

Progress on goals

for 2025 and beyond

Our sustainability goals aim to support mitigating the potential negative impacts and strengthen positive impacts. This is a continuous process in a rapidly changing world. In our 2024 sustainability report, we communicated priority goals with the expectation that some of these would change due to the strategy revision in 2025. Outlined here is the status of the goals set in for 2025, following are those we have set for the longer term:

1. See [page 60](#) for accounting policies

2. At the end of 2025, we had seven operational sites. ICE01 is not in scope for heat reuse as only 0.35 MW are in operation

3. Assessments completed for Iceland and Sweden. Finland and Denmark to be assessed in 2026 as the number of people in these markets is meeting the threshold

Strategic priorities

Planet

Energy

2025 goals

Annual average power usage effectiveness (PUE) of $\leq 1.20^2$ (annual target) across all sites, when fully populated to 100% IT design load (ongoing)

Status

On track. PUE of 1.21 achieved¹

Heat reuse active in all operational sites by 2028

On track. 2 (SWE01 and FIN02) out of 7² operational sites have active heat reuse at the end of 2025

GHG emissions

Zero GHG emissions from operations by 2030

On track. 78% of generator set fuel is HVO. New baseline set for 2025

Waste and circularity

100% of own operational waste to landfill is eliminated by 2030

On track. 90% of operational waste was recovered in 2025

Follow the LEED/BREEAM recommendations for all new data centers

On track. LEED v.5 BD+C certification alignment being integrated into standard data center design

Nature and biodiversity

Develop nature life-cycle framework by end of 2025

Achieved

People

Occupational health and safety

Zero Lost Time Incidents

Not achieved. Eight minor Lost Time Incidents recorded of which two were at North people and six were contractors

Diversity, equality and inclusion

Maintain gender pay gap within 1% differential (ongoing)³

Achieved

Employee satisfaction

Employee satisfaction of 8.0 or above on a scale of 0 – 10

Achieved. Score of 8.4 for 2025

Community engagement

Implementation of at least one sustainable or restorative project in each country with physical presence (Denmark, Finland, Iceland and Sweden) by 2025.

Not achieved. Three out of four markets implemented at least one project meeting the criteria

Sustainable procurement

Deploy sustainability criteria for tendering and contractual purposes by the end of 2025.

Not achieved. The criteria have been developed, but not yet fully deployed due to other priorities taking precedence, including supplier screening criteria and direct 1:1 engagement. Developing and deploying sustainability-related criteria remains a focus area

Business conduct

Management systems

Become ISO 9001 certified in 2025

Achieved

Progress on goals for 2025 and beyond

We create more compute for a better world

Strategic priorities	Data center design	Nature restoration	Energy and GHG emissions	Community engagement	Health, safety and wellbeing	Systemic approach on material issues
Ambition	Sustainable and regenerative data center solutions	Restorative impact on nature	Net-zero business and value chain	Safeguarding and enhancing community health	Safeguarding health, safety and wellbeing for customers, atNorth employees and contractors	Future-Fit on all material issues
2050 goals			Net-zero emissions achieved			Future-Fit procurement
2030 goals	Sustainable and regenerative data center design developed	Pending nature strategy to be developed in 2026	Energy efficiency: Annual average power usage effectiveness (PUE) of ≤ 1.20 Renewable energy: 100% renewable energy sourced ³ Heat reuse: Heat reuse active in all operational sites GHG emissions: 100% reduction in scope 1 and 2 emissions ³ 50% reduction in scope 3 emissions compared to 2025 ³	Pending development of impact metrics in 2026	Health and safety: Zero occupational Lost-Time Injuries for customers, atNorth employees and contractors Equality: Maintain gender paygap within 1% differential Engagement: Employee satisfaction of 8.0 or above on a scale of 0-10	Future-Fit on all material issues¹: 100% of own operational waste to landfill is eliminated Business ethics: No major substantiated breaches
Enablers	Vision, mission and values	Culture	Management commitment and business integration		Partnerships and innovation	

1. Except procurement

2. Annual average power usage effectiveness (PUE) of ≤ 1.20 (annual target) across all sites, when fully populated to 100% IT design load (ongoing)

3. Pending SBTi validation.