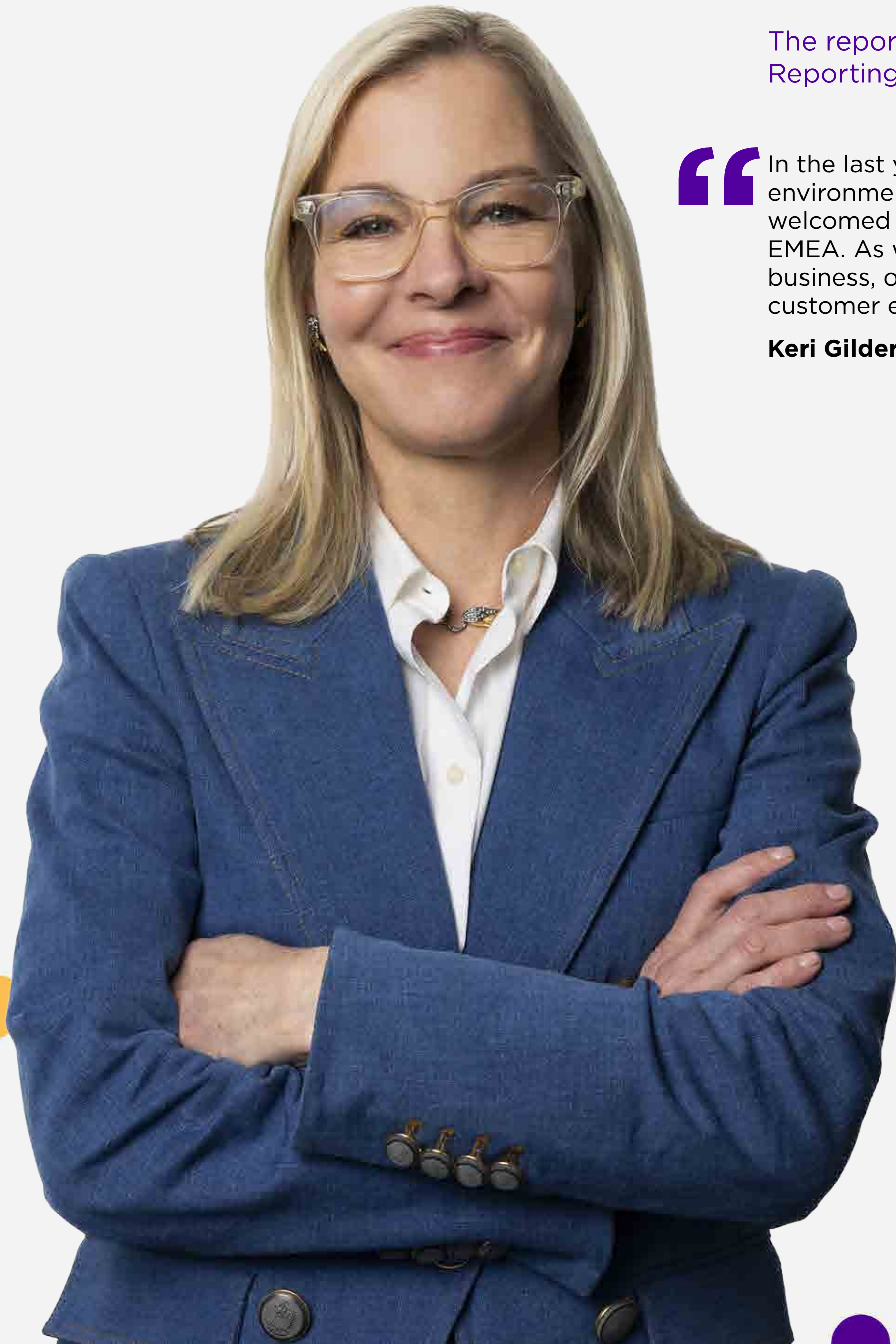


colt

Sustainability report 2023


Key insights






The report was developed in accordance with the Global Reporting Initiative (GRI) standards

“In the last year we’ve made incredible progress on our environmental, social and governance (ESG) journey and welcomed over 1,000 new Colties with our acquisition of Lumen EMEA. As we move forward as a bigger, stronger and more diverse business, our commitment to ESG and delivering an exceptional customer experience will continue to set us apart.”
Keri Gilder, CEO, Colt Technology Services

 **34%**
reduction of total CO₂e emissions since 2019

 **24%**
increase in days volunteered

 **73%**
of our suppliers engaged on ESG topics

 **78%**
of the Scope 2 electricity procured for our sites globally is renewable

 **89%**
of our suppliers have signed our Supplier Code of Business Conduct



In 2023, we were awarded the EcoVadis platinum rating for the second consecutive year. This is the highest rating and places us in the top one percent with regards to how well we have integrated sustainability principles into our business and management systems.



In 2023, we received an A- from the **Carbon Disclosure Project (CDP)** for our outstanding environmental performance, positioning us within the leadership category for sustainability.

We received an A under the CDP **Supplier Engagement Rating (SER)** questionnaire for the second year in a row.



Colt Group has been a participant in the **UN Global Compact** since 2023. The UNGC is a voluntary initiative, based on CEO commitments to implement the universal sustainability principles and to take steps to support the UN Goals. We are committed to submitting a Communication of Progress (COP) to the UNGC in 2024.

Colt Group is a global digital infrastructure company and data centre services group. It operates two businesses: Colt Technology Services (Colt) and Colt Data Centre Services (Colt DCS). The Colt Group Sustainability Report covers the period 1 January to 31 December 2023, unless otherwise stated. The report includes performance data across the Environmental, Social and Governance (ESG) material issues identified and prioritised as part of the materiality assessment conducted in 2023.

The report covers Colt Group. Colt Group completed the acquisition of Lumen’s EMEA business on 1 November 2023. Given the timing of the acquisition, the information and data included in this report excludes Lumen EMEA unless otherwise stated. The chapter ‘Focusing on our people’ will provide some data on new Colties from Lumen. Comprehensive ESG data will be included in next year’s Sustainability Report.

ESG is at the heart of everything we do, the solutions we offer and the pioneering innovations we create

Colt Group approved SBTs

Near-term target		Long-term net zero target
Scope 1 and 2:	Scope 3:	Scope 1, 2 and 3:
-47%	-28%	-90%
absolute reduction by 2030 from a 2019 baseline (1.5°C aligned)	absolute reduction by 2030 from a 2019 baseline (well-below 2°C)	absolute reduction by 2045 from a 2019 baseline

Analysing and mitigating key ESG risks

As part of our risk management process we identified two key risks: climate change and ESG reporting requirements.

We are committed to lowering emissions by maintaining momentum across existing network efficiency and asset replacement initiatives, while balancing CAPEX challenges and managing the Lumen EMEA integration. The impact of climate change is managed through our environmental strategy.

ESG reporting will be subject to increasing scrutiny and we are working hard to ensure we are fully compliant with the EU Corporate Sustainability Reporting Directive (CSRD) requirements. In addition, we have conducted pilots to assess our alignment with EU Taxonomy regulations and we will expand that programme in 2024.

Additionally, as part of our TCFD scenario analysis, we identified two additional material risks around carbon pricing mechanisms and extreme weather events.

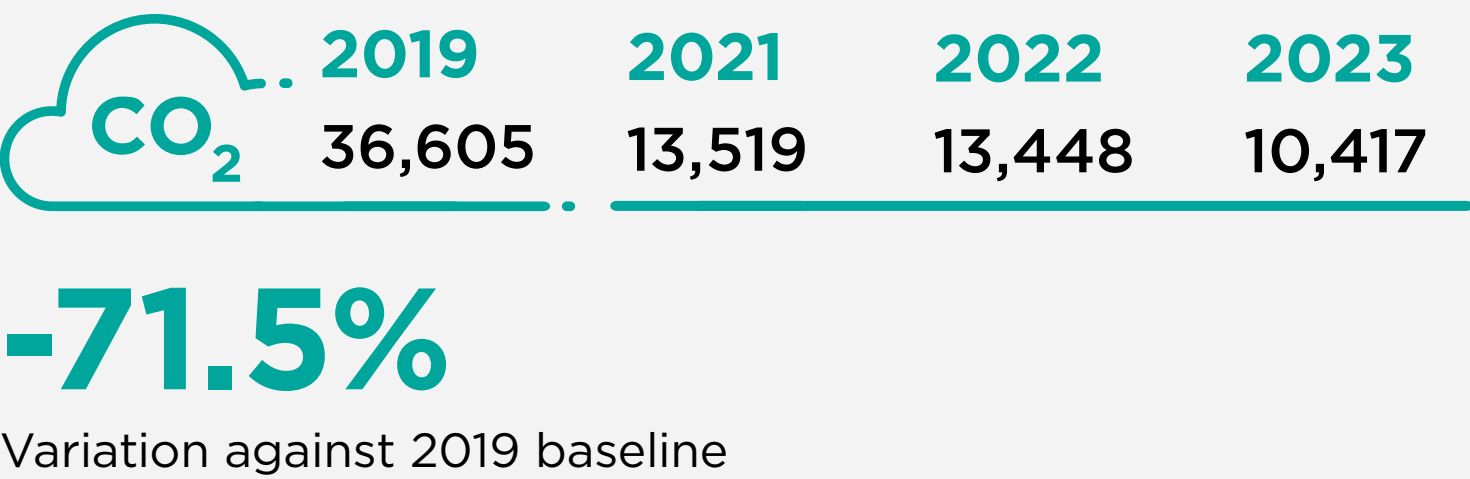
The lowest-emission route

Embedded in Colt’s portfolio of capabilities, we are developing the technology to offer an intent-based order menu so that customers can select the best route in the network based on different criteria, such as the shortest path, lowest delay or the lowest loss.

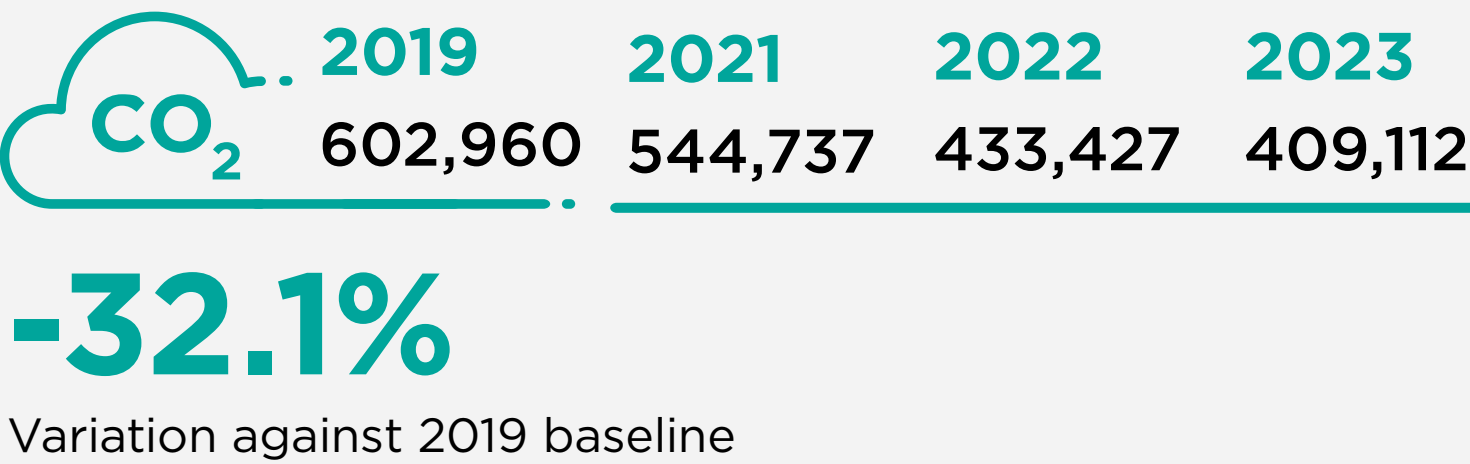
Different paths for data transmission have different environmental impacts. We built ‘Skylight - The Lowest-emission Route’ capability during 2023, ready for the first pilot in the first half of 2024. The resulting data will enable customers to select their own routing option based on environmental performance. For example, the lowest-emission route from Italy to Germany is through France, because France has a lower emission factor than other countries.

The Skylight platform uses live data from the network, which includes bandwidth, latency and packet loss, combined with power, CO₂ emissions and efficiency. The results are available through a graphical user interface, providing real-time information and traffic analysis. This enables well-informed optimisation decisions, leading to reductions in power consumption and lower operating expenses, in turn helping our customers meet sustainability targets.

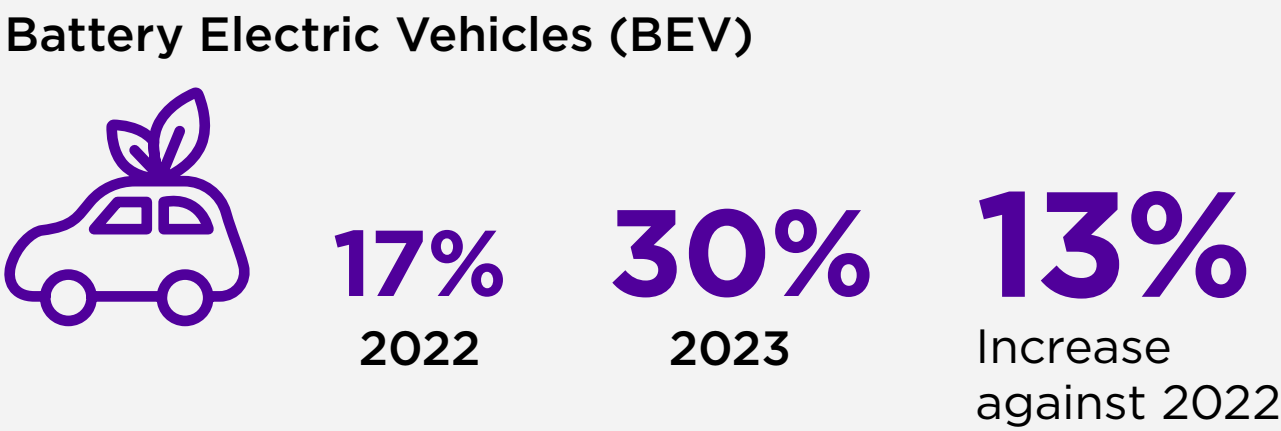
Colt Group GHG Scope 1 & Scope 2 (market-based) (tCO₂e)



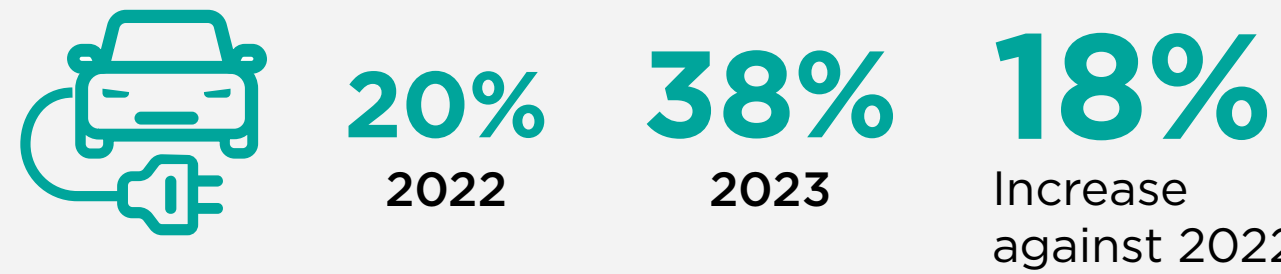
Colt Group Scope 3 GHG emissions (tCO₂e)



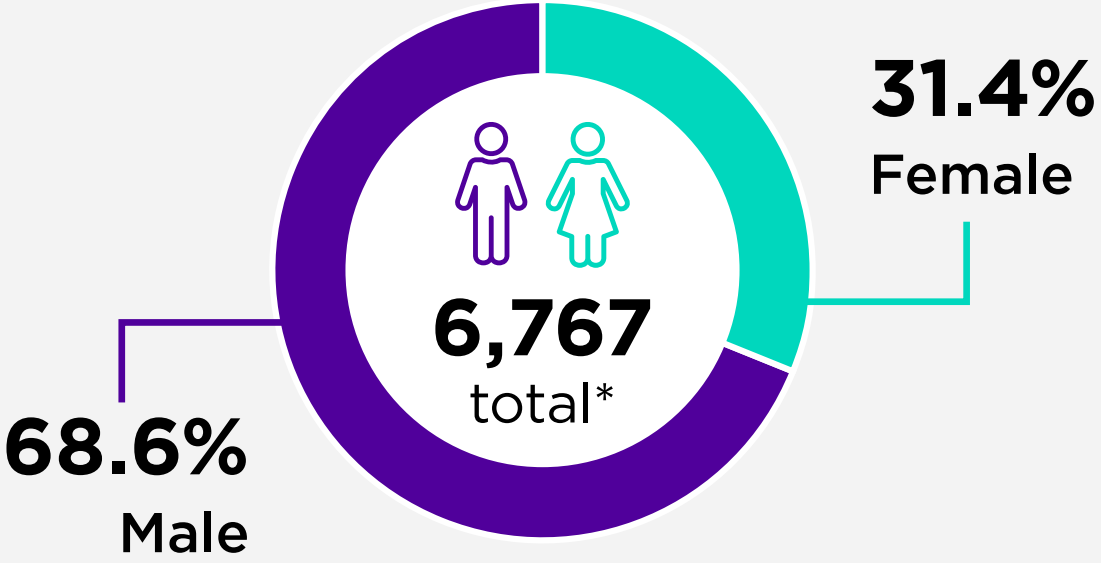
Colt Group owned fleet



Plug-in Hybrid Electric Vehicles (PHEVs)



People employed by Colt Group 2023, including new Colties from Lumen, by gender



*People employed by Colt Group data in Our People and Culture section refers to the following definition in line with our internal Headcount Sourcing Policy: number of people employed by Colt Group who are captured in our core HR system. This includes the following employment types: Employee, Apprentice, Graduate Rotational, Intern, Contractor Ongoing, Contract Trainee, Fixed Term Employee, Temporary Professional Service

Following integration of Lumen EMEA, overall females employed by Colt Group remains at over 31%

DEI pillars

Governance and Impact

Ensure we have the governance in place to deliver on our inclusion goals, measure our success and maximise impact through industry collaboration.

Leadership and Culture

Develop our leaders as inclusive role models and drive an inclusive culture where we can harness diversity of thought for greater success.

Diverse Representation

Improve the diversity of our workplace, ensuring we represent the customers and communities that we serve.

Equitable Business Practices

Employ equitable business practices that improve the employee experience and affect positive change in the wider world.

Community involvement title for the donations and volunteering days data.

€264,218

Amount of money donated to local charities*

867

Number of days volunteered
(+168 volunteering days/
+24% compared to 2022)

*According to India's 'Companies Act, 2013', it is mandatory for all companies to contribute 2% of its profit towards CSR activities. Figure includes this amount.

Accessibility

Governance

Employee Experience

Awareness & Skills

Brand & Reputation

Customer Experience

In 2023, we have laid the foundations with several initiatives:

- Working with our procurement teams to bring accessibility considerations into how we buy digital products and services.
- Accessibility built into MyColt, our new intranet, our reward platform and our onboarding resources.
- Formed a Community of Practice group to support in driving the change across our business.
- Launched digital accessibility guidelines for the business: a programme of training sessions in conjunction with accessibility specialists. The goal was to reach 10% of employees and over 500 people attended. We will be extending this in 2024.
- Strengthened feedback mechanisms to gain the inputs of people impacted by a lack of **accessibility**.