

Goals

Our expanded strategy will be designed to be flexible to accommodate our changing world and business. Our goals to mitigate potential negative impacts and strengthen positive impact will be updated in line with changes where necessary. These impact goals and expanded strategy are expected to be ready by Q3 2025 – until then, we are currently focused on the following goals for 2025 and onwards:

Planet

Energy:	Annual average power usage effectiveness (PUE) of ≤ 1.2 (annual target) across all sites, when fully populated to 100% IT design load Heat reuse active in all operational sites by 2028
GHG emissions:	Net zero GHG emissions from operations by 2030
Waste and circularity:	100% of operational waste is eliminated by 2030 Follow the LEED/BREEAM recommendations for all new data centers (ongoing)
Nature and biodiversity:	Develop nature life-cycle framework by end of 2025



People

Occupational health and safety:	Zero occupational injuries with absence (ongoing)
Diversity, equality and inclusion:	Maintain Equal Pay Conformity within 1% differential (ongoing)
Employee satisfaction:	Employee satisfaction of 8.0 or above on a scale of 0 - 10
Community engagement:	Implementation of at least one sustainable or restorative project in each country of the five countries with physical presence (Denmark, Finland, Iceland, Spain and Sweden) by 2025



Business conduct

Sustainable procurement:	Deploy sustainability criteria for tendering and contractual purposes by the end of 2025
Management systems	Become ISO 9001 certified in 2025

