Sustainability report.

2022

Green Mountain

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Green Mountain designs, builds and operates highly secure, innovative, and sustainable colocation data centers in Norway. The data centers operate on low cost 100% renewable power and are extremely energy efficient.

The first data center, SVG1-Rennesøy, is built deep inside a mountain in a former high-security NATO ammunition storage. The second data center, RJU1-Rjukan, resides in Norway's 'cradle of hydro power', whereas the third data center, OSL1-Enebakk, is situated just outside the capital of Norway.

Green Mountain is one of the largest data center operators in the Nordics and experiences strong growth. Among clients are large international companies within Cloud, Banking/Finance, HPC, Automotive and more.

Green Mountain

Opening remarks from the CEO.

Digitalization has the potential to significantly reduce CO_2 emissions. This is where Green Mountain has an important role to play.

In early 2023 I was appointed the new CEO of Green Mountain – a role I take on with great pride and humility. However, I was not new to the company having served as the Chief Sales Officer since 2017, and in Green Mountain since 2016. One of the reasons I started in Green Mountain, was the company's strong focus and drive on sustainability. A vital approach that has and will continue to be a necessity as we continue our journey in the industry.

In today's interconnected world, digital infrastructure plays a pivotal role in driving economic growth and enabling societal progress. From data centers to communication networks, the digital infrastructure supports the backbone of our modern digital society. However, as the demand for digital services continues to soar, so does the need for sustainability within this rapidly expanding industry. Green Mountain has an important role to play in this scene.

Digitalization has the potential to significantly reduce CO_2 emissions by enabling more efficient processes, optimizing resource usage, and promoting sustainable practices. DIGITALEUROPE 2021* suggested that digital technologies can cut 20% of global carbon emissions by 2030. Technologies like artificial intelligence, data analytics and smart grids are helping decarbonize our traditional sectors, while creating sustainable jobs and economic growth. At the same time, we must ensure that digitalization does not contribute to the problem. This is where Green Mountain has a strong value proposition and a clear vision; "Setting the Green Standard".

This is a vision both I and our employees live by as our driving force. We look forward to developing further as we now initiate international projects across Europe. A demanding task for sure, but also a challenge we gladly accept. With our background, drive, and ambition of building the most sustainable data centers in the industry, I am sure this will lead to optimal results also in our new builds and projects.

In this report we will outline our goals and measures in supporting this vision and our progress in 2022. I would like to thank all the employees, clients and partners who make an effort every day to keep our data centers green and sustainable.

Sincerely yours,
Svein Atle Hagaseth
CEO of Green Mountain

* https://www.digitaleurope.org/resources/digital-contribution-to-delivering-long-term-climate-goals/

Message from the Chief Sustainability Officer.

Focusing on the whole range of ESG - Environmental, Social and Governance.

2022 was my second year serving as the sustainability manager in Green Mountain. A year where we have, to an even greater extent, made sustainability a focal point for the whole organization. The concept of sustainability encompasses not only environmental considerations but also social and economic aspects. When it comes to digital infrastructure, sustainability involves designing, operating, and managing these systems in a manner that minimizes their environmental impact while maximizing efficiency and resource utilization. This is why we from now on, starting with this year's report, focus on the whole range of ESG – Environmental, Social and Governance.

One key area where sustainability intersects with digital infrastructure is energy consumption. Data centers, which are the heart of our digital ecosystem, consume vast amounts of energy for our operation and cooling needs. To address this, we are pushing the needle on energy-efficient technologies, such as efficient cooling systems, heat reuse and renewable energy sources, to reduce carbon footprints. Another key area is our direct carbon emissions. Today, the predominant source for our back-up generators is fossil fuel. We are on a path with an ambitious target of zero carbon solutions. This requires strong focus and highly motivated partners throughout our value chain.

Furthermore, sustainability in digital infrastructure involves bridging the digital divide and ensuring broad access to digital services. By investing in infrastructure, we can create a more sustainable and equitable digital future. The convergence of sustainability and digital infrastructure is not only an ethical imperative but also a strategic necessity.

As we move forward, it is crucial for all our stakeholders, including technology providers, policymakers, customers, and local communities, to collaborate and prioritize sustainability. By doing so, we can pave the way for a greener, more inclusive, and resilient digital future.

Sincerely yours,
Torkild Follaug
Chief Sustainability Officer

Executive Summary.

This is the second sustainability report issued by Green Mountain. It covers a broad range of topics within ESG (Environmental, Social, Governance). Each topic has a defined overall objective supplemented by several targets. In the report we outline our progress towards these targets as well as our next steps.

IN BRIEF, HERE ARE SOME OF THE HIGHLIGHTS FROM THE 2022 REPORT:

- In 2022, we started to use the GRI-framework for sustainability reporting, a widely recognized and widely used framework. The GRI framework aims to promote transparency and accountability in reporting by providing a standardized and consistent method for organizations to disclose their sustainability impacts.

- Green Mountain continues to power all its data centers by 100% renewable power. Our PUE number went slightly up in 2022, caused by less IT load at some of our larger client installation. All clients were introduced to our energy efficiency program but we will continue to promote it and have 40% enroll by the end of 2023. Our current pilot projects on heat reuse are still being developed but we also explore new solutions within this field.

- In 2022 we reduced our CO_2 emissions by 9,8%. Our carbon footprint on electricity is 0 gramCO_2e/kWh but looking at scope 1 and 2 combined the carbon footprint amounts to 3,6 gramCO_2e/kWh IT-load. Although this is far below industry average, we need to continue our efforts to reduce emissions in two areas: Carbon emissions from our back-up generators and F-gas leakages.

- In 2022, we increased the waste sorting rate from 76% to 92%. In 2023 we will revise the targets and ensure better traceability of the waste after it leaves our facilities.

- We address social responsibility within four focus areas: working conditions, diversity and inclusion, education, and community support. The results of our surveys on employee satisfaction and client satisfaction demonstrates that we perform well in these areas. We also increased our share of female employees from 15% to 18% during 2022. This is above the industry average. Nevertheless, our goal is to increase it further, especially within technical roles and in management.

Green Mountain in numbers.

3 Data center locations	**7** Industry Awards in 2022	**72** Employees	**5.7 of 6** Client satisfaction score	**158** MW power available	**>800** MW power available at new locations
127 600 m² land available	**>450 000** m² land available at new locations	**100%** Renewable power	**5.04 of 6** Employee satisfaction score	**45,5%** Revenue growth	**100%** Uptime and no SLA breach

Certifications

TIER III DESIGN™ Green Mountain AS DC1 Stavanger, Space DH1 & DH2 15 Januar 2015 UPTIME INSTITUTE CERTIFIED

TIER III FACILITY® Green Mountain AS DC1 Stavanger, Space DH1 & DH2 17 April 2015 UPTIME INSTITUTE CERTIFIED

TIER III DESIGN® Green Mountain AS DC2 Telemark, Space A01, DH3 Expires 23 November 2017 UPTIME INSTITUTE CERTIFIED

TIER III FACILITY® Green Mountain AS DC2 Telemark, Space A01, DH3 23 March 2015 UPTIME INSTITUTE CERTIFIED

QUALITY SYSTEM CERTIFICATION DNV ISO 9001

ENVIRONMENTAL SYSTEM CERTIFICATION DNV ISO 14001

INFORMATION SECURITY MANAGEMENT SYSTEM DNV ISO/IEC 27001

Green
Mountain
Company Values.

Setting the Green Standard.

Our vision is supported by our company values.

Satisfied customers are the most important goal of our business.

In our business, trust is one of the main keys for success. We must always be honest and reliable to gain our customers´ trust.

We need to know both our own business as well as our customers' businesses and work to raise our knowledge and skills.

Enthusiasm towards our goals and achievements is an important driver for our continued succcess.

Knowledge.

Skilled and motivated employees.

There is a direct correlation between the quality of our delivery and the knowledge, skills and motivation of our employees. That is why we prioritize competence development as well as employee well-being in Green Mountain. The competence programs in the Green Academy together with a people-centric and collaborative culture contribute to this. Our employees not only do a great job, they also enjoy doing it.

Irene Vikingstad
Chief People and Culture Officer in Green Mountain

Reliability and honesty.

Systems and transparency.

To be reliable and honest towards our clients we must be able to monitor everything that goes on in our data center. Our BMS and reporting systems take care of this. With thousands of measuring points and updates in real-time we can detect everything that can threaten uptime and client delivery. In addition, we are 100% transparent about the numbers or any incidents. Our clients can access this info 24/7.

Tove Høie
Automation Technician in Green Mountain

Enthusiasm.

Purpose and dedication.

When setting the green standard in the data center industry, enthusiasm is a great tool to achieve this vision. Our sustainability strategy gives our employees a sense of purpose and a stronger dedication in their daily work. We promote, encourage and acknowledge employees who do a special effort or projects that push the company in the right direction. That is something to be enthusiastic about!

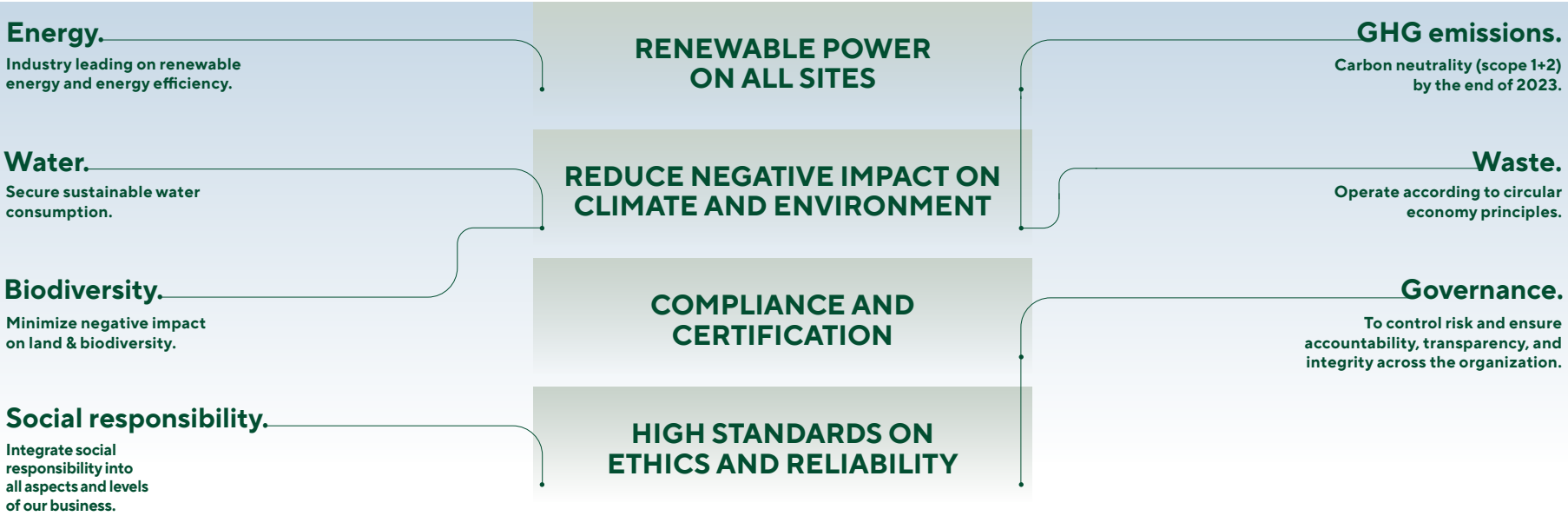
Elisabeth Bjelland Dyrstad
Digital Marketing Specialist in Green Mountain

Green Mountain

Objectives & Targets.

Stakeholder interests.

Stakeholders and materiality analysis.



Green Mountain's stakeholders are represented parties that have an interest in our company and can either affect or be affected by our operations. The primary stakeholders in Green Mountain are investors, employees, partners, customers, and suppliers. In addition we include NGOs, local communities and governments to secure a broad and representative approach in our strategy.

Our materiality analysis enables us to identify our most important areas to focus on so that they can be highlighted as a priority. The analysis is based on insight and understanding of which are of most concern to stakeholders and how they impact our business model.

Our stakeholders' top four areas of interest are;
1. Renewable power on all sites,
2. Reduce negative impact on climate and environment
3. Compliance and certifications
4. High standards on ethics and reliability

All areas are taken into consideration in our sustainability strategy.

Objectives and Targets.

This sustainability report is an important tool and an opportunity for us to maintain open and transparent in dialogue with all our stakeholders. In addition, it underlines our internal processes and activities to constantly improve our performance and quality on sustainability.

A development from our last report, is moving towards the GRI framework. Our focus areas remain basically the same, but are sorted under the main topics Environment, Social and Governance (ESG).

ESG gives a broad perspective in our report, covering a whole range of Sustainability topics. The Green Mountain Sustainability Objectives are supported by company targets and are aligned with selected United Nations Sustainable Development Goals.*

Future reports will increasingly apply topics and framework according to GRI (Global Reporting Initiative.**)

E

ENVIRONMENT & CLIMATE

Minimize negative impact on climate and nature.

S

SOCIAL RESPONSIBILITY

Integrate social responsibility into all aspects and levels of our business.

G

GOVERNANCE & ECONOMY

Control risk and ensure accountability, transparency and integrity across the organiziation.

* https://sdgs.un.org/goals

** https://www.globalreporting.org/

Framework and Structure.

The Global Reporting Initiative (GRI) framework.

In 2022, we started to use the GRI-framework for sustainability reporting, a widely recognized and widely used framework for sustainability reporting. It provides guidelines and standards for organizations to report their economic, environmental, and social impacts. As our ambitions and performance on sustainability develops, the GRI framework will serve as a valuable tool for us to measure, manage, and communicate sustainability in a comprehensive and transparent manner.

By using the GRI framework, we can identify and prioritize sustainability challenges, set goals, and develop strategies to improve performance. It also helps us benchmark our performance against industry peers and best practices, facilitating continuous improvement and driving sustainable development.

The framework consists of a set of principles, reporting guidelines, and indicators that help us measure and report their sustainability performance. These guidelines cover various aspects such as governance, human rights, labor practices, greenhouse gas emissions, waste management, and community engagement.

The GRI framework aims to promote transparency and accountability in reporting by providing a standardized and consistent method for organizations to disclose their sustainability impacts. It allows stakeholders, including investors, customers, employees, and communities, to assess an organization's sustainability performance and make informed decisions.

* https://www.globalreporting.org/

Energy & Climate.

Energy.

Industry leading on renewable energy and energy efficiency.

- Obtain 100% renewable energy supply to all sites
- Obtain an average PUE level below 1.2 at all sites
- Continous development of our energy efficiency program for clients
- Establish pilot project on own energy production by the end of 2024 (postponed)
- Heat reuse projects - Implement heat reuse measures at every site
- Obtain ISO 50001 certification in 2023 (Energy Management)

GHG emissions.

Carbon neutrality (scope 1+2) by the end of 2023.

- Establish a pilot project using low carbon technology for back-up power by the end of 2024
- Compensate CO_2 emissions related to diesel back-up generators until new clean technology can be used
- Ensure and further develop reporting framework for Scope 3 emissions
- Compensate CO2 emissions for all employees' work-related air travel
- F-gases; maintain monitoring of refill at service, challenge suppliers on products with lower GWP (Global Warming Potential). Target; no leakage
- Maintain a company vehicle fleet of 100% EVs

Water.

Secure sustainable water consumption.

- Comply by WUE targets to be set by CNDCP*
- Maintain hourly analysis of water consumption to optimize waterflow and efficiency
- WUE_1 below 0.5

* https://www.climateneutraldatacentre.net/

E S G

Energy & Climate.

Waste.

Operate according to circular economy principles.

- Offer all clients services for decommissioning and recycling of ICT equipment
- Waste sorted at source, target 80% sorting rate for recycling
- Strengthen onboarding routine for new personnel on routines concerning waste handling and sorting
- Define and implement new metrics and targets in collaboration with recycling partner by the end of 2024

Biodiversity.

Minimize negative impact on land & biodiversity.

- Landscape plan on all sites to support and secure biodiversity
- Measures to ensure biodiversity at future sites. One action plan per site
- No use of chemicals or pesticides that can harm the environment

Social responsibility.

Integrate social responsibility into all aspects and levels of our business.

- Encourage female candidates to apply for jobs in operations, project, and management
- Offer apprenticeships at all sites continuously
- Support and encourage competence development and further education among employees
- Further develop and strengthen our Green Academy program
- Maintain an annual average client satisfaction score above 5.5 on a 6-point scale
- Obtain an annual average employee satisfaction score above 5.0 on a 6-point scale
- Continue to allocate specific funds to support community initiatives at all DC locations
- HSE – maintain zero injuries
- Obtain ISO 45001 certification (Occupational health and safety management) in 2023

Governance.

To control risk and ensure account-ability, transparency, and integrity across the organization.

- Obtain ISO 50001 certification in 2023 (Energy Management)
- Obtain ISO 45001 certification in 2023 (Occupational health and safety management)
- Operate according to ISO 9001, 14001, 27001, and maintain certifications
- Secure governance training through Green Academy
- Report according to GRI (Global Reporting Initiative) from 2023
- Prepare for the coming EU Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS)

Green
Mountain
Energy.

100% Renewable power

1.25 PUE

Heat reuse Pilot projects

Energy.

Industry leading on renewable energy and energy efficiency.

Data centers are massive consumers of energy. This energy usage can have a major impact on the environment. Green Mountain therefore focuses on three questions:

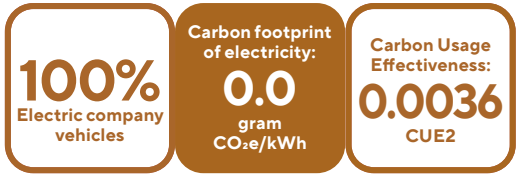
- What sort of energy do we use?
- How efficiently do we use this energy?
- How can we reuse the heat we are generating?

STATUS ON TARGETS:
All our data centers are operated on renewable hydropower with a guarantee of origin. When it comes to Power Usage Efficiency, we obtained an average PUE of 1.25 in 2022. The PUE is partly affected by the client's IT infrastructure set-up in their respective data rooms and how they utilize their assigned power capacity. The slight increase was mainly caused by less IT load at some of the larger client installations. One of our goals was to establish an energy efficiency program and introduce it to all clients by the end of 2022. This was done, but we expect a stronger effect of it as more clients enroll. It is the cooperation between the client and Green Mountain that ensures the best PUE possible. Our data centers produce a lot of heat that can be dispersed to air or water. This valuable source of energy is wasted. We know that this is not a sustainable way of operating and therefore continue to develop two pilot projects to reuse the heat for onshore lobster and trout aquaculture farming.

NEXT STEPS:
As we have ensured that all our sites use renewable energy, we continue to focus on improving energy efficiency and implementing heat reuse programs. Although we advise our clients on energy optimization inside their data rooms, we want to make our approach more systematic.

- We will promote our energy efficiency program and have 40% of clients enroll by the end of 2023.
- We will continue to invest in our current heat reuse projects but will also explore new ways of efficient heat reuse. Our goal is to implement these solutions at all our sites. By the end of 2024, we expect to have at least one of these projects in operation
- We will establish a pilot project for on-site wind and/or solar power production by end of 2024
- We will focus on obtaining an ISO 50001 Energy Management certification in 2023

GHG Emissions



GHG Emissions.

Carbon neutrality (scope 1+2) by 2023.

This report is subject to GHG Protocol scope 1 and 2. The GHG Protocol Corporate Standard classifies a company's GHG emissions into three "scopes". Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy.

STATUS ON TARGETS:
Green Mountain's objective is to reach net carbon neutrality by the end of 2023. With a carbon footprint of only 3.6 grams carbon dioxide equivalents per kilowatt hours IT-load (CUE_2), we are performing well. From 2022 we have implemented the CUE_2 metric. Our CO_2 emissions are down 9.8% from 2021. We will offset our scope 1+2 carbon footprint until a new carbon free solutions can be utilized.

Greenhouse gas (GHG) emissions from our operations are related to the diesel consumption of our back-up power generators. These are normally operated only for maintenance purposes, and are tested once every month to ensure no malfunction or system down-time in case of grid fall-out. The energy produced by generators during testing is either used by our data center or distributed to the local grid. Our carbon footprint related to electricity from the grid is zero (hydropower), guaranteed by Certificates of Origin.

In 2022 we still experienced leakage of fluorinated gases. Despite our efforts, the total emission of F-gases was 69,8 kg (2021: 20.5 kg) accounting for 60% of our total scope 1+2 CO_2 emissions. Measures are taken and followed up to monitor and prevent future leakages. We have found and made changes to our system to mitigate in collaboration with our suppliers and operations team. Our target is zero leakage. We continue to challenge our suppliers to find alternatives with lower GWP (Global Warming Potential). All employees work-related air travel in 2022 is CO_2 compensated. No SF6 gases were leaked.

Scope 3 emissions reporting is being developed, and will be implemented in our public report from 2023.

NEXT STEPS:
Carbon emissions from our back-up generators and F-gas leakage are the two major contributors to our footprint. Our long-term goal is to find carbon free alternatives. During 2022 we have studied possibilities for low-carbon solutions with HVO100 (Hydrotreated Vegetable Oil). This fuel is made from 100% renewable items and is free from any fossil fuels. We aim to launch a pilot project for testing in 2023/2024. Looking ahead, we are studying zero-carbon possibilities in batteries and green hydrogen.

Emissions CO_2 equivalents in kg	2022	2021
SCOPE 1		
Diesel generators	83 413	153 062
Vehicles	0	0
Small machines	1 540	433
F-gases	129 242	42 804
Sum scope 1	**214 195**	**196 299**
SCOPE 2		
Electricity	0	0
Sum scope 2	**0**	**0**
Total scope 1+2	**214 195**	**196 299**
CUE_2	0,0036	0,00397
gCO_2/kWh IT-load	3,6	3,97*

* In the 2021-report we reported 3,24 gCO_2e/kWh. Last year's metric is now replaced with the CUE_2-metric (gCO_2e/kWh IT-Load). 2021 numbers are adjusted accordingly.

Green
Mountain
Water.

WUE
0.57
total litre water consumed per kWh IT load

Non water-stress area

Water.

Secure sustainable water consumption.

The global data center industry is raising awareness and adopting higher standards for sustainable water management. Green Mountain's objective is to secure sustainable water consumption. Potable water is a finite resource and will have a greater influence on the localization of data centers in the years to come. Moving data center capacity from high water-stress areas to low water-stress areas contributes substantially to ensuring access to safe and affordable drinking water on a global scale.

STATUS ON TARGETS:
Today, our data centers are situated in Norway, a country with no water stress. Still, we do have a responsibility to manage our water resources effectively as water distribution has a CO_2 footprint. Moreover, we want to build competence on water optimization to be used at future locations. Our operation depends on different cooling solutions with various water consumption options at our sites. SVG1-Rennesøy has no freshwater cooling, utilizing only seawater. RJU1-Rjukan and OSL1-Enebakk utilize municipal water for cooling. Green Mountain monitors freshwater usage that is supplied by our local municipalities. Water used for cooling processes does not contaminate the water sources. Our Water Usage Effectiveness (WUE) for 2022 is 0.57, calculated by total liter water withdrawn per kilowatt hour IT-load. Our short-term target is to achieve a WUE-factor below 0.50.

NEXT STEPS:
- Improve our monitoring on water usage
- Analyze water consumption and discharge on an hourly basis to optimize waterflow
- Optimize the balance between water usage and electricity consumption based on water-stress situation at site
- Comply with WUE targets set by Climate Neutral Data Centre Pact (CNDCP)**
- All water data to be made available in Green Peak, our online information service to clients

* https://eta-publications.lbl.gov/sites/default/files/lbnl-1005775_v2.pdf
** www.climateneutraldatacentre.net

Green
Mountain
Franzefoss
Tlf. 51 81 41 00 www.franzefoss.no
7195
OBS!
Waste.

92% Waste sorted and recycled

8% Waste incinerated for district heating

0% Waste to landfill

Waste.

Operate according to circular economy principles.

Sustainable waste management is a central part of a broader circular economy. We will prevent usable goods and materials being sent to landfill or incineration as part of energy recovery programs. There has been a landfill ban on biodegradable material in Norway since 2009.

STATUS ON TARGETS:
At Green Mountain's sites we ensure that waste is sorted and recycled with a target sorting rate of >80%. In 2022 we sorted 130 out of 142 tonnes of solid waste generated and collected at our sites.

This gives a sorting rate of 92%, up from 76% in 2021. The waste is sorted by the following fractions: wood, residual waste, metal, plastics, cardboard/paper, glass, electronics, organic, chemicals and hazardous waste. Waste bins and containers are placed at each site and clearly marked. Apart from the waste generated by operations and construction projects, our clients occasionally need to decommission some of their ICT equipment. As a service to our clients, we have partnered with CHG-Meridian, to make it easier to reuse and/or recycle ICT-equipment. Read more about our approach to circular economy principles on page 36.

NEXT STEPS:
We need to continue focusing on sustainable waste management in order to maintain a high sorting rate. In 2023 we will revise the targets and ensure better traceability of the waste after it leaves our facilities. This work will be done in collaboration with the waste operators. We will also disclose a more comprehensive overview of volumes and fractions.

Green Mountain

Biodiversity.

Biodiversity.

Minimize negative impact on land & biodiversity.

Healthy, biodiverse ecosystems sustain life on earth by providing air, water, and other essential elements, creating the basis of all resources in our industry. According to the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES), 75 percent of the earth's land and 66 percent of its oceans have been altered by human activity and many essential ecosystem services are under increased pressure*. The rate of change has increased significantly over the past 50 years due to unprecedented pressure from human populations.

STATUS ON TARGETS:
At Green Mountain we recognize our responsibility to protect the ecosystem. As one of our sustainability focus areas, we actively work to minimize our negative impact on land and biodiversity. Several years ago, we stopped all use of chemicals and pesticides. Site-based biodiversity planning has been an ongoing activity in 2022. We have engaged with students and landscape architects to gain access to knowledge in the domain. At our SVG1-Rennesøy facility, this is already implemented. Due to heavy construction activity, the landscape and biodiversity planning and implementation is postponed.

NEXT STEPS:
- Further develop landscape- and biodiversity plans based on local species
- Develop an individual biodiversity action plan for every site to be executed upon site completion
- At future sites, we will take measures to ensure biodiversity already in the site selection and design phase

*https://ipbes.net/sites/default/files/2021-06/2021_IPCC-IP-BES_scientific_outcome_20210612.pdf

Green Mountain

Social Responsibility.

0 Harassment incidents

18% Female employees

Local community initiatives

5.04 of 6 Employee satisfaction score

100% Participation in onboarding program

Social Responsibility.

Integrate social responsibility into all aspects and levels of our business.

We address social responsibility within four focus areas: working conditions, diversity and inclusion, education, and community support. Our objective is to integrate social responsibility into all aspects of our business.

STATUS ON TARGETS:

WORKING CONDITIONS:
Green Mountain will ensure our social obligations and human rights. We offer safe working conditions, financial security, a nurturing work environment and we secure the well-being of our employees at work. Our annual employee satisfaction survey shows that there are zero harassment incidents at Green Mountain. Moreover, the survey indicates a very high satisfaction score in general (on a 6-point scale):

- Job Satisfaction – 5.19
- Support from colleagues – 5.41
- Knowledge sharing – 5.39
- Employee involvement – 5.18

We believe that satisfied employees will lead to satisfied clients, which our annual client satisfaction survey demonstrates. The average satisfaction score of the overall client partnership engagement with Green Mountain has been 5.7 on a 6-point scale, the last five years. You can read more about our people-centric culture in this report.*

DIVERSITY AND INCLUSION:
In 2022 we increased the share of female employees from 15% to 18%. This is above the industry average. Nevertheless, our goal is to increase it further, especially within technical roles and in management.

*https://issuu.com/datacentremagazine/docs/data_centre_magazine-_february_2023/5

"We believe we can create future-proof sustainability through a people-centric culture. This is deeply rooted in our company."

IRENE VIKINGSTAD, Chief People and Culture Officer

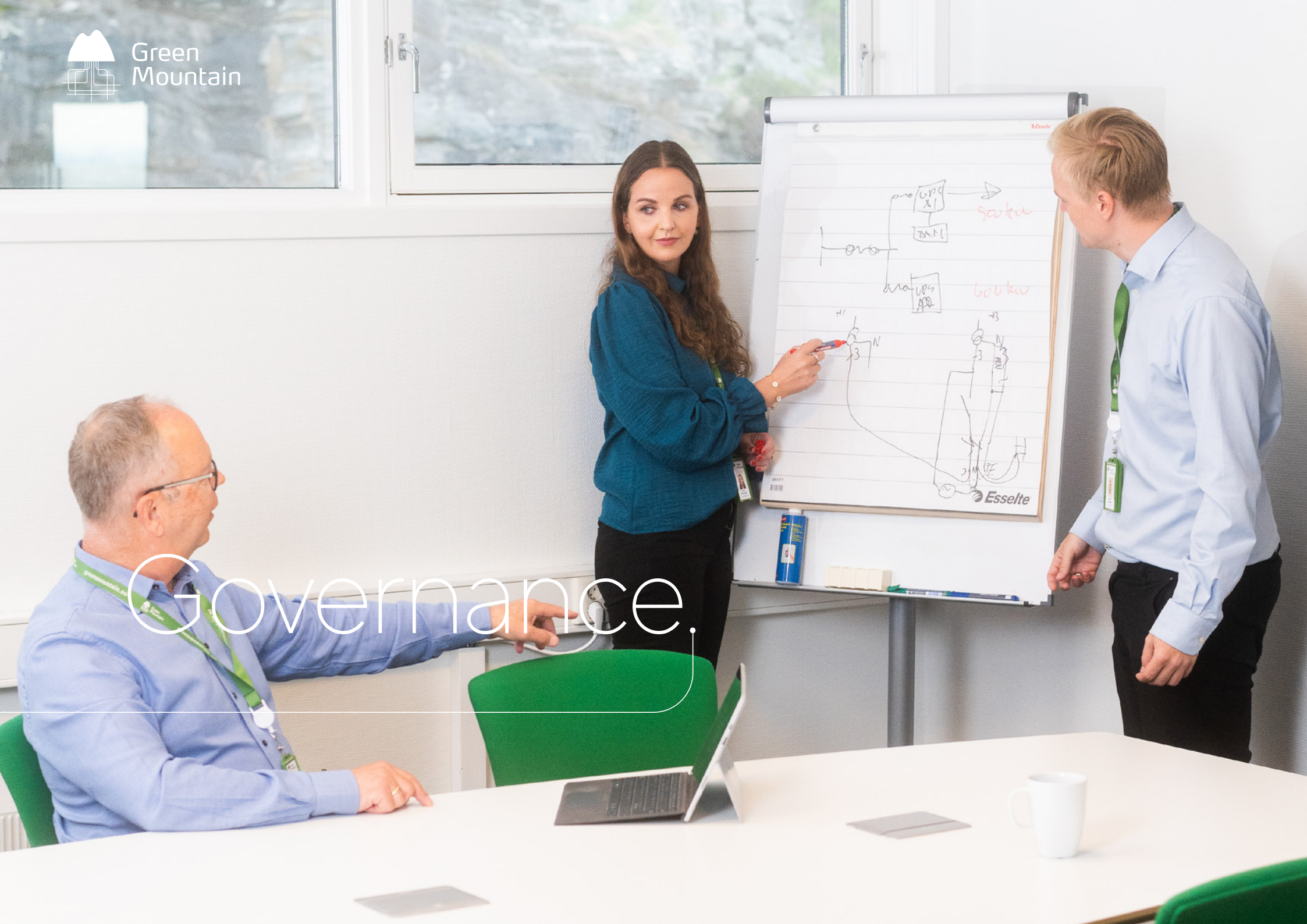
EDUCATION AND COMPETENCE DEVELOPMENT:
Green Mountain provides room for growth, development, and innovation. We offer apprenticeships, internships, and support for further education. All our competence initiatives are gathered under the Green Academy umbrella.* An important part of our training is teaching employees how to work according to the sustainability objectives we have set. They receive training on waste management, energy optimization, environmental protection and more. This way, they are empowered to make sustainable decisions in their daily tasks.

COMMUNITY SUPPORT:
Being a good neighbor and contributing to the local community is important to Green Mountain. Every year we allocate funds to support a variety of community initiatives at all the three locations where we have established data centers. In particular, we want to support projects for young people.

NEXT STEPS:
Within the four areas we define as our social responsibility scope, there are more milestones to accomplish. We cannot take employee satisfaction for granted and will therefore continue to ensure that Green Mountain is a great place to work. There will still be a zero tolerance of any type of discrimination or harassment at the workplace or in the recruitment process. The Green Academy will be further strengthened, and our goal is to offer apprenticeships at all of our sites.

An important next step in 2023 will be to strengthen the HR function in the company. We will establish a new department called "People and Culture" and hire several new roles within HR and training. By the end of the year we will have HR advisors at all of our locations. Moreover, an extra emphasis will be put on our on-boarding program to support the rapid increase in number of employees.

* https://greenmountain.no/about-us/green-academy/



Governance.

Strong partner-ships | Maintain all certifica-tions | GRI reporting

Governance.

To control risk and ensure accountability, transparency, and integrity across the organization.

Being compliant with international standards is crucial to running a high-quality data center. A strong focus on governance secures our ability to live up to customers' high standards on sustainability and supports the quality of our processes and procedures.

STATUS ON TARGETS:
Today Green Mountain is certified according to
- ISO 9001 Quality Management Systems
- ISO 14001 Environmental Management System
- ISO/IEC 27001 Information Security Management System

GREEN MOUNTAIN ALSO REPORTS ON:
- ISAE 3000*
- SOC Type II
- PCI-DSS**

The certifications and reports cover all the data centers that Green Mountain operates.

As a part of these certifications, the CEO of Green Mountain has signed policies that outline the guiding principles for the company:
- Strive for zero emissions to minimize the impact of our operations on the environment
- Reduce the amount of waste and optimize the use of resources
- Provide a high and consistent quality in all deliveries
- In 2022 we also established a framework to support sustainability reporting according to GRI*
  *= Global Reporting Initiative

NEXT STEPS:
- Obtain ISO 50001 certification (Energy management) in 2023
- Obtain ISO 45001 certification (Occupational health and safety management) in 2023

* https://www.ifac.org/_flysystem/azure-private/publications/files/ISAE%203000%20Revised%20-%20for%20IAASB.pdf
** https://www.pcisecuritystandards.org

"In an era of heightened awareness about environmental and social issues, compliance with GRI standards clearly signals that Green Mountain takes sustainability seriously. By integrating GRI guidelines into compliance frameworks, Green Mountain can demonstrate our commitment to addressing global challenges, driving innovation, and creating value for all stakeholders. Compliance and sustainability are not separate entities but two sides of the same coin, paving the way for a resilient and responsible business ecosystem."

THOMAS LØKEN, Chief Compliance Officer

INDUSTRY PARTNERSHIPS:
The global data center industry has made sustainability a priority. Many companies have launched a variety of activities to address climate change in line with the UN Sustainability Goals. Green Mountain is working proactively to share our knowledge and experiences in the sustainability space with our industry peers, and at the same time to learn from other companies' projects, processes and initiatives. Collaboration platforms are key to our collective goals of a greener and more sustainable data center industry. Currently, we are proud members of the following partnerships:

IKT Norge

NORWEGIAN DATACENTER INDUSTRY

We're In Climate Accord

SDIA

CLIMATE NEUTRAL DATA CENTER

Certifications

TIER DESIGN Green Mountain AS DC1 Stavanger, Space DH1 & DH2 15 Januar 2015 UPTIME INSTITUTE CERTIFIED

TIER FACILITY Green Mountain AS DC1 Stavanger, Space DH1 & DH2 17 April 2015 UPTIME INSTITUTE CERTIFIED

TIER DESIGN Green Mountain AS DC2 Telemark, Space A01, DH3 Expires 23 November 2017 UPTIME INSTITUTE CERTIFIED

TIER FACILITY Green Mountain AS DC2 Telemark, Space A01, DH3 23 March 2015 UPTIME INSTITUTE CERTIFIED

QUALITY SYSTEM CERTIFICATION DNV ISO 9001

ENVIRONMENTAL SYSTEM CERTIFICATION DNV ISO 14001

INFORMATION SECURITY MANAGEMENT SYSTEM DNV ISO/IEC 27001

Jotta.

100 % green energy.

"Being able to deliver secure and environmentally-friendly cloud storage solutions has always been a key priority for us. It's not just about meeting customer and partner expectations, but it's a fundamental part of who we are and what we stand for. Partnering with Green Mountain was therefore a natural choice for us. Their data centers are run by 100 % green energy and they continuously strive to increase energy efficiency."

Roland Rabben, Founder & CEO, Jotta AS

Upheads.

Sustainable services.

"Upheads continuously work to minimize our impact on the environment. We are committed to follow the Eco-Lighthouse's criteria and support the UN Sustainable Development Goals.

Together with Green Mountain we have a professional partner who makes it possible to promote sustainable services for our customers."

Bente Vatnamot Halvorsen,
Sustainability Manager, Upheads

Advania.

Eco-friendly and robust.

"Advania's strategic partnership with Green Mountain strongly demonstrates our mutual commitment to sustainable data centre operations and carbon footprint reduction. We assess our suppliers' commitment to environmental responsibility, in line with ISO 14001 standards. Green Mountain's location enables resource-efficient data centres with innovative cooling solutions, recycling initiatives, and heat repurposing for local lobster farms, embodying a circular economy. We take pride in offering clients top-tier, eco-friendly and robust security data centre solutions. We are immensely proud to provide our clients with environmentally friendly, yet exceptionally high-performing data centre solutions through GM."

Emilie Halland Braathen,
Sustainability Manager, Advania Norway

Green
Mountain
Reduce, reuse
and recycle.

92% Waste sorted and recycled

8% Waste incinerated for district heating

0% Waste to landfill

Reduce, reuse and recycle.

Waste management is an important part of sustainable operation. That is why our employees always try to think of ways to reuse, reduce and recycle before they dispose of anything. Operation supervisor, Hågen Hanasand, is a great example of a colleague that really puts circular economy into practice.

Hågen is the type of guy who loves fixing, building and repairing things. With his mechanical background, he sees the potential where others only see trash. This comes in handy at his workplace at SVG1-Rennesøy, the former NATO ammunition facility that was turned into a data center.

– At Green Mountain we have a strict waste management system where we sort and recycle as much as possible. Nevertheless, I like to be a step ahead of this process and first check if we can reuse the equipment or material in any way. Can it be used for something new? Maybe it only needs repairing? Or maybe we can give or sell it to someone outside the company who needs it? says Hågen.

With this type of mindset, Hågen has initiated several circular projects. Some old overhead cranes from the NATO days where dismantled and reused by a local construction company. Empty cable drums are transformed into furniture by the local charity organization. Old concrete from one of the mountain halls was used as foundation for a nearby building site. He can go on and on with more examples.

– We have probably saved tons of CO_2 by giving equipment and material a second life over the years. No doubt, it is a bit more time consuming than handling it as ordinary waste but it has other positive effects as well. Saving costs, giving to charity and creating good relationships with local companies.

At the data center we actually have a dedicated workshop for these sort of projects. It is probably Hågen's favorite spot in the data center. Apart from dismantling, repairing and preparing for reuse, they also store surplus material from different types of projects in the data halls here.

– When a new data room is installed and equipped there is always some left-over material. It might be cables, bolts and hinges, doors, building material etc. Numerous times we have used this material as spare parts or to customize equipment for our clients. Blind panels, partitions, cable trays, brackets and so forth. When delivery times are endless and a client has a critical need, it is amazing what we can create in the workshop instead. With Hågen as the internal ambassador for circular economy principles, Green Mountain has seen a shift in the organization's attitude towards waste handling. Now, we are planning re-use workshops at all our sites to makes sure we can take his ideas to the next level.

Hågen Hanasand, Operation Supervisor.

Green
Mountain
Innovation Camp.

Innovation Camp 2022.

In order to be «Setting the Green Standard", we need to be innovative. What better way to do this than include the next generation?

In September, 160 students at Rjukan high school were gathered to help Green Mountain solve different challenges on the topics of sustainability and innovation. Innovation Camp is a program run by Young Entrepreneurship, a non-profit, nationwide organization. Together with schools, businesses and other organizations, they work to develop children and young people's creativity, joy of creation and self-belief. Green Mountain was the host and sponsor of this year's Innovation Camp at Rjukan.

The camp is a two-day program for students with a focus on creativity and innovation. The students are given real assignments they must solve before the camp is over. The assignments are prepared in groups and presented to a jury, which selects a winner based on given criteria:

- Does the idea solve the task?
- Is it sustainable?
- Is it innovative/creative?
- How well is the idea presented?

Representatives from Green Mountain developed the tasks, mentored the groups and also sat in the jury together with other representatives from the local community. The assignments covered the topics of Heat Reuse, Diversity & Gender Balance as well as Sustainable Innovation in products/services.

By the end of the camp, a winner was crowned and Green Mountain received multiple ideas to develop further. We also hope that we inspired some kids to evaluate a career in data centers and maybe become a future employee.

"As part of our sustainability strategy, one of the targets is being a good neighbor and contributing to the local community. Innovation Camp is a brilliant idea, great fun and highly educational for both the young students and everyone else involved."

TORKILD FOLLAUG, Chief Sustainability Officer

Watch video from Innovation Camp here.

Green
Mountain
Hydropower.

The power of water.

Building a sustainable society on hydropower.

Hydropower is the only form of renewable energy production that can be adjusted based on demand – and in Norway we have plenty of it. This has given Norwegian industries stable access to inexpensive, clean energy. When it comes to energy-intensive industry in particular, Norway has one of the world's smallest carbon footprints. But how did it all start? Let's take you back to Rjukan, Telemark, in the 19th century.

Rjukan is located in a valley below Hardangervidda, a great mountain plateau. When spring comes and the snow melts, massive amounts of water make its way down the mountains. In the 19th century, the Rjukan waterfall was a beautiful sight and a tourist magnet for the European upper class. However, in 1888, a man called Sam Eyde, saw something more than the beauty of it – he saw the potential of it powers. "Imagine if I could use these powers to create something that would benefit us humans", he said.

Sam Eyde's vision, combined with the knowledge and skills of the scientist Kristian Birkeland, laid the foundation of Norway's journey from poor to rich. The business couple wanted to produce fertilizer – a vital product for a poor country like Norway at the time. And for a world that was on the brink of famine.

In order to do so they needed the power from the waterfalls. Extracting nitrogen from the air, the main ingredient in fertilizer, required a lot of electricity. Thus, they decided to build the power plants and fertilizer factory in the valley as well as a new town from scratch. From 1907 to 1920, the Rjukan village of ten poor farms was transformed into Norway's most modern city at that time, with 10,000 inhabitants. The best engineers and architects in Norway built a city with housing, schools, church, sports field, streets, railway and water and sewage system. In short, the complete infrastructure.

Rjukan also became an example for other places in Norway with the same beneficial natural conditions. Hence, the country's journey out of poverty started when water was used to create electrical energy, which in turn built industrial communities with plenty of jobs. In Rjukan today, the fertilizer factory is only a memory and less than 6000 people live in the municipality. However, the many power plants produce 2,5 % of Norway's electricity, something that makes it the perfect location for new power intensive industries – like data centers.

The power of water did not only help Norway from rags to riches, it also made sure we have clean renewable energy to support our modern digital society. We are proud of the legacy and to be a part of the Rjukan community with our RJU1-Rjukan data center facility.

Keep in touch.

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Green Mountain

GRI Content Index 2022.

Appendix.

GRI Topics	Topic Name	Reference
102-1	Name of the organization	www.greenmountain.no
102-2	Activities, brands, products, and services	www.greenmountain.no
102-3	Location of headquarters	Page 44
102-4	Location of operations	Page 2
102-6	Markets served	www.greenmountain.no
102-13	Membership of associations	Page 34
102-16	Values, principles, standards, and norms of behavior	Page 8
102-55	GRI content index	This table
203-1	Infrastructure investments and services supported	Insufficient data 2022
203-2	Significant indirect economic impacts	Insufficient data 2022
204-1	Proportion of spending on local suppliers	Insufficient data 2022
205-1	Operations assessed for risks related to corruption	Supplier Code of Conduct: www.greenmountain.no
205-2	Communication and training about anti-corruption policies and procedures	Green Academy: www.greenmountain.no
205-3	Confirmed incidents of corruption and actions taken	None
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Code of Conduct: www.greenmountain.no
207-1	Approach to tax	Code of Conduct: www.greenmountain.no
207-2	Tax governance, control, and risk management	Code of Conduct: www.greenmountain.no
207-3	Stakeholder engagement and management of concerns related to tax	Code of Conduct: www.greenmountain.no
302-1	Energy consumption within the organization	15500 MWh - Page 20
302-2	Energy consumption outside of the organization	Insufficient data 2022
302-3	Energy intensity	Page 20
303-1	Interactions with water as a shared resource	Page 20
303-2	Management of water discharge-related impacts	Page 20
303-3	Water withdrawal	34 Megaliters
303-4	Water discharge	Insufficient data
303-5	Water consumption	Page 24
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None
304-2	Significant impacts of activities, products, and services on biodiversity	2000 m² greenfield prepared for construction
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	None
305-1	Direct (Scope 1) GHG emissions	Page 22
305-2	Energy indirect (Scope 2) GHG emissions	Page 22
305-3	Other indirect (Scope 3) GHG emissions	Insufficient data 2022
305-4	GHG emissions intensity	Page 22
305-5	Reduction of GHG emissions	Page 22
306-3	Waste generated	Page 26
306-4	Waste diverted from disposal	Page 26

GRI Content Index 2022.

Appendix.

GRI Topics	Topic Name	Reference
306-5	Waste directed to disposal	Page 26
308-1	New suppliers that were screened using environmental criteria	Yearly supplier screening in Sevice Now
308-2	Negative environmental impacts in the supply chain and actions taken	Plan to implement BREEAM
401-1	New employee hires and employee turnover	Page 30
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Disclosure upon request
401-3	Parental leave	Subject to Norwegian law
402-1	Minimum notice periods regarding operational changes	Subject to Norwegian law
403-1	Occupational health and safety management system	www.greenmountain.no
403-2	Hazard identification, risk assessment, and incidentinvestigation	Internal systems
403-3	Occupational health services	Supplier: Avonova
403-4	Worker participation, consultation, and communication onoccupational health and safety	Described in Personell Handbook - not published
403-5	Worker training on occupational health and safety	Mandatory course - Green Academy
403-6	Promotion of worker health	Described in Personell Handbook - not published
403-7	Prevention and mitigation of occupational health and safetyimpacts directly linked by business relationships	HSE: www.greenmountain.no
403-8	Workers covered by an occupational health and safetymanagement system	Norwegian law andcompany insurance
403-9	Work-related injuries	None
403-10	Work-related ill health	Insufficient data 2022
404-1	Average hours of training per year per employee	Insufficient data 2022
404-2	Programs for upgrading employee skills and transition assistance programs	Green Academy: www.greenmountain.no
404-3	Percentage of employees receiving regular performance and career development reviews	Annual for all employees (100%)
405-1	Diversity of governance bodies and employees	Page 30
406-1	Incidents of discrimination and corrective actions taken	No reported incidents
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Subject to Norwegian law
408-1	Operations and suppliers at significant risk for incidents of child labor	Norwegian law, Supplier Code of Conduct
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Norwegian law, Supplier Code of Conduct
410-1	Security personnel trained in human rights policies or procedures	Code of Conduct: www.greenmountain.no
411-1	Incidents of violations involving rights of indigenous peoples	No reported incidents
413-1	Operations with local community engagement, impact assessments, and development programs	Page 39 - under developement
413-2	Operations with significant actual and potential negative impacts on local communities	No reported incidents - under development
414-1	New suppliers that were screened using social criteria	Supplier Cone of Conduct applicable to all suppliers: www.greenmountain.no
414-2	Negative social impacts in the supply chain and actions taken	No reported incidents
415-1	Political contributions	None
416-1	Assessment of the health and safety impacts of product and service categories	HSE: www.greenmountain.no
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No reported incidents
417-2	Incidents of non-compliance concerning product and service information and labeling	No reported incidents
417-3	Incidents of non-compliance concerning marketing communications	No reported incidents
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No breaches

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