2025

ESG Report

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ESG Report

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Roger Süess
CEO & Chair of the Board, Green

Green 2025

Reliable infrastructure for a data-driven world

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Data has become a critical resource. Its secure, reliable, and controlled handling is placing new demands on the infrastructure of tomorrow.

Digital transformation has entered its next phase. Data is no longer just a foundation for innovation. It has become a critical resource for economies, societies, and national sovereignty.

As data volumes continue to grow rapidly, so do the demands on the infrastructure that underpins our digital world. Cloud technologies, artificial intelligence, and data-driven applications are reshaping markets at speed. At the same time, expectations around availability, security, resilience, and efficiency are increasing. Data centers are becoming a strategic foundation for competitiveness and stability.

This development is not only technological. It is also increasingly geopolitical. In a more uncertain global environment, trusted locations are becoming increasingly important.

As a leading data center provider in Switzerland, Green provides the foundation needed to meet these demands. The digital future requires more than capacity. It requires responsibility.

For us, the focus is not only on technological solutions, but on the ability to design infrastructure that is forward-looking, efficient, and sustainable over the long term.

A key development in the reporting year was the change in our investor base. With IFM Investors as a long-term infrastructure investor, we are strengthening the foundation for Green's next phase of growth. This continuity is critical. Sustainable infrastructure is built where strategic partnership, financial stability, and long-term orientation come together.

Sustainability is not a separate program for us. It is an integral part of our strategy. Data centers are resource-intensive. We therefore distinguish between three areas: the construction of data centers, their operation, and our customers' IT workloads. These areas have distinct requirements and call for differentiated approaches.

In construction, we take an early-stage approach, embedding resource and energy considerations from the outset. In operations, we continuously improve efficiency and refine our processes. All new data centers are connected to district heating networks to ensure the consistent reuse of waste heat.

We do not directly control our customers' IT operations. However, we actively support them with guidance and best practices to help improve efficiency on their side as well.

We follow a clear principle: sustainable solutions must be viable in the long term. Only when environmental responsibility and economic sustainability go hand in hand can lasting impact be achieved. This is why we focus our investments on solutions that are both future-ready and built to endure.

The expansion of our data center capacity reflects this approach. We are investing in new infrastructure to meet growing demand. At the same time, we are taking the next step in our development: with the construction of our first data center in Germany, we are expanding beyond Switzerland and creating additional capacity in one of Europe's key markets.

We are convinced that the importance of digital infrastructure will continue to grow. With this growth comes greater responsibility. We meet this responsibility with foresight, innovation, and a clear commitment to building sustainable infrastructure for a data-driven world.

Roger Süess
CEO & Chair of the Board, Green

About Green

The **Green Group** comprises Green Datacenter AG, green.ch AG, and Green Datacenter Germany GmbH. Since October 2025, the Group has been owned by IFM Investors, a global infrastructure investment manager. Green is a leading provider of data center infrastructure and digital services in Switzerland, pursuing a clear growth strategy with expansion into European markets.

Green Datacenter AG designs, builds, and operates high-availability, energy-efficient data centers for hyperscalers, enterprises, and public sector organizations. The company currently operates multiple facilities in the Zurich region, with additional sites under construction and in development. Its infrastructure enables scalable, geo-redundant, and secure environments, complemented by comprehensive connectivity solutions across locations.

Green Datacenter Germany GmbH leverages the established expertise of Green Datacenter AG to drive the Group's expansion into the German data center market.

green.ch AG operates as an internet service provider, offering services in connectivity, communication, hosting, and domain management for private customers and SMEs. With a network-independent approach, Green provides one of the broadest fiber offerings in Switzerland and supports customers on their digital transformation journey.

Through this integrated infrastructure and services platform, Green plays a key role in enabling Switzerland's digital performance and sustainable development.

Governance at Green

Summary

Corporate Governance

The Board of Directors is responsible for the strategic direction and oversight of the Green Group. It holds overall accountability for corporate governance, strategy, and risk supervision.

Roger Süess is CEO of the Green Group and serves as CEO and Chairman of the Board of green.ch AG, Green Datacenter AG, and Green Datacenter Germany GmbH. Operational management is led by the CEO and the Executive Management team, which is responsible for implementing the company's strategy and managing day-to-day operations. Through regular reporting and analysis, the Executive Management ensures transparent and structured oversight of developments, risks, and mitigation measures.

Risk Management

Green applies a structured approach to identifying, assessing, and managing operational, infrastructure-related, and regulatory risks. This approach is continuously refined. The close integration of risk management with operational processes enables early identification and effective mitigation of potential risks. Business activities in high-risk countries are excluded.

Compliance and Ethics

Integrity and compliance are core elements of Green's corporate culture. Green maintains a zero-tolerance approach to bribery and corruption and actively avoids both business and personal conflicts of interest. The Code of Business Conduct defines binding standards for employees and partners, covering areas such as conflicts of interest, anti-corruption, and adherence to legal and regulatory requirements. In addition, Green is committed to high ethical standards. This includes protection against discrimination, mobbing, and harassment, as well as the ability to report misconduct confidentially and without fear of retaliation.

Information Security and Data Protection

Protecting data and ensuring the highest security standards are fundamental requirements for the secure and continuous operation of high-availability data centers. Green relies on comprehensive security frameworks and established management systems to ensure the confidentiality, integrity, and availability of data at all times. This also includes the protection of sensitive information and dedicated measures in the area of cybersecurity.

Integrated Management System

To manage and monitor key areas, Green operates an integrated management system (IMS). This includes information security, data protection, business continuity, energy management, and cybersecurity, ensuring that processes are systematically controlled, monitored, and documented.

Governance at Green

Organisation

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Board
Strategic Oversight IFM Investor

CEO Roger Süess
Accountability

ESG Lead
Marietta Hersche

ESG Manager
Martina Zhu

COO Operations
Andrea Campomilla

COO Construction
Markus Meier

MD GDC Germany
Heiko Siats

CHRO
Birgit Weische

CFO
Anna Arai

Head Corporate Security / H&S Remo Boccali

Head DC Operations Adrian Meyer

CAMPUS ZRH 1 | CAMPUS ZRH 2 | DATA CENTER ZRH 3 | DATA CENTER ZRH 4 | CAMPUS ZRH 5 | CAMPUS ZRH 1 | CAMPUS ZRH 2 | CAMPUS ZRH 5 | PURCHASE | REAL ESTATE | DATA CENTER FRA 1

Priority Program 2025-2027

Various Working Groups / Sustainability Commitee

ESG responsibilities at Green are embedded within the organization. Strategic oversight, operational execution, and continuous monitoring are ensured through defined roles and functions across the company.

Governance at Green

Certified Standards

- ISO 22301: Business Continuity Management Systems (BCMS)
- ISO 27001: Information Security Management Systems (ISMS)
- ISO 27701: Privacy Information Management Systems (PIMS)
- ISO 45001: Occupational Health and Safety Management Systems (OHSMS)
- ISO 50001: Energy Management Systems (EnMS)
- SOC 1 Type 2 / ISAE 3402 Type 2 certified
- PCI DSS compliant (Payment Card Industry Data Security Standard)
- Uptime Institute M&O Stamp for operational excellence
- FINMA circular compliance: Green data centers meet specific requirements of the financial industry

These certifications and standards ensure that Green meets the highest requirements for the secure, reliable, and continuous operation of its data center infrastructure, and that these are consistently monitored and validated.

Facts & figures

Green at a glance 2025

7
SITES
data centers live

August 2024
start of construction:
Data Center 4, Campus ZRH1

4
LOCATIONS
4 locations in Switzerland
Green Datacenter Germany AG established

48
MW
data center capacity

24
MW
under construction

+2
%
employee satisfaction increased to 74

91
%
employee survey participation rate

8.3
%
growth in headcount

25
%
of our employees are female

361
kWP
photovoltaic power

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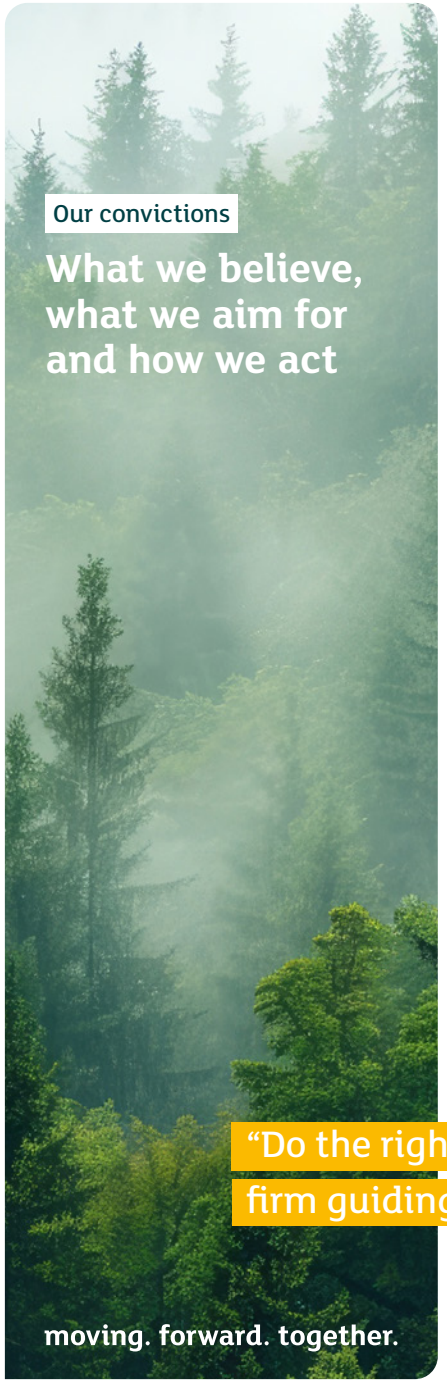


What we believe, what we aim for, and how we act

We believe that long-term business success is closely linked to a deeply embedded culture of sustainability. For this reason, we view sustainability as a company-wide responsibility. “People, Planet, Profit” define our core principles, together with our slogan “moving. forward. together.” This means we act responsibly, stay informed, continuously evolve, and remain innovative. We contribute ideas, take initiative, reflect on our actions, and focus on measurable, sustainable outcomes.

Our Responsibility in a Global Context

We view our responsibility as part of a broader, collective effort toward sustainability. This drives our long-term commitment to energy efficiency, renewable power, and the continuous advancement of our infrastructure. In alignment with global climate priorities, we support the net-zero ambition and the United Nations Sustainable Development Goals (SDGs) that are most material to our business and stakeholders.

Finding new ways

As digitalization continues to accelerate and advances in artificial intelligence gain momentum, data volumes are growing exponentially. At the same time, the requirements for the underlying infrastructure are fundamentally changing. Power density, scalability, and energy efficiency are becoming essential factors in the operation of modern data centers.

This brings significant challenges. We recognize that data processing is highly energy-intensive. We therefore continuously challenge the status quo and focus on three key levers: improving energy efficiency, ensuring sustainable and reliable energy supply, and utilizing waste heat wherever it is technically feasible and makes sense. To advance these areas, we work closely with hardware suppliers, customers, energy providers, partners in the field of waste heat utilization, as well as academic institutions such as ETH Zurich and HSLU.

Engineered for Efficiency

Our existing data centers are continuously optimized to further improve energy efficiency. They are designed, built, and operated in line with the latest technological insights. All of our data centers are powered by 100% renewable energy.

There is still much to be done, but our technical and policy approaches are on the right track. And this does not apply only to our own operations: we also support our customers in improving their energy efficiency and sustainably reducing their CO_2 emissions.

SDGs

Responsible Growth & Resource Efficiency

Responsible Growth

Digitalization affects every aspect of our lives and continues to expand across all sectors. Data volumes are growing exponentially, and with them, the demands placed on data center infrastructure. As one of the leading data center providers in Switzerland, we are continuously expanding our capacity in a targeted manner to meet this growing demand responsibly.

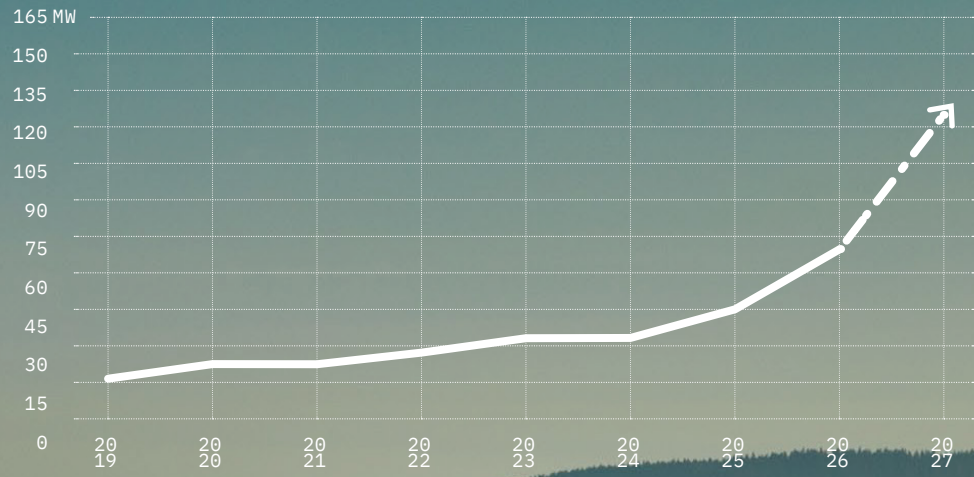
In the face of increasing resource constraints and rising demands on energy and infrastructure, we consistently design and operate our data centers according to the latest energy efficiency standards, with a clear focus on reducing CO_2 emissions both in construction and in operations. Our measures are continuously implemented and transparently documented.

The Drivers Behind Our SDGs Focus

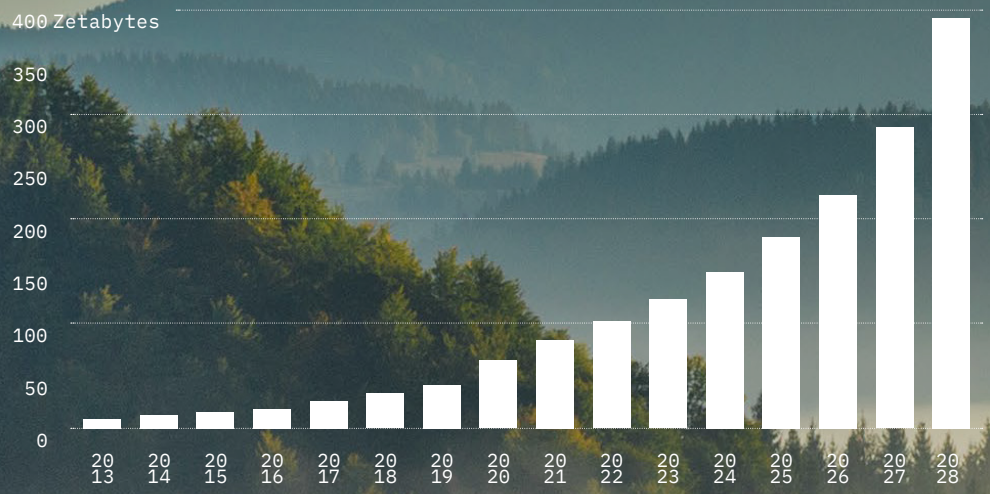
At Green, responsible action also means transparency with regard to our ESG criteria, in the interest of the company as well as our shareholders, stakeholders, partners, suppliers, and employees.

We define clear objectives, set strategic priorities, and establish measurable parameters to track our ambitions and progress. In doing so, we align our efforts with the United Nations Sustainable Development Goals and focus on nine selected SDGs where we can achieve the greatest impact.

A journey of growth Green growth in capacity



Data growth Annual size of the global datasphere



Construction

Sustainable expansion of digital infrastructure

Green is continuously advancing its data center infrastructure, creating additional capacity across both existing and new locations.

New Capacity in Switzerland and Europe

At its Dielsdorf campus (ZRH2), Green is developing a modern data center infrastructure designed for high density and scalability. Initial data centers are already operational, while the campus continues to be expanded in phases. The site forms part of an integrated campus and provides capacity for cloud providers, enterprises, and system integrators.

At the same time, Green is further expanding its existing campus in Lupfig (ZRH1). With Data Center 4, capacity is being increased at one of Switzerland's most important data hub locations. In addition, the headquarters site offers further space to support long-term development.

Beyond the expansion of its existing sites, Green is strategically advancing its footprint across Europe. Key prerequisites for the development of new locations include the early securing of suitable land, access to high-quality infrastructure, and the availability of reliable and sustainable energy. Climate-related risks are systematically taken into account, particularly with regard to energy availability, site resilience, and long-term security of supply.

In developing new sites, Green places strong emphasis on the responsible use of land and natural resources. Considerations such as biodiversity, land use, and integration into existing environmental and energy systems are incorporated at an early stage of the planning process.

Campus ZRH2, Dielsdorf
Data Center 3 under construction

11 MW +24 MW
5,600 m² white space +11,600 m² white space
Hyperscaler campus

- Campus for high-performance data centers
- Heating supply for around 11,500 households using data center waste heat (final development phase)
- Reduction of approximately 20,000 tons of CO_2 per year
- Waste heat utilization in collaboration with Energie 360°
- Integration into regional heating networks
- First heat delivery planned for fall 2026

The campus combines digital infrastructure with regional energy supply and makes a tangible contribution to reducing CO_2 emissions.

Construction

Sustainable expansion of digital infra-structure

Sustainable Infrastructure Development

The expansion of Green's infrastructure is guided by efficiency, security of supply, resilience, and long-term economic viability. New data centers are developed in line with current requirements for energy efficiency, operational reliability, scalability, and relevant regulatory frameworks.

Key factors are addressed early in the planning and construction phases. These include the careful selection and optimization of materials such as concrete and steel, as well as the integration of low-emission construction and logistics concepts. This approach enables the systematic reduction of emissions across the value chain. At the same time, requirements related to energy supply, cooling, and land use are integrated at an early stage to ensure a resource-efficient and economically sustainable infrastructure. Country-specific regulatory requirements are also taken into account, particularly with regard to energy efficiency standards for data centers, such as those applicable in Germany.

A strong focus is placed on sustainable energy supply and the use of waste heat. New sites are designed to be integrated into existing energy systems and to contribute to regional energy networks.

Through this approach, Green lays the foundation for a high-performance, resilient, and climate-compatible digital infrastructure.

Campus ZRH1, Lupfig
Data Center 4 under construction

17.5 MW +12 MW
10,400 m² white space +5,526 m² white space
Hyperscaler campus

- Data center designed to current technology standards
- Adding 5,526 m² of data center space and 2,000 m² of office space to the campus
- Commissioning planned for early 2027
- Operated with 100% renewable energy
- Waste heat utilization via the Naturenergie Eigenamt heating network
- Useing free cooling

Energy efficiency, renewable energy, and waste heat utilization are integral elements of the design.

Operational Progress

In the operation of its data centers, Green follows a continuous optimization approach aimed at improving energy efficiency and reducing CO_2 emissions. Operational processes are systematically reviewed and further developed on an ongoing basis.

A key lever lies in the optimization of cooling systems. By adjusting operating temperatures, optimizing cold aisle configurations, and deploying more efficient components such as a new pump module, energy consumption in day-to-day operations is sustainably reduced. In addition, lighting systems at several sites have been consistently upgraded to energy-efficient LED technology.

By utilizing closed-loop water systems for all our data centers, we keep our water usage close to zero. This results in an outstanding Water Usage Effectiveness (WUE) metric that sets a benchmark in the industry. At the same time, Green continues to enhance its waste and recycling management. Updated processes and new concepts improve transparency and control of waste streams, contributing to the reduction of CO_2 emissions.

Another important lever is collaboration with customers. Green actively supports its customers in optimizing their infrastructure, for example through clear installation guidelines such as the consistent use of blanking panels in server racks. This improves airflow and further increases the efficiency of cooling systems. In addition, Green works with its customers to implement higher operating temperatures to reduce energy demand in operations. Green also enables the use of renewable energy.

Initiatives 2026

- Continuation of the LED lighting retrofit at the Schlieren site (ZRH3)
- Further optimization of Power Usage Effectiveness (PUE) metrics across all data centers
- Engaging and empowering customers to utilize renewable energy through targeted campaigns
- Advancement of the waste and recycling management framework at the Dielsdorf site (ZRH2)

Our Contribution in Operations

- Operation of data centers powered by 100% renewable energy
- Provision of renewable energy for customers
- Utilization of data center waste heat in regional heating networks
- Integration into local energy and heating systems
- Use of free cooling to reduce energy consumption
- Optimized airflow and efficient cold aisle design
- Adjustment of operating temperatures in line with ASHRAE guidelines
- Use of closed-loop water systems to minimize water consumption
- Continuous optimization of energy efficiency (PUE)
- Structured waste and recycling management
- Transition to energy-efficient LED lighting
- Support for customers in achieving energy-efficient operations

People at Green

Organization, leadership and culture

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Empowering Our People

Green's success is built on the expertise, reliability, and collaboration of the people who develop, operate, and continuously enhance our digital infrastructure. The execution of our growth strategy, increasing internationalization, and the rapid expansion of our organization are raising the demands on leadership, alignment, and processes. At the same time, technological developments, particularly in the field of artificial intelligence, are reshaping how we work and collaborate.

Green creates the conditions for a high-performing organization in which ownership, accountability, and collaboration are actively encouraged. Employees are given the necessary freedom to contribute to the company's development and to actively support change. Green fosters a culture that promotes openness, a willingness to learn, respectful interaction, and the courage to pursue new approaches.

Leadership Excellence and Workplace Safety

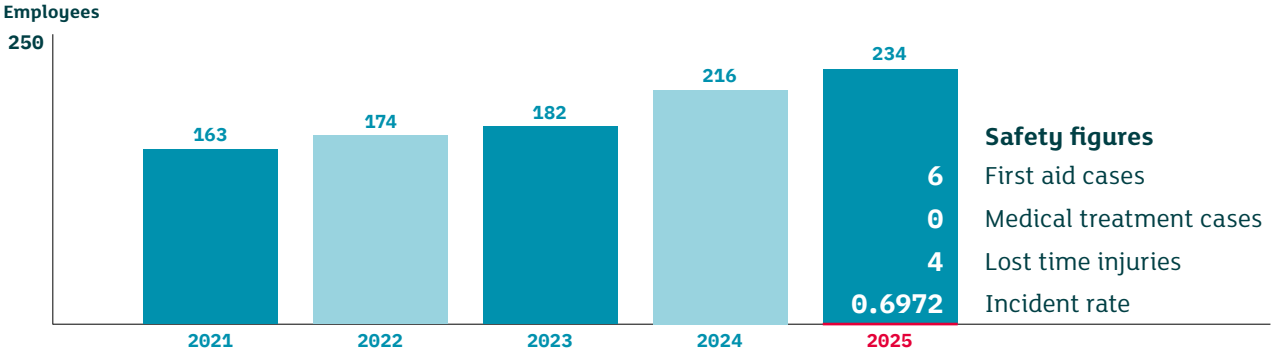
Leadership, employee development, and employee satisfaction are key management levers and are systematically measured and continuously developed. At the same time, the protection of health and safety, particularly in the construction and operation of data centers, is of central importance.

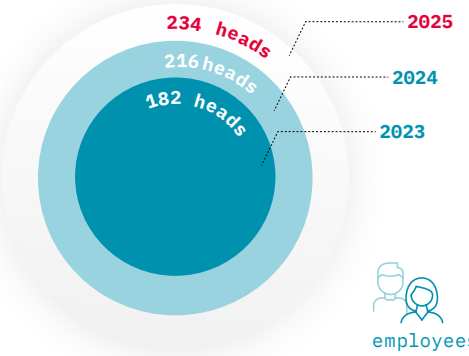
The targeted development of these areas enables Green to effectively manage growth, integrate new sites efficiently, and connect teams across countries and business units. This ensures that the high standards of quality, safety, and reliability are consistently maintained across all areas of the company.

Collaboration driving impact
Ultimately, working together is what turns our goals into reality.

People at Green

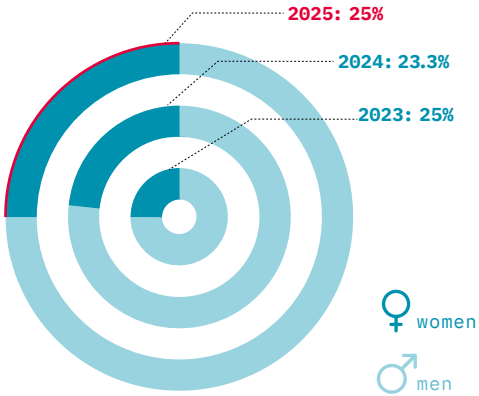
Facts & Figures





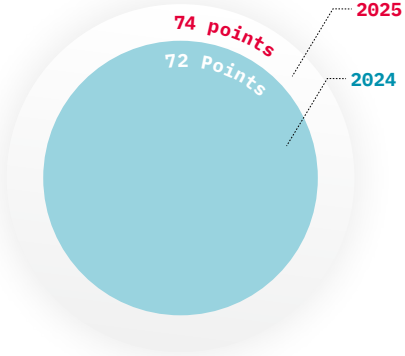
Number of employees

Compared to 2024, the number of employees at Green has increased by 18 in 2025.



Gender ratio at Green

The ratio male to female employees remained on the same level compared to 2024.



Employer satisfaction

Employee satisfaction has increased by 2 points since 2024, reaching 2% growth in 2025.

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People at Green

Managing Workplace Safety

Safety talks
559
2025

Safety observations
9152
2025

Ensuring Safety and Compliance

The construction and operation of data centers, as well as collaboration with numerous partners and service providers, involve high requirements for occupational health and safety. These are further shaped by the requirements and expectations of customers, particularly hyperscalers and large enterprise clients.

To manage these requirements, Green operates a comprehensive occupational health and safety management system in accordance with ISO 45001. This system is based on clearly defined processes for risk identification, prevention, and continuous improvement.

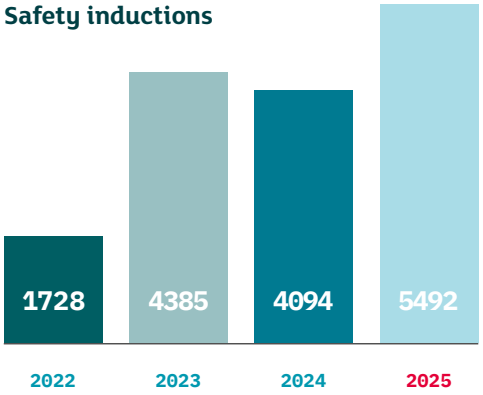
Through regular training, safety inspections, and targeted awareness measures, employees, partners, and contractors are systematically engaged. This ensures that risks are identified at an early stage and effectively managed.

The effectiveness of these measures is systematically measured and continuously monitored using defined key performance indicators. The analysis of incidents and near misses forms the basis for targeted improvements and preventive measures.

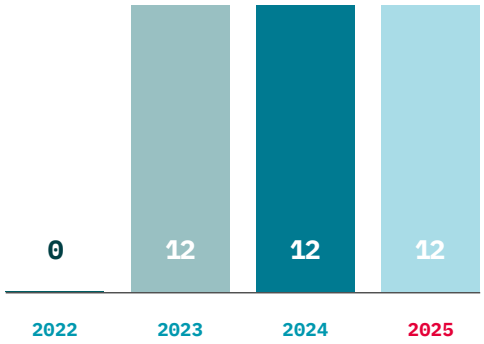
Occupational Health and Safety Management System

- Binding safety policies and standards to protect people, assets, materials, and property
- Ensuring a safe working environment through close collaboration between Green, employees, partners, and other stakeholders
- Clear requirements and agreements for contractors
- Contractual obligations regarding compliance, duty of care, and reporting
- Role-specific health and safety guidelines for general contractors, subcontractors, and employees

Safety inductions



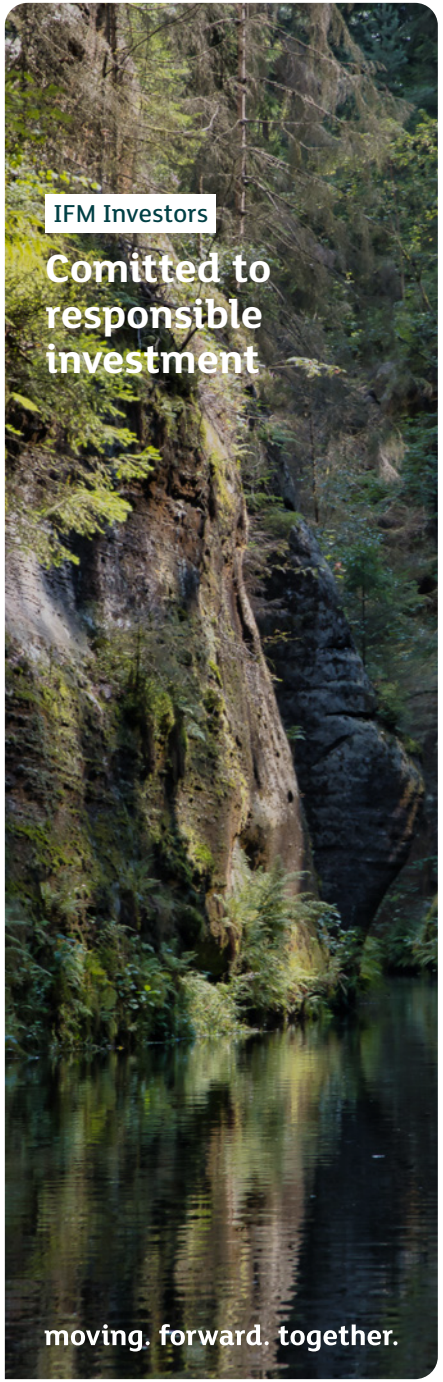
Monthly safety briefings



Initiatives 2025

During the reporting year, targeted measures were implemented to further enhance safety standards and sustainably reduce risks:

- Digitalization of Health & Safety reporting
- Fire safety training programs
- Harmonization of safety concepts
- Targeted preventive measures based on the analysis of incidents and root causes



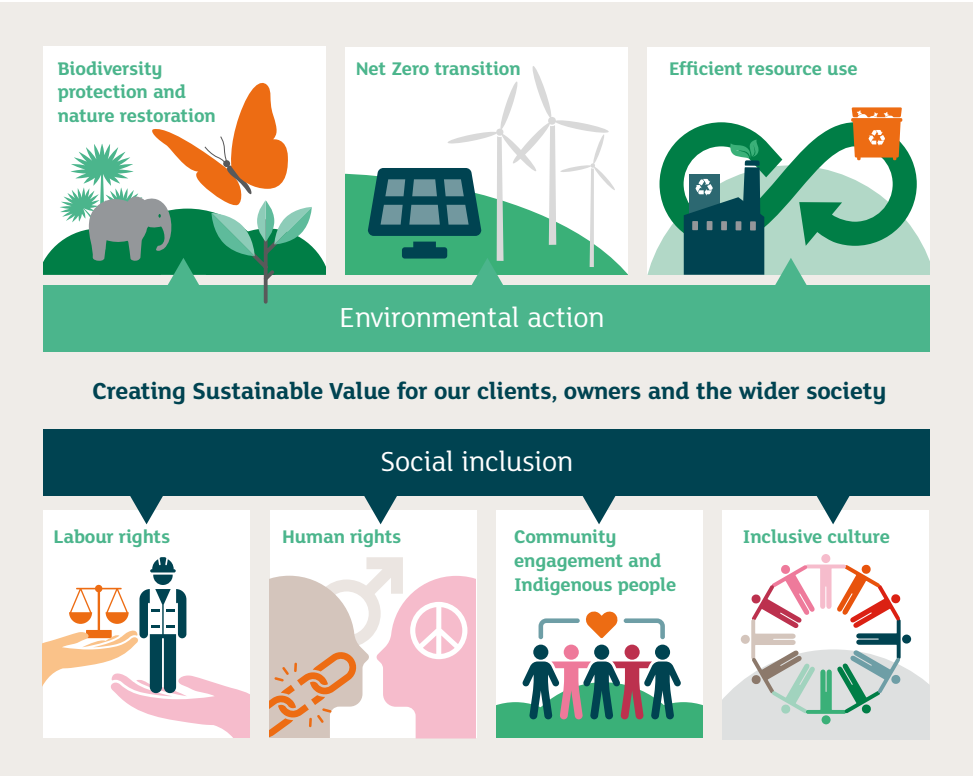
Investor Perspective

Green has been part of the IFM Global Infrastructure Fund ("IFM GIF") since 30 October 2025. This further strengthens the focus on energy efficiency and sustainability.

IFM Investors is a global asset manager owned by pension funds, with a clear purpose to invest, protect, and grow the long-term retirement savings of working people. With assets under management of USD 177.5 billion (as of 31 December 2025) and 831 institutional investors worldwide, IFM pursues a long-term, responsible investment approach. This approach is based on the conviction that stable returns can only be achieved in healthy economic, environmental, and social systems. IFM's sustainable investment approach systematically integrates environmental and social considerations into all investment processes. Seven sustainable investing focus areas provide the strategic framework. As a long-term infrastructure investor, IFM takes responsibility for addressing systemic risks – particularly in the context of climate change – while also capturing opportunities to strengthen the long-term performance of its portfolio.

Further information: www.ifminvestors.com

Green and IFM share a complementary vision of sustainable digital infrastructure and a long-term investment horizon. The partnership combines Green's operational excellence in sustainable data center operations with IFM's global infrastructure expertise. Together, we contribute to the decarbonization of European infrastructure and the development of a climate-aligned digital economy, with the clear objective of creating long-term value for investors, employees, customers, and society.



Green 2025

Customer centricity, partnership and collaboration

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Shaping Responsibility Together
Sustainability at Green is not a standalone topic, but a shared responsibility that can only be effective through the combination of different perspectives.

Collaboration with external partners plays a central role. Through close exchange with customers, energy providers, suppliers, institutions, and networks, we develop solutions that create impact beyond our own operations. In particular, the integration of our data centers into regional energy systems and the use of waste heat demonstrate how digital infrastructure can actively contribute to sustainable development.

A key focus for me is the continued development of our internal collaboration in the area of ESG. With the establishment of a cross-functional ESG Committee, we have created a platform that brings together expertise, strengthens exchange, and drives the implementation of our objectives.
The Committee enables structured discussions, prioritization of topics, and coordinated implementation of measures. At the same time, it creates transparency around progress and challenges.

Sustainable development is achieved when we take responsibility, collaborate, and continuously evolve.

Together, we are building the foundation for a sustainable digital future.

Marietta Hersche
ESG Lead

Green Datacenter AG
Industriestrasse 33
CH-5242 Lupfig

Email: esg@green.ch
Phone: +41 56 460 23 23

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