon data at all stages of projects improve.



Financially material information

Climate risk

Climate change presents both risks and opportunities for Yondr across the full lifecycle of our data centers, from site selection through to operations.

We are acutely aware that physical climate impacts – such as extreme weather, heat stress, water availability and flooding – alongside transition risks arising from changing regulation, market expectations and technology, have the potential to affect business continuity, cost structures, asset resilience and customer outcomes.



In 2025*, we began a project to strengthen our approach to climate risk management, ensuring climate-related risks and opportunities are systematically identified, assessed and integrated into our decision-making. This involves working across functions to identify their current means of managing these and transitioning to ways of working designed to protect long-term value, enhance operational resilience and support the delivery of reliable, efficient and sustainable data center solutions for our customers.

Having identified the material climate risks and opportunities, we undertook a scenario analysis in 2025 to determine what the impact would be in both a low- and a high-carbon emission world, where the impact would be more significant and over what time horizon. Time horizons used are consistent with the DMA assessment.

The global operations were included in the analysis and while no assets were considered individually, there were no omissions from the analysis for any specific assets.

The selection of a low-carbon scenario (the Intergovernmental Panel on Climate Change (IPCC) SSP1-2.6 and the International Energy Agency Net Zero Emissions scenario) allows Yondr to test its business strategy against an ambitious yet realistic outcome aligned with the Task Force on Climate-Related Financial Disclosures (TCFD) framework's recommendation to include a scenario consistent with below 2°C warming. The IPCC scenario was selected specifically for physical risk assessment, while the International Energy Agency scenario was chosen for transition risks given its detailed modelling of the energy system, which is particularly relevant to Yondr due to its exposure to energy availability and pricing.

01 Low emissions	Temp change by 2100
SSP1-2.6 (IPCC)	1.8°C
Net Zero Emissions by 2050 Scenario (NZE) (IEA)	1.5°C

The selection of a high-carbon scenario (the Intergovernmental Panel on Climate Change SSP5-8.5 and the International Energy Agency Current Policies Scenario) allows Yondr to stress-test its resilience against an extreme outcome, helping inform a strategy that is robust across a range of futures. This also aligns with EU Taxonomy requirements to include an extreme climate scenario. The IPCC pathway models the worst-case physical risk outcome, while the International Energy Agency scenario reflects a world where only existing policies and regulations are implemented and temperatures continue to rise.

02 High emissions	Temp change by 2100
SSP5-8.5 (IPCC)	4.4°C
Net Zero Emissions by 2050 Scenario (NZE) (IEA)	2.9°C

*Year one of this project concluded in H1 2026



At a regional level, the analysis considered the EU's Carbon Border Adjustment Mechanism and the proposed energy efficiency package for data centers. At a local level, the analysis considered emerging policy developments such as the Greater London Authority's planned data center policy.

The primary macroeconomic assumption considered was energy pricing, which is particularly relevant to Yondr given the significance of energy costs to its operations.

While the use of regional variables was limited in scope, the analysis did consider a number of location-specific factors relevant to Yondr's operations, including:

- Regulatory constraints on data center development in certain regions, such as historically imposed moratoria in Amsterdam and Dublin.
- Growing opposition to data center projects in parts of the United States. Region-specific physical climate risks, such as increased wildfire risk in Toronto and the impact of summer heatwaves in the United States and United Kingdom.

The analysis considered a range of energy-related assumptions across the two scenarios, including:

- Under the low emissions scenario, the analysis assumed continued short-term increases in energy and carbon costs, a gradual shift towards renewable energy availability and off-grid solutions and a long-term stabilisation of energy prices as grids decarbonise.
- Under the high emissions scenario, the analysis assumed persistently rising energy prices through to 2050, growing reliance on backup power generation due to more frequent grid outages, and a potential shift towards on-site generation and novel technologies.
- Across both scenarios, the analysis considered increasing pressure on grid infrastructure from growing electrification and data center demand and the role of battery storage and workload shifting as flexibility measures.

The analysis considered a range of technology-related assumptions, including:

- The adoption of AI-powered systems for energy optimisation, cooling management and demand response, including the use of workload shifting to align energy consumption with renewable availability, with the potential for data centers to become autonomous and self-optimising over the long term.
- The rollout of HVO as an alternative to diesel for backup power generation, with assumptions about cost convergence with diesel over time and the potential for battery storage to eventually replace HVO as the primary backup solution.
- The potential emergence of novel energy-generation technologies such as small modular reactors and on-site renewable generation as longer-term solutions under high emissions scenarios.

We have included a table on our material climate risks and opportunities, covering both physical (arising from climate- and weather-related events) and transition (arising from the transition to a low-carbon economy) on the next page.

Material climate risks

Risk Description	Time Horizon	Value Chain Location	Potential Impacts	Mitigation Measures	Anticipated Financial Effects	Scenario Impact	Scenario Trends
Physical Risk (Acute): Extreme weather events The possibility of an increase in extreme weather events (e.g. flooding, wildfires and droughts) causing a reduction in asset functionality, damage to an asset or an asset being written-off.	Long 	Own operations and downstream. (Low-lying areas like Amsterdam and Northern Virginia)	- Flooding can pose damage to structures, undermine foundations and contaminate water. - Forest fires (already experienced at the Northern Virginia facility) can cause direct heat damage, disrupt cooling and power systems, block access routes and delay emergency response. - Discontinuity of use, reduced service availability or loss of repeat business.	- Yondr continues to strengthen its approach to climate risk assessments and responses, particularly on new projects where the scope for change is greater. - Future, as well as current, climate models are considered during design.	- Increased repair costs and a potentially reduced asset lifespan. - Additional investment in retrofitting existing facilities or developing new design plans based on worst-case scenarios. - Potential increases in insurance premiums.	High 	<2°C: Risk rises slightly before stabilising long-term, requiring predictable investments in local resilience upgrades. >4°C: Risk accelerates continuously, driving severe cost spikes for insurance and creating a long-term threat of stranded assets.
Physical Risk (Acute): Energy reliability The possibility of climate change-related disruption to an asset's power network due to reduced availability of energy (e.g. extreme heat driving peak demand or storms damaging transmission).	Medium 	Own operations and downstream. (Northern Virginia)	- Reduced energy availability due to grid capacity shortfalls, transmission constraints and fuel supply issues could disrupt power networks and cause outages. - This increases reliance on backup generation and load shedding. - Fast-rising electricity demand from data centers in Northern Virginia puts significant strain on regional capacity reserves, directly threatening facilities in the area. - Scheduling delays, reputational damage and loss of repeat business.	- Data centers maintain their own backup power. - Suppliers are kept available to provide fuel at short notice.	- Increased costs for backup fuel procurement and potentially fuel storage. - Potential costs relating to SLA (service level agreement) breaches due to outages.	Low 	<2°C: Short-term grid constraints ease over time as national infrastructure improves, reducing long-term outage risks. >4°C: Extreme weather overwhelms grids, eventually forcing massive capital investments into independent, on-site power generation to survive chronic outages.
Transition Risk (Policy & Legal): Market or regulatory constraints Operations being subject to increased constraints, including mandatory energy efficiency targets, reduced power availability, moratoriums on new builds or obligations under emissions trading schemes.	Medium 	Own operations and downstream.	- Strain on local energy infrastructure could lead to negative publicity and a loss of stakeholder trust. - Operational implications include fines for regulatory non-compliance, legal fees and an asset reducing its capacity or becoming stranded. - Trends such as Singapore's Green Data Centre Roadmap or Germany's enforced efficiency standards indicate regional policies are being introduced to constrain unmitigated data center growth.	- HSE and environmental teams utilise a regulatory and compliance tool to monitor ESG regulations at a country/state level, which flags updates and upcoming changes to laws. - Tracking and participating in industry and project-level discussions around energy-related regulations.	- Additional investment into more energy-efficient designs to ensure compliance. - Potential rises in the cost of construction materials due to mechanisms like the EU's Carbon Border Adjustment Mechanism (CBAM). - Additional budget required for engagement with local authorities.	Low 	<2°C: Rapid short-term regulatory changes require high initial capital investments, which stabilise as strict emissions standards become the norm. >4°C: Initial regulatory inaction leads to long-term panic, forcing unpredictable, last-minute capital outlays to comply with sudden, extreme policies.



Risk Description	Time Horizon	Value Chain Location	Potential Impacts	Mitigation Measures	Anticipated Financial Effects	Scenario Impact	Scenario Trends
Transition Risk (Market): Increasing cost of energy The cost of energy increasing due to carbon costs, energy providers transitioning to renewable alternatives and networks investing in grid modernisation.	Medium	Own operations and downstream.	• Energy costs will likely become more volatile as utilities pass through the costs of renewables and modernisation CapEx via higher tariffs and levies. • This increases clients' operating costs and Yondr's indirect costs (e.g. network charges, cooling power, backup fuel). • Margins could be compressed where pass-through is limited, elevating the risk of pricing disputes.	• Continuing to explore possibilities for alternative power provision. • Participating in demand response markets to support energy cost management.	• Increased capital costs due to investment in power infrastructure. • Increased material costs, as copper and steel are highly energy-intensive to produce. • Potential capital investment into on-site power generation or small modular reactors.	High	<2°C: Energy costs rise initially but stabilise long-term, driving investments into flexible, load-shifting data center designs. >4°C: Persistently high fossil fuel prices compound continuously, forcing costly co-investments in grid infrastructure and potential geographical portfolio shifts.
Transition Risk (Reputation): Community opposition Local resistance against data centers' heavy consumption of electricity and water, heightened by climate activism and broader climate stresses.	Short to Long	Own operations and downstream.	• Civil unrest and activism driven by perceived energy and water impacts. • Delays to projects, disruption to facilities, outage risks and reputational damage.	• Community engagement strategies focus on understanding community needs and co-developing action plans. • Transparent discussions regarding the energy and water impacts of operations are integrated into community plan considerations.	• Increased investment around community engagement. • Increased security costs.	High	<2°C: Short-term project delays give way to stable, predictable investments in community integration measures to secure a long-term social licence to operate. >4°C: Worsening climate conditions turn data centers into targets for local blame, risking costly legal injunctions, investor hesitation and abandoned projects.



Material climate opportunities

Opportunity Description	Time Horizon	Value Chain Location	Potential Impacts	Implementation Strategies	Anticipated Financial Effects	Scenario Impact	Scenario Trends
Energy optimisation using AI The possibility of capitalising on AI and technology advancements for smart monitoring and automation of data centers to create an opportunity for resource efficiency. Dynamic optimisation of energy use, improved cooling and workload management can reduce peak demand and emissions, enhance asset performance, reduce downtime and deliver energy savings.	Medium	Own operations and downstream.	• Continuous visibility into temperature and humidity could prevent outages and reduce downtime. • Immersion cooling submerges hardware for maximum heat removal, while liquid cooling circulates fluids for more efficient cooling than air. • Digital twin modelling allows for virtual replication of assets and simulation of climate scenarios to test adaptation pathways, quantify risk reduction benefits and optimise investment decisions. • Implementing air and closed-loop cooling systems alongside liquid and immersion cooling practices can keep hardware cooler and improve efficiency. • Integrating external dependencies into models supports holistic resilience planning.	• Proactively exploring this area in collaboration with relevant stakeholders and technology partners.	• Capital investment into the relevant technological advancements and digital infrastructure. • Improved market share and revenue opportunities through cleaner power credentials and demonstrated efficiency.	Low	<2°C: Initial investments deliver immediate high returns due to rising carbon costs, eventually enabling self-optimising data centers. >4°C: AI shifts from a basic efficiency measure to a critical resilience tool, helping to bypass grid bottlenecks and manage downtime on struggling power networks.
Scale up decarbonisation initiatives The possibility of increasing investments to achieve a complete rollout of HVO biofuel for backup generation beyond specific sites to global operations. This results in reduced operational emissions, enhanced brand reputation, and sustainability credentials to support client acquisition and retention.	Medium	Own operations and downstream.	• Adopting HVO biofuel at every operational site offers up to 90% lifecycle GHG emission reductions compared to fossil fuel diesel. • HVO emits less nitrogen oxide and particulate matter, making it a cleaner alternative that performs well in cold climates. • Regional challenges exist regarding sourcing, e.g. stakeholders note it is particularly challenging to source in the US compared to other markets.	• Committing to using HVO in all locations where it is practically and sustainably available. • Assessing availability against logistical considerations, such as the sustainability of transporting fuel across long distances versus local demand and verifying the sustainable sources of the HVO derived.	• Increased short-term operating budgets and costs associated with switching from diesel to HVO (as HVO is typically 20-30% more expensive than fossil diesel).	Low	<2°C: Biofuels transition from a costly alternative to a competitive standard, unlocking cheaper financing and premium "diesel-free" positioning. >4°C: Grid instability and a lack of carbon taxes keep biofuel costs high, ultimately turning biofuels into an expensive requirement amid severe supply panics.



Opportunity Description	Time Horizon	Value Chain Location	Potential Impacts	Implementation Strategies	Anticipated Financial Effects	Scenario Impact	Scenario Trends
Sustainable and climate-resilient assets The possibility of gaining a competitive advantage by delivering less carbon-intensive and more energy-efficient assets to build a climate-resilient portfolio. This is achieved by applying advanced climate-risk analytics across procurement, site selection, design and supply chains, and upgrading facilities for climate resilience.	Medium	Own operations.	- Investing in circular economy practices and green building materials (e.g. cross-laminated timber), modular/containerised designs and retrofitting existing facilities reduces embodied carbon. - Using hazard and scenario modelling (flood, heat, wildfire, water stress) to guide resilient cooling, power specifications and supplier diversification. - Asset-specific risk assessments enable tailored adaptation and resilience across external dependencies (backup power supplier, resilient water supplies, transport routes). - Structural adaptation can reduce the number of data centers at a high risk of total or partial physical damage by up to 72%. - Upgrades, such as physical barriers that separate hot and cold air streams, prevent mixing and can increase cooling efficiency by up to 40%.	- Ensuring assets remain energy efficient and incorporating low-carbon features where feasible on all projects. - Evolving the internal approach by focusing on climate-risk integration across various team activities. - Proactively exploring low-carbon opportunities and resilient design specifications directly with clients.	- Lower lifecycle CapEx/ OpEx resulting from reduced downtime and remediation costs. - Potential for enhanced access to capital, improved insurability and better financing terms. - Increased market share and revenue driven by strong customer confidence and differentiation as a sustainability leader.	Low	<2°C: Resilient assets evolve from meeting basic compliance to commanding price premiums, ultimately unlocking better access to cheaper capital. >4°C: Resilience becomes a mandatory requirement for survival, defending profit margins against weather-driven outages and preventing assets from becoming uninsurable or stranded.



Water management

Understanding our impact on water

Yondr’s water management influences operational resilience, cost-efficiency and long-term asset value across the entire value chain. As well as aligning customer sustainability expectations and investors requirements.

Water use mainly occurs during the operational phase where it is required for cooling and/or humidification systems. Yondr aims to minimise consumption through design choices, circular water use and treatment solutions, reducing the use of local potable water resources and limiting wastewater discharge.

Water-related risks and impacts can include:

- Physical risks: including water scarcity in areas with water constraints which could limit our cooling design options, increase operational costs and prevent site development.
- Regulatory risks: including increased permit requirements on water discharge and use, and increased restrictions on stormwater management during the construction phase.
- Social risks: including pushback from local communities for water resources.

Our water-related strategy

To mitigate against water scarcity concerns, we do not use adiabatic or evaporative cooling in water-stressed regions. Instead, our standard product design is based on compression chillers rather than water-intensive cooling methods.

There is a trade-off between power usage effectiveness (PUE) and water usage effectiveness (WUE), as evaporative cooling reduces power demand of the cooling system. Therefore, alongside our commitment to water resource protection, we optimise energy efficiency through design, equipment selection and operational practices. We also consider refrigerant choice in the selection of our chillers, because of the potential climate change impact of fugitive refrigerant release.

Our data centers are also designed to mitigate negative impacts and risks associated with water contamination and water consumption.

At all our sites where water is consumed in cooling, water is treated and tested before it is discharged, in line with relevant water permit conditions. We also install water meters at the discharge points.

As a means of controlling flood risk, we have underground rainwater tanks to support local drainage systems by water flow to avoid floods.

At most of our sites we use chiller-based cooling systems to minimise water use for essential purposes and ensure no ongoing water is consumed during cooling operations.

At a northern Europe data center, a site that is operating at significant capacity and with an evaporative cooling system, we achieved an annual WUE of 0.37. Although not a water-stressed region, this is still within the threshold of 0.4 L/kWh, which was set as a target by the Climate Neutral Data Center Pact for new data centers in water-stressed regions.



Case study

BREEAM

Our UK data center achieved BREEAM Very Good certification, supported by a clear approach to water management. The building incorporates water-efficient fixtures, reducing potable water use across facilities. A comprehensive metering strategy underpins the site, with meters at key points integrated into the BMS (building management system) for accurate monitoring. Water losses are minimised through automatic leak detection and proximity-controlled shut-off valves in sanitary areas. Beyond BREEAM, the site uses an air-chilled cooling system that does not consume water, significantly reducing operational water use.





Biodiversity

Understanding our biodiversity-related impacts, risks and opportunities

Yondr may need to undertake ecological assessment on certain sites and ultimately enhance the biodiversity. This may be driven by regulatory or due diligence requirements or through the potential to improve the richness of a brownfield site.

Our biodiversity-related strategy

Our ISO 14001-certified environmental management system, which ensures governance of key environmental issues including biodiversity, integrates monitoring and management of biodiversity issues on each site through environmental management plans. To understand and mitigate potential risks, we conduct biodiversity assessments and environmental impact assessments during the project development stage. Our due diligence processes help us identify our obligations to habitats and protected species, along with opportunities to improve existing biodiversity.

Case study

Enhancing biodiversity

Yondr completed the second phase of biodiversity enhancements across its UK campus, a former brownfield site. This year’s programme focused on increasing biodiversity, strengthening pollinator networks and ecological protection.

The project team delivered a range of features, including:

- bat boxes to provide roosting opportunities for local bat populations
- log piles providing habitats for invertebrates
- bee hotels supporting solitary bee species
- pollinator-focused planting to create a pollinator ‘loop’ around the campus and reinforce the regional Buglife B-line network
- native planting incorporating UK Biodiversity Action Plan (BAP) priority species and habitats

Ecological protections were also integrated into the building design and construction, such as a sensitive lighting strategy to minimise disturbance to nocturnal species while maintaining security requirements.

Biodiversity measures at Slough were partly driven by planning and legal compliance requirements, including ecological mitigation and protected species measures. Working closely with ecologists, we ensured all conditions were properly discharged. Although a biodiversity net gain target was not mandated at the time, the Defra metric was used to evidence outcomes, showing a 147% gain.

The biodiversity programme is scheduled to continue, with further enhancements planned for the final building on the campus.

At our Frankfurt site, green spaces around the data center are managed to support local wildlife. Following ecologist recommendations, established woody vegetation in the northern part of the site was retained, safeguarding this habitat for local bird species. The campus also includes a green wall and roof, trees, meadow areas, shrubs and hedges, contributing to a varied landscape.



Resource use and the circular economy

Understanding our waste-related impacts, risks and opportunities

Yondr’s data center development and operations depend heavily on carbon-intensive resources such as steel, concrete and mechanical and electrical equipment. As a result, the supply chain has a direct influence on environmental impact and embodied carbon across the value chain.

In parallel, financial risks arise from material and equipment price inflation, which can increase CapEx and OpEx and lead to delivery delays. The need to reuse and repurpose across construction and operational waste and to avoid use of raw construction materials, reinforces the importance of adopting a circular approach.

Our waste-related strategy

At a management level, this impact has been clearly identified, highlighting the need for stronger supply chain collaboration and targeted training. Improving supplier awareness of the requirements of a diverse, global customer base supports the development of more appropriate and desirable products, while enabling clearer and more effective communication with customers. Embodied carbon analysis of data center designs shows that metals used in MEP assets are the largest source of environmental impact, with structural elements such as concrete and steel also significant contributors.

We are working closely with key suppliers to reduce the environmental impact of materials used. For example, collaboration with a major supplier has resulted in a reduction of 347 tonnes of CO₂ in the embodied carbon of a data center ceiling design. We aim to replicate and scale this achievement across future projects. However, the use of alternative materials can increase costs and/or introduce additional risks, particularly where materials are relatively novel or untested at scale.

Our approach to waste management across both construction and operations is designed to deliver positive circular economy outcomes through waste reduction, reuse and recycling.

By setting continuous improvement goals, we foster a culture in which both employees and supply chain partners are increasingly environmentally conscious.

Yondr has a waste programme that targets diverting at least 90% of all solid waste from landfill, incineration and the environment across our operational data centers. Our objectives include waste reduction, improved resource efficiency, circular economy adoption, reduced environmental impact, operational cost savings, behavioural change and transparency. Supporting this, our waste programme sets out a structured plan for waste reduction during both the construction and operational phases. We aim to achieve these outcomes through TRUE zero waste certification for all operational data centers, continuous improvement initiatives and project-based construction targets.

At our operational data centers, several initiatives have already been implemented. These include phasing out single-use plastics, reusing printer cartridges and using reusable pallets for the safe transport of equipment and materials.

On construction sites, we actively encourage contractors to increase recycling rates and establish project-specific waste and recycling KPIs.

2second Chance

Working with London-based computer recycling charity 2second Chance, we donated 59 devices following office IT updates, extending the life of the technology, supporting the community through digital connectivity and enabling people to pursue education and employment opportunities previously out of reach.



"Knowing our wiped, retired laptops and phones contribute directly to building confidence, skills and long-term employability makes this initiative something I'm proud to support."

Martyn Schlaefli
IT Support Technician



SECTION 05

Community engagement

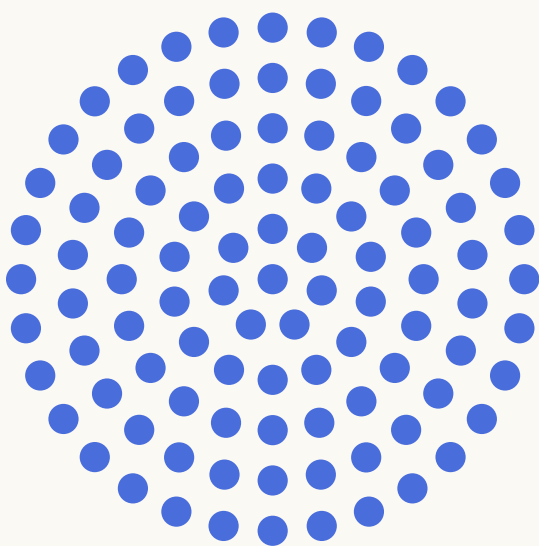
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Community engagement

Understanding our impacts on the community

The need for Yondr and the industry as a whole, to better understand local community challenges and provide meaningful support has never been greater. While digital infrastructure is transforming how people connect, we must remain equally focused on the impact on communities around our data centers and across our global footprint.



100%

We aim for positive impact at 100% of our sites

Our social impact strategy

Our community strategy is built on two principles:



To be a **Welcome Neighbour** at 100% of our locations



and a **Global Citizen** by advancing social outcomes beyond our sites.

Around each of our sites, we focus on better understanding each community's needs to enable tailored, proactive support. Global Citizen complements these efforts with non-site-specific initiatives that create shared value across regions.

Putting community needs front and centre

Community Needs Assessments (CNAs) and Community Action Plans (CAPs) are the backbone of how we understand local priorities and turn them into practical, measurable action.

Step 1 - Community Needs Assessments

Identify priority needs, risks and opportunities by site, by carrying out:

- **Desk-based analysis** including key demographics, deprivation indices and stakeholder mapping.
- **Qualitative interviews and information-gathering sessions** with local stakeholders to understand both site-specific (e.g. noise and water use) and broader community concerns (e.g. food insecurity and barriers to education).

Step 2 - Community Action Plans

CAPs are targeted programmes that respond directly to the key needs and concerns identified through the CNA. They are delivered across the project lifecycle, working with local partners to deliver initiatives with clear, tangible outcomes.

Actions are tracked throughout the build and into operations, with feedback loops to refine delivery and report outcomes.

Measuring our impact – the Impact Pathway



We focus on measuring impact where it truly matters. Change is often shaped by many factors and partnerships, so where our role is smaller, we highlight outputs or outcomes – reserving impact claims for where our contribution is clear, meaningful and credible.

By combining localised action with scalable programmes throughout 2025, we have delivered positive impact in every community we touch and a wide range of positive outcomes beyond our physical footprint.

In action

Queen's University Belfast Scholarship

Now in the final year of her MEng Electrical and Electronic Engineering degree, Orla Quail is the recipient of our first Yondr Scholarship.



Inputs
Yondr provided £18,000 to cover university fees and an annual stipend.



Activities
Working with Queen's University Belfast, Yondr shortlisted applications and interviewed candidates, selecting Orla as the successful candidate.



Outputs
The scholarship meant Orla did not need a part-time job, allowing her to focus on her studies and enjoy her university experience.



Outcomes
With the time she had to focus on her studies, Orla was able to achieve two awards:

- The IET Future Talent Award
- QUB Foundation Scholarship Award for excellent performance at Stage 3



Impact
With more time available, Orla was able to give back to her community, volunteering at her former school in Kilkeel, giving a talk to inspire the next generation of female engineers.



Ciara Murray
Sustainability Manager

"To understand whether we're achieving this goal, the Impact Pathway model helps us look beyond simply measuring what we put in (such as time or funding) to understand what communities actually gain from our efforts."

Welcome Neighbour

Digital Futures Programme Slough

We are a founding partner of the Digital Futures Programme which provides students from four university technical colleges (UTCs) with additional academic and technical education opportunities, along with a range of insights into the digital infrastructure industry.

To best support our local community in Slough, our support focuses on the UTCs closest to our site, UTC Heathrow and UTC Reading.



Student data

Supporting a diverse talent pipeline across all four UTCs:

- 20% of students are registered for free school meals
- 18% are receiving the pupil premium grant
- 22% speak English as an additional language
- 22% of students are females

Our Digital Futures volunteering in numbers

- 30 Yondr volunteers
- 311 volunteering hours
- 1,118 students reached

Programme successes

UTC Heathrow

- 94% of students who went to university started a STEM course vs. 42% nationally

UTC Reading

- 80% of girls started a university course vs. 52% nationally
- 100% students from disadvantaged backgrounds started a university course vs. 45% nationally

Work experience

We welcomed five students from UTC Reading for a week, during which they undertook a realistic data center business challenge: to put forward a business case for a new site. The students met with different departments, visited a live data center and presented their proposal to senior leaders at the end of the week.



"We had to work on communication and teamwork as each of us had to play different roles to combine our knowledge gained into one presentation."

Sarthak Shah

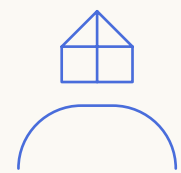
UTC Reading student



"It was fun communicating with each employee, asking them questions on how to approach our project, how to take account of all the factors like sustainability, financial and operational."

Ryan Sebastian

UTC Reading student



Winterwatch Programme Slough

In 2021, our community needs assessment identified a need for young people to reconnect with green space post-COVID. In response, we partnered with the Iver Environment Centre, funding annual school trips through the Winterwatch programme to help children connect with nature.



In 2025, we covered the cost of resources, sessions and transport to the Iver Environment Centre for 177 children and 29 adults.

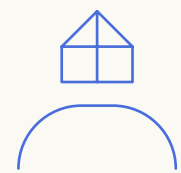


Six classes of children took part in the programme, which delivered curriculum-based science activities in an outdoor setting. Pupils developed practical scientific skills, including how to use basic equipment and learned to identify different plants and living organisms in their local environment.



The trips provided a new and enriching experience for the children, with 100% of them reporting that they had taken part in an activity they had never tried before. Teachers also rated the programme 5 out of 5 for its positive impact on pupil wellbeing and for meeting their learning objectives.





Yondr Scholarship Programme

University of Toronto

The Yondr Group Scholarship launched in 2025, so far awarding two scholarships to students studying Computer Science and Life Sciences. The funds are intended to support diversity and increase participation in STEM subjects.



Northern Virginia Community College (NOVA)

Following our first scholarship in 2024, we awarded four additional scholarships in the 2025-26 academic year, supporting NOVA students studying Engineering Technology and Data Center Operations.



Donation Netherlands

We donated projectors to Esdégé-Reigersdaal, an organisation that ensures a meaningful existence for people with an intellectual or physical disability.

Community sponsorships Toronto

We sponsored three local Toronto ice hockey clubs, helping to strengthen youth participation in sport and provide more opportunities for young people to stay active and engage with their local community.

Early careers Toronto

Two pre-apprenticeship students completed site work placements with our general contractor, gaining real-world insight into the trades they were exploring and helping shape their next career steps. In addition, 16 Honour the Work apprentices were given site tours and, in partnership with our general contractor, each received Milwaukee toolkits.



Danny Novillo
Site Operations
Manager,
Toronto

"Giving back is fundamental to who we are at Yondr. It shapes our culture and reflects our responsibility to make a lasting impact, while inspiring youth to explore technology and learn what we do."



We recognise that our impact extends beyond the local communities where our sites are based. With Yondr-ites and offices located across multiple regions, our social impact must also reflect and support these wider communities.

Chapter One and Kinia

Chapter One and its Irish equivalent, Kinia, transform children's futures with one-to-one reading support. Eleven volunteers - including Yondr-ites and employees from our key suppliers - provided 30-minute reading sessions once a week to build understanding and keep students engaged. This resulted in the delivery of:

- Chapter One - 92 individual reading sessions | 35 hours of support
- Kinia - 50 hours of reading sessions over eight weeks

End-of-year charity events

Across six locations, our teams came together to give back to their local communities through a range of end-of-year activities, including raffles, bake-offs, gift collections for local families and community lunches.

For each of these events, we matched the funds raised by Yondr-ites, supporting seven different charities.





Yondr Serve

London and Slough

The team volunteered at the Iver Environment Centre for a clean-up and gardening sessions and provided a donation to support student engagement in environmental initiatives.



Dublin and Amsterdam

Teams in both locations cleaned up litter around their local canals to make the space cleaner, safer and nicer to use.



Northern Virginia

Volunteers helped at the JK Community Farm, where produce is grown and donated to local food banks.



John Shingler
Chief Operating
Officer, Data Center
Operations

"Bringing our teams together through Yondr Serve helps build connection, strengthen our culture and reinforce our sense of responsibility to being a welcome neighbour."

2025 STATS

99 employees

337 hours

06 countries

SECTION 06

Sustainable innovation

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Sustainable innovation

Understanding our impacts, risks and opportunities

As the sector grows, so does the need for our teams to collaborate effectively to develop innovative solutions, including around sustainability benefits, enhance our customer offering and ultimately implement sustainability-linked solutions. A focus on a company culture that breaks down silos and facilitates open communication across teams will enable stronger research and development capabilities, and the ability to explore new opportunities. We look to enable increased transparency and accountability for our customers through some of our innovations.

Our strategy related to sustainable innovation

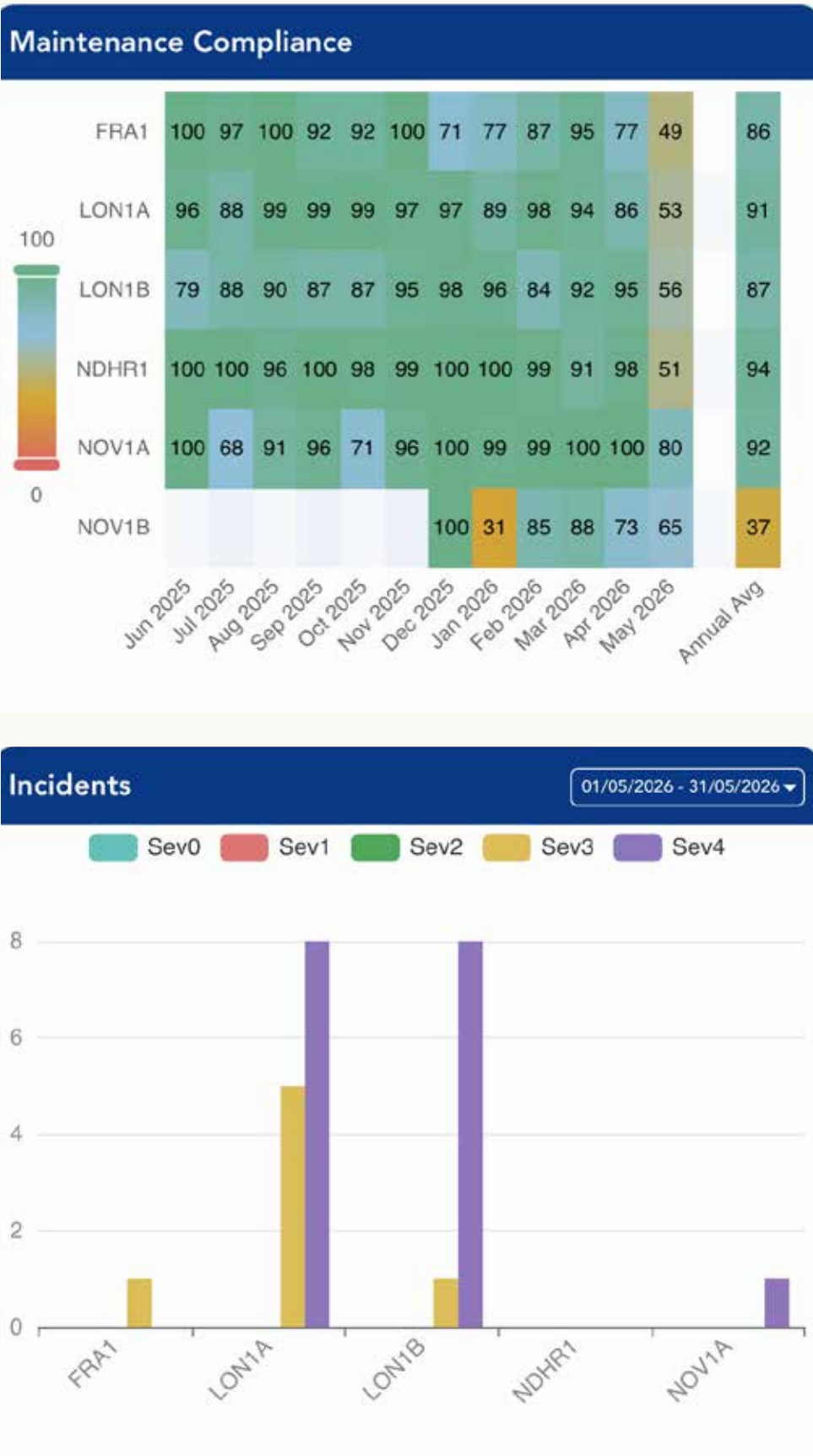
Systems intelligence through YondrOne

YondrOne is our operational intelligence platform that puts sustainable innovation at the heart of data center design, build and operations. It captures 200,000 data points up to 50 times a second per building, providing granular 24/7 performance-monitoring data.

Using YondrOne to support operations

YondrOne supports our operations teams to ensure every facility meets its design specifications by:

- Verifying the efficiency of the electrical and mechanical systems from the moment the facility is operational.
- Identifying where adjustments are needed to enable operational and energy efficiency.
- Providing crucial proof-point data to confirm the data center is meeting its efficiency and sustainability targets.



Customer-facing data and transparency

YondrOne also provides customers with detailed operational data to support:

- **Risk management** including transparency on facility utilisation to inform proactive workload placement.
- **Sustainability reporting** including that evidence facilities are tracking towards intended efficiency targets like electrical and mechanical performance indicators.

This detailed information gives customers the option to shift compute loads to reduce energy consumption and, where feasible, associated emissions and energy costs.

As sustainability reporting expectations increase, transparent access to verifiable operational data is becoming a standard requirement.



Integrated intelligence

With YondrOne connected to all existing Yondr data centers, our current focus is on continually improving the platform with two major updates completed during 2025:

- **Ticketing v2** – an updated user interface and workflow based on customer feedback to streamline ticket creation and handling.
- **Customer portal** – a single entry-point for logging in, submitting requests and queries, and raising tickets that route to back-end systems.

These updates provide faster, paperless routing of customer requests with status-tracking through a modern interface.

What AI workloads mean for facility data capture

Rising AI adoption increases power density per rack and overall site power requirements, with implications for facility design and operations.

In earlier facilities, this has meant blanking rows or spacing cabinets to avoid exceeding capacity. To manage higher thermal loads – particularly in warmer climates – liquid cooling may be required where traditional air cooling is insufficient.

Introducing new systems, like liquid cooling, increases the number of operational data points needed for effective monitoring and control. As AI workloads scale, YondrOne incorporates these additional signals to support risk management, optimise energy use and provide evidence for sustainability reporting. This provides the detailed data and transparency needed to identify and act on sustainability opportunities.

YondrOne sets new industry standards

In response to a customer request for greater visibility into fire alarm status, YondrOne was extended to include:

- real-time alarm status
- supervisory warnings for emerging fire-risk conditions
- troubled system status to flag alarm faults

This telemetry is integrated into the customer’s feed across sites to support proactive risk management. Following successful adoption, the customer now requests a comparable telemetry feed in all new RFPs for all vendors.



Julian Hayward
Director, Data Center Telemetry and Analytics

"YondrOne is the digital version of the physical data center – the two need to match perfectly. We implement YondrOne in parallel with each build so the system is an integral part of the building's DNA."



Reducing power use through effective design

Customers' compute needs and optimisation are a core focus for the Customer Solutions team, so Yondr's Ultrabloc design is flexible for any workload.

Engineered for dense, power-hungry racks, Ultrabloc includes flexible configuration for AI deployments and supports both liquid and air cooling.

Low power usage effectiveness (PUE) and low water usage effectiveness (WUE) are foundational Ultrabloc principles across all regions. We aim to optimise these indicators through efficient plant and equipment selection, while balancing long-term operational resilience with evolving cooling technologies.

- Closed-loop liquid cooling – AI servers generate significant heat and water removes it far more efficiently than air. Unlike traditional evaporative (open-loop) systems, closed-loop cooling uses a one-time fill, after which water consumption is comparable to a commercial building. While closed-loop systems can marginally increase PUE compared to some open-loop designs, they significantly reduce water dependency and support the higher rack densities required for AI infrastructure.
- Cooling system choice – by offering both liquid and air cooling, Ultrabloc enables clients to adjust the air-to-liquid ratio as needed. This flexibility keeps facilities responsive to rapidly evolving technologies housed within data centers over the course of long-term leases.

Regional flexibility as standard

An international footprint means one size does not fit all. That is why we have designed Ultrabloc to meet different regional needs.



A scaled-down footprint reflects restricted land availability and European requirements as well as German legislation. Optional waste-heat export – which allows integration with municipal district heating networks – is poised to roll out across Europe.



Larger land parcels enable bigger facilities, unlocking economies of scale. Larger cooling loops are a primary driver of efficiency, helping customers cut energy use and costs.



Jake Armstrong
Regional Client
Solutions Engineering
Director, Americas

"Yondr's product mission is to support customers' needs over the long term, spanning core compute to AI factory deployments, with infrastructure designed to evolve as workloads change."

What is liquid cooling?

Water carries and removes thermal energy from inside the data center building to the outside, where chillers (condensing units) cool the water. This allows the same water to circulate over and over.

Reusing sites for new technology

To extend facility life, Yondr is retrofitting existing sites to support next-generation workloads. 2025 saw the Client Delivery team undertaking projects for our customers, to enable liquid-cooled graphics processing units (GPUs) to be supported within air-cooled data centers.

Continuous improvements through QBRs

Greater data transparency enabled more effective quarterly business reviews (QBRs) with a key customer via their internal portal. Together, we assess performance across key workflows, including RFS adherence, security, cyber resilience and availability, operations and health and safety.

Case study

Improving sustainability with our customers

In close collaboration with one of our customers, we transitioned from conventional diesel generators to HVO generators in London, with further rollout planned where applicable.

The Energy and Sustainability team is partnering with some of our customers to define the review cadence and metrics, strengthening reporting and driving action. We plan to replicate this approach to other customers in the future.

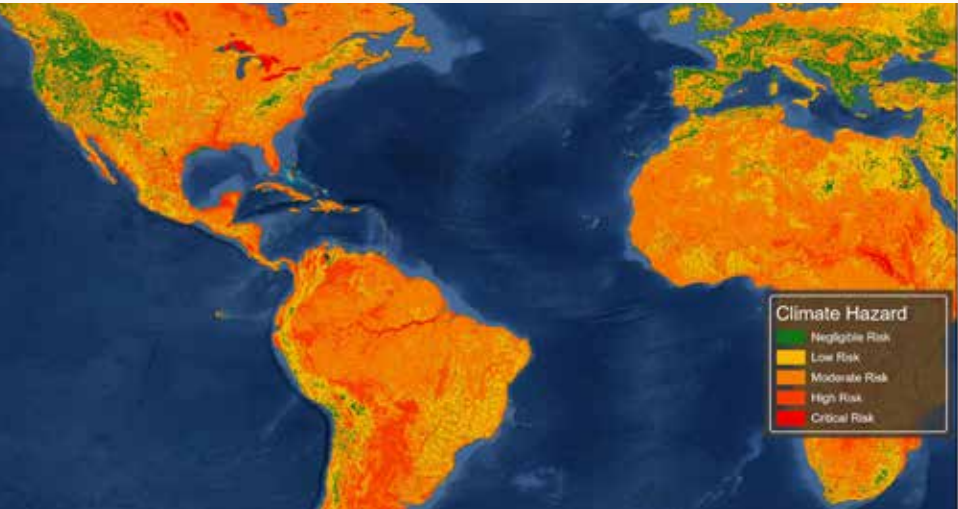


Ray Clancy
Director of Service Delivery, EMEA

"We see our existing sites as a flexible foundation that we can adapt and evolve to meet new technologies, extend lifespan and deliver greater value to our customers, without starting from scratch."

GISMO

Our Development Managers have access to a Geographic Information Systems and Mapping Operations (GISMO) tool during site selection stages, covering hazard data, flood analysis capability and other extreme weather data. In 2025, a sandbox environment version was created for work experience students from the [Digital Futures Programme](#) to provide an understanding of what is involved in the site selection process.



Cybersecurity, data privacy and business conduct

Understanding our impacts, risks and opportunities

Cybersecurity and data privacy are key impacts, risks and opportunities (IROs) across the entire business. Appropriate management and governance of these areas remains critical to Yondr’s success. As a data center operator, we need to have strict cybersecurity and data privacy policies and processes in place. It is essential that we get this right for our business and our customers.

Tied to this is the need to uphold the highest standards in physical security. The Global Security & Business Continuity team is critical to protecting staff, assets and operations while ensuring Yondr can withstand, respond to and recover quickly from disruptions – safeguarding safety, service delivery, reputation and long-term resilience. Impact is focused on where the business is most critical: DCs and corporate office locations. This is where security incidents or operational disruption would most affect staff safety, operations, customers and reputation.

2025 also saw AI move from a peripheral technology consideration to a core business risk and opportunity. AI at Yondr affects both our internal working practices and our growth strategy and positioning. Becoming a leader in delivering AI data centers is an integral part of our ‘2026 and Beyond’ strategy. But there is also the requirement for Yondr, as a corporate enterprise, to explore and leverage AI efficiencies and nurture a highly AI-literate workforce.





Our strategy relating to cybersecurity, data privacy and business conduct

Over the past year, our organisation has continued to strengthen its security through a series of proactive initiatives designed to enhance awareness, resilience and operational readiness. We expanded our security awareness programme with regular newsletters offering practical guidance and best-practice tips, complemented by newly developed training courses tailored to emerging threats.

To further reinforce a culture of awareness, we launched a targeted phishing campaign aimed at improving employee response and detection capabilities. Our commitment to meeting industry-recognised standards also advanced significantly as we achieved System and Organisation Controls 2 (SOC 2) compliance, a widely used security and data-protection standard that shows a company has appropriate controls in place to protect customer data.

We also successfully achieved ISO 27001 recertification under the new 2022 standard, affirming that our controls, processes and training align with globally accepted benchmarks.

In parallel with these organisational efforts, we have implemented several technical enhancements to our overall security ecosystem. This included deploying new web-filtering, logging and auditing controls, alongside transitioning to an advanced security monitoring platform equipped for AI integration to improve threat detection and response. We also introduced two new data security solutions to further protect sensitive information across the environment. To ensure continuous improvement, both internal and external assessments were conducted across our business, including within our Industrial Systems Control (ICS) / Operational Technology (OT) environment, validating our progress and identifying additional opportunities to strengthen the maturity of our security operations.

For suppliers where there might be increased risk of data exposure, they would undergo comprehensive checks to ensure they are SOC2 or ISO 27001 compliant. In addition, during the contracting stage, we would have input and review from our VP Global Technology and Data Protection Officer to confirm data privacy compliance to GDPR and other relevant privacy frameworks. All suppliers are required to sign a non-disclosure agreement (NDA).



Vernon Huggins
Director, Information Security

"The strongest security programmes combine technical discipline, business alignment and a culture where everyone understands their role in reducing risk."

Physical security

Our approach to physical security is governed by several policies and standards relating to corporate, physical security and a Business Continuity Management Systems (BCMS) framework. These include:

- Physical Security Policy
- Global Security Design Guidelines
- Global Operational Security Standard
- Office Physical Security Standards
- Construction Security Guidelines

Our security geopolitical risk-monitoring platform is configured with proximity alerts, set up in relation to Yondr’s global assets. We carry out risk mitigation through due diligence, threat vulnerability, risk assessments and a global audit framework, ensuring risks are identified and an appropriate mitigation plan is in place where required.

Our response to physical security issues is governed by the operational security standard and the technical security employers’ requirements, which define our standards for physical and technical controls across Yondr sites globally.

We have developed a Site Security Manual and associated procedures which can be rolled out at any site where we are responsible for security.

We have maintained ISO 22301 business continuity management system accreditation and have the supporting Business Continuity Policy and group and site-level plans – including an Incident Management Quick Reference Guide and individual site Business Continuity / Emergency Response Plans. Our Global Crisis Management Center, which provides Yondr with the ability to coordinate and escalate crisis responses 365 days of the year, 24/7, has increased its support capacity to align with the newly produced Yondr Incident & Crisis Escalation Plan.

We conduct global incident response exercises on a bi-annual basis and use site-level exercises to test incident response scenarios at our data centers. Incident escalation across business functions is set out and standardised in our Incident Management Policy and Yondr Incident & Crisis Escalation Plan. We have an ongoing threat and vulnerability assessment programme in place for all potential and actual Yondr sites, and mandatory online Business Continuity Management Systems training for our people.

The physical security and business continuity framework has been strengthened by embedding global policies and standards, standardising site security operations through a reusable Site Security Manual and proactive geopolitical risk monitoring. Incident, crisis and business continuity capabilities have been reinforced through updated incident and crisis escalation plans, expanded scope of the 24/7 Global Crisis Management Center, and regular global and site-level exercises.



2025 highlights include:

- Expanded Business Continuity internal training covering entire Business Continuity Management Systems framework.
- Created the Yondr Incident & Crisis Escalation Plan which refined alignment on incident response and management across the business.
- Mobilised alarm monitoring and response capability for the BER1 substation.
- Team members have completed ISO 22301:2019 Business Continuity Management Systems lead and internal auditors courses.
- Developed the Yondr Access Management System which, after refinement, can be implemented at future data centers.
- Enhanced crisis coordination through the Global Crisis Management Center.



AI governance

In 2025 we invested over 1000 hours to develop an AI policy and AI Adoption and Governance Standard to guide Yondr-ites in their use of the technology in 2026 and beyond.

Built with the inclusion of widely recognised AI frameworks, it ensures AI usage within our business context is principled, governed and mitigates:

- an over-reliance on AI systems that could fail or produce biased outputs
- regulatory risk as AI legislation develops rapidly across jurisdictions
- reputational exposure from AI-related harms to clients or Yondr-ites
- data privacy and security risks embedded in AI systems

Mandatory training ensures a company-wide, accountable, trustworthy, safe and secure use of AI.

A cross-functional steering committee will assess risks, agree mitigations and review and approve how the business adopts AI. Fostering trust in the technology, ensuring the business is appropriately protected and promoting responsible innovation.

Should an AI-related incident arise, our policy ensures escalation within 24 hours to Global Technology (IT) for review via our ITSM ticket system. Upon establishing the severity of the incident, it will be escalated accordingly through our incident management procedures operated by our InfoSec team, which includes escalations to the ELT.

In line with our ISO27001 and SOC2 Type II accreditations, the policy and standard will be audited annually. Our AI governance processes will be reviewed at least once a year, unless there are imminent legislative changes that require a review sooner.



Martyn Norman
Director, Emerging
Technology and
Architecture

"As the sector that underpins the growth of AI, we need to ensure we accelerate safe, scalable and responsible AI adoption at Yondr so teams can innovate while upholding trust, ethics and integrity."



SECTION 07

People

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Employee wellbeing and health and safety

Understanding our health and safety-related impacts, risks and opportunities

Establishing a strong safety record is essential to Yondr’s success and it is imperative we maintain this. This requires strong relationships and robust policies, practices and protocols throughout the organisation.

Our health and safety strategy

Yondr advanced its health, safety and environmental (HSE) agenda in 2025 with the delivery of a centralised HSE dashboard, industry-leading work with the Data Center Safety Council, the introduction of proactive on-site spot-checks and morale-monitoring checkpoints for site-based workers.

Setting sector standards with the Data Center Safety Council

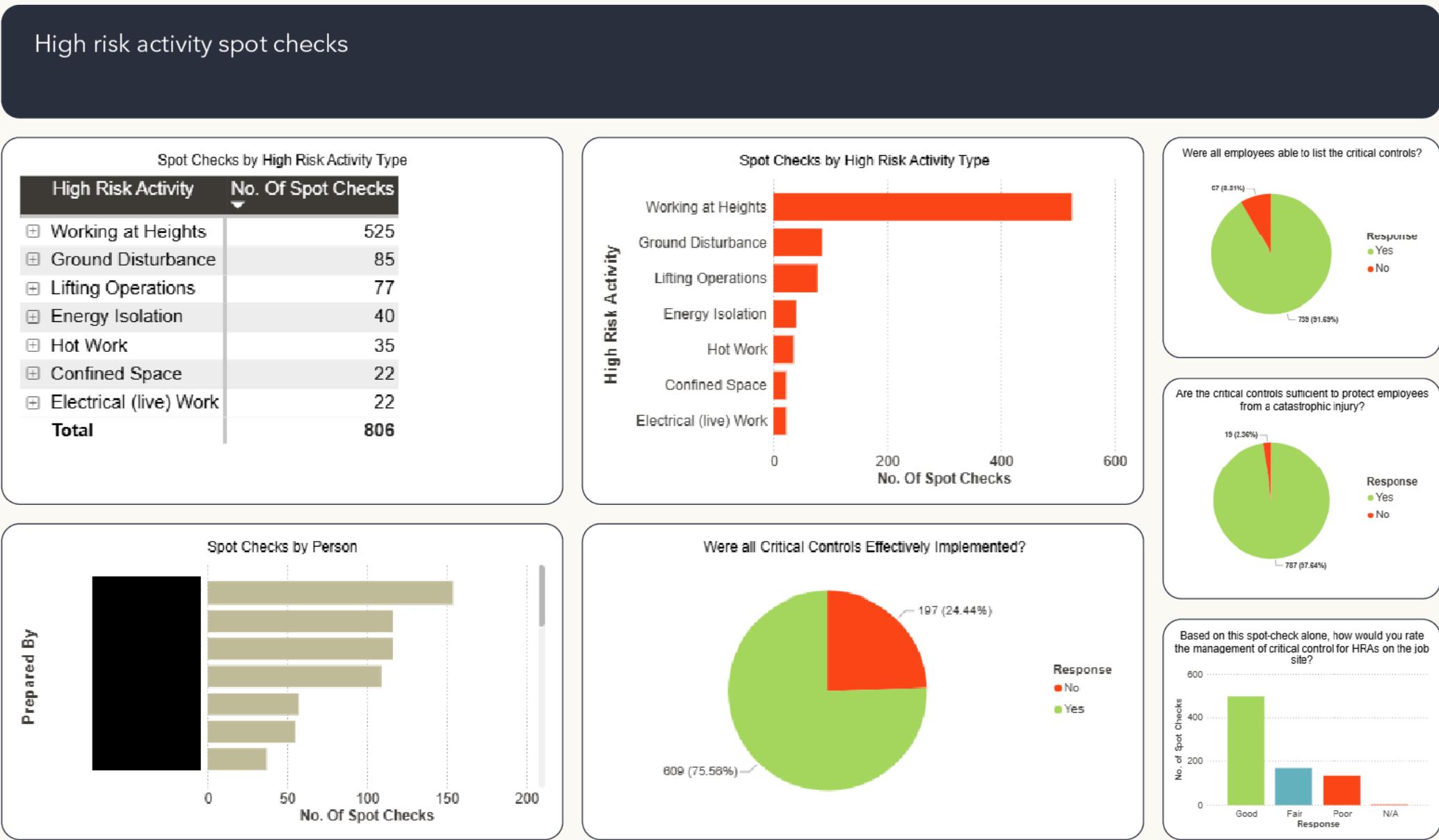
Yondr has been actively involved in the Data Center Safety Council since 2023, helping to lead a unified approach to safety and wellbeing for data center personnel.

With the sector evolving rapidly, the council is developing global guidance for data center safety. They launched the Data Center Safety Awareness Training to support onboarding and training of workers and other stakeholders in data center environments.

In a 2025 white paper, its High-Risk Activity (HRA) pillar defined high-risk industry activities and the controls needed to manage them that target a shift from compliance checklists toward a shared, proactive approach. One that:

- improves hazard anticipation
- enhances operational readiness
- strengthens resilience in live data center environments

The new HSE dashboard making health and safety visible



In 2025, the HSE team launched a centralised Power BI dashboard consolidating construction, office and operational data to provide a single source of truth for HSE performance.

The dashboard build

We have integrated standardised inputs from site and regional processes to create a dashboard spanning four data streams:

- Health and safety – classifications and hazard categories from the highest severity to near-miss incidents
- Environmental – environmental incidents and waste tracking
- Audit – open actions from audits and director inspections
- Learning – reactive and proactive learning capacity

Data pipelines support both leading and lagging indicators, with clear links between sources, site submissions and published visuals. With lagging data enabling analysis of days away, restricted or transferred (DART), recordable incident rates and lost-time rates at project level.



Denise Vogelaar
Regional HSE
Manager

"The dashboard is available to anyone with a Yondr email. Organisation-wide access ensures full transparency and helps teams spot trends, identify knowledge-versus implementation gaps and prioritise training."

Prioritising proactivity

While lagging indicators inform trend analysis and corrective action, Yondr emphasises proactive prevention. Standardised HRA spot-checks at project sites use a common form to assess controls for activities like high-energy work, work at height, lifting operations and multi-contractor interfaces.

This degree of transparency is central to Yondr’s HSE strategy. Because only by making risks and incidents visible can we track, predict and manage risk.

2025 unannounced spot-checks

- 800+ spot-checks logged.
- Working at height was the most frequently assessed category.
- 90% of people checked could list and implement the critical controls.

2025 safety metrics for Yondr and our contractors

Fatalities	
Yondr-ites	Contractors
00	00
Recordable work-related accidents	
Yondr-ites	Contractors
00	09
Recordable work-related ill health	
Yondr-ites	Contractors
00	00
Monthly HSE inspections	30,000+ observations
92.7%	100%
average score	close-out rate

HSE highlights

Construction Safety Week 2025

Taking part in Construction Safety Week provides Yondr-ites, our clients and partners to reinforce our daily commitment to send every worker home safe.

Toronto, Canada

Under the theme 'Work Safe, Home Safe', workers added loved ones' names to a board at the site entrance - a daily reminder of the importance of ensuring everyone returns home safe and well.

Frankfurt, Germany

Activities focused on working at height. Subcontractors performed inspections and simulated an emergency drill, and facility tours highlighted progress on a near-completed site.

Slough, UK

Stop the Drop and spill training featured interactive scenarios showing the impact of dropped items. A theatre company staged rescue demonstrations to bring emergencies to life.

Northern Virginia, US

Daily demonstrations emphasised planning with precision, owning your part and identifying high-energy hazards. The week ended with an appreciation lunch and a call to commit to excellence.

Monitoring morale with PepTalk

PepTalk is a platform that monitors safety, engagement and team performance. Yondr introduced PepTalk in 2024 and after a successful initial rollout, it has been introduced across our operational sites and one construction site in Canada, addressing the link between morale dips and increased safety risk.

Designed for deskless employees, the PepTalk check-in kiosks collect anonymised, real-time feedback on morale and psychological hazards through targeted questions about processes, understanding and scheduling. The data helps managers intervene early to reduce stress, improve engagement and lower the risk of taking dangerous shortcuts and other errors that can cause incidents.



Chantel Hinson
VP of Global HSE

"Those closest to the work understand best what drives success. PepTalk gives our workforce a direct voice, helping us learn from daily work, identify improvements and support safe, successful outcomes."



Maintaining our ISO standards

These certifications demonstrate performance across risk management, sustainability, wellbeing and operational governance. New data centers are added to scope at the ready for service (RFS) milestone and tracked via mobilisation meetings and central reporting.

We maintained our ISO standards in 2025 and added SOC2 Type II

Maintained 

What it is			The standards it proves we meet
Medal 01	ISO 22301	Business Continuity Management System	Risk management
Medal 02	ISO 50001	Energy Management System	- Sustainability - Friendly neighbour
Medal 03	ISO 14001	Environmental Management Systems	- Sustainability - Friendly neighbour
Medal 04	ISO 45001	Occupational Health and safety	- Risk management - Wellbeing
Medal 05	ISO 27001	Information Security Management System (Isms)	Risk management

New 

What it is			The standards it proves we meet
Medal 06	SOC 2 Type II	Security Controls	Risk management



Raymond Akpederi
Senior Audit Manager

"New sites are typically scoped into accreditation six months post-RFS to ensure readiness. Certification is continuously monitored through central reporting and group-level audits, supporting consistent safety, security and operational standards."

Employee attraction, development and retention

Understanding our employee-related impacts, risks and opportunities

We are acutely aware of the impact of sector growth on the pool of talent for our industry. We remain committed to creating a people-focused culture, breaking down silos, ensuring our colleagues feel valued, fairly compensated, supported and empowered within their roles.

Our strategy

Productivity, pensions, promotions and parental leave

In the last 12 months, we have improved policy, increased financial awareness, enabled productivity and actively promoted from within. Fostering a culture of real care and belonging that supports retention while enabling Yondr-ites to thrive personally and professionally.

Standardising parental leave across the globe

Going beyond compliance to do what is right for the lives and wellbeing of our people is a central tenet at Yondr. Last November, we standardised parental leave across the globe, exceeding all regional requirements and improving equity across our sites.

Now standing at 24 weeks (up from zero weeks in some regions) for maternity leave, 4 to 5 weeks for paternity leave and with 2 to 4 additional weeks available for multiple (e.g. dual) births, we will be monitoring this policy’s impact on return-to-work rates, attraction and retention.

Building early clarity to support long-term performance

Our onboarding programme LiftOff (launched in October 2025) provides new hires with a structured introduction to Yondr, including a clear overview of how teams operate across the organisation. This approach is designed to support faster integration, improve role clarity and lay the foundation for long-term efficiency and productivity.

Developed in response to feedback from our employee engagement survey, YondrTalks, our multi-week onboarding programme provides new hires with a clearer understanding of the organisation and where to go for support. It is designed to reduce early friction and includes a structured two-day session where new hires connect with key stakeholders across the business.

With a focus on improving the employee lifecycle, we will begin capturing feedback and monitoring retention over time to better understand the programme’s impact and inform future improvements.

Fostering a direct connection with all employees

Over the last year, the People team has hired experienced people across all regions with excellent local knowledge. Our team is now more visible, conducting regular office visits and quarterly road trips to remote data centers, fostering direct connection with all Yondr-ites.

This in-person directive is aimed at improving communication and identifying and mitigating concerns from across the business.



Nicalina Marciante
Talent acquisition specialist

“We want to build a place that all our colleagues are proud to belong to. An organisation that is inclusive, fair and forward-thinking.”

Employee engagement and wellbeing

127%

Increase in employee bonus salary sacrifice

Improving pension awareness

Starting in the UK, 2025 saw us introduce a two-day pension awareness initiative, designed to improve Yondr-ites' knowledge of and access to pension advice and financial security.

Soon to be echoed in the US and Ireland, the week included virtual drop-in sessions and in-office meetings with a pension broker to ensure general as well as personalised advice was available.

In the last year, we have seen a 127% increase in bonus sacrifices (UK only), directly improving the financial health of UK Yondr-ites.

Bonus salary sacrifice

2023: 7 | 2024: 11 | 2025: 25



15%

Increase in employee engagement score

YondrTalks - our employee engagement survey

Our engagement score stands at 60% favourable, indicating that three in five employees feel engaged at Yondr. This provides a solid foundation as we continue strengthening our employee experience. Manager capability is a key driver of engagement outcomes.

The overall employee engagement score rose by 33% to 60% satisfaction, previously standing at 45%.

Top scoring areas included alignment and involvement (88% favourable), enablement and empowerment (83%), management (75%), social connection (75%) and wellbeing and belonging (67%).

Key drivers

- improved communication and visibility
- greater clarity on objectives and expectations
- increased focus on feedback and listening

Performance management

Improving consistency and clarity in performance management

In 2025, we introduced clearer performance review guidelines to improve manager confidence and drive greater consistency in how performance is assessed across the organisation.

We delivered targeted sessions to support managers in conducting performance reviews, including building confidence in handling difficult conversations and reinforcing the importance of fair and unbiased evaluation. Employees were also provided with clearer guidance on company objectives and evaluation criteria, helping to improve understanding of how performance is assessed.

While it is too early to see the full impact of these changes in YondrTalks results, we expect to see gradual improvements in areas such as clarity of feedback, fairness and overall confidence in the review process, as well as in pay and promotion outcomes over time.

We will continue to monitor how these improvements support retention, productivity and goal alignment. Over time, we aim to use performance insights more consistently to inform pay and promotion decisions, as well as identify and develop future leaders.

Promoting from within

Yondr employs a Remuneration Committee (RemCo) process to structure promotions. Line managers nominate employees, the People team compiles requests and the ELT holds calibration sessions to approve opportunities.

Overall promotion rate

24% of Yondr-ites (53 people out of 217) received either a promotion or merit-based salary increase.

Promotion rate by gender

36 male
17 female
Consistent with our gender-split headcount.

Time to promotion

(title, banding and salary increase)

1.8 years

Monitoring internal mobility

We have started building the foundations to begin reporting on internal mobility. While a formal report is not yet available, we have strengthened our HR data model to consistently capture internal moves and role changes going forward.

These enhancements will allow us to monitor mobility trends, understand how employees progress within Yondr and evaluate how development opportunities contribute to long-term career growth.

Strengthening our workforce with learning & development (L&D)

In addition to LiftOff, we have strengthened our commitment to workforce development through our leadership programmes, Ignite and Catalyse.

Employee training

Year	2025	2024	2023
Average training hours per employee	9.70	8.11	8.00

Company-wide learning investment (€)

LinkedIn Learning spend	60,480	60,480	54,561
Absorb learning management system (LMS) spend	34,581	31,300	29,066
Total L&D spend	95,061	91,780	83,627
Total employees	222	256	189
L&D spend per employee (€)	428.66	358.52	442.47

Development participation and retention

We are strengthening our ability to understand how learning and development contribute to long-term workforce stability.

In 2026, we will integrate learning activity data with retention outcomes to establish a clear, organisation-wide baseline. This will enable us to assess the impact of development participation on employee engagement, progression and retention.

By building this evidence base, we aim to evolve from tracking participation to measuring the outcomes of learning investment, supporting more effective decision-making and targeted interventions across our workforce.

Analysing and closing skills gaps

We are implementing a structured, enterprise-wide approach to understanding and addressing skills gaps across the organisation.

Over the coming year, we will carry out a comprehensive skills gap analysis to define a clear capability framework and identify priority development areas.

The insights generated will inform targeted actions, including focused learning programmes, strengthened leadership development and enhanced technical capability building. This approach will also support more robust workforce planning and clearer career pathways for employees.

Our ambition is to create a dynamic, data-informed view of workforce capabilities, ensuring we are building the skills needed to support long-term business resilience and sustainable growth.

Outcome

These initiatives support the development of a more capable and scalable workforce over time.



Five-year action plan

Delivering a more consistent and capable workforce

We have developed a focused action plan to address our priority people areas, aligned to our evolving organisational maturity. These initiatives are designed to strengthen capability, improve consistency and support Yondr’s ambition to remain an attractive and reputable employer.

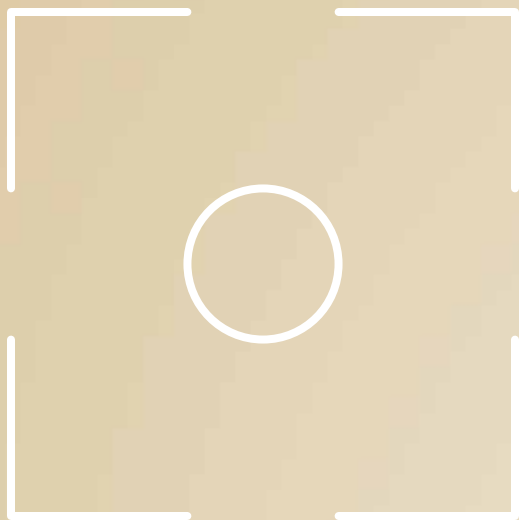
IRO	FY25 ♦	FY26 ♦	FY27 ♦	FY28 ♦	♦ FY29	Expected outcomes
Positive workplace culture and team capacity requirements	Implemented the inclusive talent recruitment programme	Ongoing operation of the inclusive talent recruitment programme				Diverse workforce aligned to the communities we operate in
		Develop and implement scalable learning and leadership development programmes across all levels	Expand and embed learning and leadership development programmes (Ignite, Catalyse, Yondriversity)			Improved diversity of thought and experience across the organisation
	YondrTalks survey completed and assessed	Use employee feedback to drive targeted improvements in engagement, communication and culture				Improved employee engagement, clarity and confidence over time
	Introduced performance management guidelines and manager enablement	Ongoing adoption and refinement to improve consistency and manager capability				Greater consistency and fairness in performance and development
	Launch and enhancement of onboarding programme (LiftOff)		Ongoing improvement of onboarding to support early clarity, integration and productivity			Stronger onboarding experience and faster time-to-effectiveness
	Work experience delivered to a small group of UK students for an overview of Yondr and the digital infrastructure sector		Expand early talent and work experience opportunities to build future workforce capability			Increased opportunities to develop future talent pipelines
	A local-first mindset towards recruitment Ongoing measurement and monitoring of take up					Stronger engagement with local communities
Compensation and benefits	Benchmarking process formalised to ensure pay equity is upheld at all levels of the organisation	Ongoing review internally and externally to remain best in class				Improved employee engagement and retention over time

Affected stakeholders: All employees, local community
Key: → Dependency ♦ Repeating inputs **Note:** (1) Activities presented are dependent on resources and funding. (2) All activities relate to all data center locations.

SECTION 08

Basis of reporting

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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 2025 Sustainability Report. This basis of reporting covers our carbon footprint across our scope 1, 2 and 3.

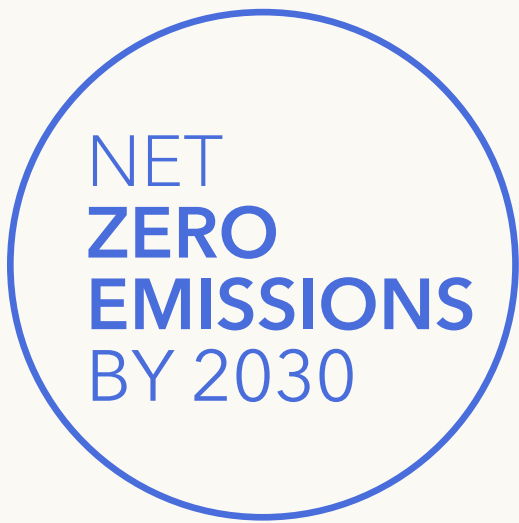
Context

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. Transparency and action informed by data are key priorities.

Carbon targets



Yondr is committed to achieving net zero emissions by 2030 across our scope 1 and 2 emissions.



Yondr has a target in place to engage value chain (supply chain and clients) in reducing scope 3 emissions.

The net zero target covers the following greenhouse gases: CO₂, refrigerants, methane and N₂O. The scope 3 target covers CO₂, refrigerants, methane, SF₆ and N₂O.

Our net zero target is aligned with the Paris (COP21)-aligned 1.5C scenario and covers net greenhouse gas emissions. We are working with our clients and carbon footprint auditor to maximise and assure sourcing of renewable electricity and have made progress in this respect. We are also increasingly sourcing HVO instead of conventional diesel. While it is difficult to quantify success against the background of our continually changing balance of construction and data center operation activities, we expect that performance improvements will start to become apparent over the next 3-4 years. We anticipate the need for offsetting to achieve this target.

With respect to our scope 3 emissions, our procurement processes and relationships with key suppliers are evolving to encourage and require higher carbon standards.

Progress against our targets is reviewed annually by our Sustainability Steering Committee.

Carbon footprint scope of reporting

Geographical / organisational boundaries

Yondr currently applies the operational control approach to its emissions reporting, which means 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 Sustainability Report includes data from 2022 (our baseline year).

Inclusions

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

Scope 1	Scope 2	Scope 3
- On-site fuels - Vehicle fuels - Refrigerant gas	- Purchased electricity - Vehicle electricity	Category 3. Fuel- and energy- related activities not included in scope 1 or scope 2 - On-site diesel use - Water usage Category 5. Waste generated in operations - Waste Category 6. Business travel - Flights - Hotels Category 13. Downstream leased assets - Electricity consumption for IT equipment

Exclusions

In 2022, Yondr divested the entity that owned the YondrTech projects (1). As a result, we are excluding YondrTech projects from our carbon footprint for the purpose of our external reporting and progress towards net zero.

A one-year grace period may be applied for reporting emissions data related to new projects/ offices and during the transition from construction to operational phases of data centers. Emissions data not available within this timeframe will be excluded from the inventory; however, if the data becomes available during the grace period, it will be included. All such exclusions will be explicitly documented in this section to ensure transparency, as below:

- In November 2025, Yondr divested its data center operations in Johor. Activity on the site after divestment is excluded from our carbon footprint. Activity up to divestment is included.
- Yondr also excludes joint ventures over which we do not have operational control from the calculation of its carbon footprint, in line with the operational control approach.

(1) YondrTech projects supported the transition from construction to ready for business for a variety of clients and end users.

Exclusions (continued)

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

Category	Exclusion
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	Not relevant to Yondr’s business operations

Data collection

Yondr’s data preparation and reporting can be broken down into four phases: data provision, data input, quality assurance and control, and visualisation.

- (i)

Data provision: the Sustainability team work with the data owners to gather the activity data and supporting evidence for each project/office.
- (ii)

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 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.
- (iii)

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 in accordance with the ISAE 3000 standard and GHG Protocol.
- (iv)

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.

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 employee personnel car usage	Data exported from company car platform Employees expensed distances	Litres, kilometres or 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 and PMS (power management system) reports	Kilowatt hours
Scope 2: Electricity (market-based)	Electricity emissions using purchased electricity carbon factor and (where appropriate) application of RECs or GoOs	Electricity invoices and PMS (power management system) reports	Kilowatt hours
Scope 2: Vehicle electricity	Electricity consumption for employee vehicles	Data exported from company car platform	Kilowatt hours

(2) We have cases where our client purchases and retires all the data center’s electricity and associated RECs or GoOs, and where the client, in their carbon footprint, categorises all the data center electricity as their scope 2. Yondr also claims these RECs, as we count the non-IT electricity of the data center as our scope 2. This means that non-IT electricity and associated RECs are double-counted. Without taking this approach, we would either be not counting any data center electricity as our scope 2, or would be required to have two sets of RECs purchased for the same electricity. This situation applies to 58% of our electricity consumption in 2025. Best practice is evolving and there is not a clear industry-wide agreement on who should be reporting non-IT electricity in their scope 2.

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 Water use in operations, offices and during construction	On-site diesel use: delivered quantities Water usage: invoiced quantities, meter readings When we do not directly manage office utilities, we estimate water consumption using proxy calculations based on Better Building Partnership benchmarks	Metres cubed
Category 5. Waste generated in operations	Waste from construction and operational sites	Waste collection receipts and waste reports	Kilograms
Category 6. Business travel	Corporate travel: flights and hotels	Data exported from our corporate travel platform	TonnesCO2eq
Category 13. Downstream leased assets	Client’s IT electricity consumption	PMS reports	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 and m3 of water consumed using the methodology outlined by the Better Buildings Partnership.

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's carbon emissions calculator). As a result, Yondr has limited insight of these calculations but assumes accuracy of the data having reviewed Navan’s methodology.

In certain construction projects, it is assumed that the provided environmental data is accurate when general contractors submit summarised monthly environmental trackers instead of individual evidence documents. General contractors are notified that sample data may be requested to verify the accuracy of their reports.

Baseline recalculation policy

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

- improvements to the accuracy or access to activity data or emission factors
- enhancements to accuracy or accessibility of activity data and emission factors
- major alterations in our company's structure or operations, such as acquisitions, mergers or divestitures
- identification of a significant error or the accumulation of errors

SECTION 09

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ISSB disclosure mapping

IFRS S1 & S2

The following tables list the IFRS disclosures which have guided the preparation of this sustainability statement.

IFRS S1 – General disclosures		
ISSB disclosure	Disclosure description	2025 data and reference
S1.B33	An entity need not disclose information otherwise required by an IFRS Sustainability Disclosure Standard if law or regulation prohibits the entity from disclosing that information. If an entity omits material information for that reason, it shall identify the type of information not disclosed and explain the source of the restriction.	Not applicable
S1.B36(a-b)	If an entity elects to use the exemption specified in paragraph B34, the entity shall, for each item of information omitted: (a) disclose the fact that it has used the exemption; and (b) reassess, at each reporting date, whether the information qualifies for the exemption.	This exemption has been used for: IFRS S2.22(a)(iii)(1-3) Disclose the entity’s capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term. TC-SI-230a.1-3 SASB recommended metric relating to data breaches.
S1.20	An entity’s sustainability-related financial disclosures shall be for the same reporting entity as the related financial statements.	Not applicable. This report will be based on Yondr Group.
S1.22	Identify the financial statements to which the sustainability-related financial disclosures relate.	Not applicable
S1.59(a-b)	An entity shall identify: (a) the specific standards, pronouncements, industry practice and other sources of guidance that the entity has applied in preparing its sustainability-related financial disclosures, including, if applicable, identifying the disclosure topics in the SASB Standards; and (b) the industry(s) specified in the IFRS Sustainability Disclosure Standards, the SASB Standards or other sources of guidance relating to a particular industry(s) that the entity has applied in preparing its sustainability-related financial disclosures, including in identifying applicable metrics.	A selection of industry-specific disclosures has been included that are applicable to Yondr and are recommended by SASB for the Software & IT Services sector. See Introduction for further information.
S1.66(a-c)	When an entity changes the end of its reporting period and provides sustainability-related financial disclosures for a period longer or shorter than 12 months, it shall disclose: (a) the period covered by the sustainability-related financial disclosures; (b) the reason for using a longer or shorter period; and (c) the fact that the amounts disclosed in the sustainability-related financial disclosures are not entirely comparable.	Not applicable. Information provided will represent 1 January to 31 December 2025, unless otherwise stated.
S1.68	Disclose information about transactions, other events and conditions that occur after the end of the reporting period, but before the date on which the sustainability-related financial disclosures are authorised for issue, if non-disclosure of that information could reasonably be expected to influence decisions that primary users of general purpose financial reports make on the basis of those reports.	Not applicable
S1.72	An entity whose sustainability-related financial disclosures comply with all the requirements of IFRS Sustainability Disclosure Standards shall make an explicit and unreserved statement of compliance. An entity shall not describe sustainability-related financial disclosures as complying with IFRS Sustainability Disclosure Standards unless they comply with all the requirements of IFRS Sustainability Disclosure Standards.	See Introduction

IFRS S1 - General disclosures		
ISSB disclosure	Disclosure description	2025 data and reference
S1.74	Disclose information to enable users of general purpose financial reports to understand the judgements, apart from those involving estimations of amounts, that the entity has made in the process of preparing its sustainability-related financial disclosures and that have the most significant effect on the information included in those disclosures.	See Basis of Reporting: Carbon Footprint Scope of Reporting
S1.77	Disclose information to enable users of general purpose financial reports to understand the most significant uncertainties affecting the amounts reported in its sustainability-related financial disclosures.	See Basis of Reporting: Carbon Footprint Scope of Reporting
S1.78(a-b)	An entity shall: (a) identify the amounts that it has disclosed that are subject to a high level of measurement uncertainty; and (b) in relation to each amount identified, disclose information about: (i) the sources of measurement uncertainty - for example, the dependence of the amount on the outcome of a future event, on a measurement technique or on the availability and quality of data from the entity's value chain; and (ii) the assumptions, approximations and judgements the entity has made in measuring the amount.	The financial effects and anticipated financial effects of climate risks and opportunities on the business are inherently subject to uncertainty. As we further develop our approach to climate risk and opportunity quantification, we will communicate additional areas of judgement and uncertainty. For more information, see Climate risk section .
S1.83, B58, B59	Correct material prior-period errors by restating the comparative amounts for the prior period(s) disclosed unless it is impracticable to do so.	Not applicable

IFRS S1 - Governance		
ISSB disclosure	Disclosure description	2025 data and reference
S1.27(a)	An entity shall disclose information about the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities.	See Sustainability Steering Committee
S1.27(a)(i)	Disclose how responsibilities for sustainability-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s).	See Sustainability Steering Committee
S1.27(a)(ii)	Disclose how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to sustainability-related risks and opportunities.	See Sustainability Steering Committee
S1.27(a)(iii)	Disclose how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities.	See Sustainability Steering Committee
S1.27(a)(iv)	Disclose how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the entity’s strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities.	See Sustainability Steering Committee
S1.27(a)(v)	Disclose how the body(s) or individual(s) oversees the setting of targets related to sustainability-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies.	See Sustainability Steering Committee
S1.27(b)	Disclose management’s role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities.	See Sustainability Steering Committee
S1.27(b)(i)	Disclose whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee.	See Sustainability Steering Committee
S1.27(b)(ii)	Disclose whether management uses controls and procedures to support the oversight of sustainability-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	See Sustainability Steering Committee

IFRS S1 – Strategy		
ISSB disclosure	Disclosure description	2025 data and reference
S1.30(a)	Disclose sustainability-related risks and opportunities that could reasonably be expected to affect the entity’s prospects.	See Impacts, risks and opportunities (IROs)
S1.30(b)	Disclose the time horizons – short, medium or long term – over which the effects of each of those sustainability-related risks and opportunities could reasonably be expected to occur	See Impacts, risks and opportunities (IROs)
S1.30(c)	Disclose how the entity defines ‘short term’, ‘medium term’ and ‘long term’ and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.	See Risk management
S1.32(a)	Disclose a description of the current and anticipated effects of sustainability-related risks and opportunities on the entity’s business model and value chain.	See the following sections: Policies , Strategy , Procurement . A more detailed breakdown can be found in the topic sections within these chapters: Environment , Community engagement , Sustainable innovation , People
S1.32(b)	Disclose a description of where in the entity’s business model and value chain sustainability-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	As above
S1.33(a)	Disclose how the entity has responded to and plans to respond to, the impact.	As above
S1.33(b)	Disclose progress against plans the entity has disclosed in previous reporting periods, including quantitative and qualitative information.	See the following sections: Policies , Strategy , Procurement . A more detailed breakdown can be found in the topic sections within these chapters: Environment , Community engagement , Sustainable innovation , People
S1.33(c)	Disclose any negative consequences or difficult compromises from managing this issue.	Not applicable
S1.34(a)	Disclose the effects of sustainability-related risks and opportunities on the entity’s financial position, financial performance and cash flows for the reporting period (current financial effects).	For climate-related risks and opportunities, see Impact on financial position
S1.34(b)	Disclose the anticipated effects of sustainability-related risks and opportunities on the entity’s financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how sustainability-related risks and opportunities are included in the entity’s financial planning (anticipated financial effects).	For climate-related risks and opportunities, see Impact on financial position
S1.35(a)	Disclose how sustainability-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.	For climate-related risks and opportunities, see Impact on financial position
S1.35(b)	Disclose the sustainability-related risks and opportunities identified in paragraph 35(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	Not applicable
S1.35(c)(i)	Disclose the entity’s investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas and asset retirements), including plans the entity is not contractually committed to.	Information not currently available
S1.35(c)(ii)	Disclose the entity’s planned sources of funding to implement its strategy.	Information not currently available
S1.35(d)	Disclose how the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage sustainability-related risks and opportunities.	Information not currently available
S1.40(a)	Disclose why quantitative information about the financial effects of a sustainability-related risk or opportunity has not been provided.	To date, financial quantification of sustainability-related risks and opportunities has not been conducted.
S1.40(b)	Disclose qualitative information about those financial effects, including identifying line items, totals and subtotals within the related financial statements that are likely to be affected, or have been affected, by that sustainability-related risk or opportunity.	Information not currently available

IFRS S1 - Strategy		
ISSB disclosure	Disclosure description	2025 data and reference
S1.40(c)	Disclose quantitative information about the combined financial effects of that sustainability-related risk or opportunity with other sustainability-related risks or opportunities and other factors unless the entity determines that quantitative information about the combined financial effects would not be useful.	Information not currently available
S1.41	Disclose a qualitative and, if applicable, quantitative assessment of the resilience of its strategy and business model in relation to its sustainability-related risks, including information about how the assessment was carried out and its time horizon. When providing quantitative information, an entity may disclose a single amount or range.	See Monitoring and managing our IROs

S1 – Risk management		
ISSB disclosure	Disclosure description	2025 data and reference
S1.44(a)	Disclose the processes and related policies the entity uses to identify, assess, prioritise and monitor sustainability-related risks.	See Sustainability Steering Committee and Double materiality assessment sections
S1.44(a)(i)	Disclose the inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes).	See Double materiality assessment
S1.44(a)(ii)	Disclose whether and how the entity uses scenario analysis to inform its identification of sustainability-related risks.	Scenario analysis has so far been undertaken for climate-related risks and opportunities only. See Climate risk for more information.
S1.44(a)(iii)	Disclose how the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether it considers qualitative factors, quantitative thresholds or other criteria).	See Double materiality assessment and Risk management sections
S1.44(a)(iv)	Disclose whether and how the entity prioritises sustainability-related risks relative to other types of risk.	See Risk management
S1.44(a)(v)	Disclose how the entity monitors sustainability-related risks.	See Double materiality assessment
S1.44(a)(vi)	Disclose whether and how the entity has changed the processes it uses compared with the previous reporting period.	See Risk management
S1.44(b)	Disclose the processes the entity uses to identify, assess, prioritise and monitor sustainability-related opportunities.	See Double materiality assessment
S1.44(c)	Disclose the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring sustainability-related risks and opportunities are integrated into and inform the entity's overall risk management process.	See Risk management

IFRS S1 – Metrics & targets		
ISSB disclosure	Disclosure description	2025 data and reference
Water		
S1 46(a): TC-SE-130a.2	Total water withdrawn	0 m3
S1 46(a): TC-SE-130a.2	Total water withdrawn in regions with high or extremely high baseline water stress	0 m3
S1 46(a): TC-SE-130a.2	Total water consumption	Yondr's total water consumption is 202,317.43 m3 for the whole company and 176,696.47 m3 for operations only.
S1 46(a): TC-SE-130a.2	Total water consumed in regions with high or extremely high baseline water stress	8,141.63 m3
Biodiversity		
S1 46(a): TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	See Our biodiversity-related strategy
S1.46(b)(i-ii); S1.49	Number of sites owned, leased or managed in or near protected areas or key biodiversity areas that undertaking is negatively affecting. (Source: ESRS E4)	Two sites
S1.46(b)(i-ii); S1.49	Area of sites owned, leased or managed in or near protected areas or key biodiversity areas that undertaking is negatively affecting. (Source: ESRS E4)	69,007.4 m2
Circular Economy		
S1.46(b)(i-ii); S1.49	Total waste generated (Source: ESRS E5)	5,241 tonnes (excludes office waste)
S1.46(b)(i-ii); S1.49	Hazardous waste diverted from disposal (Source: ESRS E5)	0.07 tonnes
S1.46(b)(i-ii); S1.49	Non-hazardous waste diverted from disposal (Source: ESRS E5)	4,290 tonnes (includes incinerated, recycled and composted waste, excludes office waste)
S1.46(b)(i-ii); S1.49	Hazardous waste directed to disposal (Source: ESRS E5)	0.262 tonnes (includes incineration and landfill, excludes office waste)
S1.46(b)(i-ii); S1.49	Non-hazardous waste directed to disposal (Source: ESRS E5)	950 tonnes (excludes office waste)
IFRS S1.51(a)	An entity shall disclose information about the targets it has set to monitor progress towards achieving its strategic goals and any targets it is required to meet by law or regulation. Disclose the metric used to set the target and to monitor progress towards reaching the target.	Yondr looks to achieve an average 90% diversion rate for 12 consecutive months in operational data centers. This applies to a period of 20 months after a data center has been operational.
IFRS S1.51(b)	Disclose the specific quantitative or qualitative target the entity has set or is required to meet.	See above
IFRS S1.51(c)	Disclose the period over which the target applies.	See above
IFRS S1.51(d)	Disclose the base period from which progress is measured.	See above
IFRS S1.51(e)	Disclose any milestones and interim targets.	Not applicable
IFRS S1.51(f)	Disclose performance against each target and an analysis of trends or changes in the entity's performance.	Not currently available
IFRS S1.51(g)	Disclose any revisions to the target and an explanation for those revisions.	Not applicable

IFRS S1 – Metrics & targets		
ISSB disclosure	Disclosure description	2025 data and reference
People – Own Workforce		
S1 46(a): TC-SI-330a.2	Employee engagement as a percentage	YondrTalks November 2025 Employee Engagement score is 60%. This is an increase from the YondrTalks October 2023 Employee Engagement score of 45%.
S1 46(a): TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management	Executive Management Male 86% Female 14%
S1 46(a): TC-SI-330a.4	Percentage of (1) gender and (2) diversity group representation for (b) non-executive management	Non-Executive Management Male 69% Female 30% Prefer not to answer 1%
S1 46(a): TC-SI-330a.5	Percentage of (1) gender and (2) diversity group representation for (c) technical employees	Technical Employees Male 93% Female 7%
S1 46(a): TC-SI-330a.6	Percentage of (1) gender and (2) diversity group representation for (d) all other employees	All Other Employees (Non-Technical) Male 53% Female 46% Prefer not to answer 1%
S1.46(b)(i-ii); S1.49	Board's gender diversity ratio (Source: ESRS 2)	Male: 6 Female: 1
S1.46(b)(i-ii); S1.49	Number of employees by country and region (Source: ESRS S1)	Americas 62 United States 62 APAC 2 Indonesia 2 EMEA 158 Finland 1 Germany 10 Ireland 15 Netherlands 25 Portugal 1 United Kingdom 106 Grand Total 222
S1.46(b)(i-ii); S1.49	Number of employees by gender (Source: ESRS S1)	Female 66 Male 155 Prefer not to answer 1 Grand Total 222

IFRS S1 - Metrics & targets				
ISSB disclosure	Disclosure description	2025 data and reference		
S1.46(b)(i-ii); S1.49	Number of employees by contract type - full-time, part-time and non-employees by head count (including gender, region/country and employee category breakdown) (Source: ESRS S1)	Full-time 207 Female 65 Male 141 Prefer not to answer 1 Part-time 1 Female 1 Shifts 14 Male 14 Grand Total 222 Full-time 207 Americas 59 APAC 2 EMEA 146 Part-time 1 EMEA 1 Shifts 14 Americas 3 EMEA 11 Grand Total 222	Full-time 207 Finland 1 Germany 6 Indonesia 2 Ireland 15 Netherlands 22 Portugal 1 United Kingdom 101 United States 59 Part-time 1 Netherlands 1 Shifts 14 Germany 4 Netherlands 2 United Kingdom 5 United States 3 Grand Total 222	Full-time 207 Chief Officers 6 Y2 18 O1 41 O2 49 N 56 D 35 R 2 Part-time 1 N 1 Shifts 14 N 14 Grand Total 222
S1.46(b)(i-ii); S1.49	Number and percentage of employees at top management level (Source: ESRS S1)	7 and 3%		
S1.46(b)(i-ii); S1.49	Percentage of employee turnover (Source: ESRS S1)	40% (without APAC Sale)		
S1.46(b)(i-ii); S1.49	Percentage of total employees covered by collective bargaining agreements (Source: ESRS S1)	0		
S1.46(b)(i-ii); S1.49	Percentage of total employees who have disclosed their pronouns on HiBob (Source: ESRS S1)	0.16%		
S1.46(b)(i-ii); S1.49	Percentage of employees paid below the applicable adequate wage benchmark (Source: ESRS S1)	0		
S1.46(b)(i-ii); S1.49	Percentage of non-employees paid below adequate wage (Source: ESRS S1)	0		
S1.46(b)(i-ii); S1.49	Average number of training hours per person for employees (Source: ESRS S1)	9.7 hours		
S1.46(b)(i-ii); S1.49	Total number of employees (head count) (Source: ESRS S1)	222 (does not include Singapore & Malaysia) 15 Malaysia Johor Oct 2025 1 Malaysia Labuan Oct 2025 16 Singapore Oct 2025		

IFRS S1 – Metrics & targets		
ISSB disclosure	Disclosure description	2025 data and reference
S1.46(b)(i-ii); S1.49	Characteristics of undertaking's employees – information on employees by contract type and gender (Source: ESRS S1)	Chief Officers: 100% male; 0% female; 0% undisclosed Y2: 72% male; 28% female; 0% undisclosed O1: 83% male; 17% female; 0% undisclosed O2: 84% male; 16% female; 0% undisclosed N: 69% male; 30% female; 1% undisclosed D: 34% male; 66% female; 0% undisclosed R: 0% male; 100% female; 0% undisclosed
S1.46(b)(i-ii); S1.49	Further detailed breakdown by gender and by region [table] (Source: ESRS S1)	EMEA 70% male 30% female 1% undisclosed Americas 69% male 31% female APAC 100% male 0% female
S1.46(b)(i-ii); S1.49	Percentage of total employees covered by collective bargaining agreements (Source: ESRS S1)	0
S1.46(b)(i-ii); S1.49	Number of employees (head count) at top management level (Source: ESRS S1)	7
S1.46(b)(i-ii); S1.49	Percentage of employees paid below the applicable adequate wage benchmark (Source: ESRS S1)	0
S1.46(b)(i-ii); S1.49	All employees in own workforce are covered by social protection, through public programmes or through benefits offered, against loss of income due to sickness (Source: ESRS S1)	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.
S1.46(b)(i-ii); S1.49	Disclosure of types of employees who are not covered by social protection, through public programmes or through benefits offered, against loss of income due to sickness (Source: ESRS S1)	All employees are covered at Yondr globally. Employment agreements document the benefits available to each employee; benefits are aligned to all local laws and requirements.
Health and Safety		
S1.46(b)(i-ii); S1.49	Number of fatalities in own workforce as result of work-related injuries and work-related ill health (Source: ESRS S1)	0
S1.46(b)(i-ii); S1.49	Number of fatalities as result of work-related injuries and work-related ill health of other workers working on undertaking's sites (Source: ESRS S1)	0
S1.46(b)(i-ii); S1.49	Number and rate of recordable work-related accidents for own workforce (Source: ESRS S1)	0
S1.46(b)(i-ii); S1.49	Rate of recordable work-related accidents for own workforce (Source: ESRS S1)	0
S1.46(b)(i-ii); S1.49	Number of recordable work-related accidents for other workers working on undertaking's sites (Source: ESRS S1)	9
S1.46(b)(i-ii); S1.49	Number of cases of recordable work-related ill health of employees (Source: ESRS S1)	0

IFRS S1 – Metrics & targets		
ISSB disclosure	Disclosure description	2025 data and reference
S1.46(b)(i-ii); S1.49	Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health (Source: ESRS S1)	170 days lost
S1.46(b)(i-ii); S1.49	Number of cases of recordable work-related ill health of non-employees (Source: ESRS S1)	0
S1.46(b)(i-ii); S1.49	Percentage of employees entitled to take family-related leave (Source: ESRS S1)	Men 100% Women 100%
Data privacy, cybersecurity and business conduct		
S1 46(a): TC-SI-230a.1	Number of data breaches	This information is commercially sensitive
S1 46(a): TC-SI-230a.2	Percentage that are personal data breaches	This information is commercially sensitive
S1 46(a): TC-SI-230a.3	Number of users affected	This information is commercially sensitive
S1 46(a): TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	See Our strategy relating to cybersecurity, data privacy and business conduct
S1.50(a-d)	If a metric has been developed by the entity, the entity shall disclose information about: (a) how the metric is defined, including whether it is derived by adjusting a metric taken from a source other than IFRS Sustainability Disclosure Standards and, if so, which source and how the metric disclosed by the entity differs from the metric specified in that source; (b) whether the metric is an absolute measure, a measure expressed in relation to another metric or a qualitative measure (such as a red, amber, green – or RAG – status); (c) whether the metric is validated by a third party and, if so, which party; and (d) the method used to calculate the metric and the inputs to the calculation, including the limitations of the method used and the significant assumptions made.	Not applicable for any metrics

IFRS S2 - Governance		
ISSB disclosure	Disclosure description	2025 data and reference
S2.6(a)	Disclose information about the governance body(s) or individual(s) responsible for oversight of climate-related risks and opportunities.	See Sustainability Steering Committee
S2.6(a)(i)	Disclose how responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to them.	See Sustainability Steering Committee
S2.6(a)(ii)	Disclose how they determine whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities.	See Sustainability Steering Committee
S2.6(a)(iii)	Disclose how often they are informed about climate-related risks and opportunities.	See Sustainability Steering Committee
S2.6(a)(iv)	Disclose how they take into account climate-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies.	See Sustainability Steering Committee
S2.6(a)(v)	Disclose how they oversee the setting of targets related to climate-related risks and opportunities, and monitor progress towards those targets.	See Sustainability Steering Committee
S2.6(b)	Disclose information about management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	See Sustainability Steering Committee
S2.6(b)(i)	Disclose whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee.	See Sustainability Steering Committee
S2.6(b)(ii)	Disclose whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	See Sustainability Steering Committee

IFRS S2 – Strategy		
ISSB disclosure	Disclosure description	2025 data and reference
S2.10(a)	Disclose a description of the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects over the short, medium and long term.	See Impacts, risks and opportunities (IROs)
S2.10(b)	Disclose an explanation of whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk.	See Climate risk
S2.10(c)	Disclose for each climate-related impact, risk and opportunity the entity has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur.	See Impacts, risks and opportunities (IROs)
S2.10(d)	Disclose how the entity defines short term, medium term and long term and explain how these definitions are linked to the planning horizons used for strategic decision-making.	See Risk management
S2.13(a)	Disclose a description of the effects of the related climate risks and opportunities on the entity's business model and value chain.	See Climate risk
S2.13(b)	Disclose a description of where in the entity's business model and value chain the climate-related impact, risk or opportunity is concentrated (for example, geographical areas, facilities and types of assets).	See Impacts, risks and opportunities (IROs); Climate risk
S2.14(a)(i)	Disclose current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities (for example, plans to manage or decommission carbon-, energy- or water-intensive operations; resource allocations resulting from demand or supply chain changes; resource allocations arising from business development through capital expenditure or additional expenditure on research and development; and acquisitions or divestments).	See Impact on financial position; Decarbonisation / road to net zero; Climate risk
S2.14(a)(ii)	Disclose current and anticipated direct mitigation and adaptation efforts (for example, through changes in production processes or equipment, relocation of facilities, workforce adjustments and changes in product specifications).	See Impact on financial position; Decarbonisation / road to net zero; Climate risk
S2.14(a)(iii)	Disclose current and anticipated indirect mitigation and adaptation efforts.	See Procurement; Joint sustainability aims; Climate risk
S2.14(a)(iv)	Disclose any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan and dependencies on which the entity's transition plan relies.	Yondr does not have a transition plan to report.
S2.14(a)(v)	Disclose how the entity plans to achieve any climate-related targets, including any greenhouse gas emissions target.	See Decarbonisation / road to net zero
S2.14(b)	Disclose how the entity is resourcing, and plans to resource, the strategy and decision-making in response and planned in response to its climate-related risks and opportunities.	See Impact on financial position
S2.14(c)	Disclose (quantitatively or qualitatively) the progress of plans disclosed in the previous reporting period in response to its climate-related risks and opportunities.	See Climate risk
S2.15(a)	The effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects).	See Impact on financial position
S2.15(b)	Disclose the anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how climate-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).	See Impact on financial position
S2.16(a)	Disclose how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.	See Impact on financial position
S2.16(b)	Disclose climate-related risks and opportunities identified for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	Not applicable

IFRS S2 – Strategy		
ISSB disclosure	Disclosure description	2025 data and reference
S2.16(c)(i)-(ii)	Disclose how the entity expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration: (i) its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas and asset retirements), including plans the entity is not contractually committed to; and (ii) its planned sources of funding to implement its strategy.	See Impact on financial position
S2.16(d)	Disclose how the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities (for example, increased revenue from products and services aligned with a lower-carbon economy; costs arising from physical damage to assets from climate events; and expenses associated with climate adaptation or mitigation).	See Impact on financial position
S2.22(a)(i)	Disclose the implications, if any, of the entity’s assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis.	Information not currently available – it is too early to provide this information for Yondr.
S2.22(a)(ii)	Disclose the significant areas of uncertainty considered in the entity’s assessment of its climate resilience.	Not applicable
S2.22(a)(iii)(1-3)	Disclose the entity’s capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term, including: (i) the availability of, and flexibility in, the entity’s existing financial resources to respond to the effects identified in the climate-related scenario analysis, including to address climate-related risks and to take advantage of climate-related opportunities; (ii) the entity’s ability to redeploy, repurpose, upgrade or decommission existing assets; and (iii) the effect of the entity’s current and planned investments in climate-related mitigation, adaptation.	This information is commercially sensitive
S2.22(b)(i)(1-7)	Disclose how and when the climate-related scenario analysis was carried out, including information about the inputs the entity used, including: (i) which climate-related scenarios the entity used for the analysis and the sources of those scenarios; (ii) whether the analysis included a diverse range of climate-related scenarios; (iii) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; (iv) whether the entity used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; (v) why the entity decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (vi) the time horizons the entity used in the analysis; and (vii) what scope of operations the entity used in the analysis (for example, the operating locations and business units used in the analysis).	See Climate risk
S2.22(b)(ii)	Disclose the key assumptions the entity made in the analysis, including assumptions about: (i) climate-related policies in the jurisdictions in which the entity operates; (ii) macroeconomic trends; (iii) national- or regional-level variables (for example, local weather patterns, demographics, land use, infrastructure and availability of natural resources); (iv) energy usage and mix; and (v) developments in technology.	See Climate risk
S2.22(b)(iii)	Disclose the reporting period in which the climate-related scenario analysis was carried out.	See Climate risk

IFRS S2 – Risk management		
ISSB disclosure	Disclosure description	2025 data and reference
S2.25(a)(i)	Disclose the inputs and parameters the entity uses to identify, assess, prioritise and monitor climate-related risks (for example, information about data sources and the scope of operations covered in the processes).	See Risk management
S2.25(a)(ii)	Disclose whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks.	See Climate risk
S2.25(a)(iii)	Disclose how the entity assesses the nature, likelihood and magnitude of the effects of those risks.	See Risk management
S2.25(a)(iv)	Disclose whether and how the entity prioritises climate-related risks relative to others types of risk.	See Risk management
S2.25(a)(v)	Disclose how the entity monitors climate-related risks.	See Risk management
S2.25(a)(vi)	Disclose whether and how the entity has changed the processes it uses compared with the previous reporting period.	See Risk management
S2.25(b)	Disclose the processes the entity uses to identify, assess, prioritise and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities.	See Risk management
S2.25(c)	Disclose the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.	See Risk management

IFRS S2 – Metrics & targets		
ISSB disclosure	Disclosure description	2025 data and reference
TC-SI-130a.1	Total energy consumed	612,481GJ
TC-SI-130a.1	Percentage of total energy that is grid electricity	89.3%
TC-SI-130a.1	Percentage of total energy that is renewable energy	51.7%
S2.29(a)(i)(1–2)	Disclose: (i) gross scope 1 greenhouse gas emissions; and (ii) gross market-based scope 2 greenhouse gas emissions.	Gross scope 1 greenhouse gas emissions: 11,201 tCO2e Gross market-based scope 2 greenhouse gas emissions: 58,820 tCO2e See Yondr's Carbon Footprint for further information.
S2.29(a)(i)(3) IFRS S2.B38–B57	Disclose gross scope 3 greenhouse gas emissions.	Gross scope 3 greenhouse gas emissions: 80,643 tCO2e. See Yondr's Carbon Footprint for further information.
S2.29(a)(ii)	The entity shall measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless the entity is required, in whole or in part, by a jurisdictional authority or an exchange on which it is listed to use a different method for measuring its greenhouse gas emissions.	Confirmed – see Basis of Reporting
S2.29(a)(iii)(1-3)	Disclose: (i) the measurement approach, inputs and assumptions the entity uses to measure its greenhouse gas emissions; (ii) the reason why the entity has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and (iii) any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes. Note 1: The information provided should enhance understanding of the extent to which the entity's scope 3 greenhouse gas emissions are measured, using inputs from specific activities within the entity's value chain; and using inputs that are verified. Note 2: If the entity discloses its greenhouse gas emissions measured in accordance with another method, the entity should disclose the applicable method and measurement approach it uses to determine its greenhouse gas emissions; and the reason, or reasons, for the entity's choice of method and measurement approach and how that approach helps the understanding of the entity's performance in relation to its climate-related risks and opportunities. Note 3: The entity might have a different reporting period from entities in its value chain. If so, the entity is allowed to measure its greenhouse gas emissions using the different reporting periods obtained from the relevant entities in its value chain, providing the entity discloses the effects of significant events and changes (relevant to its greenhouse gas emissions) that occur between the different reporting dates.	See Basis of Reporting
S2.29(a)(iv)(1-2)	Disclose: (i) disaggregated scope 1 and scope 2 emissions between consolidated accounting group; and (ii) other investees (e.g. associates, joint ventures and unconsolidated subsidiaries).	Not applicable. Yondr excludes joint ventures over which the business does not have operational control from the calculation of its carbon footprint. This is in line with the operational control approach.
S2.29(a)(v) IFRS S2.B30–B31	Disclose gross location-based scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to inform users' understanding of the entity's scope 2 greenhouse gas emissions.	Gross location-based scope 2 greenhouse gas emissions: 69,254 tCO2e See Yondr's Carbon Footprint for further information.
S2.29(a)(vi)(1)	For scope 3 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(3), disclose: (i) the categories included within the entity's measure of scope 3 greenhouse gas emissions, in accordance with the scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (scope 3) Accounting and Reporting Standard (2011); and	See Basis of Reporting : scope 3 calculation methodology
IFRS S2.29(a)(vi)(2)	(ii) additional information about the entity's financed emissions (which are part of Category 15 greenhouse gas emissions), if its activities include asset management, commercial banking or insurance.	Not applicable

IFRS S2 – Metrics & targets		
ISSB disclosure	Disclosure description	2025 data and reference
S2.29(b)	Disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	Information not currently available
S2.29(c)	Disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	Information not currently available
S2.29(d)	Disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	Information not currently available
S2.29(e)	Disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	Information not currently available
S2.29(f)(i-ii)	Disclose: (i) an explanation of whether and how the entity is applying a carbon price in decision-making (for example, investment decisions, transfer pricing and scenario analysis); and (ii) the price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions.	Yondr does not apply a carbon price.
S2.29(g)	Disclose: (i) a description of whether and how climate-related considerations are factored into executive remuneration (see also paragraph 6(a)(v)); and (ii) the percentage of executive management remuneration recognised in the current period that is linked to climate-related considerations.	Our performance management in 2025 included corporate objectives around having a positive impact on people and planet. Performance against all corporate objectives ultimately determines Yondr-ites, individual score and bonus. There are more specific goals set for those working in sustainability-specific linked roles. We do not however have sustainability/climate targets directly linked to exec remuneration.
S2.32	Disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the entity discloses, the entity shall refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the Industry-based Guidance on Implementing IFRS S2.	A selection of industry-specific disclosures has been included that are applicable to Yondr and are recommended by SASB for the Software & IT Services sector. See Introduction for further information.
S2.33(a)	An entity shall disclose the quantitative and qualitative climate-related targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the entity shall disclose the metric used to set the target.	See Basis of Reporting
S2.33(b)	Disclose the objective of the target (e.g. mitigation, adaptation or conformance with science-based initiatives).	See the following sections: Understanding our climate-related impacts, risks and opportunities ; Basis of Reporting : Introduction
S2.33(c)	Disclose the part of the entity to which the target applies (e.g. the entity in its entirety or only a part of the entity, such as a specific business unit or specific geographical region).	See Basis of Reporting : Carbon Targets
S2.33(d)	Disclose the period over which the target applies.	Net zero target: by 2030 Scope 3 emissions reduction target: this is ongoing and does not have a fixed end date.
S2.33(e)	Disclose the base period from which progress is measured.	Net zero target: 2022 Scope 3 emissions reduction target: a traditional base period is not applicable given the qualitative nature of the target.

IFRS S2 – Metrics & targets		
ISSB disclosure	Disclosure description	2025 data and reference
S2.33(f)	Disclose any milestones and interim targets.	Yondr does not have quantitative targets in place prior to 2030. Our business is expanding rapidly and the balance of construction activities and data center operations over the interim period is hard to predict. We are aligning with our value chain to maximise sourcing of renewable energy, optimise energy efficiency in design and operation and improve measurement of scope 3 emissions.
S2.33(g)	Disclose if the target is quantitative, whether it is an absolute target or an intensity target.	The net zero target is an absolute target, but is inherently also an intensity target. (Net zero is net zero, whether measured in aggregate or per unit.)
S2.33(h)	Disclose how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	See Basis of Reporting
S2.34(a)	Disclose whether the target and the methodology for setting the target has been validated by a third party.	The targets have not been externally validated. Third-party validation has been considered but not yet pursued.
S2.34(b)	Disclose the entity's processes for reviewing the target.	See Basis of Reporting
S2.34(c)	Disclose the metrics used to monitor progress towards reaching the target.	Net zero target: tonnes CO2 Scope 3 emissions reduction target: this is qualitative and evidenced by narrative around our activities.
S2.34(d)	Disclose any revisions to the target and an explanation for those revisions.	Not applicable
S2.35	Disclose information about its performance against each climate-related target and an analysis of trends or changes in the entity's performance.	See Basis of Reporting
S2.36(a)	Disclose which greenhouse gases are covered by the target.	See Basis of Reporting
S2.36(b)	Disclose whether scope 1, scope 2 or scope 3 greenhouse gas emissions are covered by the target.	See Yondr's Carbon Footprint; Basis of Reporting: Carbon Targets
S2.36(c)	Disclose whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target (if a net greenhouse gas emissions target, the entity should separately disclose its associated gross greenhouse gas emissions target).	The target is a net emissions target. Yondr does not have an approved gross emissions target to report.
S2.36(d)	Disclose whether the target was derived using a sectoral decarbonisation approach.	The target was not derived using a sectoral decarbonisation approach.
S2.36(e)(i)	Disclose the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits.	The extent of our reliance on carbon credits is currently unclear. As discussed above, the balance of our construction and operational activities is currently in continuous flux. The success of our and our clients' activities in sourcing renewable energy and in optimising energy efficiency in the coming years will have a substantial impact on our dependence on carbon credits to achieve net zero.
S2.36(e)(ii)	Disclose which third-party scheme(s) will verify or certify the carbon credits.	Our carbon credits purchased to date have been certified to Gold standard, dependent on removal and nature-based. We currently anticipate that future offsets will be similar, although we are watching how the offset market develops. We intend that the certification standard of our offsets will give them high integrity, credibility and permanence.
S2.36(e)(iii)	Disclose the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals and whether the underlying offset is achieved through carbon reduction or removal.	See above
S2.36(e)(iv)	Disclose any other factors necessary to understand the credibility and integrity of the carbon credits the entity plans to use (for example, assumptions regarding the permanence of the carbon offset).	See above

Value chain

Upstream
Investors and lenders
- Shareholders - Banks - ESG rates and rankers - Credit-rating agencies - Bondholders
Regulating bodies
- Polymakers - 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: 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

Downstream
Clients
- Tech firms - Data center operators
Regulatory and public authorities
- Polymakers - 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



Independent Limited Assurance Report

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 set out below and presented in Yondr’s Sustainability Report 2025 (the “Report”).

ENGAGEMENT SUMMARY

Scope of our assurance engagement	Whether the following Selected Information for 2025 is fairly presented in the Report, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.
Selected Information	• Total Scope 1 GHG Emissions [metric tonnes CO2e] • Total Scope 2 GHG Emissions – location based [metric tonnes CO2e] • Total Scope 2 GHG Emissions – market based [metric tonnes CO2e] • Total Scope 3 GHG Emissions [metric tonnes CO2e] Total Scope 3 GHG Emissions are limited to the following categories only: • Category 3: Fuel and energy related activities not included in Scope 1 or Scope 2 • Category 5: Waste generated in operations • Category 6: Business travel • Category 13: Downstream leased assets
Reporting period	1 January 2025 to 31 December 2025
Reporting criteria	• Yondr’s definitions as described in Section 8: Basis of Reporting in Yondr’s Sustainability Report 2025 • The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions • GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions) • The Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WBCSD/WRI 2011) for Scope 3 GHG emissions
Assurance standard and level of assurance	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’. 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.
Respective responsibilities	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. ERM CVS’ responsibility is to provide a conclusion to Yondr on the agreed assurance scope based on our engagement terms with Yondr, the assurance activities performed and exercising our professional judgement.

OUR CONCLUSION

Based on our activities, as described below, nothing has come to our attention to indicate that the Selected Information for 2025 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

EMPHASIS OF MATTER

Without affecting our conclusion, which is not modified, we draw attention to the explanatory notes provided by Yondr on page 74, footnote 2 of the Sustainability Report relating to the reporting of Total Scope 2 GHG Emissions and the non-IT electricity consumption REC methodology.

OUR ASSURANCE ACTIVITIES

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information 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 Selected Information;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2025 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Evaluating the conversion factors, emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.



6 July 2026
London, United Kingdom

ERM Certification and Verification Services Limited
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THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected 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.