



Pioneering Data Centers

A perspective view of a modern data center aisle. On the right, a long row of white server racks with glass doors extends into the distance. The racks are filled with server equipment, and blue indicator lights are visible. The floor is a light gray, and the ceiling has recessed linear lighting fixtures. In the background, more racks are visible at the end of the aisle. Two white L-shaped corner brackets are positioned on the floor, one on the left and one on the right, framing the text.

2025 CSR Report

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Foreword



Tristan RICHARD
CEO

The environmental transition and the continued growth of digital usage are transforming our industry. The rise of technologies such as artificial intelligence reinforces the need to design digital infrastructures that address the challenges of performance, energy efficiency, and integration into their environment.

At APL Data Center, this evolution is in line with our corporate mission, Organic Design. It drives us to adapt our practices and models to meet the expectations of our customers, local communities, and all our stakeholders.

2025 embodied a new milestone in our growth. Following the opening of our branch in Italy in 2024, we continued our expansion in Europe by entering the Spanish market. We are also preparing to expand our offices in Marseille in 2026. These developments reflect our commitment to growing in a controlled manner, while remaining close to our clients and attuned to local realities.

This momentum is also driven by the trust of our long-standing clients, whom I would like to thank. Their loyalty inspires us to maintain high standards. The quality of our work and operational excellence remain at the heart of our approach. Together, we are developing projects and practices in our industry with a focus on continuous improvement.

In a context where the acceptability of digital infrastructure has become a key issue, we place particular emphasis on transparency, dialogue, and education. The event organized by APL in October 2025 on CSR issues provided an opportunity to bring together our teams, clients, and partners, to discuss these topics and share our experiences.

This report presents APL Data Center's key non-financial challenges as well as the actions taken throughout 2025. It reflects the work carried out by all of our employees and partners to enhance our corporate responsibility approach.

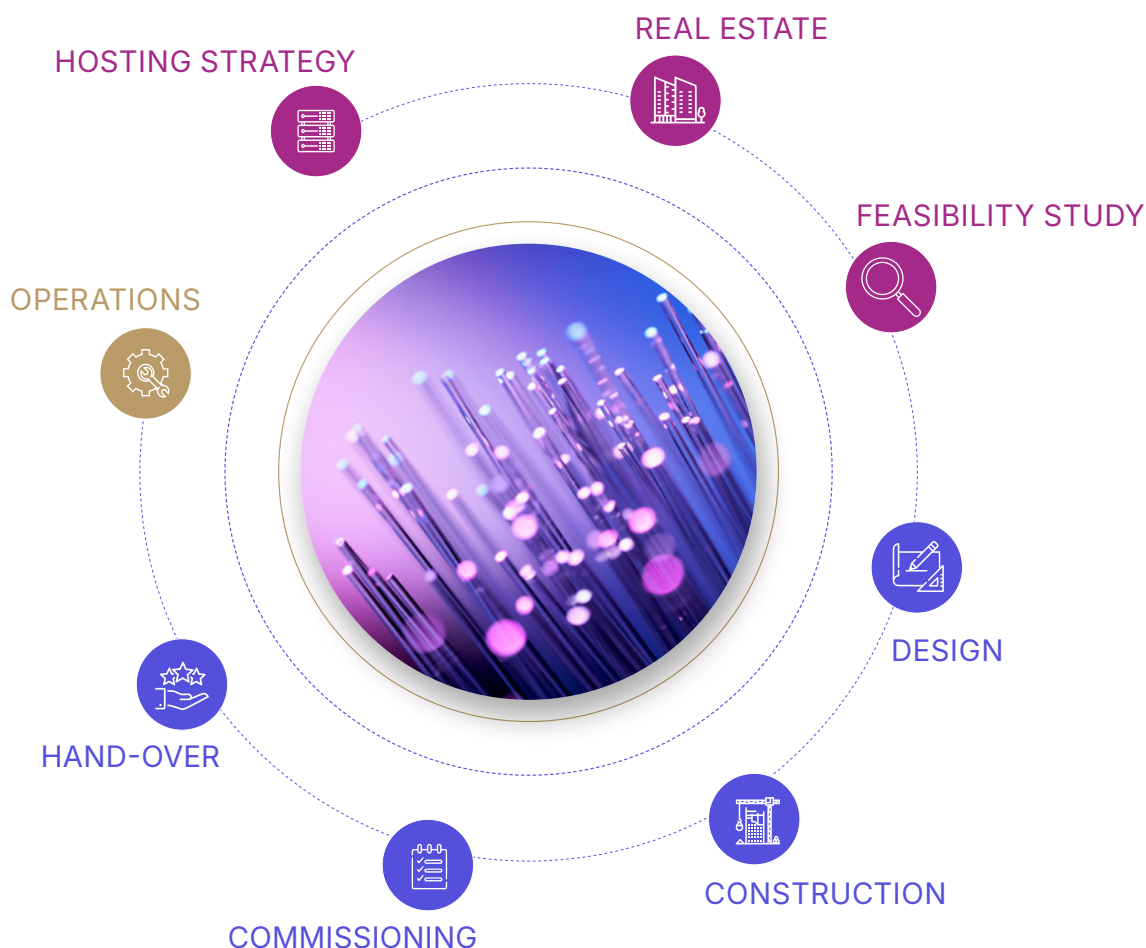
I would like to thank each and every one of you for your commitment. Together, we will continue to support the evolution of our industry and develop high-performance, useful, and responsible digital infrastructures.

1. **About** APL Data Center



1.1. Our Business Activities and Key Figures

With over 40 years of experience, APL Data Center specializes in supporting its clients throughout the entire data center lifecycle, from design to decommissioning. In this context, APL Data Center provides the following services:



Key Figures for 2025

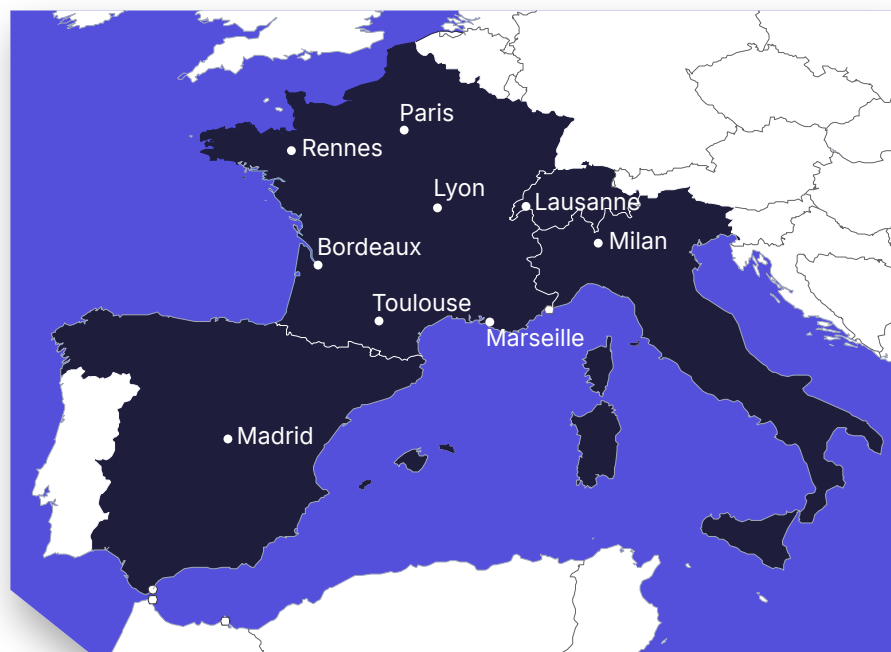
Revenue
€114.9 million *
 + 84%
 * Consolidated revenue

€4.2 million
 invested in R&D

Net income
€6 million
 + 41%

241
 employees as of 12/31/2025

Locations



In line with its regional development strategy, APL Data Center has continued **to expand its European network**. Following the opening of a branch in Italy in 2024, the company inaugurated a new office in Spain in 2025, thereby strengthening its presence across strategic European markets.

These local offices help reinforce our relationships with customers and partners, while allowing us to better address the regulatory frameworks and regional specificities unique to each country.

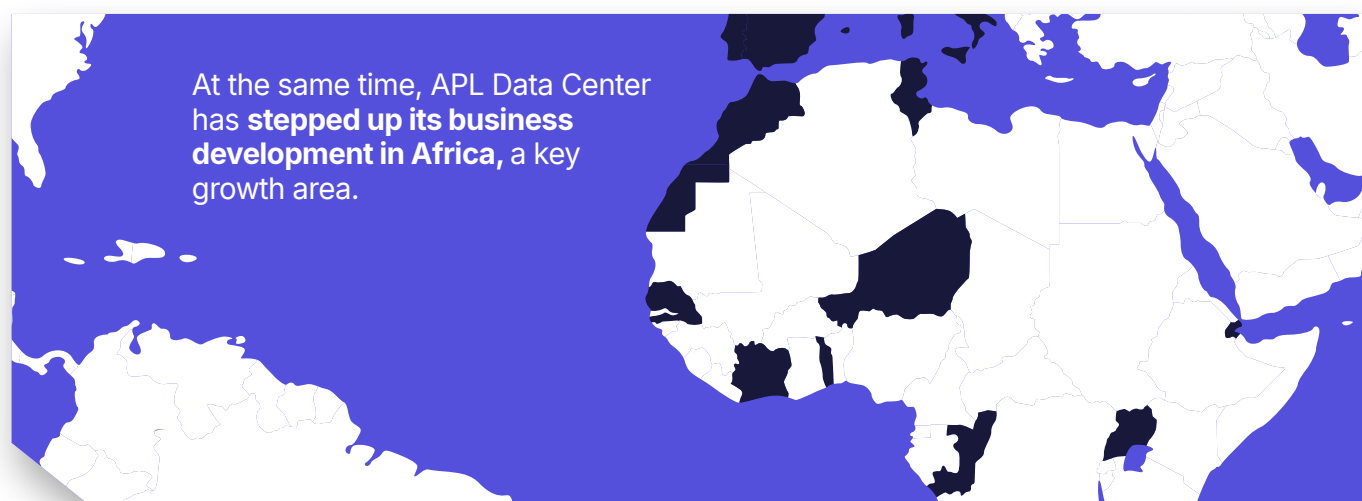
As of 2025, the group consists of two legal entities: APL Data Center and APL Data Center Switzerland. In addition, APL Data Center has a branch in Italy and a branch in Spain. This report covers only APL Data Center's operations in France.



The past year marked a decisive acceleration in APL Data Center's expansion in Southern Europe, driven by a renewed vision and approach to our industry. Our local teams quickly organized themselves around key talent—combining expertise, ambition, and humility—to support this momentum. Over the next three years, our goal is to expand our presence in major European hubs and establish ourselves as a leading partner for a sovereign, high-performing, and responsible digital ecosystem.

Julien HUMBLLOT

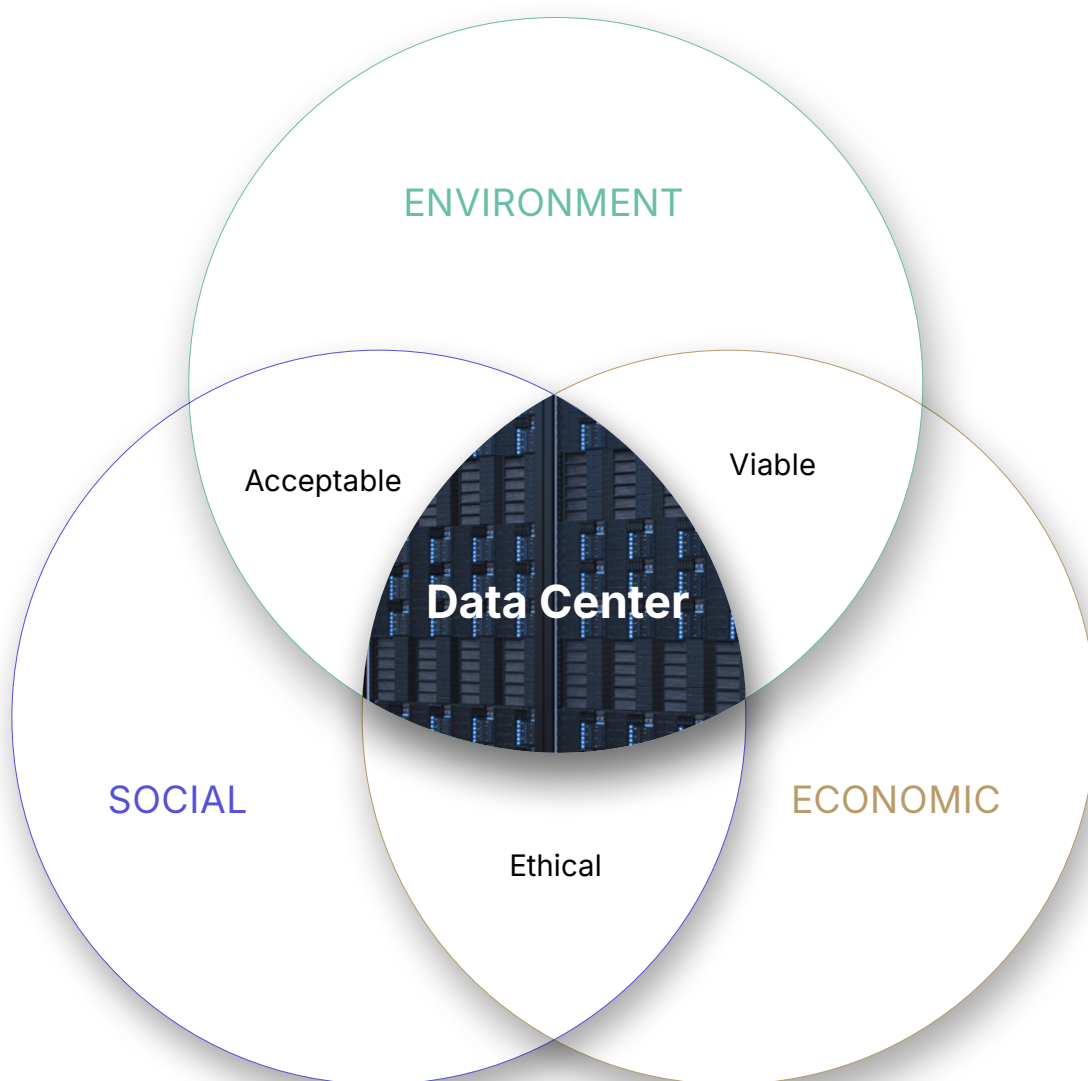
Head of Southern Europe Operations



1.2. Our Vision and Mission

At APL Data Center, our vision is to reconcile digital development with compliance with environmental, social, societal, and economic requirements by rethinking the data center.

With this in mind, we have defined our commitment through our Organic Design mission: to design scalable, secure, and efficient data centers that are in harmony with their environment. For many years now, as a pioneering data center, we have been working to ensure that the growth of digital applications and related infrastructure is sustainably compatible with our planet and regional development.



1.3. The CSR & Data Center Morning: An event at the heart of all APL Data Center's values

By organizing its "CSR & Data Center Morning" event, APL Data Center has demonstrated that its commitment to CSR perfectly embodies all of its values: Commitment, Unity, Courage, Growing Together, and Cultivating Excellence.



COMMITMENT

At APL Data Center, we dedicate all our energy and sense of responsibility to serving our clients to build the most high-performing, sustainable, and environmentally friendly data centers.

By organizing **an event entirely dedicated to the sector's CSR challenges**, APL Data Center— given its central position within the ecosystem— has reaffirmed its commitment to addressing CSR issues. This morning session provided an opportunity to discuss key issues for the future of digital infrastructure, such as regional integration and the acceptance of data centers, as well as the resilience of infrastructure in the face of climate change.



BRINGING PEOPLE TOGETHER

We know that together, we are stronger. We enjoy working as a team, sharing what we've learned, and celebrating our collective successes.

By bringing together all industry stakeholders in a collective and collaborative effort — with **more than 130 participants from the data center ecosystem and 14 leading speakers** representing top companies and key institutions — this event created an open forum for discussion, fostering collective intelligence and uniting stakeholders around innovative and responsible solutions for the industry.

DARE

Autonomy, trust, and initiative guide our actions. We seek out new ideas and love taking on challenges.

By organizing this event, APL Data Center took the bold step of opening a discussion on topics that are sometimes complex or sensitive, and shared a vision that will shape the sector. APL Data Center also chose to demonstrate transparency and leadership by exclusively sharing the results of its materiality analysis. Beyond being an internal exercise, this initiative helped **shape a shared vision of CSR challenges facing data centers**, benefiting the entire industry.



GROWING TOGETHER

We are building a work environment rooted in humility, openness, and mutual support, enabling everyone— customers, colleagues, and partners — to grow.

By fostering a collaborative dynamic to grow alongside its ecosystem, these discussions have led to **concrete opportunities for collaboration**: 24 participants signed up in response to the call to action; plans to launch a CSR & Energy Proof of Concept (POC) with clients and partners; proposals for joint events, sector-specific working groups, and new impact-driven offerings.

CULTIVATING EXCELLENCE

We are proud of our expertise. We are committed to continuously improving it and always staying at the forefront of innovation.

By exploring cutting-edge technologies, rethinking processes, and incorporating innovative materials, APL Data Center is committed to a culture of continuous improvement. Our ambition goes beyond simply meeting customer and regulatory requirements: it involves exceeding current standards to anticipate tomorrow's challenges, particularly by preparing our infrastructure today for the impacts of climate change. Cultivating excellence means placing technical, environmental, and societal performance at the heart of every project, with a **proactive and sustainable vision for the industry**.



2. Our CSR Approach



2.1. Our CSR Challenges

APL Data Center's CSR strategy is based on a detailed and phased approach to its challenges, in order to comprehensively address the impacts, risks, and opportunities associated with its activities. APL Data Center's CSR issues are organized around **4 main pillars and 16 sub-pillars**:



16 sub-pillars,
corresponding to the major themes underpinning the CSR approach



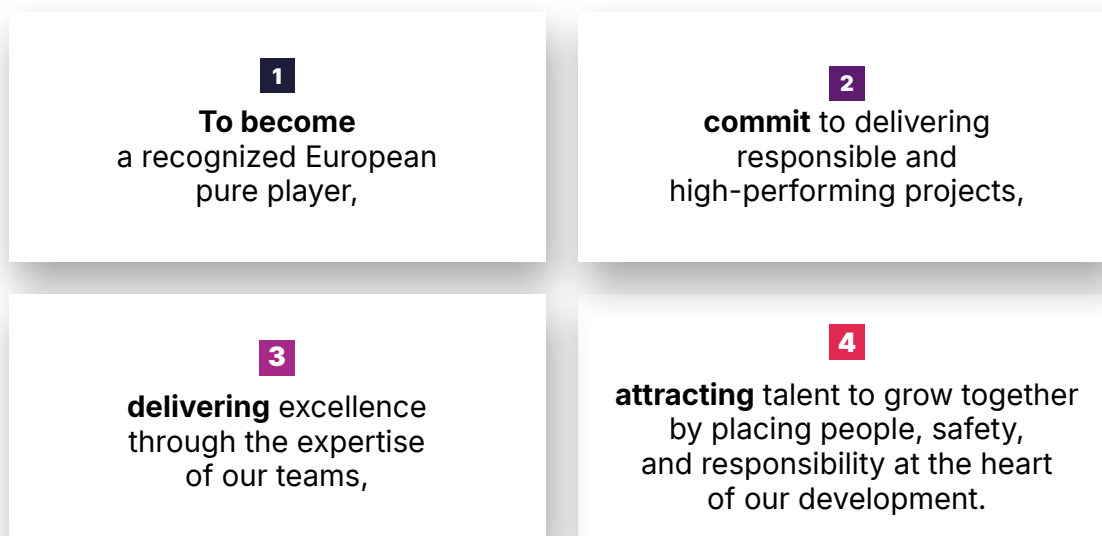
About forty operational challenges,
covering more specific and concrete topics directly related to APL Data Center's activities, its value chain, and the expectations of its stakeholders.

2.2. A structured commitment aligned with our strategy

IMPACT 2027 is **APL Data Center's strategic plan for 2025–2027**, designed to support the evolution of our business model and address the environmental, societal, and technological challenges facing our industry. It has a clear ambition: to become our clients' trusted European partner, supporting them in successfully meeting both their CSR and technological challenges.



This ambition is structured around **four key pillars**:



The design and rollout of **IMPACT 2027** were based on a collective management approach, structured around work streams and regular monitoring meetings. This organizational structure made it possible to bring together different functions within the company, share a common vision of priorities, and coordinate efforts amid a period of transformation and strong growth.

This framework encourages the exchange of perspectives, takes operational constraints into account, and facilitates the gradual resolution of issues.

2025 marked a milestone in the operational rollout of the **IMPACT 2027** plan, with the implementation of several structural initiatives illustrating APL's gradual transformation, which will be presented later in this report.

2.3. An approach grounded in regulatory and normative expectations



APL Data Center has been
ISO 9001:2015 and
ISO 14001:2015
certified since 2020.

APL relies on a **structured and proven management system**, as evidenced by its **ISO 9001 (quality) and ISO 14001 (environment) certifications**, which it has maintained for **six years now**. These certifications reflect the company's long-term commitment to the continuous improvement of its processes, customer satisfaction, and the management of its environmental impacts.

To strengthen its approach to **occupational health and safety** issues, APL conducted an **initial ISO 45001 audit in December 2025**, marking a new milestone in the development of its risk prevention and employee protection framework.

We also draw on the **ISO 26000 standard**, which sets out guidelines for social responsibility, and on cross-sector CSR best practices, to develop a credible, consistent approach tailored to our industry.

WE SUPPORT



We have participated in
the United Nations Global
Compact
since 2024.

In 2025, APL Data Center reached a pivotal milestone in its corporate social responsibility efforts with its **first response to the Communication on Progress (COP) questionnaire**. This initiative underscores the company's commitment to align its practices with the ten principles of the Global Compact and ensure that its non-financial performance is guided by transparency and continuous improvement.

To learn more, you can find our responses in the "Participant" section.

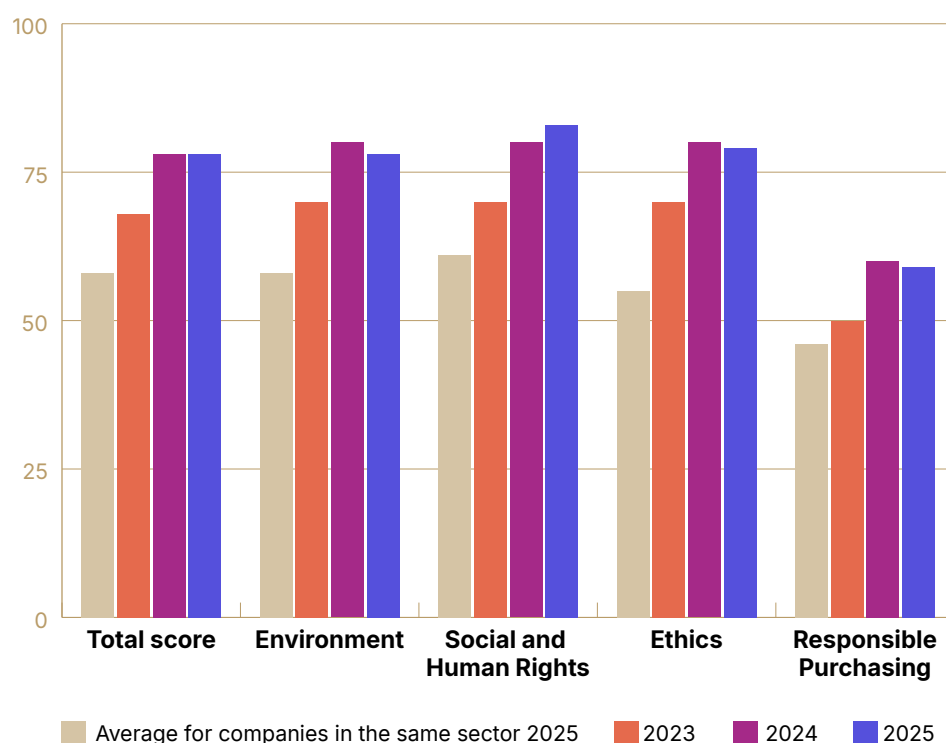
[On the unglobalcompact.org website](https://www.unglobalcompact.org)



We have participated in the Ecovadis program since 2019, demonstrating our ongoing commitment to CSR

As part of our commitment to continuous improvement, APL Data Center is assessed annually by **Ecovadis**, a leading platform for non-financial assessment, which enables us to measure our CSR performance, identify areas for improvement, and meet the expectations of our customers and partners. In 2025, we maintained our rating and earned the Gold medal for the second consecutive year.

Ecovadis CSR Performance



Finally, changes in the regulatory framework for non-financial reporting— particularly the gradual implementation of the Corporate Sustainability Reporting Directive (CSRD)— are prompting APL Data Center to better prepare for transparency requirements and the structuring of ESG data.

In this context, the company is pursuing a phased approach to align with the **VSME** framework, which serves as a guiding principle for strengthening non-financial management, ensuring the reliability of indicators, and enhancing the clarity and comparability of its CSR commitments.

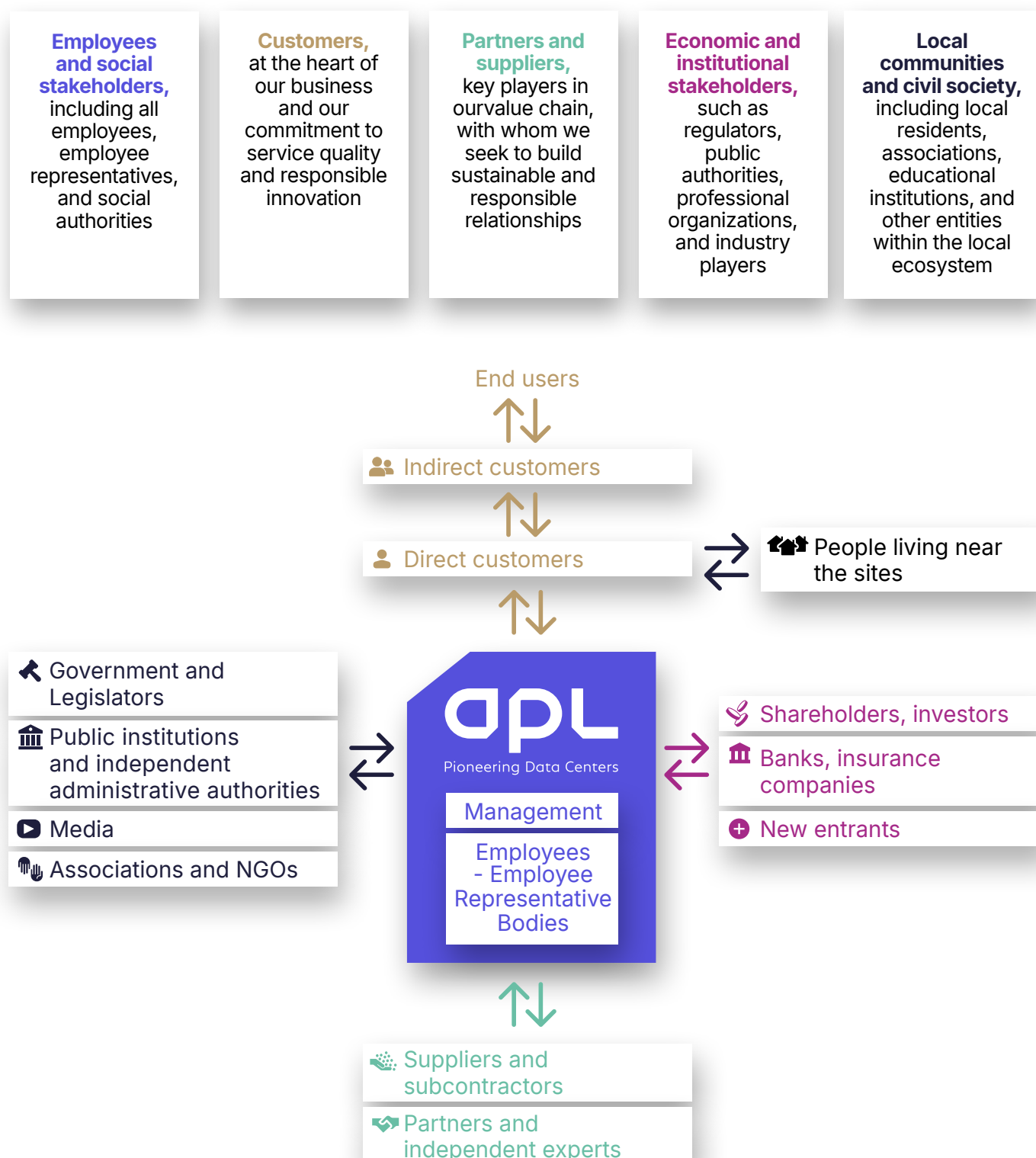


The CSRD (Corporate Sustainability Reporting Directive) is a European regulation that strengthens companies' transparency requirements regarding sustainability (environmental, social, and governance). Within this framework, the VSME serves as a simplified framework, tailored to small- and medium-sized firms, to structure and harmonize their ESG reporting.

2.4. A dialogue with our stakeholders

APL Data Center places particular emphasis on the quality of its relationships with all of its stakeholders. These stakeholders play a key role in identifying non-financial issues and continuously improving our practices.

Mapping our stakeholders allows us to tailor our methods of interaction and establish an appropriate level of engagement based on the issues at hand and each stakeholder's degree of influence. Stakeholders are grouped into **five main categories**:



In 2025, APL Data Center committed to dedicating significant time to a structured and in-depth dialogue with its key stakeholders, particularly its customers. These exchanges were designed as a practical tool to foster alignment between:

APL's CSR
strategy

the data center
sector's ESG
challenges

and its ecosystem's
concrete
expectations.

The interviews that were conducted had several key objectives:

- **To identify priority ESG issues** for both APL and its stakeholders (customers, employees, investors, and partners);
- **To prioritize the issues with the greatest impact** by analyzing economic performance, social responsibility, and contributions to local communities;
- **To better understand operational expectations** regarding responsible practices, sustainable innovation, and the transformation of the data center sector;
- **To yield directly actionable insights.**

This dialogue has enriched and consolidated the analysis of CSR issues and confirmed the company's strategic priorities, above all guiding action plans toward the areas that generate the most shared value, both for APL and its ecosystem.

This represents a significant and deliberate investment of time, which reflects APL's commitment to active listening, transparency, and collaborative decision-making, rather than a top-down or declarative approach.

Key Figures for Stakeholder Dialogue in 2025

4 areas of focus

internal departments involved:
Finance, Human Resources,
Compliance, Legal and CSR,
and Transformation

7 clients

including 5 from the
APL Top 10

1 strategic supplier

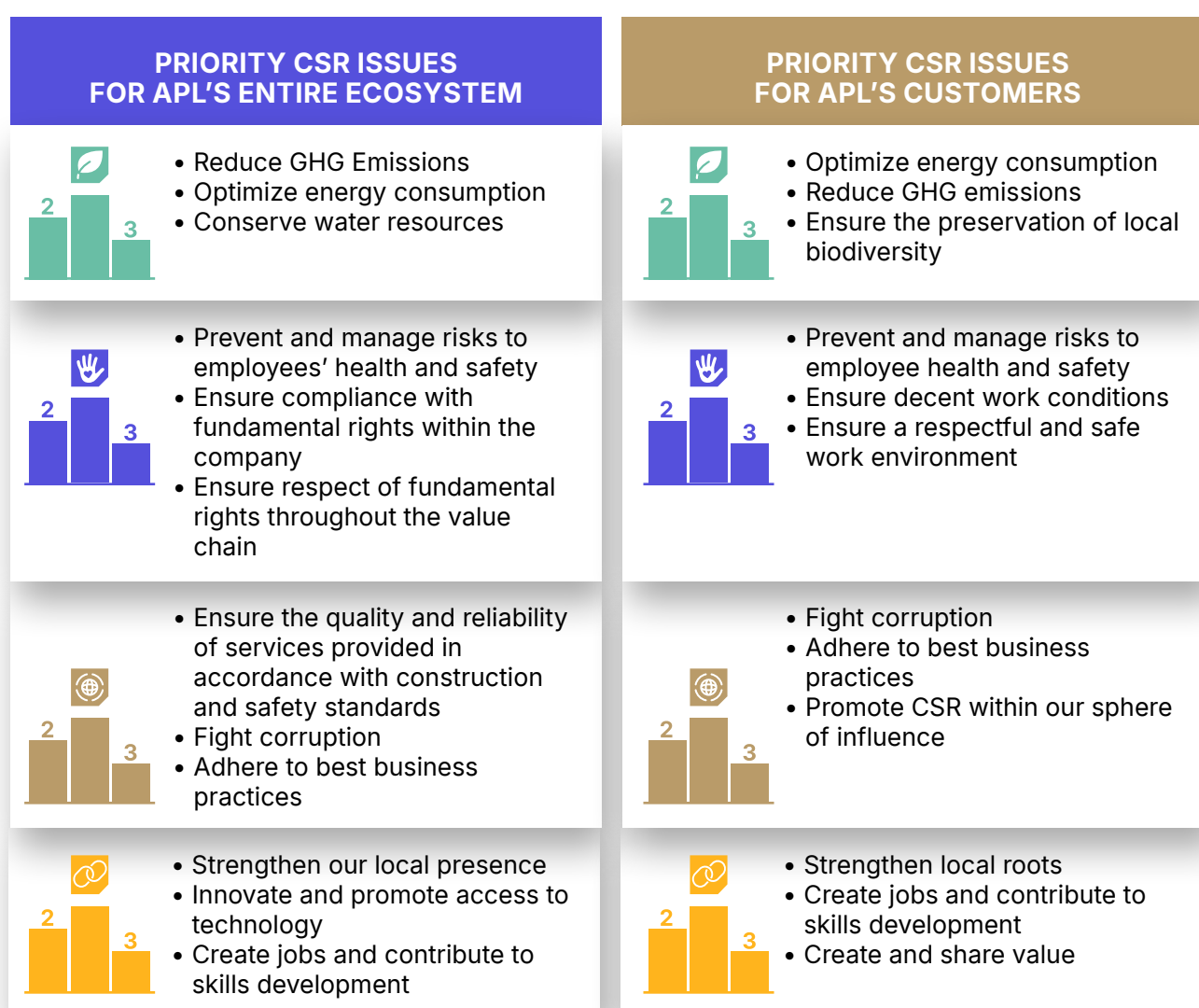
1 representative

from a non-profit organization

2.5. A materiality analysis to guide our priorities

To structure its CSR strategy, APL Data Center has updated its **materiality analysis**, which aims at identifying and prioritizing the company and its stakeholders' most significant ESG issues. This analysis combines **impact materiality** — which takes into account the direct impacts of APL Data Center's activities and the indirect impacts associated with its customers and value chain — with **financial materiality**, which assesses the associated risks and opportunities for the company's performance and sustainability.

This approach serves as a **cornerstone for APL Data Center's CSR strategy**, enabling the company to focus its efforts on the issues with the greatest impact and added value. It has also allowed APL Data Center to identify approximately 40 key operational CSR issues for its ecosystem.



2.6. Our CSR Governance

APL Data Center's CSR governance is based on a **structured organization** that integrates environmental, social, and ethical issues into the highest levels of decision-making while ensuring their implementation at operational level.

This governance is supported by a **regular and complementary committee structure**:



This organizational structure enables us to develop and manage **a set of internal policies** that form the foundation of APL Data Center's CSR approach:

- QHSE Policy [Available on our website](#)
- Executive management's H&S Commitment
- Social Policy [Available on our website](#)
- Anti-Corruption Policy [Available on our website](#)
- Personal Data Protection Policies [Available on our website](#)
- Responsible Purchasing Policy [Available on our website](#)
- Information Systems Security Policy

Together, these policies reflect the company's commitment to sustainable, responsible performance that complies with regulatory requirements while meeting the expectations of its stakeholders.

3. **Our Commitment,** **Key Figures and** **Initiatives**



3.1. Environment



Implement
a pollution
prevention
program

Ensure prudent
and sustainable
use of resources

Take action to
mitigate
climate change

Address
biodiversity
challenges

Our environmental approach is centered on several priorities:

Regulatory compliance
and continuous improvement of our
environmental performance

Reduction of our carbon footprint
and a carbon reduction trajectory

Integration of eco-design principles
into data center projects

Address
biodiversity issues
and limit land development
in our projects

Our detailed commitments are outlined in our **QHSE Policy**.

 Available on our website



OVERALL OBJECTIVE Integrate environmental considerations into every stage of the lifecycle of our services, from pre-sales to completion, while raising awareness and providing training for our employees.

3.1.1. Ensure control over our direct environmental impacts



Implement
a pollution
prevention
program

Ensure prudent
and sustainable
use of resources

Take action to
mitigate
climate change

Address
biodiversity
challenges

✓ Our Commitment

Manage our direct environmental impacts by prioritizing responsible use of resources and reducing waste generation at the source.

📊 Our Key Figures



🚀 Our Key Initiatives



Preparing for the opening of our new office in Marseille

From the design phase onward, we integrated **environmental requirements** in the development of our new Marseille premises, e.g. developing specifications focused on energy efficiency and building certification as well as selecting eco-friendly furniture made from recycled materials.

Atelier du Bocage and Écologic

- We have collaborated with Écologic for several years, **to ensure responsible collection and processing of our Waste Electrical and Electronic Equipment (WEEE)**.
- Also, our partnership with Atelier du Bocage allows **us to give aging computers and phones** discarded from our IT fleet **a second life**, through three channels which favor the circular economy: repair and reuse, recycling, or material recovery.

3.1.2. Taking action to mitigate our impact on climate change



Implement
a pollution
prevention
program

Ensure prudent
and sustainable
use of resources

Take action to
mitigate
climate change

Address
biodiversity
challenges

✓ Our Commitment

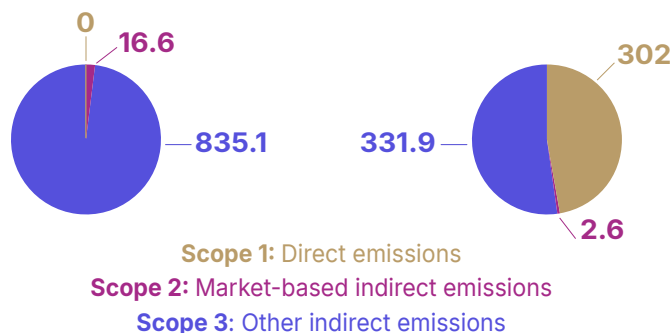
Conduct an annual assessment of our carbon footprint, track progress toward our 2030 carbon reduction targets, and achieve our goals.



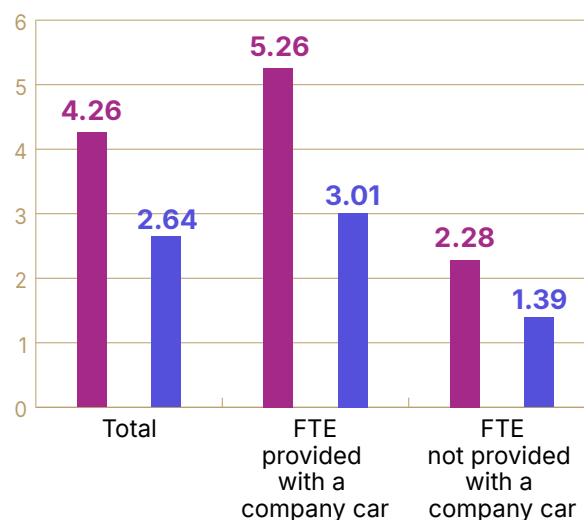
Goal: To reduce our carbon footprint by 20% by 2030, while projecting an average annual increase in revenue of 30% and a doubling of our workforce.

📊 Our Key Figures

2024 vs. 2025 carbon footprint in CO² TEQ



2024 versus 2025 result per FTE in CO² TEQ



The average in our sector is between **2 and 4 metric tons of CO² TEQ**

Following a critical review of fiscal year 2025, a methodological adjustment led to the reclassification of certain emission categories between scopes, in order to better align our reporting with applicable accounting principles.

This change explains the variation observed in Scope 1 between 2024 and 2025.

Our Key Initiatives

APL is strengthening its commitments to the ecological transition:

- **100% renewable energy for our facilities**

By 2025, both our Montrouge and Lyon offices will solely run on renewable energy.

- **A fleet of vehicles undergoing a major transformation**

Amid an accelerating ecological transition, APL Data Center has upgraded its fleet of company vehicles. Employees can now choose from a selection that meets demanding criteria in terms of performance, operating range, and low environmental impact.

By 2025, 40% of internal-combustion vehicles will have been replaced by hybrid or electric models. Along with this initiative, the deployment of new infrastructure will enable the installation of 8 additional charging stations in the parking lot of our Montrouge facility (bringing the number of stations available to 17), as well as 2 more stations installed in employees' private homes (for a total of 7 stations installed at the homes of employees).

- **A strengthened sustainable mobility policy**

APL is also bringing its mobility policy in alignment with its CSR commitments. Employees with a company car can now opt for a more flexible and eco-friendly alternative in the form of a monthly budget allowance dedicated to sustainable modes of transportation.

In 2025, 14 staff members, i.e. 10% of eligible employees, chose this option. Additionally, train travel was prioritized for trips under 4 hours, resulting in a 12% reduction in domestic air travel.

- **More responsible IT purchases**

The Information Systems Department at APL Data Center has updated its procurement policy, replacing 60% of its phone fleet with refurbished devices.

- **A carbon reduction path on track**

APL Data Center aims at reducing its carbon footprint by 20% while supporting sustained business growth, with an average annual revenue growth of 30% and a doubling of its workforce.

Results achieved in 2025 bring us closer to the most favorable scenario we had envisioned. This performance is due in particular to the measures implemented to promote more sustainable mobility and to the optimization of the company's vehicle fleet, which have contributed significantly to our reduced carbon footprint.

3.1.3. Creating value by helping our clients manage the environmental impacts of the projects they entrust us with



Implement
a pollution
prevention
program

Ensure prudent
and sustainable
use of resources

Take action to
mitigate
climate change

Address
biodiversity
challenges

✓ Our Commitment

Accompagner nos clients dans la prise en compte des enjeux environnementaux sur l'ensemble du cycle de vie du data center.

📊 Our Key Figures

16%

of projects included support for
improving environmental
and energy efficiency

40%

of projects included support
for compliance with regulations,
standards, or data center best
practices

68%

of our customers are satisfied
with the measures APL
implemented to help reduce
their greenhouse gas emissions

🚀 Our Key Initiatives

Our support services for addressing environmental challenges throughout the entire data center lifecycle.

Regulatory and standards compliance, and best practices

Design and Construction

- Preparation of applications for single-permit authorizations (ICPE/IOTA)
- HQE, LEED, or BREEAM certification process

Operations

- Adherence to the Code of Conduct for Data Centers
- SBTi Commitment
- ISO 14001 and ISO 50001 Certification Process

Environmental and Energy Performance

Audits

- Energy audit
- Environmental due diligence
- Environmental analysis of a turnkey Project

Calculations

- PUE calculation (functional digital twin)
- CUE/WUE calculation
- Carbon footprint calculation
- LCA calculation
- Carbon footprint of intellectual services

Grants and Subsidies

- CEE
- Heat Fund
- PRO SMEn (ATEE)
- Eco-design assessment (ADEME)

CFD

- Indoor CFD
- External CFD
- Storage tank
- Transient

Sustainable Design

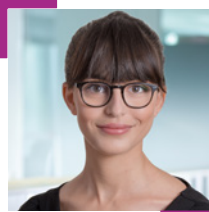
Renewable Energy

- Study on waste heat recovery
- Implementation of renewable energy

Environmental performance: Multiple perspectives



Jessica LE GOFF
Head of Acceptance
& Sustainable



Soumia HATTALI
Energy optimization
Manager

APL Data Center talks about “organic design.” In practical terms, what difference does that make?

Soumia: It changes everything. In the industry, performance has long been reduced to a single metric like PUE. It's useful, but far from sufficient. At APL Data Center, we cross-reference energy and environmental metrics with very concrete realities: resilience, operations, density, and scalability.

Our role isn't to post a “good number,” but to help our clients make the right choices. Behind every technical decision, there are real impacts on energy, carbon emissions, and service continuity. It's this ability to objectively evaluate trade-offs that makes the difference.

Why is it so important to think of the data center on a global scale?

Soumia: Because a data center cannot be managed in silos. Focussing solely on operations or a single metric would mean missing a large portion of the impacts.

The analyses we conducted with one of our clients speak volumes: the carbon footprint is split between operations, equipment, and materials. In other words, everything counts.

A life-cycle analysis even allowed us to demonstrate that a hybrid cooling solution could reduce the overall impact by up to 40% compared to a 100% air-cooling solution.

This type of result clearly illustrates our belief that only a comprehensive approach can prevent the transfer of environmental impacts and enable us to make truly informed decisions.

Jessica, how have these issues evolved in recent years at APL Data Center?

Jessica: We've clearly moved to a whole new level. Initially, environmental issues were driven

primarily by regulations. Today, our customers are going far beyond that and seeking to design more sustainable projects, based on a much more holistic approach.

We initially focused heavily on carbon, developing life-cycle analyses and eco-design approaches, particularly with Data4, with whom we co-authored a white paper: “Measuring the Environmental Impact of Data Centers to Take Better Action.” Then the issue of water became central, which led us, within the scope of a client project in the Île-de-France region, to design more energy-efficient cooling systems.

And now, a new issue arises: the recovery of waste heat.

In fact, waste heat is becoming a key issue. Why is that?

Jessica: Because it's changing the way we view data centers. We're no longer just talking about reducing our environmental impact, but about creating value. The heat produced can be recovered to power district heating networks, residential buildings, or other applications.

We work with our clients to identify local opportunities, design the necessary infrastructure, and assess technical and economic feasibility. It's an issue that is all together energy-related, regional, and strategic.

Has any recent event made a particular impression on you?

Jessica: Yes, the publication of the decree on energy efficiency at the end of 2025. It strongly encourages the recovery of waste heat. It's a clear signal: these practices are bound to become more structured and widespread.

It also confirms that data centers have a role to play in local energy balances.

Beyond technical expertise, how does APL create value for its clients?

Jessica: Our strength lies in supporting projects from start to finish: design, permits, territorial integration with local authorities. We also focus heavily on community acceptance by engaging with stakeholders.

And then there's knowledge sharing. We're deeply involved in the industry, particularly through France Datacenter, to share lessons learned and collectively advance best practices.

3.2. Social issues



Develop skills

Fight all forms of discrimination

Ensure good work relationships and decent work conditions

Ensure employees' health and safety

Safeguard fundamental rights

Our social approach is centered on several priorities:

Ensure the occupational health and safety
of all our employees

Ensure good work conditions and foster constructive labor-management dialogue

Prevent all forms of discrimination
and promote diversity and inclusion

Implement responsible recruitment and onboarding processes, and support the skills development and employability of our personnel

Safeguard fundamental rights
both internally and among our suppliers

Detailed commitments are outlined in our **Social Policy**.

 Available on our website



OVERALL OBJECTIVE Continue to develop our ambitious and innovative HR policy, focused on training and promoting talent, diversifying employee profiles, improving employees' quality of life, and supporting teams in an international environment.

3.2.1. Safeguard fundamental rights



Develop skills

Fight all forms of discrimination

Ensure good work relationships and decent work conditions

Ensure employees' health and safety

Safeguard fundamental rights

✓ Our Commitment

To commit to strictly abide by legal and regulatory obligations regarding labor laws (the Labor Code, collective agreements and conventions, and International Labor Organization standards), and to consistently ensure an ethical work environment that adheres to best practices and complies with employees' fundamental rights.

Commit to extending these requirements to suppliers.

📊 Our Key Figures

100%

of suppliers
have received our Supplier Code of Conduct

70%

of targeted suppliers
assessed

🚀 Our Key Initiatives

Launch of the non-financial qualification process

- In 2025, APL Data Center initiated a **structured process for the non-financial qualification of its suppliers**, aimed at strengthening risk management and the overall performance of its value chain.
- This approach includes an **in-depth analysis of non-financial issues**, covering in particular: service quality and continuity, occupational health and safety, the environment, social issues, personal data protection, business ethics, information security, and CSR commitments in the broadest sense.
- This framework enables **us to assess the maturity of our partners, promote responsible practices**, and ensure that relationships with our suppliers are sustainably grounded in high standards, transparency, and continuous improvement.

Incorporation of CSR clauses into our standard supplier contracts

These clauses formalize the commitments expected of our partners regarding the environment, respect for human rights, health and safety, business ethics, and regulatory compliance.

They aim at aligning our entire supply chain with our CSR requirements by establishing a common framework based on transparency, accountability, and continuous improvement.

3.2.2. Implement responsible recruitment and onboarding processes and support the skills development and employability of our staff



Develop skills

Fight all forms of discrimination

Ensure good work relationships and decent work conditions

Ensure employees' health and safety

Safeguard fundamental rights

✓ Our Commitment

Promouvoir l'épanouissement professionnel de chaque collaborateur en développant leurs compétences via la formation interne, en intégrant et accompagnant efficacement les nouveaux arrivants, et en proposant des solutions de mobilité interne alignées avec les aspirations individuelles.

📊 Our Key Figures

NPS of 77
for our "Start and Fly"
onboarding day

NPS of 62
on the onboarding process
one month after arrival

15 hours
of training on average per
employee

42%
have benefited
from a LearningbyAPL training
program

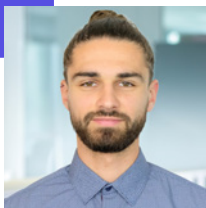
22%
of employees
involved in an internal
mobility program

🚀 Our Key Initiatives

- APL Data Center has participated in **several student fairs and forums** (ESME, Arts et Métiers, ESTP, Paris 6), enabling us to meet many talented individuals. Our teams have also visited engineering schools to present careers in the data center industry, share their expertise, and promote sustainable digital technology to the engineers of tomorrow.



- In 2025, the START & FLY onboarding program welcomed 100 new employees over the course of two dedicated days, centered on a presentation of the **IMPACT 27** strategic plan, discussions with the Executive Committee, and team-building activities. This program contributes to a responsible and structured onboarding process by instilling our values of commitment, cooperation, and excellence from the very start.



I discovered APL Data Center at a student career fair, where the "Organic Design" poster caught my attention, given my interest in environmental issues and my desire to work on related topics. A little over a year after I joined, I've had the opportunity to contribute to a variety of enriching projects, making this a highly formative first professional experience.

Tom DUPUIS
R&D Engineer

3.2.3. Ensuring the health and safety of all our employees in the workplace



Develop skills

Fight all forms of discrimination

Ensure good work relationships and decent work conditions

Ensure employees' health and safety

Safeguard fundamental rights

✓ Our Commitment

Fostering a proactive and transparent safety culture

📊 Our Key Figures

1

work-related accident
resulting in lost time

0.1

Severity rate

2.59

Frequency rate 1
(target <5)

99%

of employees believe that
health and completed
workplace safety training
are satisfactory

62%

new employees have
an awareness on
QHSE/CSR issues

🚀 Our Key Initiatives



- In 2025, APL Data Center launched a new **initiative aimed at raising awareness of QHSE/CSR issues** in order to strengthen the teams' ownership of these matters; as a result, 62 employees were trained in the fundamentals of QHSE and the company's CSR commitments.
- The **Health & Safety** team has been strengthened by two new dedicated staff members, ensuring optimized geographic coverage. Regular safety inspections are now conducted on construction sites as part of a commitment to continuous improvement and proactive risk prevention.
- On October 6-10, efforts to raise awareness among teams also included the organization of a **Safety Week** (93 participants), followed by Road Safety Days on May 13 and 14 (15 participants). These two events helped to firmly establish a culture of prevention within the company.

LES 10 RÈGLES D'OR SANTÉ & SÉCURITÉ



La sécurité est notre priorité, partout et pour tous.
Je suis acteur de la prévention, sur chantier comme au bureau.



Je me déplace en toute sécurité.
Je respecte le code de la route et j'organise mes trajets avec prudence.



Je sécurise mon environnement de travail.
Avant toute action, j'évalue les risques pour moi et mes collègues.



Je connais et applique la procédure en cas d'accident.
Réagir vite, c'est limiter les conséquences.



J'arrête immédiatement toute situation dangereuse.
Je prends mes responsabilités pour protéger les autres et moi-même.



Je respecte les protections collectives en place.
Je ne les déplace jamais sans validation.



Je porte mes 5 EPI obligatoires sur chantier.
Sans eux, je ne suis pas autorisé à intervenir.



Je propose des actions d'amélioration.
Mieux faire demain, c'est déjà agir aujourd'hui.

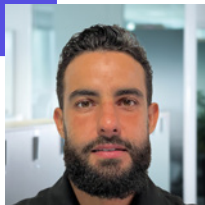


Je ne réalise que les tâches pour lesquelles je suis formé et/ou habilité.
Je protège les autres en respectant mes compétences.



Je veille activement à ce que les postes de travail soient propres, rangés et sécurisés.
L'ordre est un levier essentiel pour éviter les accidents.

- The **10 H&S Golden Rules** were rolled out and shared with all employees, with gradual integration into operational practices.
- Finally, **targeted communication and prevention initiatives** were carried out to address specific risks, including a reminder of the procedure for departing on international assignments and raising awareness of electrical hazards.
- As part of its ongoing efforts to streamline operations and pursue continuous improvement, APL Data Center has begun preparing for ISO 45001 certification, successfully completing Stage 1 of the audit in December 2025 — a significant step toward bringing its occupational health and safety management system into compliance.



In 2025, I observed real progress in addressing H&S issues, with more structured practices, heightened vigilance on the ground, and growing involvement from project teams. The launch of HRA (High-Risk Activities) training was an important step in developing skills related to high-risk activities and tangibly strengthening our safety culture.

Imade MOUSSA BENYASSINE
HSE Engineer

3.2.4. Prévenir toute forme de discrimination et promouvoir la diversité et l'inclusion



Develop skills

Fight all forms of discrimination

Ensure good work relationships and decent work conditions

Ensure employees' health and safety

Safeguard fundamental rights

✓ Our Commitment

Créer et maintenir un environnement de travail fondé sur l'équité et le respect, en développant des relations de qualité afin de favoriser le bien-être et la performance des équipes.

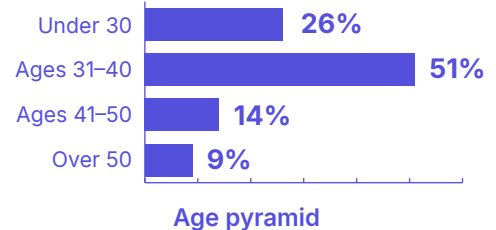
📊 Our Key Figures

82/100

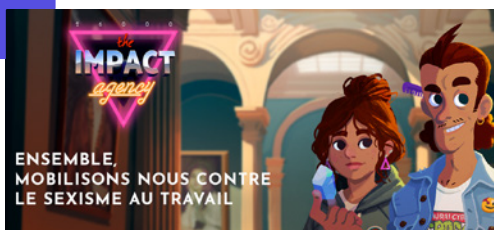
Workplace Equality Index

28.2%

of female employees at APL



🚀 Our Key Initiatives



- As part of International Women's Day, about 30 employees participated in an awareness-raising **serious game**, which included a supplementary module designed for managers. Comprising several interactive sequences and quizzes, the purpose of this educational tool was to deepen understanding of issues related to workplace equality and to encourage inclusive management practices. This fun and participatory initiative demonstrates the company's commitment to diversity and gender equality.
- As part of **SEEPH 2025**, APL Data Center organized introductory workshops on **French Sign Language** to raise awareness among its teams about disability issues and the diversity of communication methods.

3.2.5. Ensuring good work conditions and fostering constructive social dialogue



Develop skills

Fight all forms of discrimination

Ensure good work relationships and decent work conditions

Ensure employees' health and safety

Safeguard fundamental rights

✓ Our Commitment

Improving our employee benefits to retain our employees and prepare for the implementation of new regulations.

📊 Our Key Figures

83%
of employees are satisfied

80%
consider that they have
a good work-life balance

94%
are proud to work for
APL Data Center

🚀 Our Key Initiatives



- APL Data Center has strengthened internal cohesion through **team-building events**: the annual general meeting, information sessions, and a seminar in Marseille, in relation with our new location. Family-oriented events, such as children's Easter and Christmas celebrations, also contributed to a sense of belonging.
- The company maintains a **strong social policy**: full salary continuation during maternity and paternity leaves, regardless of seniority, 100% coverage of supplemental and extended health insurance for employees and their families, subsidies for sports activities, and Christmas gift certificates.
- The Social and Economic Committee (CSE) is fully involved through **the Occupational Health and Safety Committee and the Training Committee**, actively contributing to social dialogue and the continuous improvement of work conditions and skills development.

3.3. Governance and Ethics



Adhere to best business practices

Ensure quality of service and customer satisfaction

Ensure regulatory compliance

Contribute to the development of sustainable consumption

Governance and ethics form the foundation of our commitment to corporate social responsibility. They guide our daily decisions and actions, based on transparency, compliance, and respect for all our stakeholders.

2025 witnessed a strengthened organizational structure for resources and capabilities dedicated to governance and ethics. This initiative particularly resulted in:

Hiring of a Compliance Officer to strengthen compliance and risk prevention

Development of the Client Partner division to improve customer satisfaction and the relationship between stakeholders

Integrating a Contract Manager to secure contractual commitments and manage project risks

Launching a responsible procurement initiative that incorporates ethical, social, and environmental criteria

Our practices are guided by a rigorous ethical framework based on adherence to best business practices, risk prevention, and the promotion of a culture of integrity at all levels of the organization.



IMPACT

OVERALL OBJECTIVE To provide a service that complies with regulatory requirements, is aligned with best practices, and focused on customer satisfaction.

3.3.1. Ensure the quality of the services we provide and our customers' satisfaction



Adhere to best business practices

Ensure quality of service and customer satisfaction

Ensure regulatory compliance

Contribute to the development of sustainable consumption

✓ Our Commitment

Ensuring the quality of our services and our customers' satisfaction.

📊 Our Key Figures

Key factors in choosing to work with APL Data Center

Level of expertise

84%

Understanding of needs

53%

References

42%

79%

of our customers believe that APL Data Center projects take their environmental concerns into account

🚀 Our Key Initiatives

- In 2025, APL Data Center strengthened its organizational structure to improve project execution quality and the customer experience. The **launch of the Client Partner division** ensures dedicated management of customer relationships, with a proactive approach and enhanced commitment monitoring.



The Client Partner division helps align teams around a common goal: delivering consistent quality, enhancing customer satisfaction, and supporting business growth through long-term partnerships.

Thomas GUYOTON
Client Partner

- This approach is complemented by the implementation of **contract management** expertise, aimed at ensuring control over contractual risks throughout the project lifecycle.
- In addition, **QHSE project audits** have been standardized to assess compliance, operational performance, and risk management in the field, with a focus on continuous improvement.

3.3.2. Adhere to Best Business Practice



Adhere to best business practices

Ensure quality of service and customer satisfaction

Ensure regulatory compliance

Contribute to the development of sustainable consumption

✓ Our Commitment

Meeting our stakeholders' expectations regarding best business practices.

📊 Our Key Figures

0

incident reported through the whistleblowing procedure

41%

of employees trained in business ethics and the GDPR, of which 54% were new employees going through the onboarding program

🚀 Our Key Initiatives

- In June 2025, APL Data Center launched a **training program focused on the GDPR** and business ethics. Our goal is to train 100% of employees based in France by the end of 2026.
- An **ethical risk assessment** was updated across all processes and throughout the project lifecycle, resulting in a structured action plan.
- **Operational tools** were deployed, including practical guides available on MyAPL, covering topics such as gifts and invitations, conflicts of interest, and the whistleblower hotline.
- A **non-financial qualification questionnaire** — with a focus on the GDPR, ethics, and information system security (ISS) — was implemented to assess whether our future partners align with our requirements.
- Going beyond regulatory requirements, APL Data Center also appointed a **Data Protection Officer (DPO)**, to ensure a high level of data protection and to meet the expectations of its stakeholders.
- Finally, a **risk analysis specific to international projects** was implemented, incorporating factors such as corruption perception indices, legal stability, and regulatory challenges, in order to anticipate risks and safeguard our projects from legal, financial, and ethical perspectives.



For APL Data Center, compliance is a strategic pillar of our development. It shapes the way we work, make decisions, and interact with our customers, partners, and employees, both in France and at all international locations.

Anti-corruption, personal data protection, and adherence to our legal and regulatory requirements are not merely obligations but, above all, commitments that concretely reflect our commitment to integrity and transparency.

This requires a genuine acculturation effort: promoting our standards, supporting our teams both in France and abroad, harmonizing our practices, and making compliance a shared reflex wherever APL operates. Compliance is not an obstacle to our growth; it is both a prerequisite and a guarantee of it.

Rachel RODRIGUES

Compliance Officer

3.3.3. Contribute to the development of sustainable consumption



Adhere to best business practices

Ensure quality of service and customer satisfaction

Ensure regulatory compliance

Contribute to the development of sustainable consumption

✓ Our Commitment

Actively promoting Corporate Social Responsibility (CSR), both internally—by mobilizing and raising awareness among our employees—and externally, by engaging all of our stakeholders: customers, suppliers, partners, and other players in our ecosystem.

📊 Our Key Figures

2

events organized by APL Data Center

9

presentations

3

white papers

2

expert opinions

🚀 Our Key Initiatives

Events Organized by APL Data Center

- **Matinée CSR and Data Center Morning Session** (see pages 8 and 9)
- **CSR and AI: New Challenges for Data Centers**

At our APL Data Center x Telehouse France event at the Paris-based Maison de la Recherche, we brought together experts and decision-makers to discuss the major challenges shaping the future of digital infrastructure. Covering topics such as artificial intelligence, CSR, digital sovereignty, and high-density data centers, the discussions highlighted the need to design increasingly efficient and responsible infrastructure. Our speakers' presentations offered concrete insights into the technological and environmental challenges that lie ahead. The event also provided an opportunity to share our vision of sustainable digital technology driving innovation.

Speakers: **Robert Bouchard**, Chairman – APL Data Center / **Sami Slim**, CEO – Telehouse France / **Caroline Lair**, Founder – The Good AI



Examples of presentations at Data Center World

- « **“Organic Design: How engineering shapes the sustainable data center”**

This session highlights APL Data Center's Organic Design approach to designing and building data centers in harmony with their environment. The speakers will explain how engineering enables the integration of energy efficiency, scalability, and environmental performance right from the design phase of data center infrastructure. A discussion on new sustainability standards in the industry.

Speakers: **Carole Marechal**, Chief Legal, CSR & Compliance Officer at APL Data Center / **Sofia Benqassem**, CSR Manager at APL Data Center

- **"Lessons learned: Direct Liquid Cooling in operation"**

Drawing from real-world experience, this conference explores the operational and energy challenges of Direct Liquid Cooling in production environments. Speakers will discuss the benefits observed in high-density infrastructure, as well as the technical challenges associated with deploying and maintaining this technology. Special attention will be given to the growing demands of AI and high-performance computing.

Speakers: **Linda Lescuyer**, Head of Head of Environment & Innovation de Data4 / **Thomas Martin**, Deputy CTO APL Data Center

White Paper example



- **"Wooden Data Centers: An alternative for eco-design in the age of AI?"**

Building a data center generates a significant carbon footprint, primarily due to the use of concrete and steel structures. Although the use of "low-carbon" concrete is on the rise, wood is now emerging as a credible alternative for reducing this impact while meeting the technical and security requirements of these critical infrastructures.

Example of an expert opinion

- **"Digital Twin: What benefits does it offer for data centers?"**

The digital twin provides answers to questions that data center builders and operators ask themselves, such as: How can we test new infrastructure in our data center without interrupting operations? How can we easily manage our data center from design through end-of-life? A detailed overview of the digital twin concept and examples of its applications in data centers.

Participation in working groups within the ecosystem

- APL Data Center actively continues to contribute to the ecosystem by sharing its expertise through the **publication of technical documents** and its participation in industry working groups (with the CEA and within France Datacenter), thereby helping to expand knowledge and advance best practices in the sector.

3.4. Societal Impact



Be a key player
in territorial
development

Create and share
value

Be an innovative
player

Against a backdrop of energy transition, accelerated digital transformation, and growing demands for environmental responsibility, the development of data centers must, now more than ever, rely on innovative, energy-efficient, and sustainable solutions. As a committed player in the industry, APL Data Center believes that technological and methodological innovation is an essential driver for balancing performance, sustainability, and value creation for local communities.

Convinced that the acceptance of digital infrastructure depends on transparency, dialogue, and local integration, the company also frames its projects within a structured community engagement strategy. This approach aims at fostering understanding of the issues at stake, minimizing impacts, and maximizing positive benefits for local ecosystems.

Thus, responsible innovation and community engagement are two complementary pillars of our response to the societal challenges associated with the development of digital infrastructure.



OVERALL OBJECTIVE

To accelerate our contribution to innovation for data centers through Lab-by-APL, our in-house laboratory dedicated to the research and development of emerging solutions, particularly infrastructure for artificial intelligence.



At APL Data Center, we are driven by the firm conviction that high-quality projects are built as a team. In this case, the team is not limited to the employees of the data center operator and those of APL Data Center.

Rather, it is an entire ecosystem of stakeholders — including local governments, associations, and others — which must be mobilized and brought together to discuss the challenges which lie, for all concerned parties, behind the implantation of a data center. It is therefore essential to align everyone's interests with the greater public good.

Laurence LECONTE

Head of Real Estate Development

3.4.1. Be a key player in territorial development



Be a key player
in territorial
development

Create and share
value

Be an innovative
player

✓ Our Commitment

Act as a facilitator for local stakeholders by mobilizing internal employees and partners who are deeply committed to ethics and innovation, to foster civil society's support for the data center project.

🚀 Our Key Initiatives

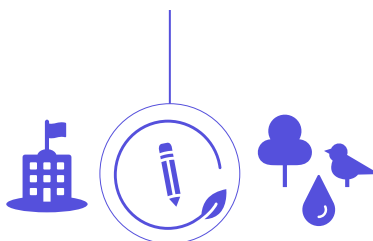
APL Data Center approaches its projects with a three-tiered regional integration strategy, to promote acceptance, transparency, and the creation of local value.



In the early stages of projects, APL helps **raise awareness about the data center industry** among the general public and local stakeholders. This approach aims at fostering a better understanding of the sector's challenges, the best practices implemented, and the efforts made in terms of environmental and energy performance. As part of this effort, we also seek partnerships to drive innovation into our projects, particularly in areas such as the circular economy, waste heat recovery and carbon emissions management.



From the very early stages of a data center project, special attention is paid to site selection. APL Data Center evaluates land opportunities from an environmental perspective, particularly taking into account the potential for recovering waste heat and analyzing the immediate surroundings to minimize environmental impact. In this context, whenever possible, APL prioritizes existing sites or reclaimed land in order to minimize land development. When new sites are considered, criteria related to regional integration are also taken into account, such as proximity to a district heating network.



Finally, during the design and construction phases, a dialogue is conducted with local institutions and stakeholders regarding the project's environmental impacts: carbon footprint and low-carbon solutions implemented, water consumption and management based on the selected cooling systems, energy performance, as well as consideration of biodiversity through flora and fauna studies.

3.4.2. Créer de la valeur et la partager



Be a key player
in territorial
development

Create and share
value

Be an innovative
player

✓ Our Commitment

Actively involve our employees in the company's performance and strengthen value sharing.

✂ Our Key Initiatives

We are continuing to roll out our employee savings plan in order to tangibly involve our staff in the company's performance and successes. This initiative is part of our ongoing commitment to strengthen our social policy and recognizing everyone's dedication. It allows our teams to build savings under favorable tax and social security conditions, while contributing to a collective effort. Through this plan, we reaffirm our belief that a company's success is built on its talent, within a framework based on sharing created value.



 **Elles bougent**

- The HR Department organized a **charitable initiative for Christmas**, rallying employees to collect gifts for nonprofit organizations, particularly for the children at Necker Children's Hospital in Paris.
- In 2025, **APL Data Center joined Elles bougent, an organization** dedicated to the promotion of young women's careers in the industry and technology sectors, and meant to foster gender diversity in sectors that are still predominantly male. This partnership is fully in line with our commitment to increase the presence of women in our teams and actively promote greater diversity in our workforce.



APL chose to implement the profit-sharing program proactively, without waiting to be legally required to do so, in order to embed value sharing as a sustainable part of its corporate culture. Employee stock ownership thus helps promote teamwork and synergies between divisions, while redistributing to all employees a portion of the net value created by the company. To support this initiative, APL is partnering with EPSOR to offer accessible and diversified savings solutions, thereby reaffirming its ambition to build an innovative and responsible social policy.

Romain MOLLIEUX

Chief People & Safety Officer

3.4.3. Being an innovative player



Be a key player
in territorial
development

Create and share
value

Be an innovative
player

✓ Our Commitment

Intensifier notre contribution à l'innovation pour les data centers en mobilisant pleinement les équipes d'APL Data Center, afin de développer des solutions émergentes.

📊 Our Key Figures

€4.2 million
invested in R&D

3
POCs

12
innovative projects led by Lab-by-
APL, including 9 CIR projects
- ongoing in 2025 -

🚀 Our Key Initiatives

- APL Data Center has strengthened its **innovation momentum** by establishing **7 new collaborations** aimed at integrating innovative methodologies and technologies aligned with our four strategic priorities:
 - Reducing the environmental footprint of infrastructure,
 - Integrating alternative energy solutions (generation and storage),
 - Deploying innovative cooling technologies,
 - Optimizing construction and operational methods.
- APL Data Center launched **three POCs in 2025**, two of which were confidential and one focused on Direct Liquid Cooling. POCs allow us to test innovative solutions under actual operating conditions before deploying them on a larger scale. This approach is part of a partnership-based strategy focused on co-innovation, knowledge sharing, and ensuring sound technology choices for the benefit of our customers.

Appendices



Appendix 1. **Note on methodology**

Quantitative indicators presented in this report were developed using data collected from the relevant departments between January 1 and December 31, 2025. The data underwent consolidation and an internal consistency review.

All indicators cover the scope of the APL Data Center legal entity, including its branches in Milan and Madrid, with the exception of the workplace equality index.

The following indicators pertain to the Montrouge and Lyon offices (secondary locations):

- % of energy consumption from renewable sources
- % of ordinary industrial waste recycled or reused
- % of hazardous waste recycled or reused

Other offices (shared workspaces) are excluded from the scope.

The scope of HR indicators exclusively covers employees on permanent and fixed-term contracts, as well as interns and apprentices present during the reporting period. External service providers, consultants, and temporary workers are excluded from this scope, unless otherwise specified.

Appendix 2. Third-Party Verification Certificate



BUREAU VERITAS CERTIFICATION
1 place Zaha Hadid 92400 COURBEVOIE
Simplified Joint-Stock Company (SAS)
RCS Nanterre – 399 851 609

Verification report on the information contained in the CSR Report E

APL DATA CENTER 106, avenue Marx Dormoy 92120 Montrouge

APL Data Center's 2025 CSR Report covers the fiscal year which ended on December 31, 2025.

Request, responsibilities and independence

Following a request from APL Data Center, we, as an independent third-party organization, have verified the information listed in this document and published in the "APL 2025 CSR Report."

The published information was prepared under the responsibility of APL Data Center and coordinated by the CSR Performance Manager in charge of reporting for APL Data Center. The document "APL CSR Report 2025" was prepared using various internal tools and files used for the collection, processing, and aggregation of information published by APL Data Center, hereinafter referred to as "the reporting procedures."

It is our responsibility to conduct the verification of the information in the "APL CSR Report 2025," which enables us to reach a conclusion that allows us to issue a limited assurance opinion on the quantitative data we have reviewed.

We conducted the verification work impartially and independently, in accordance with the professional practices of an independent third party and in compliance with the Code of Ethics and our internal procedures applied by all Bureau Veritas Certification personnel.

Nature and scope of the work

Our work was conducted by a team of two auditors over a period of approximately one week between April 28, 2026 and the signing of our report.

We performed the following procedures, which led us to conclude that the information is free from material misstatements that would call into question its fairness in all material respects, in accordance with reporting procedures:

- ✓ We reviewed the consolidated scope to be considered for each piece of published information;
- ✓ We gathered information regarding the company's activities, the context in which it operates, and the method used by APL Data Center to identify the most significant issues and the social and environmental impacts of its activities;
- ✓ We verified that the company has established data collection processes designed to ensure the completeness and consistency of the information in the "APL CSR Report 2025."
- ✓ We identified the individuals within the company who are responsible for all or part of the reporting process and conducted interviews with some of these individuals;



- ✓ We inquired about the existence of internal control and risk management procedures implemented by the company;
- ✓ We assessed, on a sampling basis, the implementation of “reporting procedures,” including the processes for collecting, compiling, processing, and verifying published information;
- ✓ For the quantitative information¹ that we audited, we:
 - Conducted an analytical review of the data and verified, on a sampling basis, the calculations and compilation of this information at the corporate headquarters;
 - Since all data and supporting evidence were centralized, the audit was conducted at headquarters based on 100% of the reporting scope for each indicator;
 - Performed detailed tests on a sampling basis, consisting of verifying the correct application of “reporting procedures,” reconciling data with supporting documents, and verifying calculations and the consistency of results;
 - Performed the following work: conducted interviews to verify the proper application of reporting procedures and performed detailed tests on a sampling basis, consisting of verifying the calculations and reconciling the data with supporting documents;
- ✓ For the qualitative information we deemed most important, we consulted documentary sources and conducted interviews with the individuals responsible for drafting it.
- ✓ We reviewed the consistency of the information published in the “APL CSR Report.”

¹ **Environment:** Scope 1 – direct emissions; Scope 2 – indirect emissions; Scope 3 – other market-based indirect emissions; total CO2 emissions per FTE (global); % of energy consumption from renewable sources; % of recycled paper purchased; % of office supplies sourced from eco-responsible channels; % of municipal solid waste recycled or recovered; % of hazardous waste recycled or recovered; _ % of projects incorporating support for improving environmental and energy performance; % of projects incorporating support for regulatory and standards compliance or data center best practices; % of customers satisfied with the actions implemented by APL to help reduce their GHG emissions
And qualitative information regarding the vehicle fleet and charging stations; collaboration with Ecologic and Atelier du Bocage; examples of client support (BREEAM, ICPE, LCA calculations)

Social issues _ Total workforce _ Workforce by age group _ Percentage of female employees _ Workplace Equality Index _ Frequency rate of work-related accidents resulting in lost time; Severity rate of work-related accidents resulting in lost time _ Percentage of employees satisfied with their occupational health and safety conditions; Percentage of new employees who have completed training on QHSE/CSR issues _ Percentage of satisfied employees;

% of employees who believe their manager takes work-life balance into account; % of employees who are proud to work for APL Data Centers _ NPS for the “Start and Fly” onboarding day; NPS for the onboarding process one month after joining _ average number of training hours per employee; % of employees who have completed a Learningby APL training course; % of employees who have benefited from internal mobility _ % of suppliers who have received the code of conduct; % of targeted suppliers evaluated.

And qualitative information regarding Safety Week, the 10 Golden Rules, preparations for ISO 45001 certification; internal cohesion through team-building events; the Social and Economic Committee (CSE); a serious game on workplace equality; student fairs and forums; the “Start & Fly” onboarding program; and the inclusion of a CSR clause in contracts.

Governance and Ethics: number of incidents reported through the whistleblowing procedure; % of employees trained in business ethics and the GDPR; % of new employees participating in the onboarding program _ Key criteria influencing the decision to work with APL (% of mentions): level of expertise – references – understanding of client needs – consideration of clients’ environmental concerns in projects _ Number of events organized; number of white papers, expert opinions, press releases, and articles; presentations at conferences or roundtables. And qualitative information regarding training on the GDPR and business ethics; ethical risk mapping; risk analysis for international projects; and the rollout of the Partner division.

Societal Impact: number of POCs; number of innovative projects led by Lab by APL, including CIR projects. And qualitative information regarding regional roots and value sharing



Reasoned opinion and conclusion

Based on our audit work, we did not identify any material misstatements that would call into question the fairness of the information in the "APL CSR Report 2025."

Observations

Without qualifying the above conclusions, we offer the following observations:

- ✓ The company has not developed a reporting protocol specifying the definitions of the published information, the scope covered, the collection of information, supporting evidence, data aggregation, and the procedures for internal controls over the published data
- ✓ Internal controls over quantitative information at the various levels of the reporting chain (from contribution to consolidation) are not systematic for all indicators
- ✓ The reporting scope includes sites in France and the Madrid and Milan branches. The indicators in the corporate index apply only to sites in France; information on waste and renewable energy consumption is consolidated for the Montrouge and Lyon sites only.

Courbevoie, June 26, 2026

For Bureau Veritas Certification,

Samuel Duprieu
President





Pioneering Data Centers

2025 Corporate Social Responsibility Report

For more information, visit
apl-datacenter.com

Or by email at
rse@apl-datacenter.fr