





Sustainability Report 2025

SCALA
DATA CENTERS



Sustainability continued to be a central pillar of Scala's corporate strategy. In 2026, Scala published its third Sustainability Report, transparently consolidating its results, commitments, and ESG advancements. We continued to operate with extremely high energy efficiency, maintaining a design PUE of 1.35 (air cooling) and 1.2 (liquid cooling) and a WUE equal to zero in all data centers **built** by Scala through closed-loop cooling systems with no water evaporation. We also maintained our commitment to operating with 100% renewable and certified energy, as well as carbon-neutral operations.

Scala's growth continued to drive economic development across the regions where we operate. Our projects have already generated thousands of direct and indirect jobs, involving more than 20,000 workers, while prioritizing local suppliers and workforce participation and promoting capacity-building initiatives within surrounding communities, including through circular economy programs.



The recognition received throughout 2025 demonstrates that Scala's evolution has been consistently validated by independent institutions, market analysts, and leading industry organizations, confirming that the company's progress is not only internally driven, but also externally recognized across multiple dimensions. This recurring recognition over the years reflects the consistency of execution and confirms that the standards adopted in strategy, governance, operations, and ESG are aligned with global best practices, strengthening Scala's position as a reference in the sector and expanding its ability to capture future opportunities with legitimacy and confidence.

The data center sector continues to undergo rapid transformation, driven by the expansion of Artificial Intelligence (AI), cloud computing, and the accelerating digitalization of the global economy. The outlook for installed capacity growth remains strong over the coming years, reflecting a structural increase in demand for digital infrastructure at an ever-growing scale.

In this context, energy availability has become one of the most critical factors for the sector's development, particularly given the increasing computational density associated with AI applications. Platforms capable of securing energy capacity, especially renewable energy, with scale, predictability, and efficiency are expected to stand out, as energy evolves from a purely operational input into a determining factor for the viability and pace of growth across the industry.



The competitive environment remains intense, with recurring announcements of significant investments by major technology companies, reinforcing the attractiveness of the sector and the central role of data centers in supporting the global digital economy. At the same time, the sector's expansion has reinforced the importance of a clear, predictable, and infrastructure-oriented regulatory environment, encompassing topics such as grid connection, permitting, land-use planning, and public policies aimed at fostering investment.

In this regard, the evolution of the regulatory framework and public policies related to the sector is expected to play a decisive role in enabling the projected growth of the Brazilian data center market, creating the necessary conditions for the country to convert its energy, territorial, and technological potential into effective installed capacity expansion and long-term investment attraction.

"The company's 2025 Sustainability Report covers the period from January 1 to December 31, 2025 with reference to the GRI Standards"



Table of Contents

Executive Summary

Business Model and Company Profile 7
Hyperscale Growth 8
Operational Overview 9
Financial Performance and Economic Impact 10
Environmental And Social Responsibility 11
Research and Development 19
Scala AI City: Development and Progress 21

Company Overview

Opening Statement 24
Mission and Values 26
Business Model and Company Profile 27
Growth and Expansion 28
Operational Overview 30
Financial Performance and Economic Impact 31
CEO letter 32
Material Topics and SDGs 35
Alignment with the SDGs 38
ESG Commitments 39

Environment

Energy Transition 42
Green Financing 47
Emissions Inventory 48
Strategic Approach to Scope 3 Reduction 54
Climate Adaptation and Mitigation Measures 55
Waste Management 56
Water Efficiency 62
Environmental Certifications 65
Events Promoting Environmental Stewardship 66
Innovations in Sustainable Data Centers 72

Social

People development 76
Employment benefits 80
Human Rights Training for security personnel 80
Celebrating Scala anniversary 82
Diversity and Inclusion 84
Supply Chain 85
Community Impact 89
Community Relationship Program 90
Social initiatives and actions 92
Environment, Health and Safety 103

Governance

Governance Structure 110
Recognitions and Certifications 113
Integrity and Transparency 117
Organizations and Associations Table 119
Operational Changes 121
Risk Management and GRC Structure 122

GRI Content Index

124

EXECUTIVE SUMMARY

Business Model
and Company Profile

Scala Data Centers is the leading sustainable data center platform in Latin America focused on the hyperscale market. Headquartered in Brazil and backed by DigitalBridge, the company has invested more than US$ 2 billion since its foundation. Today, Scala operates one of the region's most robust digital infrastructure platforms, with more than 200 MW of installed and booked capacity, a landbank exceeding 14 million square meters across four countries, and more than 7 GW of secured power connections to support future growth. The company currently operates 13 data centers across Brazil, Chile, and Mexico, all powered by 100% renewable and certified energy sources.

US$2bn+
INVESTED SINCE FOUNDATION

200+ MW
INSTALLED & BOOKED CAPACITY

7+ GW
SECURED POWER CONNECTIONS

+151M sq ft
LANDBANK ACROSS 4 COUNTRIES

Looking ahead, Scala remains committed to disciplined growth, supported by operational excellence and long-term value creation. The company will continue to strengthen the energy, infrastructure, and operational foundations that support its expansion while maintaining a strong focus on efficiency, governance, and sustainability as key drivers of resilience and long-term leadership in Latin America's digital infrastructure sector.

Hyperscale Growth

In 2025, Scala made significant progress developing Chile's largest data center campus and continued to expand its platform across strategic locations in Latin America, reinforcing the scale, resilience, and long-term visibility of its growth.
The company operates 11 data centers in Brazil, including Barueri, São Paulo, Campinas, São João de Meriti, and Porto Alegre, as well as two additional sites in Tepotzotlán (Mexico) and Curauma (Chile). The company also advanced the construction of seven additional data centers in Tamboré (Brazil), Fortaleza (Brazil), Lampa (Chile), and Huechuraba (Chile), while delivering additional phases at SGRUTB08, SGRUTB06, and SGRUTB04 in Tamboré, as well as Tepozpark in Mexico. These milestones demonstrate Scala's ability to execute multiple largeale projects simultaneously across different geographies.

In Lampa, the company advanced key energy infrastructure, including the energization of the third Tamboré substation, the Santa Teresa substation in Chile, and the Jundiaí substation in São Paulo, surpassing 280 MW of energized capacity across Brazil and Chile. More than 500 MW of energy capacity was secured or renegotiated during the year, strengthening long-term growth visibility and reinforcing the energy foundation required to support future expansion.



280+ MW
ENERGIZED CAPACITY, BRAZIL & CHILE

07 DCs
UNDER CONSTRUCTION

500+ MW
ENERGY CAPACITY SECURED

Operational Overview

In 2025, Scala maintained 100% infrastructure availability across its platform, reinforcing the reliability, stability, and resilience of operations throughout all sites.

100%

INFRASTRUCTURE AVAILABILITY

During the year, the company simultaneously executed multiple projects across different regions, including both new developments and the expansion of existing facilities. Through disciplined project management and coordinated execution, Scala delivered additional IT capacity while continuing to scale its operational infrastructure.

This approach enabled the company to advance its expansion pipeline without compromising operational performance. Through disciplined execution while scaling its business, Scala preserved the resilience of its platform, ensured the continuity of critical services, and consistently met the service-level commitments required by customers across all markets in which it operates.



Financial Performance
and Economic Impact

Financial discipline remained a central element of Scala's strategy throughout 2025, supporting business growth and the expansion of operational capacity. The company maintained rigorous control over costs and expenses, delivering recurring EBITDA above plan, in line with the consolidation of its asset base and the generation of long-term revenues.

At the same time, Scala executed and supported relevant financing and liquidity initiatives, contributing to the preservation of financial flexibility and the continuity of its investment cycle. Throughout the reporting period, the company remained fully compliant with all debt covenants, reinforcing the strength of its capital structure, enhancing cash flow visibility, and further strengthening the company's institutional credibility.



Environmental
And Social Responsibility



We recognize our role as a catalyst in the transition to a net-zero economy. Since the beginning of our operations, all Scala data centers have been powered by 100% renewable energy, secured through long-term Power Purchase Agreements (PPAs) and supported by International Renewable Energy Certificates (I-RECs). This achievement positioned Scala as the first Latin American data center company to reach this milestone.

We have adopted highly efficient technologies, including free-cooling and air-cooled chillers, to optimize both energy and water consumption. Our data centers are designed to achieve a Power Usage Effectiveness (**PUE) of 1.35 (air cooling)** - the most energy-efficient designs in Latin America—with Scala AI City targeting a design **PUE of 1.2 (liquid cooling)**, the best result in Latin America. In addition, all data centers built by Scala achieve a Water Usage Effectiveness (WUE) of zero in their cooling systems, using closed-loop cooling technologies that eliminate water waste, with water required only for the initial system fill, reinforcing our commitment to advanced environmental practices.



Scala has established a strategic goal of achieving net-zero operational emissions by 2050. To support this commitment, we maintain a decarbonization plan that is regularly reviewed by our Engineering and Innovation teams. We also annually offset residual operational emissions through the purchase of carbon credits, prioritizing initiatives that generate positive social impacts in local communities.



In 2026, we completed our 2025 annual greenhouse gas (GHG) emissions inventory covering Scope 1, Scope 2, and Scope 3 emissions. This process enabled a detailed and rigorous assessment of our emissions profile, ensuring accurate quantification and supporting informed decision-making. As a result, Scala was recognized with the Gold Seal of the Brazilian GHG Protocol Program for the third consecutive year, the highest level of recognition granted by the initiative.

The Gold Seal is awarded exclusively to organizations that meet all requirements of the category, including the preparation of a complete inventory covering Scopes 1, 2, and 3, as well as independent third-party verification.

Our external verification was conducted by ABNT[1] , ensuring the highest levels of confidence, credibility, and transparency throughout the process.



[1] ABNT (Associação Brasileira de Normas Técnicas; Brazilian Association of Technical Standards), Brazil's national standards organization and an internationally recognized certification and verification body. This independent verification process provides an additional level of assurance regarding the accuracy, credibility, and transparency of the Company's greenhouse gas emissions inventory.

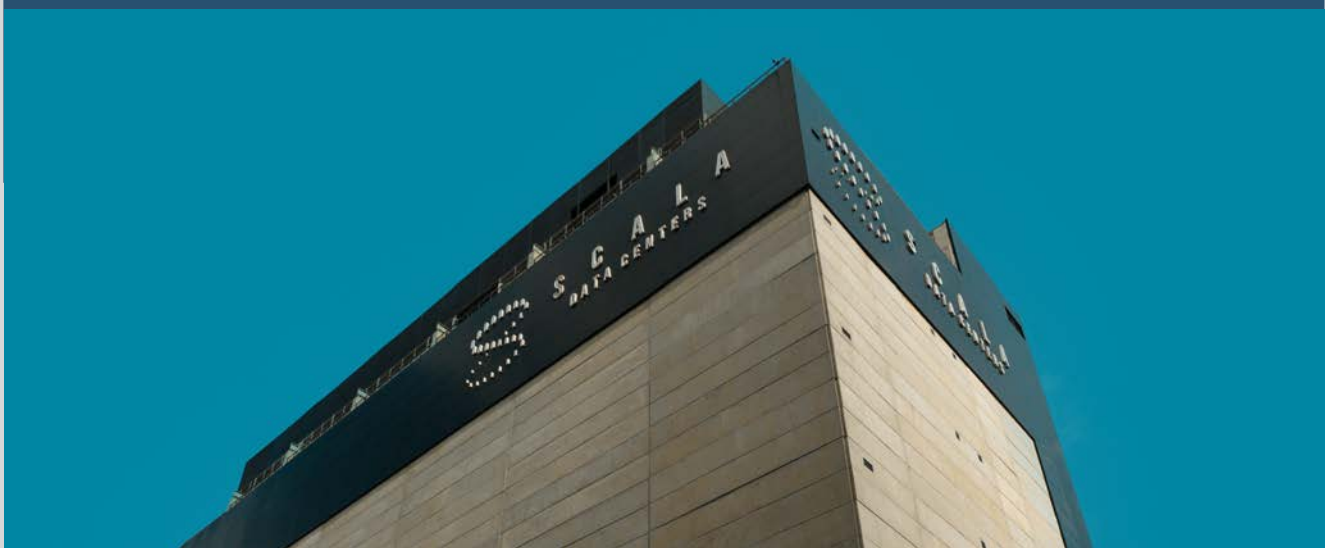
Complete information regarding the 2025 emissions inventory is presented in the Emissions Inventory section of this report.

Absolute Emissions			
Scope	**2024 (tCO2e)**	**Change (%)**	**2025 (tCO2e)**
1 – Direct Emissions	3,654.76	21%	4,424.13
2 – Market-Based (MB)	0	-	0
2 – Location-Based (LB)	18,351.54	22%	22,328.70
3 – Value Chain	114,682.10	3%	118,357.16
Total Emissions MB	118,336.86	3.8%	122,781.29

Scope 2: Location-based Approach: This method calculates GHG (Greenhouse Gas) emissions from electricity consumption using the average carbon intensity of the regional electricity grid.

Scope 2: Market-Based Approach: This method calculates greenhouse gas (GHG) emissions based on the specific emission factor of the energy source selected by the company. Unlike the location-based approach, it reflects strategic purchasing decisions, such as the procurement of renewable energy sources.

Scala's operational emissions intensity ($kgCO_2e/kWhTI$) continued to improve in 2025, demonstrating the company's ability to grow efficiently while reducing emissions per data center. Although absolute Scope 1 and Scope 2 (location-based) emissions increased by approximately 20% between 2024 and 2025 as operations expanded, emissions intensity declined. This reflects more efficient business growth, with productivity increasing at a faster pace than emissions, while the implementation of decarbonization measures helped reduce the emissions associated with each unit of output.





Scala develops and implements projects that embed environmental and social responsibility, creating positive impacts for both the environment and the communities surrounding its data centers.

Through its **Circular Economy Program, Re:Flow**, Scala collaborates with strategic partners, including Lightera (former Furukawa), educational institutions, social organizations, and suppliers. The program promotes an integrated ecosystem focused on reutilization and waste valorization, expanding social and environmental benefits while reducing waste generation.

Scala Re:Flow

Among **Re:Flow's** flagship initiatives, the **Green IT Program** has recycled more than 28 tons of copper cables since its launch. The financial value generated by converting these materials into green checks has been fully reinvested in social initiatives since 2022, supporting professional training programs for local communities. These resources contribute to workforce development and help create pathways for qualified talent to join Scala's operations.

Additionally, the construction waste valorization project reinforces Scala's circular economy approach by prioritizing the reuse, recycling, and proper treatment of surplus materials generated across its operations. In 2025, the main treatment routes included recycling (4,720.87 tons), composting (2.60 tons), co-processing (195.62 tons), decontamination (0.04 tons), sorting and transfer operations (406.57 tons), and treatment through wastewater treatment plants (10,620.09 tons). By directing materials to appropriate recovery and treatment pathways, the project reduces environmental impact while supporting sustainable development in the communities surrounding Scala Data Centers' sites.

4,7k TONS
RECYCLING

2,6 TONS
COMPOSTING

10,6 TONS
WASTEWATER TREATMENT

0.04 TONS
DECONTAMINATION

406 TONS
SORTING AND TRANSFER OPERATIONS



Throughout the year, Scala also strengthened its portfolio of high-performance facilities designed to deliver operational excellence while minimizing environmental impact. This commitment was further demonstrated through the achievement of **LEED (Leadership in Energy and Environmental Design)** certification, one of the world's most recognized green building standards. Developed by the U.S. Green Building Council (USGBC), LEED evaluates projects based on criteria such as energy efficiency, water management, sustainable materials, indoor environmental quality, and innovation in design, recognizing buildings that meet the highest standards of environmental performance.

These initiatives reinforce Scala's commitment to sustainability and to generating shared value for society.

Social Responsibility



Scala maintains an open and proactive dialogue with communities located around its projects, whether data centers are under construction or already in operation. This relationship is guided by transparency, trust, and continuous stakeholder engagement that supports accessible and effective communication with the communities where we operate.

This approach combines structured communication mechanisms with direct, active engagement with the communities surrounding its projects. This includes the community bulletin, which serves as a direct channel to keep local stakeholders informed about Scala's sustainability initiatives in the regions where the company operates, promote responsible practices, and provide practical information to support community engagement, as well as Contato Seguro, Scala's formal grievance channel for receiving concerns, suggestions, and requests. Through these mechanisms, supported by the active involvement of employees, Scala addresses community inputs in a reliable, transparent, and proactive manner.

The company also encourages its contractors to prioritize the hiring of local workers whenever possible. More broadly, Scala recognizes infrastructure and education as fundamental drivers of social transformation. Through the development and operation of digital infrastructure, the company contributes to Latin America's advancement by accelerating digital transformation, expanding access to knowledge, and creating business and employment opportunities.

In partnership with educational institutions, Scala develops professional training and employability initiatives that promote social transformation and socioeconomic development. To date, nearly 75% of participants who completed these training programs have been hired to work in our operations. This result demonstrates the positive impact that collaboration between companies and educational institutions can have in strengthening specialized workforce development.



Community engagement remained a central pillar of Scala's social strategy. Throughout the year, the company recorded 1,069 interactions with local stakeholders, engaging 182 stakeholders and directly impacting 7,630 people across its areas of operation. Scala invested more than USD 196,428.00 in social initiatives and community-oriented programs, including donations of food, electronic equipment, furniture, essential items, and scholarships through the Megawatt of Opportunities program.

The **MegaWatt of Opportunities Program** continues to play a central role in this agenda by providing scholarships to local community members, educational incentives for employees, and internship opportunities. By connecting education, professional development, and access to employment, the program strengthens Scala's talent pipeline while contributing to the long-term development of the communities where the company operates.

Together, these initiatives reinforce Scala's approach to developing and operating highly efficient and sustainable hyperscale data centers with ESG principles embedded across the business. This positions the company as a reference in Latin America's digital infrastructure market while advancing its role in supporting a more sustainable, resilient, and inclusive future.

1,069
STAKEHOLDER INTERACTIONS

7,630
PEOPLE DIRECTLY IMPACTED

$196K
INVESTED IN SOCIAL INITIATIVES

Recognition and Awards:
A Legacy of Excellence

Throughout 2025, Scala continued to be recognized globally for its achievements in innovation, sustainability, operational excellence, and digital infrastructure leadership.

The awards received throughout the year reflect the company's contribution to the advancement of the data center industry across Latin America and reinforce its position as a benchmark for sustainable and scalable digital infrastructure.

IDC MarketScape Datacenter LATAM

DCD Global Awards 2025

IJGlobal Awards 2025

Frost & Sullivan

ISG Provider Lens™ 2025

Great Place to Work (GPTW)

DCD LATAM Awards 2025

Top 100 Women

The Top 100 Data Center Companies

The Tech Capital CEO 50 List

Gold Seal of the Brazilian GHG Protocol Program

GLOBAL SUSTAINABILITY AWARDS 2025

Research and Development

Innovation

Scala Data Centers' Innovation area is dedicated to driving company value through strategic advancements in efficiency, sustainability, and security. We foster the continuous evolution of processes and technologies, ensuring greater competitiveness and resilience across the organization.

The company improves efficiency by automating operational processes and optimizing infrastructure through standardization and prefabrication. Its sustainability efforts focus on reducing energy consumption and adopting lower-impact environmental alternatives. In parallel, the company advances security and infrastructure innovation through proprietary solutions and collaboration with strategic partners. To support these initiatives, we rely on an in-house development team that adopts agile



methodologies, as well as a robust multidisciplinary engineering structure.

We also actively participate in global industry networks, including Infrastructure Masons (iMasons), the Innovation Reference Center (CRI) of Fundação Dom Cabral, and Brasscom, ensuring alignment with the sector's leading technological and regulatory trends. Among the company's ongoing initiatives are the use of generative design to optimize facility engineering, the automation of operations, and the evaluation of advanced cooling technologies.

These technologies include liquid cooling, passive cooling solutions, and thermal management systems designed to efficiently remove heat from high-density racks supporting AI workloads.

The company's future-proof designs are already prepared to accommodate these requirements. We also conduct studies on drop-in biofuels to enhance the sustainability of backup power generation, as well as on green construction materials to improve the environmental performance of our facilities.





Illustrative renderings

Scala AI City:
Development and Progress

In 2025, Scala AI City advanced from strategic vision to structured development, with progress across regulatory planning, environmental studies, institutional engagement, and long-term campus design. These milestones strengthened the project's execution framework and created the conditions required for the phased deployment of large-scale AI-ready digital infrastructure.

A central milestone was the advancement of the Scala AI City Master Plan, which establishes the long-term framework for the occupation and expansion of the campus. The plan defines guidelines for land use, infrastructure deployment, mobility, environmental integration, and future development phases. By organizing these dimensions into a single planning framework, the Master Plan improves expansion predictability, supports efficient infrastructure deployment, and aligns future growth with local urban and environmental requirements.

The project's progress is also connected to broader regional development. Agreements with local authorities include conditions related to urban infrastructure, mobility, public services, and local economic activity. Over time, Scala AI City is expected to support job creation, attract new investment, and contribute to the development of a regional ecosystem linked to technology, energy, telecommunications, and digital services.

Environmental studies and design activities continued throughout 2025 to support a disciplined and responsible development process. Assessments related to land use, preservation areas, and local environmental conditions are guiding infrastructure planning in line with regulatory requirements and Scala's long-term sustainability objectives.

A significant milestone was reached in May 2025, when Brazil's Ministry of Mines and Energy (MME) published Ordinance SNTEP/MME No. 2,942, recognizing the technical solution to enable the connection of Scala AI City's 5 GW power ramp to the National Interconnected System (SIN). The recognition represents a milestone for the development of a data center campus at this scale in Brazil and a decisive step toward enabling the country to strengthen its position in AI and digital infrastructure.



Illustrative renderings



COMPANY OVERVIEW



"Companies must continue the shift from broad commitments to tangible action, clear accountability, and quantifiable impact to meet global standards and support long-term corporate, planetary, and social resilience".[2]

According to International Data Corporation (IDC)[3], the continued growth in demand for sustainable infrastructure and renewable energy sources is driving data center companies to invest in more efficient facilities, including advanced cooling technologies and the use of renewable energy.

This trend reflects a structural shift in how digital infrastructure is designed, built, and operated, particularly as demand accelerates with the expansion of artificial intelligence and data-intensive applications.

In this context, sustainability is no longer a complementary element, but a structural component of infrastructure design, construction, and operation. Since its foundation, Scala has incorporated environmental, social, and governance principles into its business model, aligning energy strategy, infrastructure development, and operations within a scalable platform designed vresponsible growth and long-term value creation.

This approach is supported by a platform that operates with 100% renewable and certified energy sourcing and continues to expand its self-generation model, reinforcing the company's ability to scale operations while maintaining environmental performance and cost predictability. This model is reflected in the

[2] Source: Corporate targets for nature are expanding | McKinsey
[3] Source: https://www.idc.com/

way operations are structured and monitored. Energy consumption, water use, and waste generation are managed through defined processes and performance indicators, **ensuring consistency between operational efficiency and environmental performance, even as operations expand across multiple geographies and increase in scale.**

These practices are embedded across both infrastructure design and day-to-day operations, reinforcing a lifecycle approach to sustainability in data center development.

The company maintains its commitment to transparency through structured reporting aligned with the **Global Reporting Initiative (GRI) standards**. This ensures that sustainability performance is disclosed in a consistent and comparable manner, supporting accountability to stakeholders and reinforcing alignment with international frameworks.

As the industry evolves toward more energy-intensive and high-density digital workloads, Scala's strategy remains focused on combining scalability, efficiency, and environmental responsibility, positioning the company to support the next phase of digital infrastructure demand with discipline, predictability, and long-term resilience.



Mission and Values

Scala Data Centers is pioneering sustainable digital infrastructure in Latin America, powering the global cloud and AI revolution. The company combines entrepreneurial vision with technical excellence to redefine markets, anticipate emerging needs, and deliver hyperscale-ready solutions with unmatched speed.

Scala enables its customers to transform possibilities into competitive advantage through infrastructure designed for exponential growth.

The organization's operational excellence stems from a disciplined hyperscale approach, agile processes, and a performance-driven culture rooted in resilience.

Through strategic partnerships, Scala accelerates responsible digital transformation – where every deployed megawatt advances both business objectives and environmental stewardship across Latin America.

Corporate values

Entrepreneurial Drive

Scala champions adaptability and agility. The company stays flexible, takes calculated risks, and pivots when needed – always delivering beyond expectations while maintaining sustainable practices. Its teams actively challenge outdated models, optimize processes, and drive innovation to support scalable growth.

Hyper-scalable Commitment

Scala owns outcomes end-to-end. Through rigorous operational standards and cross-departmental collaboration, the company simplifies complexities, meets aggressive timelines, and relentlessly improves. Its hyperscale framework ensures consistent quality at every deployment phase.

Unwavering Loyalty

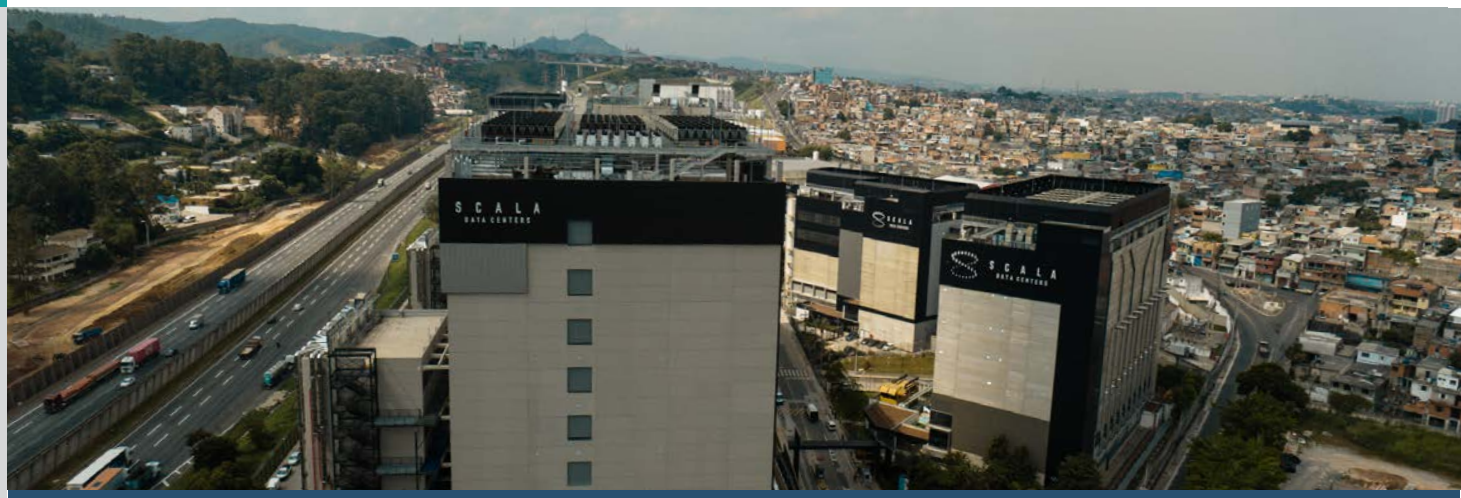
Trust and teamwork define Scala's culture. The company shares knowledge openly, addresses challenges head-on, and makes decisions aligned with its long-term vision. Every action reflects Scala's commitment to stakeholders and sustainable impact.

Client Obsession

Scala anticipates needs before they arise. By deeply understanding each client's business, the company delivers infrastructure solutions with urgency and precision – turning challenges into competitive advantages and consistently exceeding service expectations.

Business Model
and Company Profile

Scala Data Centers is the leading sustainable data center platform in Latin America focused on the hyperscale market. Headquartered in Brazil and backed by DigitalBridge, the company has invested more than US$ 2 billion since its foundation. Today, Scala operates one of the region's most robust digital infrastructure platforms, with more than 200 MW of installed and booked capacity, a landbank exceeding 14 million square meters across strategic locations in four countries, and more than 7 GW of secured power connections to support future expansion. The company currently operates 13 data centers across Brazil, Chile, and Mexico, all powered by 100% renewable and certified energy sources.



Since its foundation, Scala has incorporated environmental, social, and governance principles into its business model, aligning energy strategy, infrastructure development, and operations to support responsible growth and long-term value creation. This approach has enabled the company to combine rapid expansion with a strong commitment to operational excellence, sustainability, and resilience.

Looking ahead, Scala remains committed to sustaining its growth through disciplined execution, operational excellence, and long-term value creation. The company will continue to prioritize efficient capital allocation, the consistent delivery of its development pipeline, and the strengthening of the energy, infrastructure, and operational foundations that support its expansion. At the same time, Scala will maintain a strong focus on efficiency, governance, and sustainability as fundamental pillars for preserving business resilience and reinforcing its leadership position in Latin America's digital infrastructure sector.

Growth and Expansion

In 2025, Scala continued to expand its platform across strategic locations in Latin America, reinforcing the scale, resilience, and long-term visibility of its growth. The company currently operates 11 data centers in Brazil, including sites in Barueri, São Paulo, Campinas, São João de Meriti, and Porto Alegre, as well as two additional data centers outside Brazil, located in Tepotzotlán, Mexico, and Curauma, Chile. Scala also has seven additional data centers under construction in Tamboré, Fortaleza, Lampa, and Huechuraba, further strengthening the scale of its platform and increasing visibility over its expansion pipeline.

This strategic progress was supported by the successful delivery of key projects and the continued expansion of Scala's asset base. Throughout the year, the company completed additional phases of **SGRUTB08, SGRUTB06, and SGRUTB04** at the Tamboré Campus, as well as Tepozpark in Mexico.

At the same time, Scala made significant progress in the development of **Chile's largest data center campus, located in Lampa.** This expansion broadens the company's regional footprint and creates a structural platform for future growth in the Chilean market. These achievements demonstrate Scala's ability to execute multiple large-scale projects simultaneously across different geographies. Energy infrastructure remained one of the central pillars of Scala's strategy. In 2025, the company energized its **third substation in Tamboré, the Santa Teresa substation in Chile, and the Jundiaí substation in São Paulo, surpassing 280 MW of energized capacity across Brazil and Chile.** In addition, more than 500 MW of energy capacity was secured or renegotiated during the year, strengthening long-term growth visibility and enhancing the structural resilience required to support future expansion.

As a result of this strengthened foundation of assets, energy infrastructure, and execution capabilities, Scala expanded its development pipeline, increasing visibility over future growth opportunities and reinforcing its ability to plan investments, allocate capital efficiently, and execute projects in a coordinated and predictable manner over time.

The company also expanded its institutional and regulatory engagement. Throughout 2025, Scala maintained active dialogue with the Federal Government, state governments, and industry associations, contributing constructively to the advancement of Brazil's regulatory framework for data centers. Key discussions included REDATA, CONFAZ, the National

Data Center Plan, energy connection regulations, and licensing processes, topics that are fundamental to the long-term predictability, competitiveness, and sustainability of the sector.

Scala also advanced initiatives aimed at enhancing the long-term value of its assets through strategic urban planning and land-use development. **In 2025, Scala signed the Tamboré Master Plan with the Municipality of Barueri, São Paulo, establishing the long-term framework for the campus's expansion,** while the Scala AI City Master Plan in Rio Grande do Sul advanced through its development phase. These initiatives strengthen expansion predictability, enhance legal certainty, and increase the long-term strategic value of the company's assets.



Operational Overview

Operationally, Scala maintained 100% infrastructure availability throughout the reporting period, reinforcing the stability, reliability, and predictability of operations across all sites. This performance reflects the company's commitment to operational excellence and its ability to support critical workloads while maintaining the highest standards of service.

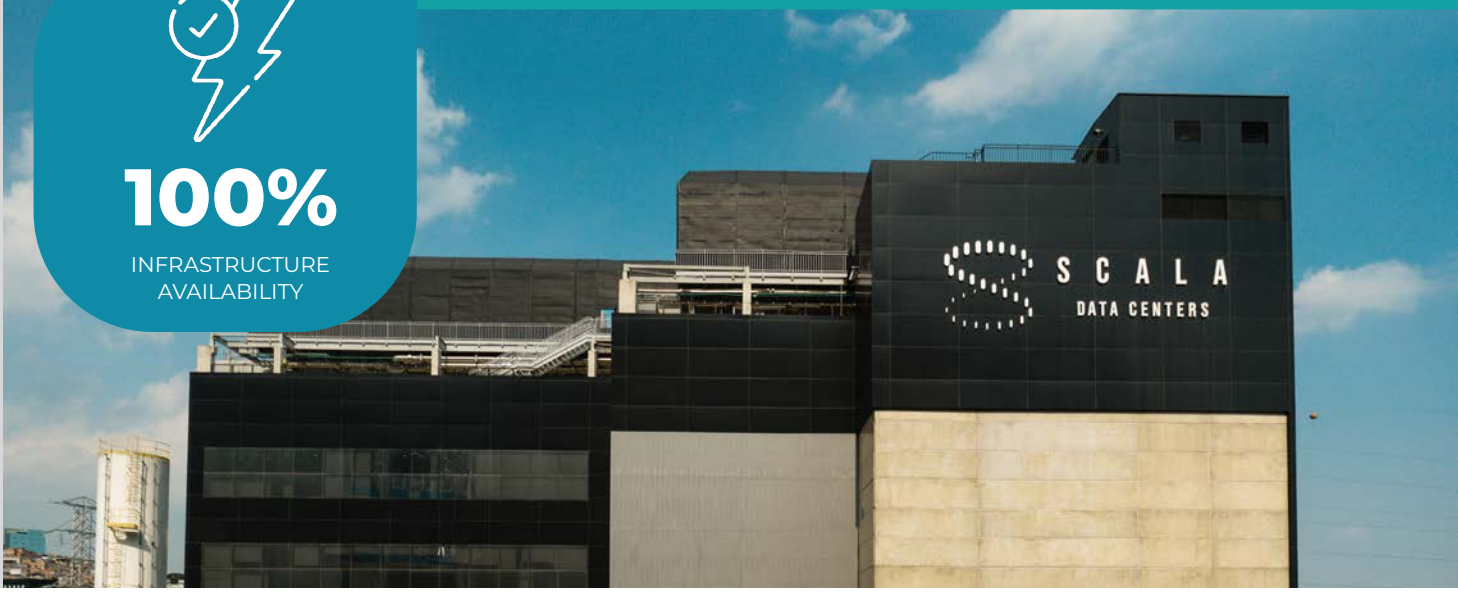
Operations during the year were characterized by the coordinated execution of multiple projects across different regions, including both new developments and the expansion of existing facilities. Scala actively managed a diversified project portfolio, balancing the delivery of new capacity with the ongoing operation of existing sites. Through structured planning, disciplined execution, and close coordination among teams, the company continued to expand its footprint and advance the development of its digital infrastructure platform.

As demand for digital infrastructure continued to grow, the company successfully delivered additional IT capacity and expanded its operational infrastructure without disrupting critical services. Throughout the reporting period, Scala maintained the service levels required by its customers across all markets in which it operates, while continuing to expand its operations.

This performance reflects the company's ability to support business growth while maintaining reliability and operational discipline at scale.

100%

INFRASTRUCTURE AVAILABILITY





Financial Performance
and Economic Impact

Financial discipline remained a central element of the strategy, supporting business growth and the expansion of operational capacity throughout the period. The company maintained rigorous control over costs and expenses, ensuring the delivery of recurring EBITDA above plan, in line with asset consolidation and the generation of long-term revenues.

At the same time, relevant financing and liquidity initiatives were executed and supported, contributing to the maintenance of financial flexibility and the continuity of the investment cycle. Throughout the period, full compliance with debt covenants was maintained, reinforcing Scala's financial strength, cash flow predictability, and institutional credibility.

Letter from the CEO and Co-Founder

The growth of artificial intelligence is accelerating demand for computing capacity at an unprecedented pace. As a result, access to reliable, renewable energy has become one of the most important factors determining where and how digital infrastructure can be built. Energy is a strategic asset that has guided our decisions since Scala's founding.

By the end of 2025, Scala had built one of the largest hyperscale data center platforms in Latin America, with about 200 MW of installed and contracted capacity, over 7 GW of secured power connections, and a land bank exceeding 153 million square feet across strategic markets. The platform spanned 13 operational data centers across Brazil, Chile, and Mexico, with seven additional facilities under construction.

In 2025, we continued to strengthen the foundation that will support the next generation of digital infrastructure. We expanded our energy platform, surpassed 280 MW of energized capacity, secured or renegotiated more than 500 MW of additional power capacity, advanced major campus developments across Latin America, and reinforced the regulatory and commercial conditions necessary for long-term growth.

Operational discipline remained essential as we scaled. Throughout the year, Scala maintained 100% infrastructure availability while simultaneously delivering new capacity and expanding existing campuses.

We continued to operate on 100% renewable, certified energy. Scala data centers are designed to achieve industry-leading efficiency, with an average design PUE of 1.35 in air-cooled facilities and 1.2 in next-generation liquid-cooled environments, while maintaining a WUE of zero through closed-loop cooling systems that eliminate water waste during normal operations.

During 2025, we also advanced Scala AI City's project's master planning, environmental studies, regulatory framework, and long-term energy strategy. Brazil's Ministry of Mines and Energy formally recognized its 5 GW connection ramp-up, establishing one of the strongest energy foundations for AI infrastructure development in Latin America.

Our ambition is straightforward: to build the digital infrastructure platform that enables Latin America to play a leading role in the next era of artificial intelligence.

The opportunity ahead is significant, and so is the responsibility. That is why we remain focused on disciplined execution, operational excellence, efficient capital allocation, and sustainable long-term growth.

Ultimately, digital infrastructure is about more than data centers.

It is about enabling energy, connectivity, and computing capacity that will support innovation, productivity, and economic development for decades to come. As demand continues to accelerate, we remain committed to building that foundation responsibly, efficiently, and at scale.



Marcos Peigo
Chief Executive Officer
and Co-Founder

Monitoring and Reporting

Reporting Framework	Description
Annual Sustainability Report	This publicly available document provides a comprehensive overview of Scala's ESG performance, aligned with GRI standards.
Annual IFC Report	Private document updating the International Finance Corporation (IFC), a key investor and a multilateral organization on sustainability metrics.
Quarterly DigitalBridge Report	Private document updating a leading shareholder on progress toward strategic objectives, including sustainability metrics.
Quarterly Board Report	Confidential briefing for the board of directors summarizing organizational performance and progress toward strategic priorities.
GHG Emissions Inventory	Compiled annually based on the GHG Protocol in order to monitor Scala's carbon footprint.
Hyperscaler ESG Reports	Delivered periodically to Scala's hyperscaler customers, detailing key sustainability metrics, compliance with their ESG requirements, and progress on shared goals.



Material Topics
and SDGs

In alignment with the GRI Standards, Scala maintains its materiality framework as a key component of its sustainability strategy. The materiality approach reflects Scala's commitment to addressing its most significant economic, environmental, and social impacts, while ensuring continuous engagement with its stakeholders.
To build this foundation, Scala engaged a reputable consulting and auditing firm to conduct a robust and structured assessment process. This process was carried out in 2024, and we continued to rely on this study in 2025.

The assessment was carried out in two complementary phases, involving more than 750 stakeholders, including employees, clients, investors, suppliers, and local communities. The methodology combined quantitative surveys, in-depth interviews, and collaborative workshops with executive leadership, ensuring a broad and representative range of perspectives.

This approach reinforced transparency and data-driven decision-making, while ensuring alignment with global ESG standards. Topics such as energy management, climate change, health and safety, and governance were evaluated based on their relevance to both business strategy and stakeholder expectations.



Overview
of the materiality process

The materiality process follows an integrated and multi-step approach

01.
Identification of ESG topics

Definition of a broad list of relevant environmental, social, and governance topics.



02.
Analysis of strategy, risks, and impacts

Evaluation of how each topic relates to business strategy, operational risks, and potential impacts.

03.
Stakeholder perception mapping

Collection and analysis of internal and external stakeholder inputs.



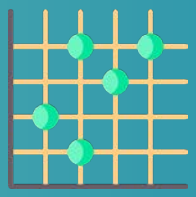
04.
Assessment of commitments and public alignments

Consideration of global commitments, benchmarks, and market expectations.



05.
Prioritization of ESG topics

Consolidation of insights based on recurrence, stakeholder perceptions, risks and impacts, strategic relevance, and public commitments.



06.
Materiality matrix development

Structuring of prioritized topics into a matrix that balances the internal perspective (x-axis) and the external perspective (y-axis).

07.
Final validation and integration

Definition of priority topics to guide strategy and reporting.



Material topics

As a result of this process, 17 material topics were identified, of which 10 are considered priority topics, forming the core of Scala's sustainability strategy.

These priority topics are structured across three ESG pillars:



These topics are dynamic and are periodically reviewed to ensure continued relevance in light of evolving business conditions and stakeholder expectations.

Additionally, Scala's approach is aligned with recognized global frameworks and best practices, including the GRI Standards and other international commitments, supporting consistent and transparent ESG management.

Alignment
with the SDGs

Scala's priority material topics are directly connected to the United Nations Sustainable Development Goals (SDGs), reinforcing the company's contribution to global sustainability agendas.



E S G

ESG Commitments

At Scala, Environmental, Social, and Governance (ESG) principles are not treated as a separate agenda - they are embedded at the core of the company's business strategy and operational DNA. Since its inception, Scala has pursued a model in which rapid growth is aligned with strong responsibility, driving both forward simultaneously and establishing new standards for the hyperscale sector in Latin America.

In 2025, Scala reinforced its commitment to the structured management of material topics by incorporating robust governance practices, continuous monitoring, and the cross-functional integration of sustainability across all business areas.

The Company adopts systematic processes to identify, assess, and prioritize actual and potential impacts, considering risks and opportunities associated with its operations and value chain. Each material topic is managed by designated areas, responsible for defining policies, guidelines, internal controls, and performance indicators, which are periodically reviewed by senior leadership. In addition, Scala maintains ongoing dialogue with key stakeholders to ensure that social, environmental, and governance expectations are reflected in decision-making, enabling transparent, preventive management focused on long-term value creation.

Among the organization's policies are the ESG Program Policy; Integrated Management System Policy; Risk Management Policy; Code of Ethics and Conduct; Supplier Code of Conduct; Social Responsibility Policy.

ESG commitments continued to be integrated into the company's strategy and operations, supporting alignment between business growth and sustainability objectives. Environmental commitments focus on energy efficiency, renewable sourcing, and the monitoring of performance indicators.

Social initiatives emphasize workforce development, training, and community engagement, contributing to positive impacts in areas where the company operates. Governance practices focus on compliance, transparency, and risk management, supporting the integrity of business operations.

E

Climate and Net Zero Commitment

Scala monitors its greenhouse gas (GHG) emissions and implements measures to maintain carbon-neutral operations. **Certified renewable electricity sourcing, energy-efficiency practices, and increasing integration between infrastructure and energy strategy.** For Scope 3 emissions, the company continues to engage suppliers through structured programs, including training initiatives and ongoing communication to strengthen alignment with environmental and social standards.

Energy and Resource Efficiency

Scala operates with 100% renewable and certified energy and maintains high efficiency standards across its infrastructure. Data centers are designed to achieve consistent **Power Usage Effectiveness (PUE) levels of 1.35,** supported by **expanded monitoring and measurement practices across sites.** The company also operates with **zero Water Usage Effectiveness (WUE)** through the adoption in data centers built by Scala of the air cooling or closed-loop systems (where water is recirculated within the system).

S

Social Impact and Community Engagement

Scala invests in local communities through initiatives focused on education, professional development, and economic inclusion. Programs such as MegaWatt of Opportunities and partnerships with institutions like SENAI (Serviço Nacional de Aprendizagem Industrial), that supports workforce development and skills training, and AIEP (Academia de Idiomas y Estudios Profesionales), which provides training in Chile. **These initiatives are complemented by structured community engagement programs, enabling continuous dialogue with stakeholders and contributing to measurable social impact across regions of operation.**

Diversity and Inclusion

The company is committed to maintaining a respectful and inclusive work environment, promoting equal opportunities regardless of individual characteristics such as race, gender, age, or background.

G

Ethics, Governance, and Compliance

Scala maintains a governance framework aligned with internationally recognized best practices, reinforcing its commitment to ethics, transparency, operational excellence, information security, environmental responsibility, and regulatory compliance across its operations. This structure supports the company's long-term growth strategy through integrated management systems, continuous improvement initiatives, and robust operational and risk management practices. The framework is further strengthened by increasing financial and operational discipline, including the adoption of structured financing mechanisms, enhanced transparency practices, and governance processes designed to support accountability, resilience, and sustainable business growth.

E



ENVIRONMENTAL

E

Energy Transition

Energy management remained a cornerstone of Scala's environmental strategy in 2025, supporting the company's rapid growth while maintaining high levels of operational efficiency and advancing its long-term decarbonization commitments.
As new data centers entered operation and existing campuses expanded, total energy consumption increased in line with the growth of installed IT capacity and customer demand. This increase reflects the scale-up of operations rather than a reduction in efficiency, with energy performance indicators remaining aligned with the company's design standards and operational objectives.

A significant milestone during the year was the continued expansion of Scala's energy infrastructure. The energization of the third Tamboré substation, together with the Santa Teresa substation in Chile and the Jundiaí substation in São Paulo, increased the company's energized capacity to more than 280 MW across Brazil and Chile.

280 MW
ENERGY CAPACITY

These investments strengthen energy reliability, support future growth, and provide the resilience required to sustain large-scale digital infrastructure operations. In parallel, more than 500 MW of additional power capacity was secured or renegotiated, reinforcing long-term expansion visibility and ensuring the availability of energy resources required for future developments.

Ensuring the uninterrupted availability of data centers is a mission-critical objective. Accordingly, the consumption of 1,212,748.98 liters of diesel in 2025 is directly linked to the use of generators in operational units, which are part of the redundancy systems of the data centers.

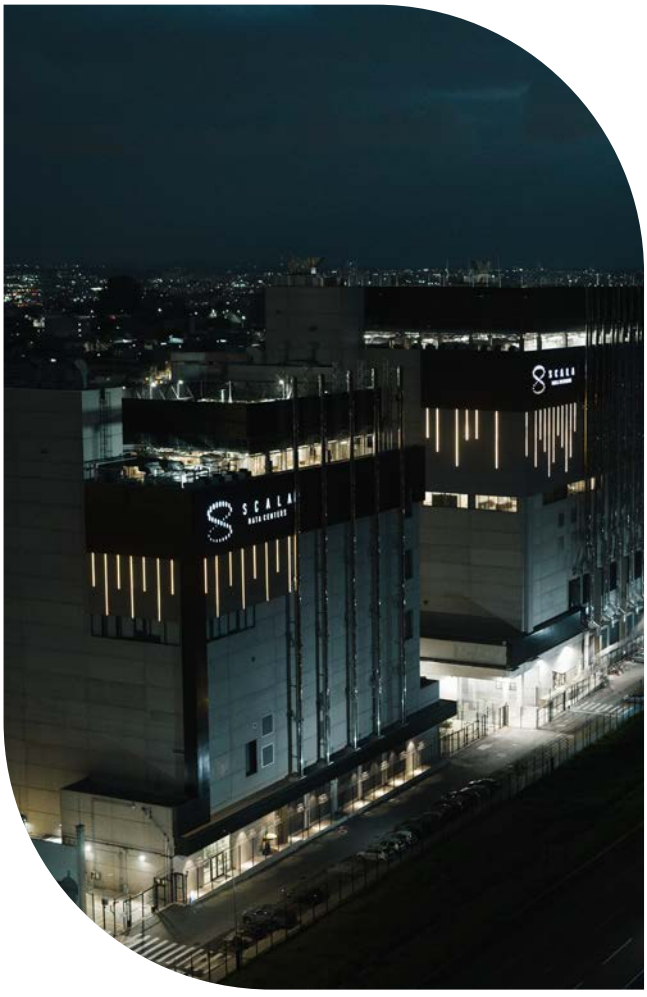
These systems are frequently required during maintenance and commissioning activities, as they must ensure service continuity in cases of instability or interruption in the electricity supply.

Scaling up renewable energy

In 2025, Scala started a significant partnership with a renewable energy company, to secure clean energy through a self-production model.

This approach underscores Scala's position as a shareholder in renewable energy projects, ensuring direct access to a sustainable source. As part of this agreement, Scala sources wind energy from two complexes in the State of Bahia, Brazil: Assuruá 4 and Ventos da Bahia 3, with a total installed capacity of 393 MW across both wind farms. This collaboration has been designed to meet the growing energy demands of Scala's hyperscale data centers, including workloads focused on AI, and boost operational resilience.

By integrating energy from these wind complexes, Scala anticipates tripling the amount of renewable energy available to support its customers over the next decade.







Additionally, this initiative actively contributes to making Brazil's electricity mix even greener, reinforcing the country's leadership in renewable energy and advancing decarbonization efforts within the digital infrastructure sector in Latin America.

This strategic move reflects Scala's proactive approach to meeting the demands of its advanced data center operations while maintaining a strong commitment to environmental responsibility and financial efficiency.

Throughout the year, Scala continued to optimize its energy portfolio through a combination of long-term Power Purchase Agreements (PPAs), self-generation assets, and structured energy procurement strategies. These initiatives contributed to a reduction of more than 20% in unit energy costs, despite an approximately 25% increase in total electricity consumption driven by operational expansion. This performance demonstrates the company's ability to decouple growth from proportional increases in operating costs through disciplined energy management and strategic planning.

The company maintained its commitment to sourcing 100% of its electricity from certified renewable sources across operational facilities, offices, and construction activities. Through International Renewable Energy Certificates (I-RECs), Scala verifies that all electricity consumed is matched by renewable generation, reinforcing its commitment to low-carbon operations and supporting the reduction of indirect greenhouse gas emissions as the platform continues to scale.

Energy Efficiency and PUE

Scala is the most energy-efficient colocation company in Latin America, achieving a design PUE of 1.35 in air-cooled facilities and 1.2 in next-generation liquid-cooled environments, while maintaining a WUE of zero through closed-loop cooling systems, which demonstrates Scala's commitment to reducing operational overhead while maintaining high performance.

These results are a testament to Scala's ongoing design innovations, including modular cooling systems and air-cooled technologies that significantly reduce water usage and improve overall efficiency.

The design PUE metric, chosen to calculate energy effectiveness, measures the ratio of total energy consumed by the data center (including cooling, power distribution, and other infrastructure) to the energy consumed by IT equipment (the denominator). The closer the result is to 1, the more efficient a company is at using energy effectively.





Technologies
for Energy Efficiency

Throughout 2025, Scala continued to advance cooling strategies designed to maximize efficiency while minimizing resource consumption. These initiatives include the adoption of closed-loop cooling systems, in which water circulates continuously within a sealed circuit and is reused throughout the cooling process rather than being discharged after a single cycle. This approach significantly reduces water consumption, minimizes operational losses, and improves thermal efficiency, contributing simultaneously to lower energy use and reduced environmental impact.

The company's cooling infrastructure is designed to support increasingly demanding computing environments while maintaining high efficiency standards. Industry studies indicate that optimized chilled-water systems, advanced heat-exchange technologies, and higher operating temperature strategies can significantly reduce cooling-related energy consumption while supporting the thermal requirements of next-generation AI workloads. These solutions enable more efficient heat transfer, lower indirect emissions, and improved overall facility performance, contributing directly to the company's long-term PUE objectives.

The broader energy landscape in 2025 continued to present challenges related to transmission infrastructure, grid connection processes, and regulatory developments. Scala's diversified energy strategy, combining renewable self-generation assets, long-term contractual arrangements, dedicated substations, and direct transmission connectivity, provided resilience against these market dynamics while supporting operational continuity and long-term business growth.

E

Green Financing

In 2025, the company maintained its approach to sustainable financing, allocating capital toward infrastructure aligned with high energy efficiency and environmental performance standards.

The green bonds issued in previous years, representing a total historical issuance of approximately USD 800 million, continued to support the development and delivery of data center projects aligned with the company's long-term sustainability strategy.

These financing mechanisms reinforce Scala's commitment to combining operational growth, infrastructure expansion, and disciplined capital allocation with environmental performance and long-term value creation.



$800M
TO SUPPORT SUSTAINABLE DATA CENTER PROJECTS

E

Emissions
Inventory

The 2025 cycle was marked by advances in the operational maturity of the inventory. Data management continued to be conducted in an integrated, standardized, and traceable manner through a GHG emissions and indicators management system that monitors more than 220 KPIs across the company.

The Company's emissions profile remains strongly associated with its value chain, particularly infrastructure investments and expansion activities, reflected in the central role of Scope 3 and Category 2 – Capital Goods.

Scala continued its participation in the Brazilian GHG Protocol Program, through which it was awarded the Gold Seal in the 2023, 2024 and 2025 cycles, maintaining its commitment to the principles of relevance, completeness, consistency, transparency, and accuracy in the preparation of its greenhouse gas emissions inventory and emissions management.



Overview of the emissions inventory

The absolute data from Scala's 2025 emissions inventory are presented in the table below:

Absolute Emissions			
Scope	**2024 (tCO2e)**	**Change (%)**	**2025 (tCO2e)**
1 – Direct Emissions	3,654.76	21%	4,424.13
2 – Market-Based (MB)	0	-	0
2 – Location-Based (LB)	18,351.54	22%	22,328.70
3 – Value Chain	114,682.10	3%	118,357.16
Total Emissions MB	118,336.86	3.8%	122,781.29

Scope 2: Location-based Approach: This method calculates GHG (Greenhouse Gas) emissions from electricity consumption using the average carbon intensity of the regional electricity grid.

Scope 2: Market-Based Approach: This method calculates greenhouse gas (GHG) emissions based on the specific emission factor of the energy source selected by the company. Unlike the location-based approach, it reflects strategic purchasing decisions, such as the procurement of renewable energy sources.

Scope 1 emissions totaled 4,424 tCO_2e in 2025, accounting for 3.6% of total emissions, compared to 3,655 tCO_2e in 2024 (+21%). Emissions within this scope were primarily associated with stationary combustion and fugitive emissions, while mobile combustion contributed minimally. Diesel consumption in backup generators remained the largest source of direct emissions in absolute terms, closely followed by refrigerant recharges in cooling systems. The year-over-year increase was primarily driven by higher refrigerant recharge volumes, while diesel consumption also increased slightly as operations continued to expand.

The increase in Scope 1 emissions is associated with the expansion of the Tamboré Campus, with the gradual commissioning of new data center loads. This increase is also explained by operational interventions and the need for fine adjustments in the thermodynamic balancing of chillers, AHUs, and CRAC systems in operating data centers. Such maintenance activities are necessary to improve equipment performance.

It is worth highlighting that part of the refrigerants used in operations have low Global Warming Potential (GWP), which mitigates climate impacts even when larger recharge volumes are required.

Diesel consumption is associated with the use of generators in operational units, which are part of the redundancy systems of the data centers. These systems are frequently required during maintenance and commissioning activities, as they must ensure service continuity in cases of instability or interruption in the electricity supply. Scala remains committed to offsetting 100% of the Company's direct emissions through the acquisition of carbon credits from projects certified under the UNFCCC Clean Development Mechanism (CDM) that also generate positive environmental and social impacts.

Regarding Scope 2, emissions accounted for under the market-based approach remained at zero, as Scala continues its commitment to consuming 100% renewable electricity, certified through International Renewable Energy Certificates (I-RECs), in addition to self-produced wind energy in Brazil and robust long-term Power Purchase Agreements (PPAs).

Under the location-based approach for Scope 2, the mandatory accounting methodology for companies participating in the Brazilian GHG Protocol Program, emissions increased by approximately 22% compared to 2024, following the Company's growth in electricity consumption. In Brazil, Scala's largest market, electricity consumption increased by 23% in 2025, while related emissions grew by only 4%. This reflects the lower carbon intensity of the Brazilian electricity grid, which is predominantly supplied by renewable energy sources, as well as the reduction in the average emission factor of the National Interconnected System (SIN) compared to 2024.

Scope 3 remains the most representative category in Scala's emissions inventory, accounting for 96.4% of total emissions under the market-based approach. This scope encompasses all indirect emissions occurring across the value chain and operations. From 2024 to 2025, Scope 3 emissions increased by 3%.

Scope 3
breakdown by category:

78%
Category 2

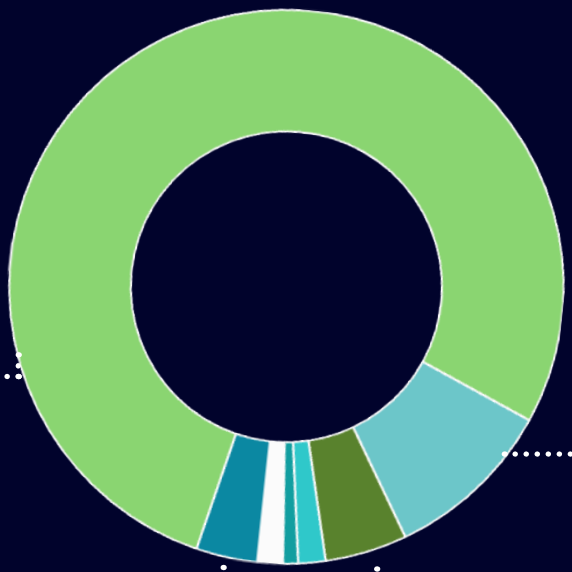
Capital Goods:

92,012.6 tCO_2e. Indirect emissions related to the production of capital goods acquired by the Company. This is the most representative category and is directly associated with investments in infrastructure and the expansion of data centers. Between 2024 and 2025, this category recorded a 3% reduction in emissions, resulting from changes in the geographic allocation and profile of investments.

10%
Category 3

Fuel and Energy-Related Activities (FERA):

11,761.7 tCO_2e. Emissions associated with the production, transportation, and consumption of purchased fuels and electricity. The growth of this category directly follows the increase in electricity and fuel consumption mapped under Scope 1.



5%
Category 4

Upstream Transportation and Distribution:

5,676.2 tCO_2e. Emissions generated from the transportation of inputs and raw materials to the Company, with long-distance road transportation representing the largest share.

4%
Category 1

Purchased Goods and Services:

4,240.1 tCO_2e. Indirect emissions associated with the production of goods and the provision of services acquired by the Company. Between 2024 and 2025, Category 1 recorded a 17% reduction in emissions, resulting from changes in the sectoral composition of the categories most contracted throughout the year.

1%
Category 7

Employee Commuting:

1,746.4 tCO_2e.

1%
Category 6

Business Travel:

1,041.2 tCO_2e.

1%
Category 5

Waste Generated in Operations:

1,878.9 tCO_2e. The Company's waste 1,878.9 tCO_2e. The Company's waste profile changed significantly due to changes in the waste mix. The result was primarily driven by the increased share of mixed waste (landfilled and recycled) and sewage sludge.

Emissions intensity:
sustainable and efficient growth

In addition to absolute GHG emissions data, monitoring the carbon intensity of Scala's operations is crucial to understanding the Company's operational efficiency within the climate context.

Carbon Usage Effectiveness (CUE) was originally introduced by The Green Grid as a metric to assess operational carbon emissions associated with data centers.

The indicator was later formalized in the international standard ISO/IEC 30134-8:2022, which defines it as a KPI to quantify CO_2 emissions from a data center during the operational phase of its lifecycle. The lower the CUE value, the less GHG-intensive the business is. It is calculated as the ratio between the data center's total annual CO_2e emissions and the energy consumed by IT equipment during the same period.

Evolution of Scala's CUE[4] market-based approach:

CUE ($kgCO_2e/kWhTI$)

2024	Change (24vs25)	2025
0.020	-6.3%	0.019

CUE Scala, location-based:

CUE ($kgCO_2e/kWhTI$)

2024	Change (24vs25)	2025
0.122	-5.9%	0.114

The emissions intensity of Scala's operations continues to decline, even in a context of Company expansion in which absolute Scope 1 and Scope 2 (location-based) emissions increased by approximately 22% from 2024 to 2025. This demonstrates a clear advancement in the Company's operational efficiency. **We continue to be well positioned[5] when comparing Scala's emissions intensity to industry averages. According to the 2026 State of Environmental Impact study by Structure Research, the average emissions intensity for data center providers is 229.3 tCO_2e per GWh, while Scala's emissions intensity is only 74.12 tCO_2e per GWh, considering Scope 1 and Scope 2 (location-based) emissions.**

[4] CUE was calculated by summing Scope 1 and Scope 2 emissions (tCO_2e), converting the result to $kgCO_2e$, and dividing it by total IT energy consumption (kWh). The 2024 and 2025 calculations, as well as the year-over-year variation, were based on unrounded values, with no intermediate rounding. For reporting purposes, CUE was rounded to three decimal places and the year-over-year variation to one decimal place.

[5] The carbon emissions intensity presented in this comparison was calculated by dividing total Scope 1 and Scope 2 (location-based) emissions (tCO_2e) by total electricity consumption (GWh) in 2025. This methodology enables direct comparison with the emissions intensity data reported in the referenced study.

This figure is 3.1 lower than the industry average, highlighting the effectiveness of the company's energy strategy and its commitment to low-carbon operations.

As Scala continues to expand its digital infrastructure platform across Latin America, the company remains focused on decoupling growth from emissions intensity through operational efficiency, renewable energy sourcing, and continuous improvements in infrastructure performance. The evolution of key indicators demonstrates that business expansion can be accompanied by lower carbon intensity and more efficient resource use. By maintaining robust emissions management practices, transparent reporting, and a long-term decarbonization strategy, Scala reinforces its commitment to supporting the digital economy while advancing a more resilient, low-carbon future for the data center industry.



E

Strategic Approach
to Scope 3 Reduction

Reducing Scope 3 emissions remains one of the most complex challenges in the decarbonization journey, as it depends on the engagement and evolution of a broad network of suppliers and business partners. Recognizing that progress requires a gradual and collaborative approach, Scala has continued to strengthen its supplier engagement strategy by promoting dialogue, awareness, and knowledge sharing on climate and sustainability topics. Through ongoing initiatives and continuous collaboration, the company seeks to support suppliers in advancing their sustainability practices and helping build a lower-carbon value chain.

These initiatives include:

- A Sustainability Questionnaire, a tool used to assess suppliers' sustainability maturity and identify opportunities for joint improvement;
- Mandatory training sessions on sustainability-related topics;
- Regular meetings between Scala specialists and suppliers to provide guidance, exchange experiences, and share best practices;
- Thematic newsletters to disseminate updates and educational content;
- Scala joined the UN Global Compact SPARK Program, which supports small and medium-sized suppliers in implementing ESG practices by offering training, technical content, practical tools, and periodic sessions;
- The Green Talks video series, developed entirely by Scala, featuring short and educational episodes published on Scala's YouTube channel, focused on building suppliers' technical capacity on sustainability-related topics, such as GHG emissions inventories.

E

Climate Adaptation and Mitigation Measures

Through investments in clean energy, efficient design, and supplier engagement, Scala is doing its part to help prevent the materialization of extreme climate scenarios.

Climate resilience considerations are embedded in Scala's project design and site selection processes from the earliest stages of development. The company's facilities are designed in accordance with engineering, environmental and resilience criteria intended to minimize exposure to material physical climate risks.

A key focus during the year was the implementation of flood protection measures at the SPOAPA01 data center in Porto Alegre, RS (Brazil), following the unprecedented flooding that affected the region between April and May 2024. Widely recognized as one of the most severe climate-related disasters in the state's history, the event exceeded historical records and impacted areas beyond those typically considered risk assessments. In response, Scala implemented a comprehensive set of resilience measures to further strengthen the facility's preparedness for extreme weather events, including floodgates, physical barriers, reinforced perimeter structures, drainage systems with pumping stations, and backflow prevention valves.

We maintain the principle of selecting resilient locations free from material physical risks for long-term infrastructure investments, ensuring that the company's growth is aligned with best practices in climate resilience and responsible land use.

These initiatives reinforced Scala's commitment to proactive climate management, grounded in robust risk analysis and effective adaptation actions, contributing to the safety of its operations, employees, clients, communities, and investors.



E

Waste Management

In 2025, waste management performance resulted in a significant reduction in total waste generation. The company generated 20,151.05 tons of waste during the year, compared to 81,999.89 tons in 2024, reflecting a reduction of more than 75%.

Of this total, 19,914.04 tons corresponded to non-hazardous waste (98.82%) and 237.01 tons to hazardous waste (1.18%). Waste streams included construction materials, electronic waste, metals, and administrative waste.

The main hazardous waste streams generated in 2025, in ascending order of generation, include: contaminated liquid effluent (water mixed with oil, grease, chemicals, solvents, and paint residues), lead-acid batteries, solids contaminated with oils, grease, paints, and solvents (cloths, rags, wipes, PPE, packaging, paper, cardboard, sand, soil, sawdust, brushes, paint cans, hoses, filtering elements, air-conditioning filters, and factory sweepings), used lubricating oil, lamps, portable batteries, and infectious waste.

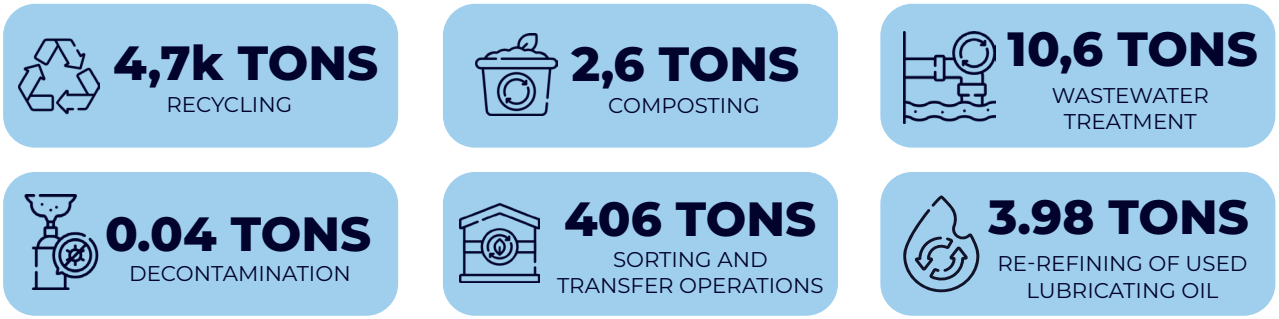
Of the total waste generated, 15,949.68 tons were diverted from landfill, corresponding to a diversion rate of 79.2%, while 4,201.37 tons were disposed of in licensed landfill facilities. Materials were recovered through recycling, preparation for reuse, and other recovery operations such as co-processing. The lower diversion rate compared to 2024 reflects a change in the waste profile, with a greater share of operational waste streams, while the absolute amount of waste sent to landfill decreased significantly. Landfill disposal was limited to waste streams for which no feasible recovery, reuse, or recycling alternatives were available, in accordance with applicable legal requirements. All waste movements were managed through licensed waste management companies and supported by documentation and traceability procedures, ensuring full compliance with environmental regulations.

Waste management processes are supported by structured procedures, including segregation at source, controlled storage, and destination through licensed providers. All waste destinations are tracked through the Waste Transport Manifest (MTR), ensuring full traceability and regulatory

compliance. These practices are aligned with the company's Waste Management Plan (PGRS) and are complemented by a formalized Waste Valorization Process, which establishes clear guidelines for the environmentally responsible disposal and sale of waste. This approach strengthens governance over waste flows and promotes circularity across operations. Additionally, all waste generated is managed in compliance with applicable local regulations.

Scala prioritizes alternative waste treatment methods that enable recovery, reuse, and environmentally sound processing. In 2025, the main treatment routes included composting[6] (2.60 tons), co-processing[7] (195.62 tons), decontamination[8] (0.04 tons), recycling[9] (4,720.87 tons), re-refining of used lubricating oil (3.98 metric tons), sorting and transfer operations[10] (406.57 tons), and treatment through wastewater treatment plants (10,620.09 tons).

These approaches reduce the volume of waste sent to landfill, support resource recovery, and ensure that different waste streams are managed according to their specific characteristics and environmental requirements, reinforcing the company's commitment to circularity and responsible waste management.



[6] **Composting:** A biological process that accelerates the decomposition of organic waste, converting it into nutrient-rich compost that can be used as a soil amendment.
[7] **Co-processing:** A waste treatment process in which waste materials are used as a partial substitute for conventional fuels in industrial processes that require high temperatures, such as cement production.
[8] **Decontamination:** A treatment process in which lamps are crushed and decontaminated, allowing the separation of materials such as glass and aluminum from other components so they can be recovered and reused in new industrial applications.
[9] **Recycling:** Reprocessing of products or components that have become waste into new materials for use in manufacturing processes.
[10] **Sorting and Transfer Operations:** The process of segregating construction and demolition waste according to its characteristics, composition, and potential for reuse, recycling, recovery, or final disposal.

Re:Flow

Re:Flow is Scala's circular economy program designed to transform operational waste into environmental and social value. It is based on the 5Rs of Zero Waste: Refuse, Reduce, Reuse, Repurpose, and Recycle. The initiative integrates responsible waste management with resource efficiency and community impact, repositioning waste as a strategic asset rather than a byproduct. By embedding circular practices across its operations, the program contributes to reducing environmental impacts while generating tangible social benefits.



Pull Tabs, and Bottle Caps Collection Campaign at Scala's headquarters and sites across Brazil, promoting environmental and social benefits.

Copper cable recycling

At the core of Re:Flow is the recovery and recycling of materials generated during construction, maintenance, and operations—particularly copper cables through the Green IT Program, in partnership with Lightera. Instead of being discarded, these materials are processed through specialized partners, generating financial returns that are reinvested into social initiatives. This model enables the company to convert recyclable waste into funding mechanisms for education and professional development programs.

The environmental impact of this process is significant. In 2025 alone, the recycling of 5.2 tons of copper cables avoided the extraction of approximately 326 tons of copper ore and generated energy savings of around 18,985 kWh, equivalent to the monthly electricity consumption of more than 100 households in Brazil[11]. These results demonstrate how circular practices contribute not only to waste reduction but also to the conservation of natural resources and energy efficiency across the value chain.

A key mechanism within the program is the generation of “green checks” which represent the monetary value obtained from recycled copper cables of over US$ 7,200.00. These resources are fully allocated to social investments, particularly in training and workforce development initiatives aligned with the company’s operational needs. This creates a direct link between circular economy practices and local socioeconomic development. Detailed information about this program can be found in the “Social” topic below.



Big bags containing copper cables allocated to the Green IT recycling program.

[11] Considering the average residential consumption of 172.4 kWh per month, as calculated in the Fact Sheet - Anuário Estatístico de Energia Elétrica 2022 by EPE (Empresa de Pesquisa Energética

Donations
to Institutions

Beyond copper cables, Scala is also committed to extending the life cycle of other resources by promoting their reuse and recovery in partnership with local social organizations. Rather than disposing of surplus materials, the company directs them to educational and community initiatives that transform waste into opportunities. In 2025, Scala strengthened this commitment by generating a positive financial impact of USD 39,535.00 for projects supporting people in situations of social vulnerability. This demonstrates how circular economy practices can be translated into direct social investment.

Among the initiatives carried out during the year, the partnership with Instituto Tech Girls stands out. Tech Girls is a social initiative that promotes digital inclusion and technical training for women and young people.

During Sustainability Week 2025, the organization received 498 electronic devices collected through the campaign, including 286 items donated by Scalers and 212 donated by Scala. The equipment will be refurbished and used in digital immersion and laptop maintenance courses, supporting the training of women and adolescents for careers in the technology sector.

Upon completing the program, each participant will receive a refurbished laptop, allowing them to continue their learning journey and access new professional opportunities.

This approach not only builds technical capacity but also reduces barriers to entry into the digital economy.

The equipment donated to Tech Girls was used in immersion journeys, held in Rio de Janeiro and Barbacena, and in the Notebook Maintenance Workshop, conducted by Instituto Ecotech in Curitiba, events that reached 53 people. These initiatives provide practical experience in digital technologies and equipment maintenance, helping participants develop skills aligned with the demands of the technology sector while expanding access to education and professional opportunities.

Another initiative was the donation of monitors, desktop computers, and a television to Casa Ronald McDonald Campinas, an organization that provides accommodation and support for children and adolescents undergoing cancer treatment, as well as their families. The donated equipment will strengthen the institution's administrative infrastructure, helping reduce operational costs and allowing more resources to be directed toward family assistance.

The initiative demonstrates that the circular economy extends beyond material reuse, also generating social value by supporting communities and contributing to the well-being of families facing challenging circumstances.

Over time, Re:Flow has evolved beyond waste recycling into a broader platform for impact.
The program supports professional training initiatives developed in partnership with technical education institutions, equipping participants with skills relevant to data center operations—such as cooling systems and electrical maintenance.
This approach enhances employability and, in some cases, enables direct integration of trained professionals into Scala's workforce.

Re:Flow promotes the reuse and donation of equipment and materials to social and educational institutions, extending asset lifecycles and supporting digital inclusion. By linking environmental performance with social investment, the program strengthens governance over resource use and reinforces Scala's commitment to sustainable development.

It exemplifies how circular economy strategies can simultaneously drive operational efficiency, environmental responsibility, and positive social impact. Detailed information about this program can be found in the "Social" topic below.



Donation of electronic devices to Tech Girls.



Christmas campaign to deliver donated wheelchairs to Grupo Vida Brasil in Barueri, São Paulo, Brazil.

E

Water
Efficiency

Scala adopts a highly efficient approach to water management, seeking to minimize water consumption while maintaining the reliability and performance required for hyperscale digital infrastructure. The data centers built by Scala are designed with closed-loop cooling systems that require an initial water input during commissioning but do not consume water as part of their regular cooling operations. Water remains within the system and is continuously recirculated, eliminating evaporative losses and significantly reducing water demand when compared to conventional cooling technologies. This approach supports responsible resource management and contributes to lower operational water intensity.

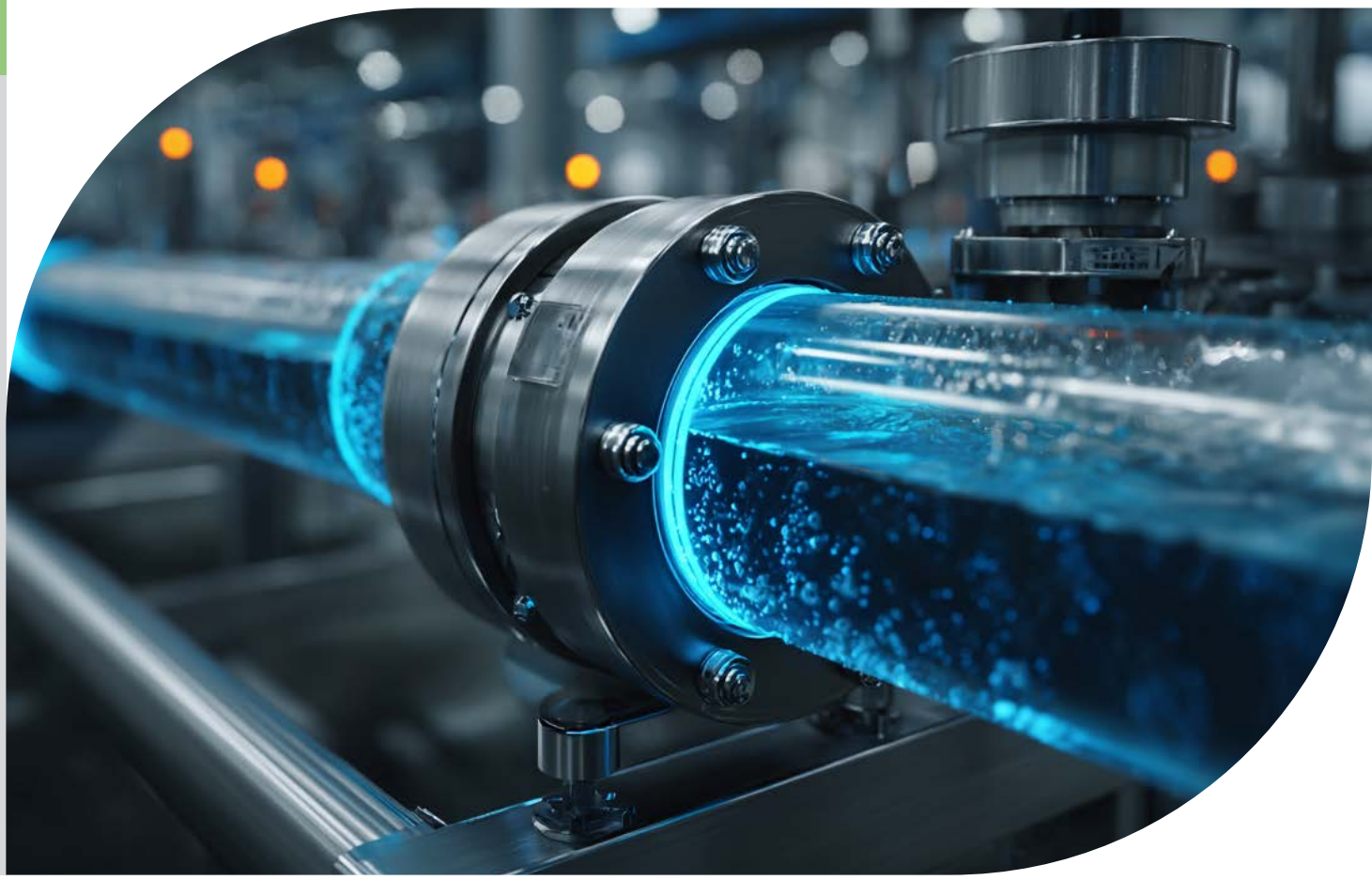
In 2025, Scala's total water consumption reached 152.69 megaliters (ML). Excluding the SGRUTB01 site, total consumption was 13.08 ML. This difference reflects the fact that SGRUTB01 operates under a different technological standard than the company's newer facilities. While SGRUTB01 relies on a traditional cooling infrastructure with direct water



consumption, all data centers developed by Scala are designed with closed-loop cooling systems that operate with a Water Usage Effectiveness (WUE) of zero, meaning that no water is consumed during routine cooling operations. For context, a typical hyperscale data center with an installed capacity above 10 MW consumes approximately 760 megaliters of water per year. By comparison, Scala's air-cooled and closed-loop cooling technologies substantially reduce operational water requirements while maintaining high performance standards.

Scala continues to monitor and manage water use across its portfolio, including dedicated efficiency assessments and improvement initiatives at sites with higher water demand. In parallel, the company evaluates emerging technologies and alternative solutions aimed at further increasing water efficiency.

During 2025, Scala conducted studies and technical assessments related to the potential use of reclaimed water for cooling applications, exploring opportunities to reduce reliance on potable water while maintaining operational reliability. These assessments supported future decision-making and laid the groundwork for the implementation of water reuse solutions planned for 2026, reinforcing the company's long-term commitment to resource efficiency and sustainable infrastructure development.



Effluents

Sanitary effluents generated at the sites are fully directed to the public sewage collection and treatment system. Industrial effluents, arising from construction and operational activities, are properly sent for external treatment by licensed companies, in compliance with applicable environmental regulations. Effluents are primarily directed to public sewage systems. Oily residues from maintenance activities are treated by licensed third parties.

Scala manages water discharge impacts through structured environmental controls.

Sanitary wastewater is primarily directed to public sewage systems, while industrial effluents, such as oil-contaminated water from generator maintenance, are treated externally by licensed companies.

The exception is the SGIGSM01 site (Rio de Janeiro), which operates its own wastewater treatment plant (WWTP), with monitoring of parameters such as biochemical oxygen demand (BOD) and chemical oxygen demand (COD), in accordance with environmental regulations.



E

Environmental
Certifications

In 2025, the company advanced its environmental certification framework and further integrated sustainability criteria into infrastructure development and operations. A key milestone was earning LEED (Leadership in Energy and Environmental Design) BD+C Silver certification for the SGRUTB08 data center in Tamboré. Developed by the U.S. Green Building Council, LEED is the world's leading green building certification system and sets the global benchmark for responsible building design and construction. It is used in more than 160 countries. Additional projects are in the process of being recognized with this certification as part of Scala's broader sustainability strategy.

The certification reflects the adoption of environmental practices throughout the construction phase, including 90% of construction waste diverted from landfill, 15% reduction in energy costs, 36% reduction in water consumption in sanitary systems, and 100% reduction in water use for irrigation.

The company also maintained its ISO 14001 certification as part of its integrated certification framework.

As the leading international standard for Environmental Management Systems (EMS), ISO 14001 provides a structured framework for identifying, managing, monitoring, and continuously improving environmental performance across organizational activities and processes.

These certifications support a structured approach to environmental management and contribute to the standardization of practices across geographies.



Silver LEED BD+C certification ceremony for the SGRUTB08 data center.

E

Events Promoting
Environmental Stewardship

Internal campaigns addressing environmental, health, and sustainability topics played a key role in promoting awareness and strengthening a culture of responsibility across the organization. These initiatives contributed to the effective dissemination of information, encouraged active employee participation, and fostered more conscious behaviors in daily operations.

By combining educational content, interactive formats, and ongoing communication efforts, the campaigns helped reinforce Scala's sustainability commitments while enhancing engagement and alignment among employees.

In 2025, environmental awareness and engagement were supported through internal initiatives aligned with ESG priorities. The company organized internal events such as **Environment Week and Sustainability Week**, promoting awareness among employees and reinforcing alignment with environmental practices.



Sustainability Game, an educational initiative developed internally by Scala to promote ESG awareness - CEPAC

Environment Week 2025
(June 2–6)

The event reinforced Scala's commitment to environmental awareness, employee engagement, and sustainability culture across its operations in Latin America. Aligned with the global theme "Combating Plastic Pollution," the initiative brought together employees, partners, and specialized teams through a broad agenda of educational, technical, and engagement activities focused on environmental responsibility and sustainable practices.

Throughout the week, Scalers participated in lectures, workshops, awareness campaigns, safety dialogues, interactive activities, and knowledge-sharing sessions designed to promote reflection on environmental challenges and encourage responsible behaviors both inside and outside the workplace. The program also included initiatives focused on waste management, circular economy practices, environmental stewardship, and community engagement, reinforcing the connection between sustainability and everyday decision-making.

As part of the initiative, Scala conducted presentations highlighting the company's ESG strategy, sustainability commitments, and environmental performance monitoring practices.

One of the featured sessions demonstrated how the EcoStruxure™ Resource Advisor platform supports the monitoring of ESG Program KPIs through centralized environmental data management, performance tracking, and decision-making support. The session also presented key aspects of the company's Sustainability Report, reinforcing transparency and awareness regarding Scala's environmental and sustainability agenda.



Activities carried out as part of Scala's Environment Week, focused on the theme "Combating Plastic Pollution" - Mexico

Sustainability Week 2025

(September 22–26)

A cross-functional initiative that engaged employees, internal teams, partners, and communities. The initiative directly contributed to increasing internal engagement, raising awareness, strengthening the sustainability culture, and generating tangible socio-environmental impact through nine interactive and collaborative activities, including the distribution of sustainable gifts and prizes to participants, lectures, a roundtable discussion on circular economy, educational games, waste collection campaigns, social actions, and community engagement initiatives.

By valuing the protagonism of Scalers, we encouraged behavioral change in a natural and engaging way, aligned with our commitments to sustainability and the future.

The initiative had a LATAM-wide scope and included both in-person and online activities, as well as ongoing campaigns that promote sustainable practices in everyday life.

Additional actions included awareness initiatives related to proper waste disposal and recycling practices, including the dissemination of information about external collection points across Latin America for items such as batteries, clothing, medicines, recyclable materials, and electronic waste. By promoting access to reliable disposal alternatives, the initiative sought to encourage responsible consumption habits and strengthen employee engagement with circular economy principles beyond the workplace.

Activities

The Opening Lecture took place on **September 22**, titled “Beyond Pioneering: What Truly Makes Scala Sustainable,” in partnership with Sustentabilidade Agora. The session was held virtually, with one session in Portuguese for employees in Brazil and another in Spanish for employees in Chile, Mexico, and Colombia.

The lecture presented Scala’s main ESG actions and progress, highlighting key insights from the 2024 Sustainability Report and benchmarking against the market. It also explored the gap between ESG discourse and practice, aiming to engage and raise awareness among employees to strengthen sustainability practices.



ESG Game held at Scala's headquarters as part of the Sustainability Week.

On **September 24**, the ESG Game was held as an interactive in-person activity. The initiative invited participants to explore ESG pillars in a playful and engaging way through a giant board game, reinforcing the sustainability culture, organizational climate, and shared responsibility for social, environmental, and governance topics.



ESG Game held at Scala's Tamboré office as part of Sustainability Week.

The week concluded on **September 26** with the presentation of Scala's Circular Economy Program, Re:Flow, during an online roundtable discussion. The session highlighted key success cases and strengthened knowledge exchange through testimonials from strategic partners—Lightera and SENAI.

Throughout the week, several ongoing initiatives were carried out.

The Electronics, Pull Tabs, and Bottle Caps Collection Campaign was launched during Scala's Sustainability Week and subsequently expanded into a structured, ongoing initiative across multiple operational sites in Brazil. The campaign established dedicated collection points to encourage proper waste segregation and employee engagement, reinforcing environmental awareness and responsible disposal practices.



The Electronics, Pull Tabs, and Bottle Caps Collection Campaign at Scala's headquarters.

Throughout 2025, the initiative enabled the collection of significant volumes of materials, including electronic equipment, aluminum pull tabs, and plastic bottle caps. These materials are being redirected to partner organizations, generating both environmental and social value. Electronic devices collected through the campaign supported initiatives such as Tech Girls, as mentioned above in the Waste Management section.

In 2025, part of the funds raised through the bottle cap donation campaign (held during Sustainability Week and in Scala throughout the year) were allocated to community-focused actions, including the donation of wheelchairs and shower chairs to the Instituto Grupo Vida Brasil. Through the Vincular Program, these equipments benefited 370 elderly individuals, while other items were distributed to seniors with specific mobility needs.

The initiative also engaged Scalers as volunteers in the delivery process, strengthening employee participation in community support efforts. The donation to Grupo Vida Brasil took place on Christmas to reinforce the company's commitment to solidarity and sustainability while supporting people in situations of social vulnerability.

By evolving from an internal awareness action into a structured program with measurable outcomes, the campaign demonstrates Scala's ability to integrate employee engagement, circular economy principles, and social investment. It also highlights how initiatives originated within corporate engagement platforms can scale into long-term impact strategies aligned with the company's sustainability commitments.



ESG Game held at Scala's Tamboré office as part of Sustainability Week.

Among the initiatives promoted during Sustainability Week was the Sustainability Game, an educational initiative developed internally by Scala to promote ESG awareness among children and teenagers in a didactic format. Designed to connect sustainability concepts with the company's business, the game has become a key tool for community engagement and environmental education across different territories.

During the Sustainability Week, the initiative was expanded through partnerships with educational and social institutions located in underserved communities surrounding Scala's operations. Activities were conducted at Núcleo de Ação Social (NAS) in Campinas, a social assistance organization focused on helping vulnerable families; Associação de Apoio à Família (SAF) in Barueri, which promotes social development of children and adolescents and Escola Estadual Rafael de Oliveira in Jundiaí, a public school serving local students.







Sustainability Game, an educational initiative developed internally by Scala to promote ESG awareness

In Chile, the activity took place at Escuela República de México, reinforcing the regional reach of the program across Latin America.

Across these applications, the Sustainability Game reached 168 students, contributing to the dissemination of ESG concepts in an accessible and interactive way. By combining education, gamification, and real-world context, the initiative strengthens sustainability culture among younger generations while reinforcing Scala's presence and engagement within local communities.

E

Innovations
in Sustainable Data Centers

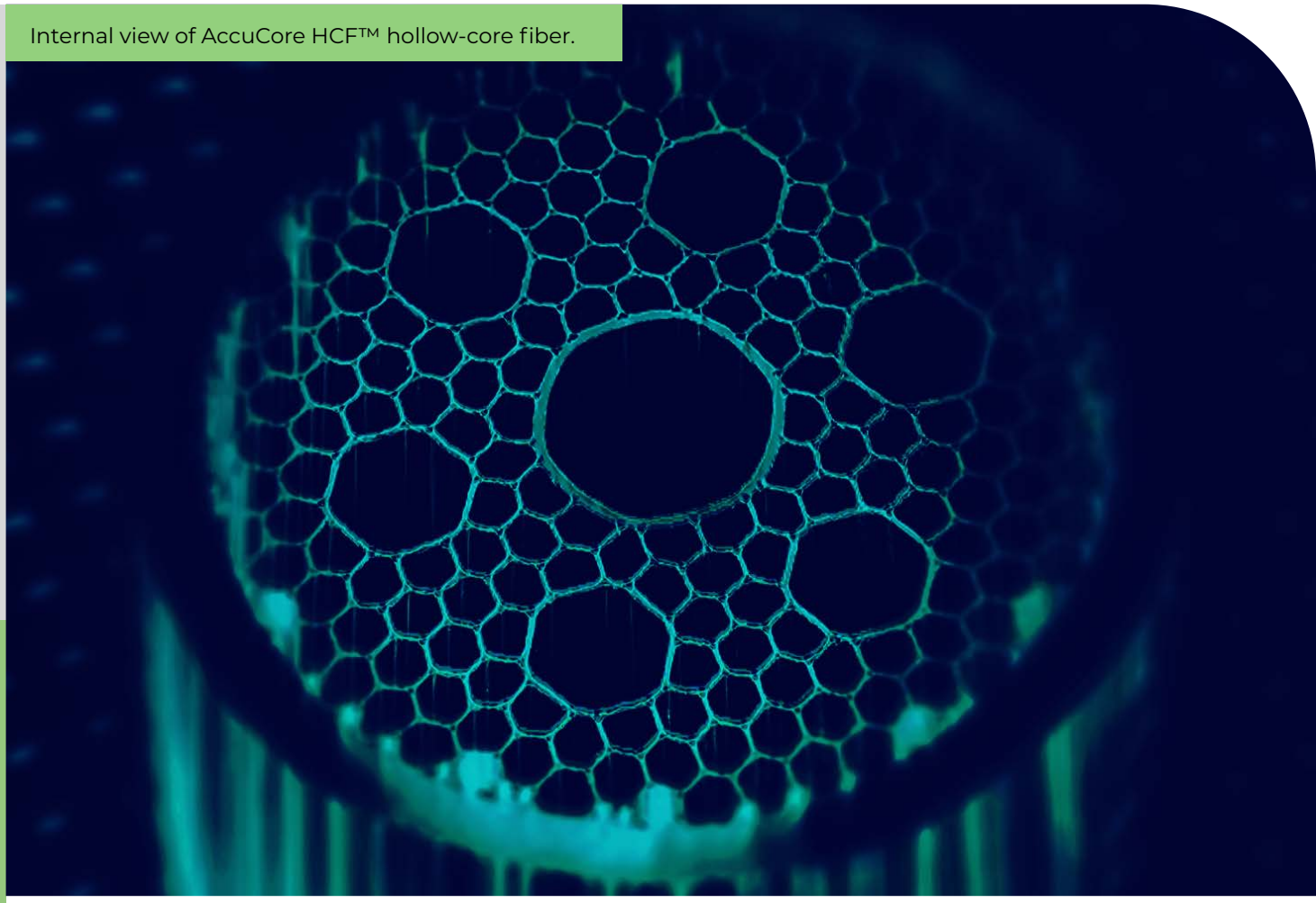
Scala continuously advances innovation as a key driver of efficiency, performance, and sustainability across its operations. By integrating cutting-edge technologies and engineering solutions, the company enhances the environmental performance of its infrastructure while supporting the growing demands of digital workloads.

One of the main pillars of this approach is the adoption of liquid cooling technologies, which enable more efficient heat dissipation compared to traditional air-cooling systems. This solution is particularly relevant in high-density environments, such as those supporting artificial intelligence and advanced computing workloads, as it significantly reduces energy consumption while improving thermal performance.

Scala has implemented elevated temperature standards in data centers, optimizing operational conditions to reduce cooling demand without compromising reliability. By safely operating within optimized temperature ranges agreed upon with clients and supported by next-generation technologies, the company contributes to lower energy consumption and improved overall system efficiency, in alignment with evolving industry best practices for sustainable data center operations.

Expanding its innovation agenda, Scala has also explored passive cooling technologies, which leverage natural environmental conditions to reduce reliance on mechanical cooling systems. Passive cooling solutions use strategies such as optimized airflow design, thermal inertia, and external temperature differentials to dissipate heat with lower energy input. As part of this effort, Scala conducted a Proof of Concept (POC) in partnership with Modular, aimed at testing and validating the performance of passive cooling in real operational conditions. The initiative assessed technical feasibility, efficiency gains, and potential scalability of the solution within Scala's infrastructure. The results demonstrated promising opportunities to further reduce energy consumption and operational costs, reinforcing passive cooling as a viable complementary strategy within the company's sustainability roadmap.

Internal view of AccuCore HCF™ hollow-core fiber.



Scala also continues to monitor technological advances related to connectivity infrastructure and data transmission efficiency, including developments associated with **Hollow Core fiber technologies (AccuCore HCF™).** These next-generation optical fibers have the potential to reduce latency and improve signal transmission efficiency over long distances, contributing to lower energy consumption associated with data transmission and signal reamplification processes.

With Generative Design, Scala is developing an AI-powered solution to support the design phase of new data centers and sites by optimizing the creation and evaluation of engineering layouts. Scala has already mapped suppliers to incorporate green concrete into its construction processes.

This innovation focuses on reducing the carbon footprint associated with traditional concrete production. Additionally, Scala is assessing the feasibility of adopting green steel, produced through low-carbon methods such as Molten Oxide Electrolysis (MOE) and hydrogen-based processes. These advancements are expected to significantly lower the environmental impact of future infrastructure developments.

As part of this assessment, Scala is also rigorously monitoring the physical and mechanical properties of these

alternative materials to ensure they meet the same performance and durability standards as conventional options. This includes thorough analysis and studies for the potential use of green concrete and recycled steel in developments, aiming to avoid compromises in structural integrity, corrosion resistance, or mechanical strength.

In addition to supporting higher-performance digital infrastructure, these technologies may also contribute to more distributed infrastructure architectures, enabling greater geographic flexibility and supporting the use of regions with access to increasingly sustainable energy matrices. As part of its innovation strategy, Scala continuously evaluates emerging technologies capable of improving operational efficiency, scalability, and long-term environmental performance across digital infrastructure ecosystems.

These initiatives reflect Scala's commitment to continuously evaluating and adopting innovative technologies that enhance efficiency and reduce environmental impact. By combining advanced cooling solutions, optimized operational practices, and ongoing research and development, the company strengthens its position as a leader in sustainable digital infrastructure in Latin America.







Testing of AccuCore HCF™ hollow-core fiber.

S



SOCIAL

S

People development

Scala continues to strengthen its investment in people by structuring programs that support long-term value creation. Its approach fosters a high-performance, purpose-driven culture through continuous learning, professional growth, and employee engagement initiatives.

Great Place to Work

The strengthening of this culture of professional development contributed to Scala being recognized as a Great Place to Work (GPTW) for the fifth consecutive year.

This recognition reflects the consistency of the company's people practices and the trust employees place in its leadership, work environment, and organizational culture. Internal survey results remained strong throughout the year, reinforcing Scala's commitment to fostering a collaborative, high-performing workplace where people can develop, contribute, and grow.

As the company continues to evolve and consolidate its operations across different countries and business areas, initiatives related to organizational integration, leadership development, and employee engagement remained strategic priorities. These efforts support the strengthening of a unified culture aligned with Scala's values, long-term growth strategy, and operational excellence standards.



Training

In 2025, Scala recorded an average of 118 training hours per employee, reinforcing its commitment to continuous professional development and capacity building across all levels of the organization. This number significantly exceeds global market benchmarks for corporate learning and development.

According to the Association for Talent Development (ATD[12]), organizations reported an average of 13.7 formal learning hours per employee globally, while the 2025 Training Industry Report[13] indicated an average of 47 annual training hours per employee across industries. This effort is supported by a robust ecosystem of learning programs designed to address different career stages and development needs.

Scala Academy Corporate University

SCALA ACADEMY

Performance management also remained a priority, with 97% of employees receiving regular performance and career development evaluations in 2025, ensuring alignment between individual growth and organizational objectives.

The Scala Academy Program provides employees with continuous learning opportunities aligned with the company's strategy, culture, and business priorities. The platform offers training across key areas—including leadership, business, technical capabilities, and behavioral skills—supporting professional development and preparing employees to meet evolving business needs.

Leadership Development Program (LDP)

HIGH IMPACT LEADERSHIP

The High Impact Leadership Program, part of the Scala Academy structure, was redesigned to enhance leadership capabilities. The program now includes eight modules covering topics such as self-awareness, situational leadership, employee journey, recruitment and selection, engagement management, nonviolent communication, delegation, and people development.

[12] The Association for Talent Development (ATD) is a global professional association focused on workplace learning and talent development. The 2024 Training Industry Report, published annually by Training Magazine, is a widely recognized benchmark study that analyzes corporate training investments, practices, and learning indicators across organizations and industries. ATD Research: TD Professionals Are Optimistic About Meeting Organizational Needs

[13] 2025 Training Industry Report

Language Program

Scala also expanded access to learning opportunities through its **Language Program**, which was redesigned in 2025 to better address different proficiency levels in Portuguese, Spanish, and English. The new structure prioritizes foundational training, ensuring that 100% of eligible technical staff, mechanics, interns, and apprentices have access to training through digital platforms. Additional resources, such as licenses for online courses and reimbursement for private lessons, further support language development.

LinkedIn Learning Access

To further expand access to knowledge, Scala extended its LinkedIn Learning benefit to employees' family members, broadening the company's social impact beyond its workforce and reinforcing its commitment to lifelong learning and employability.

Young Apprentice Program

The Young Apprentice Program continued to support Scala's commitment to talent development and social inclusion by providing young professionals with structured opportunities for learning and career development. Combining practical work experience with educational activities, the program enables participants to develop technical and professional skills while gaining exposure to the data center industry and corporate environments.

Through a structured development journey, apprentices are supported by experienced professionals and integrated into the company's operations, contributing to their professional growth and employability. The initiative also strengthens Scala's talent pipeline by fostering the development of future professionals aligned with the company's culture, values, and operational needs.

Participants of the MegaWatt of Opportunities Program



MegaWatt of Opportunities Program

Launched in 2021, the MegaWatt of Opportunities Program reflects Scala's long-term commitment to employability, education, and social inclusion. Developed in partnership with educational institutions and local organizations, the program expands access to higher education, technical training, mentorship, and career opportunities for people from socioeconomically underserved communities. **It has benefited 124 people over the past several years.**

By connecting professional qualification with the needs of the digital infrastructure sector, the initiative helps strengthen local workforce development and supports long-term socioeconomic inclusion. In 2025, the program supported **99 active scholarships** and continued to expand its reach by broadening its eligibility criteria and extending scholarship opportunities to additional fields of study aligned with Scala's business. Group mentoring sessions also supported participants' career development, contributing to the **hiring of four former interns into permanent positions.**

Since its launch, the program has continued to create educational and career opportunities for students from underserved communities. In 2025, it also celebrated an important milestone with the first graduation cycle of participants who joined the initiative in its early years, demonstrating its long-term contribution to education, employability, and social mobility.

S

Employment benefits

Employee well-being continued to be supported through a comprehensive benefits framework designed to promote health, quality of life, financial security, and work-life balance across Scala's operations in Latin America.

The company provides a range of benefits tailored to local practices and employee needs, including healthcare coverage, dental plans, life insurance, meal allowances, profit-sharing benefits and mobility support.

Scalers also have access to additional well-being initiatives such as Wellhub, childcare assistance for mothers, support for employees with children with disabilities, private pension plans for eligible positions, transportation assistance, a day off on their birthday and parking benefits for eligible roles.

Scala seeks to foster employee well-being while contributing to long-term engagement, productivity, and quality of life throughout the employee experience.

Human Rights Training for Security Personnel

Scala Data Centers is committed to upholding human rights across its operations, ensuring that outsourced security personnel operating at its sites are aligned with the company's ethical standards and principles.

Human rights training is integrated into broader compliance, onboarding, and governance programs, reinforcing awareness of topics such as respect, diversity, non-discrimination, appropriate conduct, and ethical behavior in the workplace.

In line with IFC-related standards applicable to security operations, outsourced security teams receive recurring training on human rights policies and procedures, including guidance related to use of force, non-violent communication, and interactions with employees, contractors, clients, and local communities.

Educational Partnerships

Scala maintains partnerships with educational institutions to expand access to learning and professional development opportunities for employees. Through these partnerships, employees can benefit from discounted tuition fees and special conditions for undergraduate, graduate, technical, language, and professional certification programs.

These initiatives complement the company's broader learning and development strategy by encouraging continuous education and supporting employees in pursuing academic and professional qualifications aligned with their career aspirations. By facilitating access to education, Scala contributes to workforce development while strengthening its culture of continuous learning and long-term professional growth.

By integrating professional development, diversity, and social connection, Scala reinforces its role as an employer committed not only to operational excellence but also to generating positive social impact. These initiatives contribute to a more inclusive, engaged, and resilient workforce, aligned with the company's sustainability strategy and long-term vision.



S

Celebrating
Scala's Anniversary

Scala's Annual Anniversary Celebration is a key moment to reinforce the company's culture, strengthen internal engagement, and celebrate its trajectory of growth and leadership in the data center sector across Latin America.

More than a commemorative event, the celebration reflects Scala's identity as a company that values Scalers, their families, collaboration, and collective achievements. brings together employees and leaders in an environment fosters connection, recognition, and alignment with the company's purpose and long-term vision.





In 2025, the anniversary celebration reflected an important moment in Scala's organizational journey, reinforcing the company's culture during a period of continued growth and operational expansion. Following years marked by rapid development and major project deliveries, the event served as an opportunity to strengthen connections among Scalers, celebrate collective achievements, and recognize the contributions of teams across different regions and business areas.

More than a symbolic milestone, the celebration reinforced shared values, employee engagement, and the sense of belonging that supports Scala's culture and long-term vision. In this context, the event contributed to fostering collaboration, recognition, and alignment among employees and families, strengthening the company's people-centered culture across its operations.

The celebration plays a strategic role in internal communication, reinforcing key messages related to the company's positioning, including its role as a leading voice in the sector, its commitment to innovation, and its proactive engagement with stakeholders across different industries.





S

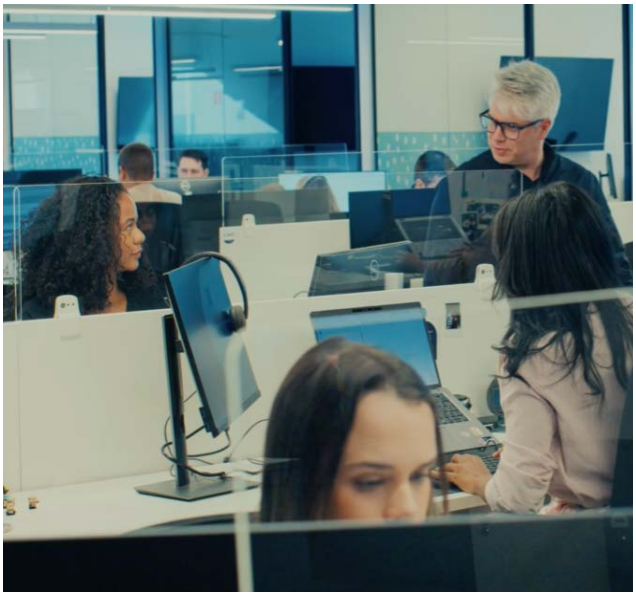
Diversity and Inclusion

From a diversity perspective, Scala continues to advance inclusion across its workforce and leadership structures. In 2025, women represented 12.5% of C-level positions, 18.9% of management roles, and 21.31% of the total workforce, reflecting ongoing efforts to promote gender diversity while acknowledging opportunities for further progress.

Beyond internal development, Scala has also strengthened its approach to social engagement by recognizing the broader ecosystem that influences employee well-being and performance. Initiatives designed to connect employees and their families have played a key role in fostering a sense of belonging and transparency.







S

Supply Chain

Scala maintains a structured and responsible approach to supply chain management, ensuring that its procurement practices are aligned with the company's sustainability, ethics, and compliance standards. As part of this strategy, supplier management is guided by rigorous governance processes and the promotion of social and environmental responsibility across the value chain.

A key element of this approach is the supplier due diligence process, which evaluates potential and existing suppliers based on integrity, compliance, environmental, and social criteria.

The process supports the identification and management of risks while ensuring alignment with Scala's Code of Conduct and internal policies. Continuous improvements to assessment and monitoring practices contribute to greater transparency and consistency across the supply chain.



Supplier engagement in the sustainability chain

Supplier engagement remains a central element of Scala's strategy to extend sustainability principles throughout its value chain. The company continuously promotes structured engagement initiatives aimed at supporting suppliers in strengthening their environmental, social, and governance practices and increasing alignment with Scala's sustainability commitments and internationally recognized standards.

As part of this approach, the Sustainability Questionnaire remains an important tool for fostering dialogue, monitoring ESG-related topics, and supporting the continuous development of suppliers. Through this process, Scala seeks to encourage greater transparency, awareness, and progressive maturity regarding sustainability practices across its supplier ecosystem.

In 2025, this approach was further expanded through new engagement initiatives, including the Green Talks video series (described below), which provides accessible and technically grounded content on sustainability-related topics such as greenhouse gas emissions inventories, and the SPARK Program of the United Nations Global Compact, which supports small and medium-sized suppliers through sustainability-focused training, practical tools, and continuous capacity-building initiatives related to ESG practices and responsible business management.



Green Talks

Green Talks is a video-based knowledge-sharing initiative, fully developed by Scala, to engage and educate suppliers and stakeholders on key sustainability topics.

As part of Scala's broader strategy to advance its Net Zero commitment and reduce Scope 3 emissions, the initiative plays a central role in strengthening awareness and technical capacity across its value chain.

The series consists of short, accessible, and technically grounded videos that address relevant ESG themes, particularly those related to greenhouse gas (GHG) emissions. The first episodes, released in 2025 on Scala's official YouTube channel, focused on topics such as GHG emissions inventories, the role of the GHG Protocol, and methodologies for mapping carbon emissions.

By translating complex technical concepts into clear and practical content, Green Talks supports suppliers in improving their sustainability practices and contributes to the development of a more transparent and low-carbon supply chain.

At the same time, it serves as a public-facing initiative that reinforces Scala's commitment to knowledge dissemination and collaborative climate action.

Green Talks is part of existing engagement efforts, such as sustainability assessments, training sessions, newsletters, regular meetings, and knowledge-sharing initiatives, reinforcing Scala's commitment to building a more resilient, transparent, and sustainable supply chain.



Youtube Playlist link: click here

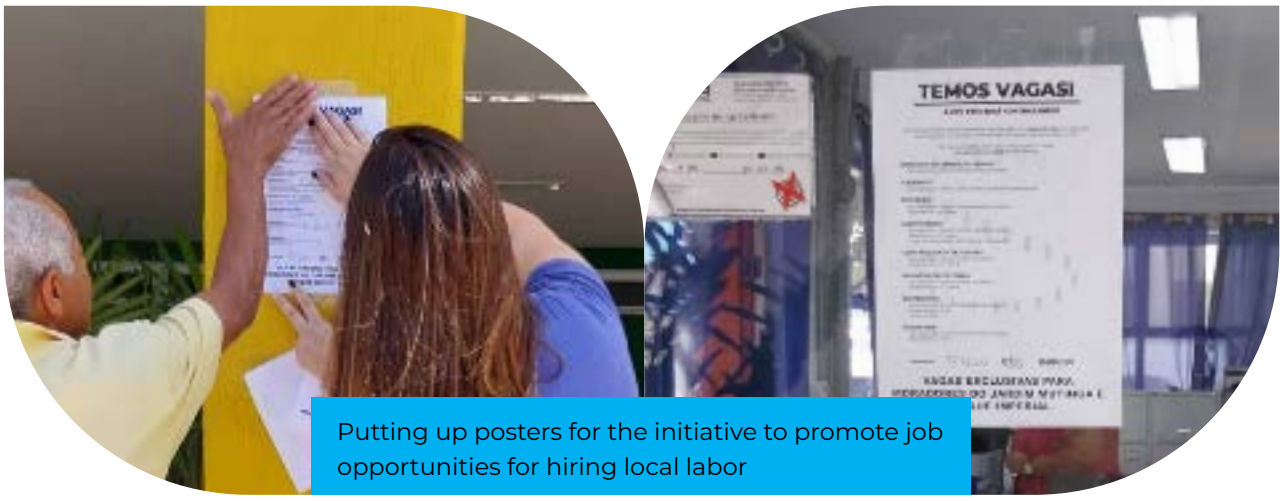
Supporting local workforce hiring

Scala also prioritizes local workforce hiring within its supply chain, contributing to socioeconomic development in the regions where it operates. **In 2025, this approach resulted in more than 20% of total hires being sourced from local communities,** reflecting the effectiveness of partnerships with municipalities and local stakeholders to promote access to job opportunities.

This strategy is consistently applied across projects and geographies, reinforcing Scala's commitment to generating positive local impact while maintaining high operational standards and strengthening local value chains.



Actions to promote job opportunities for the recruitment of local workforce through Scala's construction contractors.



Putting up posters for the initiative to promote job opportunities for hiring local labor

S

Community
Impact

Scala continued to strengthen its approach to community engagement and social development in 2025 through structured initiatives, like the MegaWatt of Opportunities program, previously detailed in this report, focused on education, employability, and long-term capacity building within the regions surrounding its operations.

Professional Training

Professional training initiatives continued to be developed through Re:Flow, Scala's circular economy program, which directs resources generated through Green Checks toward social and educational projects in communities surrounding the company's operations. Through partnerships with technical and vocational education institutions, the program supports workforce qualification aligned with the needs of the digital infrastructure sector.

In 2025, Re:Flow expanded its professional training initiatives to Chile through a partnership with AIEP. During the year, 12 individuals completed training programs and three were hired to work in Scala's operations. Since the program's launch in 2023, a total of 43 people have been trained and 24 have been hired, demonstrating the connection between technical qualification and employment opportunities.

In addition to supporting training programs, Re:Flow continued to promote educational initiatives through the donation of equipment and materials to partner institutions. In 2025, technical training activities focused on biometric systems, providing students and instructors with practical learning opportunities connected to technologies used in critical infrastructure environments. The equipment used in these activities was donated by Scala to SENAI Jandira in 2024, where the training sessions took place.

S

Community
Relationship Program

Since its launch in 2021, the Community Relationship Program has aimed to establish and strengthen an ongoing platform for communication, listening, and social engagement, supporting the identification of local demands, the development of social initiatives, and the promotion of transparent relationships with stakeholders in areas influenced by the company's activities. It is now active in all territories where Scala operates.

The program is implemented alongside the development and operation of new sites and includes continuous interaction with local communities, educational institutions, social organizations, public authorities, and other relevant stakeholders. Through this structured approach, Scala seeks to promote responsible territorial integration while supporting initiatives connected to education, employability, digital inclusion, sustainability awareness, and local development.

Throughout the year, 1,069 interactions with stakeholders were recorded, covering 182 stakeholders, demonstrating the breadth and consistency of the company's community engagement efforts.



Technical Site Visit by FIEB (Fundação Instituto de Educação de Barueri) to the SGRUTB05 data center.

As part of its engagement strategy, Scala maintains active and accessible communication channels with local communities, including on-site signage, newsletters, the corporate website, and direct contact via WhatsApp.

The company also provides a formal and independent reporting channel through Contato Seguro (CS), an independent and confidential third-party reporting channel that allows community members and other stakeholders to submit concerns, complaints, suggestions, or feedback in a secure and auditable manner.

The platform supports transparency, accountability, and the proper handling of reports in alignment with the company's governance, ethics, and compliance practices.

In this context, 26 formal grievances (such as noise, vibration, construction-related activities, and personnel movement complaints) were registered during the year through both channels (WhatsApp and CS), all of which were addressed through structured response and follow-up processes, including independent reporting channels where applicable. This approach reflects the company's commitment to responsible impact management and to building trust-based relationships with local stakeholders.

Managing impacts on local communities is a core component of the Community Relationship Program. Scala's approach is based on the continuous identification, monitoring, and mitigation of actual and potential impacts arising from its operations.

This model includes:

- Ongoing stakeholder engagement, ensuring that community perceptions, concerns, and expectations are incorporated into decision-making processes;
- Structured grievance and communication mechanisms, enabling the registration, tracking, and resolution of community concerns;
- Corrective and preventive actions, implemented based on identified issues;
- Monitoring of social performance indicators, supporting data-driven decision-making and prioritization of initiatives.

Social initiatives and actions

Throughout 2025, as part of its broader community engagement and local development strategy, Scala implemented a broad portfolio of social initiatives that reached 7,630 people across community-focused programs.

These actions reflect Scala's ongoing commitment to strengthening relationships with local communities, promoting social development, and generating positive impact across the regions where the company operates. These initiatives carried out throughout the year reflect a strategy that goes beyond impact mitigation, actively contributing to opportunity creation and community strengthening.

In 2025, Scala expanded its social engagement through structured programs and community-driven actions, reinforcing its presence in the territories where it operates.

Key highlights include:

Winter Campaign

More than 500 blankets were distributed in Brazil and Chile through partnerships with local social organizations, municipal institutions, and community representatives, supporting individuals and families in vulnerable situations during the winter season.





Winter campaign involving the donation of blankets to the Office of the First Lady of the Municipality of Porto Alegre, Rio Grande do Sul, Brazil.



Winter campaign involving the donation of blankets to the Social Solidarity Fund of Barueri, São Paulo, Brazil.



Winter campaign involving the donation of blankets to public institutions in Curauma, Chile.







First Solidarity Run and Walk organized by Scala to raise funds to support Children's Day initiatives.

1st Scala Solidarity Run and Walk

Scala organized its first Solidarity Run and Walk, bringing together employees and family members to support Children's Day initiatives.

Funds raised through the event supported food donations, educational materials, and recreational resources for local organizations, including ACM Jardim Mutinga, an institution that offers social programs and serves children and young people through after-school activities and educational support initiatives: Comunidade Impacto, which provides psychosocial services and multidisciplinary support focused on the well-being and development of children and adolescents; Associação de Apoio à Família (SAF) and Instituto Povo do Mar (IPOM), which offers sports activities, as well as the promotion of healthy lifestyle habits and quality of life awareness.

Children's Day Initiatives

Children's Day celebrations were carried out in Brazil, Chile, and Mexico through partnerships with schools and community organizations. Activities included educational games, recreational events, donations of toys and educational materials, and the application of the Sustainability Game, promoting ESG awareness through interactive activities.





Children's Day initiative conducted at Belisario Domínguez Primary School in Querétaro, Mexico.



Children's Day initiative conducted at Comunidade Impacto NGO in Jardim Munhoz, Osasco, São Paulo, Brazil.



Toy donation initiative for children supported by IPOM (Instituto Povo do Mar) in Fortaleza, Ceará, Brazil.

Christmas Campaign

Scala's annual Christmas initiatives supported vulnerable communities through donations of educational toys, wheelchairs, bath chairs, and community support actions. Activities were conducted in Brazil and Chile in partnership with social institutions, schools, elderly associations, and local community organizations, such as Grupo Vida Brasil, as previously detailed in the "Environment – Events Promoting Environmental Stewardship" section.



Christmas campaign to deliver donated wheelchairs to Grupo Vida Brasil in Barueri, São Paulo, Brazil.



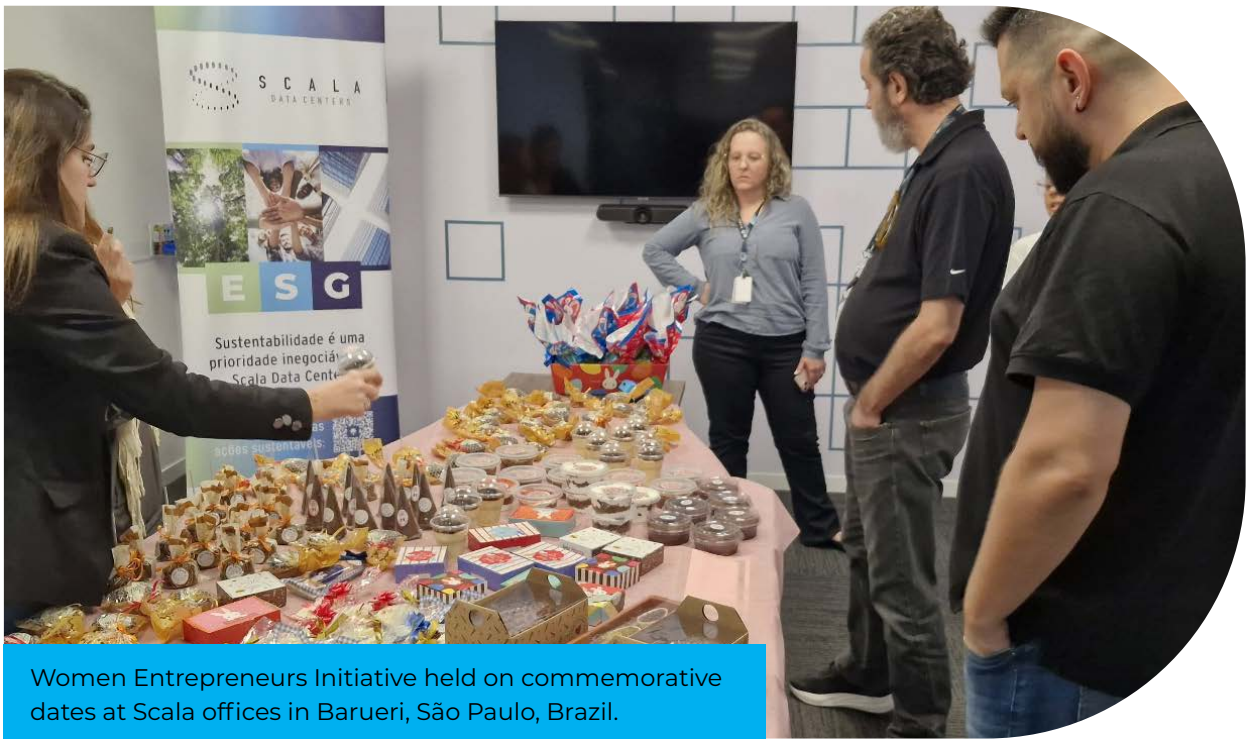
Toy donation initiative carried out in partnership with the Municipality of Jundiaí, in the state of São Paulo, Brazil.

Women Entrepreneurs Initiative

Throughout the year, Scala supported women entrepreneurs from surrounding communities by promoting the commercialization of handmade products during commemorative campaigns such as Easter, Mother's Day, Father's Day, and Christmas. The initiative contributes to income generation, social inclusion, and female entrepreneurship.







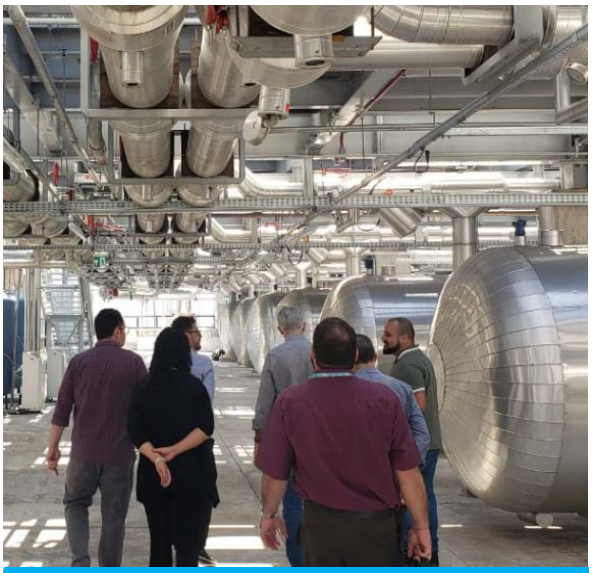
Women Entrepreneurs Initiative held on commemorative dates at Scala offices in Barueri, São Paulo, Brazil.



Technical Site Visit by FATEC Students to the SGRUTB03 data center

Technical Visits Program

As part of its community engagement efforts, Scala welcomed 93 students and educators from six educational institutions to operational data center sites in Brazil and Chile. The visits provided practical exposure to mission-critical infrastructure and careers in the digital infrastructure sector, helping bridge the gap between education and industry.



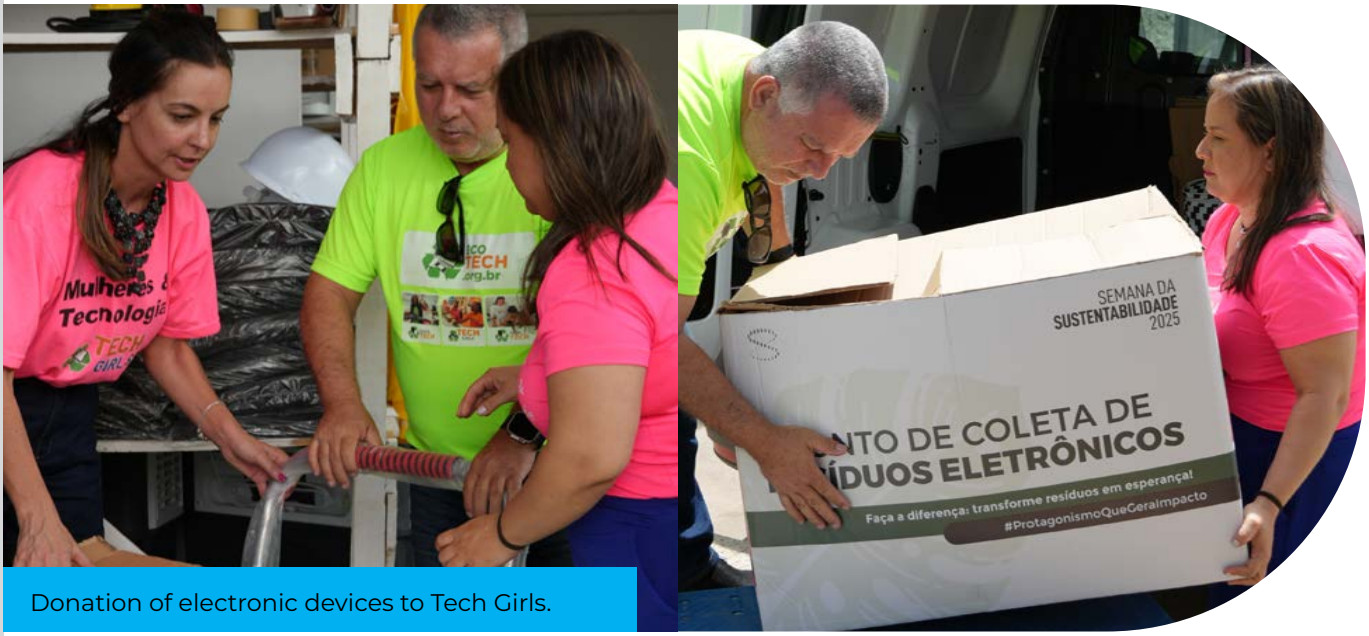
Technical Site Visit by FIEB (Fundação Instituto de Educação de Barueri) to the SGRUTB05 data center.



Scala Technical Lecture at FATEC in Carapicuíba, São Paulo, Brazil

Circular Economy for Education

Through the Re:Flow Program, Scala donated obsolete equipment and technology assets that continued to support educational institutions and social organizations. Initiatives included computer donations to Casa Ronald McDonald Campinas (SP) and Instituto Tech Girls, as previously detailed in the Re:Flow topic.



Donation of electronic devices to Tech Girls.

Donations

Donation of 110 new laptop computers and 13 charging carts to public schools in Eldorado do Sul, Rio Grande do Sul (RS), expanding access to technology and educational opportunities.



Donation of new notebooks and charging carts to public schools in Eldorado do Sul, Rio Grande do Sul (RS), Brazil.

Professional Qualification and Education Support

Scala continued to support technical education through partnerships with institutions such as SENAI, AIEP, INACAP (Instituto Nacional de Capacitación Profesional), DUOC (Departamento Universitario Obrero Campesino), and CEPAC (Associação para Proteção de Crianças e Adolescentes). Activities included professional training programs, technical lectures, career fairs, sustainability workshops, and educational initiatives focused on training and employability, like Re:Flow.





Community Awareness and Sustainability Education

Scala expanded environmental and social awareness initiatives through the Sustainability Game, a game developed by Scala (as previously described in the Sustainability Week topic), to introduce ESG concepts in an accessible and engaging format. The initiative was applied during Environmental Week, Sustainability Week, Children's Day activities, and Christmas actions across Brazil, Chile, and Mexico.





Sustainability Game, an educational initiative developed internally by Scala to promote ESG awareness



Technical training in data center operations delivered by Scala in partnership with AIEP in Chile.

Community Engagement and Local Development

The company continued to promote local development through employability initiatives, encouraging suppliers and contractors to prioritize local hiring. In 2025, more than 20% of hires associated with projects in surrounding communities originated from local labor pools, contributing to economic development and income generation in areas connected to Scala's operations.



Promoting Local Culture

At our Porto Alegre data center, we strengthened our connection with the local community through an initiative that celebrates regional art and culture. In partnership with local artist Kelvin Koubik, we commissioned an exclusive mural that reflects Scala's identity, bringing together technological innovation and our commitment to sustainability.





A new urban landmark at Scala's SPOAPA01, co-created with local artist Kelvin Koubik.



Lambe Lambe Community Art Workshop

Scala held a community art workshop in partnership with the Centro de Capacitação Profissional e Lazer (CCPL) in Jardim Mutinga. Integrated into a graffiti workshop attended by 20 children and adolescents aged 8 to 14, the activity was led by artist and educator Eric Alves, a member of the local Cheira Tinta collective, with support from Scala's engineering team. Participants explored safety precautions related to power transmission infrastructure through practical insights and artistic expression.

The initiative resulted in 20 artworks created by the participants and installed on the entrance wall of Substation 01, located at Tamboré campus, using lambe-lambe paste-up technique, an urban art technique in which printed or hand-painted artworks, typically on paper, are affixed to walls and other public surfaces using adhesive.



Children and adolescents from CCPL creating artworks on power transmission safety, followed by the lambe-lambe installation by the Cheira Tinta collective at Substation 01, located at Scala's Tamboré campus.

S

Environment, Health and Safety

Environment, Health and Safety (EHS) remained a fundamental priority across Scala Data Centers' operations in 2025, reflecting the company's commitment to protecting people, ensuring operational integrity, and promoting a strong safety culture throughout all activities and regions where it operates, for the employees and subcontractors. Safety is treated as a core operational value embedded in daily routines, project execution, contractor management, and decision-making processes across the organization.

Since the beginning of its activities, the company has not recorded any fatalities in its operations, reinforcing its long-term commitment to prevention, risk management, and the continuous strengthening of safety practices throughout construction sites, operational environments, and corporate activities.

Scala's EHS management is supported by an integrated management system aligned with internationally recognized standards, including ISO 14001:2015 and ISO 45001:2018. ISO 14001 is the internationally recognized standard for Environmental Management Systems (EMS), supporting the identification, control, and continuous improvement of environmental aspects and impacts. ISO 45001 establishes requirements for Occupational Health and Safety Management Systems (OHSMS), promoting the prevention of work-related injuries and illnesses while strengthening safe and healthy working conditions across operations.

Scala's EHS governance is structured around a multidisciplinary team operating across all sites, supported by internal audits and compliance assessments conducted through its integrated management system. The company continues to strengthen its monitoring and control mechanisms, ensuring adherence to legal requirements, environmental licenses, and regulatory standards applicable to each region of operation.

The company adopts a systematic approach to hazard identification and risk assessment, supported by digital platforms such as SOGI (Sistema Online

de Gestão Integrada), a management platform developed by Ambipar that supports the company's integrated management processes across environmental, health and safety, legal compliance, and risk management topics.

The platform centralizes the monitoring and management of legal requirements, hazards and risks, environmental aspects and impacts, non-conformity treatment processes, environmental licenses, and compliance-related risks, contributing to greater traceability, governance, and operational control across the organization.

By integrating these elements into a single management environment, SOGI enables the registration and monitoring of operational risks and environmental aspects.

The identification and management of occupational and environmental risks are embedded in Scala's daily operations through structured procedures, field inspections, and continuous monitoring activities. This approach enables the systematic evaluation of activities and the implementation of appropriate control measures.

Scala applies a structured investigation methodology that includes preliminary assessments, root cause analysis, corrective action plans, and traceability mechanisms to ensure effective follow-up. Prevention remains the foundation of the company's safety strategy and is reinforced through training programs, risk assessments, safety dialogues, inspections, emergency preparedness activities, and active employee participation in safety committees and workplace discussions.

Through this proactive approach, supported by internationally recognized management systems and continuous improvement practices, Scala continues to strengthen its safety culture and maintain high standards of environmental, health, and safety performance across its operations.



Occupational Health and Safety

The company monitors its safety performance using internationally recognized indicators, such as TRIR (Total Recordable Incident Rate), based on OSHA methodology[14]. Based on references from the International Labour Organization (ILO), ABNT NBR 14280 – Registration and Classification of Occupational Accidents, and the Brazilian Association of Real Estate Developers (ABRAINC), the following thresholds are used to classify safety performance indicators:

Severity Rate (SR): up to 500 – Very Good; 500.01 to 1,000 – Good; 1,000.01 to 2,000 – Poor; and above 2,000 – Critical.

Lost Time Injury Frequency Rate (LTIFR) and Non-Lost Time Injury Frequency Rate (NLTIFR):): up to 20 – Very Good; 20.1 to 40,0 – Good; 40,1 to 60,0– Poor; and above 60,0 – Critical.

As shown in the work-related accidents table below, in 2025, the Severity Rate (SR) was 3.67 for own employees and 26.71 for third-party workers, both significantly below the lowest threshold of 500 established by the ILO, ABNT NBR 14280, and ABRAINC, corresponding to the "Very Good" classification. These results indicate a low impact of lost workdays on the overall severity rate.

This makes Scala's performance especially strong when compared to such industry benchmarks. The company demonstrates strong performance in occupational health and safety, supported by robust monitoring, transparency, and strict compliance with international reporting standards.

Year	Indicator	Scala	Contractors	Benchmark
2024	TRIR	0.08	0.43	2.0
2025		0.10	0.40	
2024	Lost Time Injury Frequency Rate	0.42	2.13	20.0
2025		0.52	2.02	
2024	NLTIFR (Non-Lost Time Injury Frequency Rate)	0.85	3.66	20.0
2025		0.52	3.14	
2024	Severity Rate	15.22	37.61	500.0
2025		3.67	26.71	



TRIR[15]
Total Recordable Incident Rate (calculated per 200,000 hours worked).

LTIFR[17] (Lost Time Injury Frequency Rate)
Work-related injuries resulting in lost time per 1,000,000 hours worked.

SR[16]
Severity Rate (calculated per 1,000,000 hours worked).

NLTIFR[18] (Non-Lost Time Injury Frequency Rate)
Work-related injuries that do not result in lost workdays per 1,000,000 hours worked.

During the year, Scala employees recorded one lost-time accident[19] and one non-lost-time accident[20] , while third parties recorded 20 lost-time accidents and 31 non-lost-time accidents across more than 11.7 million hours worked. During the year, work-related accidents led to seven lost workdays among employees and 264 lost workdays among third-party workers.

A strong emphasis is placed on training and capacity building for Scalers, partners and suppliers. In 2025:

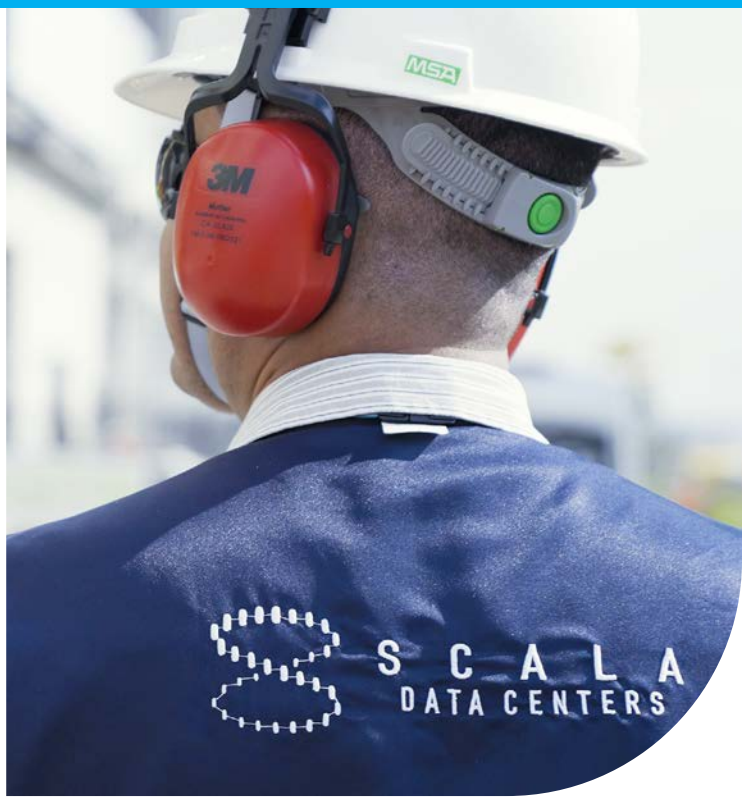
Total training hours:
267,653 hours

Total hours worked:
11,792,456 hours

Training rate:
2.27% of total hours, exceeding the company's 1% target

Training programs are delivered through the Scala Academy platform and include critical topics such as electrical safety, working at heights, and confined spaces, complemented by practical training sessions when required.

Employee engagement in health and safety is reinforced through structured communication and participation mechanisms. These include risk analysis tools (APR)[21], safety dialogues, internal campaigns, and formal committees such as CIPA and emergency brigades.



[14] Occupational health and safety performance indicators are calculated and reported based on methodologies aligned with the standards and guidelines established by the U.S. Occupational Safety and Health Administration (OSHA). This approach provides a consistent and standardized basis for measuring and reporting safety performance, supporting comparability of results over time and across operations. Key indicators calculated using this methodology include the Total Recordable Incident Rate (TRIR).

[15] **TRIR** = (Number of Recordable Cases × $200{,}000$) ÷ Total Hours Worked

[16] **SR** = (Number of Lost Workdays × $1{,}000{,}000$) ÷ Total Hours Worked

[17] **LTIFR** = (Number of Lost Time Injuries × $1{,}000{,}000$) ÷ Total Hours Worked

[18] **NLTIFR** = (Number of Non-Lost Time Injuries × $1{,}000{,}000$) ÷ Total Hours Worked

[19] Work-related injuries that result in one or more days away from work beyond the day of the incident.

[20] Recordable work-related injuries that require medical attention but do not result in time away from work.

[21] **Preliminary Risk Analysis (APR, in portuguese):** A systematic assessment conducted prior to the execution of a specific activity to identify potential hazards and risks, as well as to evaluate the control and mitigation measures required to ensure the safe performance of the task.

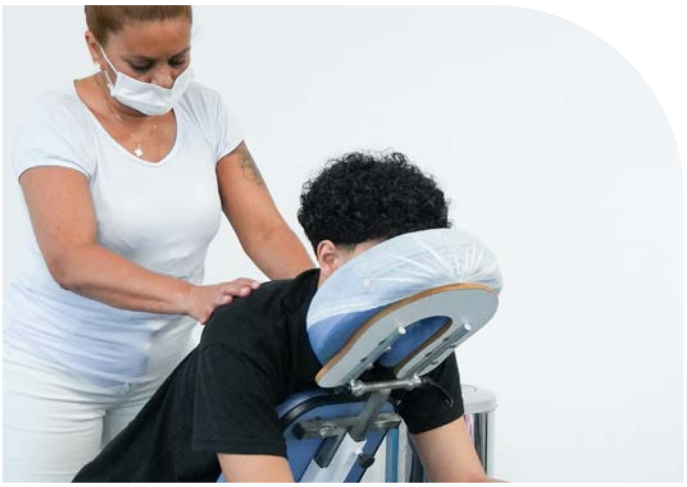
The importance of SISPAT

The Internal Week of Health and Workplace Accident Prevention (SISPAT, in Portuguese) promoted awareness, education, and employee engagement around topics related to occupational health, workplace safety, and well-being. Conducted across the company's operations, the program brought together employees, contractors, and specialized professionals through a series of educational activities designed to reinforce safe behaviors and strengthen risk prevention practices in daily operations.

Throughout the week, participants engaged in lectures, workshops, awareness campaigns, and interactive activities covering topics such as accident prevention, mental health, ergonomics, healthy habits, emergency preparedness, and personal safety.

By encouraging active participation and continuous learning, SISPAT contributes to strengthening Scala's prevention culture, reinforcing individual responsibility for safety, and supporting the company's commitment to maintaining healthy, safe, and resilient workplaces across all its operations.







The Internal Week of Health and Workplace Accident Prevention (SISPAT, in portuguese)

Health and Well-being

Scala maintains a comprehensive approach to employee health and well-being, combining preventive healthcare initiatives, occupational health programs, mental health support, and employee benefits designed to promote quality of life across its operations in Latin America.

Throughout 2025, Scala continued to implement preventive health and awareness initiatives focused on both physical and mental health. Campaigns conducted during the year included Janeiro Branco (mental health awareness), Setembro Amarelo (suicide prevention awareness), Outubro Rosa (breast cancer awareness), Novembro Azul (prostate cancer awareness), blood donation campaigns, influenza vaccination initiatives, and chronic disease prevention actions. These initiatives were complemented by periodic medical examinations, in-company health support actions, and ongoing employee communication regarding healthcare access and prevention practices.

The company's approach to psychosocial risk management is by establishing a multidisciplinary committee and implementing a structured program focused on mental health, psychosocial risk prevention, and workplace well-being. Emergency response readiness continued to be supported through partnerships with specialized providers, including 24/7 ambulance services and periodic emergency drills conducted across operational sites.

No occupational diseases were reported or registered during 2025.



Setembro Amarelo suicide prevention awareness campaign.

G

GOVERNANCE

G

Governance
Structure

Board of Managers

Scala Data Centers maintains a robust governance framework to ensure transparency, accountability, and ethical decision-making.

The Board of Managers is responsible for defining its strategic direction, overseeing its corporate operations and ensuring its alignment with global best practices. As part of the governance structure, the Board is established at the general partner of Scala's indirect controlling entity, providing strategic oversight and guidance for the group's companies.

Composed of representatives from DigitalBridge and other investors, the Board reflects the company's ownership structure and observers. Its composition ensures alignment with Scala's long-term vision and financial interests.

Scala's highest governance body continuously enhances its knowledge and awareness of sustainable development through structured protocols.

Murray Case
Chairman (Non-Executive)
Operating Partner at DigitalBridge;
Board Member in telecom and financial technology companies.

Jonathan Mauck
Manager (Non-Executive)
Managing Director at DigitalBridge;
Board Member at multiple data center companies.

Javier Hernandez
Manager (Non-Executive)
Principal at DigitalBridge.

Marcos Peigo
Manager (Executive)
CEO and Co-Founder of Scala Data Centers;
Senior Advisor at DigitalBridge;
Board Member and Partner at multiple ventures.

David Syriani
Manager (Non-Executive)
Managing Director and Global Head of Private Equity at The Olayan Group; Board Member in various industries.

Christian Belady
Manager (Non-Executive)
Senior Advisor at DigitalBridge;
Board Member at a major data center company.

Quarterly Meetings

These meetings serve as a strategic forum for discussing a wide range of business priorities, including financial performance, operational updates, innovation, risk management, etc. Sustainability-related topics are also discussed, providing insights into key ESG developments.

Sustainability Reports

The Board reviews informationfrom multiple reporting mechanisms to stay informed on Scala's ESG performance and commitments. These include the quarterly Responsible Investment report submitted to DigitalBridge, Scala's major investor, and the annual sustainability report, which consolidates Scala's main ESG results and progress for all stakeholders.

Materiality Process

The materiality assessment process included the participation of representatives from the Board of Managers, DigitalBridge, and other investors. Their involvement helped ensure that the topics identified as most relevant to the business remained aligned with Scala's strategic priorities and long-term objectives.

Executive leadership team

Known as C-suite, this team is led by Marcos Peigo, CEO, Co-Founder and Board Member. See more about other members below:



Clayton Malheiros
Chief Financial Officer.



Cleber Braz
COO, Business Development, Design, Engineering, Construction and Operations.



Leandro Sulinscki
Senior VP, People and Management.



Luciano Fialho
Senior VP, Corporate Development, Energy and Real Estate.



Agostinho Villela
CTO & Value Engineering VP.



Christiana Weisshuhn
VP, Communication and Sustainability.



Marcelo Salim
VP, Governance, Risks, Compliance and EHS.



Eugênio Cruz
VP, Engineering.



Lucas Suassuna
VP, Data Center Construction.

G

Recognitions
and Certifications

The certification portfolio includes internationally recognized standards related to quality management, environmental management, occupational health and safety, information security, privacy management, operational resilience, and data center infrastructure quality.

For the first time, Scala received the LEED certification recognizing sustainable building design and environmental performance. Other certifications maintained or obtained during the year included: ISO 9001 for quality management systems; ISO 14001 for environmental management systems; ISO 45001 for occupational health and safety management; ISO 20000-1 for IT service management; ISO 27001 for information security management; and ISO 27701 for privacy information management systems.

The company also maintained several internationally recognized certifications that reinforce the reliability, security, and operational excellence of its digital infrastructure. These include ISAE 3402 (International Standard on Assurance Engagements 3402), which provides independent assurance over the effectiveness of internal controls and operational processes; PCI DSS (Payment Card Industry Data Security Standard), a global standard designed to protect payment card information and strengthen cybersecurity practices; and ANSI/TIA-942 Rated 3, a certification that validates high levels of redundancy, availability, and resilience in data center infrastructure, ensuring continuity and reliability of critical operations.

LEADERSHIP IN ENERGY & ENVIRONMENTAL DESIGN
LEED

CERTIFIED ISO 9001
CERTIFIED ISO 20001
CERTIFIED ISO 14001
CERTIFIED ISO 27001
CERTIFIED ISO 45001
ISAE 3402 CERTIFIED

Recognitions

Scala's performance in 2025 has been recognized through industry awards and certifications, reinforcing its position in the hyperscale data center market:

IDC MARKETSCAPE DATACENTER LATAM 2025

Scala was recognized as a **leader** in the Latin America Datacenter Services 2025–2026 Vendor Assessment. IDC examines consumer markets by devices, applications, networks, and services to provide complete solutions for succeeding in these expanding markets.

ISG PROVIDER LENS™ 2025

in 2025, Scala was positioned in the **Leader quadrant** for Colocation Services in the Private/Hybrid Cloud – Data Center Services study for the sixth consecutive year. ISG evaluates providers based on their capabilities, competitive strengths, and ability to meet evolving enterprise requirements.

FROST & SULLIVAN

Scala was awarded the Latin American Data Center Services Competitive Strategy Leadership Award, recognizing its competitive strategy, rapid expansion, sustainability leadership, and commitment to innovation in Latin America's digital infrastructure market.

IJGLOBAL AWARDS 2025

Scala was awarded the Digital Infrastructure Deal of the Year – Latin America. This category recognizes the most innovative and impactful financial transaction in the Latin American digital infrastructure sector, including acquisitions and financing transactions for data centers.

DCD GLOBAL AWARDS 2025

Scala won **Data Center Workforce Initiative of the Year,** recognizing the impact of its Community Relationship, MegaWatt of Opportunities, and Re:Flow programs in developing local talent, expanding access to professional training, and creating employment opportunities across Latin America.

DCD LATAM AWARDS 2025

Scala won **Data Center Construction Team of the Year** for SGRUTB06, recognizing the team's engineering excellence, collaboration, and execution in delivering a complex, large-scale data center project.

GHG PROTOCOL PROGRAM

for the third consecutive year, Scala received the **Gold Seal**, recognizing its commitment to transparency and best practices in GHG emissions accounting and reporting.

GREAT PLACE TO WORK (GPTW):

Scala earned the certification for the fifth consecutive time, recognizing its strong workplace culture and commitment to creating a positive employee experience. GPTW evaluates organizations worldwide based on workforce feedback and people management practices.

GLOBAL SUSTAINABILITY AWARDS 2025

Scala was awarded the Sustainable Finance Award.

THE TOP 100 DATA CENTER COMPANIES

Scala was named among the publication's annual selection of 100 leading companies shaping the global data center industry across cloud, colocation, engineering, and digital infrastructure.

TOP 100 WOMEN

Christiana Weisshuhn, Scala's VP of Marketing and Sustainability, was named among the women recognized for their leadership and contributions to the global data center industry.

THE TECH CAPITAL GLOBAL AWARDS 2025

THE TECH **CAPITAL**

Scala received the **Americas Digital Infrastructure Leader Award**, recognizing CEO & Co-Founder Marcos Peigo's leadership in expanding Scala across Brazil, Chile, Colombia, and Mexico, and the **Planet Friendly Finance Award**, recognizing, for the second time, Scala's record-breaking R$4.4 billion (US$803 million) green debenture issuances.

THE TECH CAPITAL CEO 50 LIST

Marcos Peigo, Scala's CEO & Co-Founder, was named to the 2025 CEO 50, recognizing his leadership and contribution to the growth and evolution of the global digital infrastructure industry.



G

Integrity and Transparency

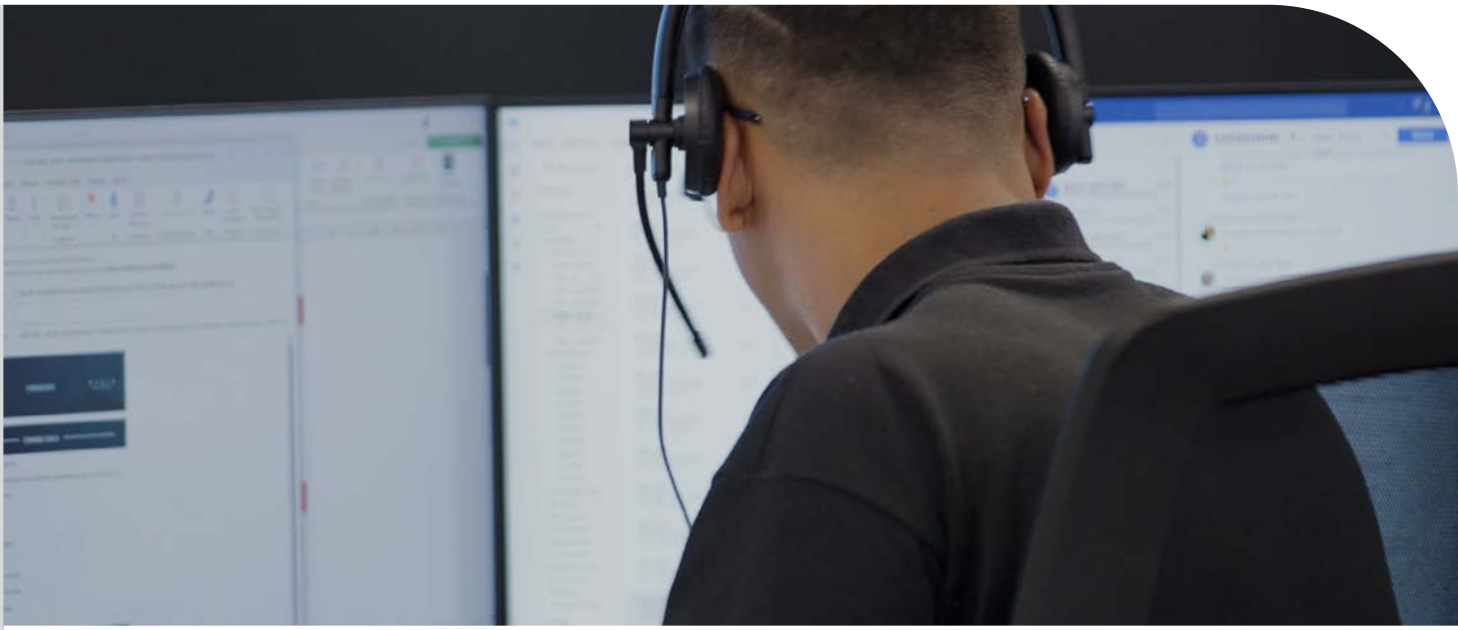
In 2025, the company continued to strengthen and further develop its compliance program, as part of an ongoing process aimed at advancing the maturity of its governance framework. This continuous evolution includes the gradual consolidation of policies, internal controls, and structured monitoring mechanisms, reinforcing a culture of integrity, accountability, and regulatory compliance across the organization. The program is supported by a risk-based methodology in alignment with internationally recognized standards and frameworks, such as COSO[22], ensuring that key risks are continuously identified, assessed, mitigated, and monitored throughout the company's operations.

Scala's Ethics Channel, operated by an independent third-party provider (Contato Seguro), remained a central element of its compliance framework. The channel is available 24/7 and offers multiple reporting options, including web platform, email, telephone, mobile application, and, as of 2025, WhatsApp with AI-assisted interaction, facilitating more accessible and structured reporting. The system ensures anonymity, confidentiality, independence, and non-retaliation, reinforcing trust among employees, partners, and other stakeholders.

All cases are subject to structured investigation processes, with outcomes reviewed by the Ethics Committee, which includes executive leadership and Board-level oversight. This structured response mechanism ensures that ethical concerns are consistently addressed, and that lessons learned are incorporated into the continuous improvement of internal controls and policies.

The company also maintained a robust framework of corporate policies, most of which were reviewed and updated during the year. Policies, such as the Counterparty Due Diligence Policy and the Related Parties Policy, were introduced to further strengthen governance practices. In parallel, six targeted training sessions were delivered in 2025, covering topics such as anti-corruption, conflicts of interest, data protection, and the Code of Conduct. These initiatives reinforce expected behaviors and contribute to embedding a culture of integrity across the organization.

[22] COSO (Committee of Sponsoring Organizations of the Treadway Commission) is internationally recognized for developing frameworks for risk management, internal controls, and corporate governance. The methodology provides a structured approach for identifying, assessing, monitoring, and managing risks that may affect an organization's strategic objectives, operations, compliance, and reporting processes.



Ethics and Compliance Mechanisms

Scala maintains a structured framework to uphold ethical conduct across its operations, supported by formal policies, internal controls, and accessible reporting channels. These mechanisms are designed to prevent, identify, and address misconduct, ensuring that all employees and stakeholders operate in line with the company's ethical principles. The system also reinforces accountability and supports the consistent handling of sensitive matters, including discrimination-related cases.

Legal, regulatory and data protection

Throughout 2025, **no material cases of legal non-compliance were identified,** including cases related to fair competition, antitrust regulations, or monopolistic conduct. Likewise, the company did not incur any fines or non-monetary penalties during the reporting period.

This performance is closely linked to Scala's strong emphasis on cybersecurity and data protection.

During the year, **zero cases of customer data breaches, privacy violations, or substantiated complaints were recorded.**

Additionally, no information security incidents resulted in customer data leakage, reinforcing the effectiveness of the company's security frameworks and risk management practices in safeguarding both customer and stakeholder information.

G

Organizations and Associations Table

UN GLOBAL COMPACT



The United Nations Global Compact is an initiative proposed by the United Nations that encourages businesses to adopt sustainable, socially responsible policies aligned with universal principles.

IMASONS

Infrastructure Masons

The Infrastructure Masons (iMasons) is a professional association founded in 2016 in Oregon, US, advancing digital infrastructure sustainability, inclusion, and innovation globally.

BRASSCOM

Brasscom

The Brazilian association representing companies in the Information and Communication Technology (ICT) and Digital Technology sectors drives innovation, policy advocacy, and digital transformation nationwide. Scala's leadership participates in its committees to advocate for best practices and promote industry alignment.

ABRACE ENERGIA

ABRACE ENERGIA

An association representing large energy consumers that advocates for the importance of energy at competitive prices for the development of Brazil's productive sector.

AMCHAM Brazil

The American Chamber of Commerce for Brazil is the largest American Chambers of Commerce outside the United States, bringing together companies of all sizes and sectors in a collaborative environment focused on dialogue, networking, and development. Ms. Weisshuhn is a member of the Sustainability Committee.

MBC

Movimento Brasil Competitivo (Competitive Brazil Movement – MBC) is a civil society organization that brings together companies committed to improving Brazil's competitiveness and public sector efficiency. MBC acts as a bridge between the private sector and government, driving strategic projects focused on digital transformation, innovation, and improved public services.

MEXDC

Asociación Mexicana de Data Centers (Mexican Data Center Association – MEXDC) brings together industry leaders to promote best practices, drive innovation, and advance environmental responsibility across the country's digital infrastructure. Scala serves on the sustainability committee.

ACDC

Asociación Chilena de Data Centers (Chilean Data Center Association – ACDC) serves as a collaborative platform connecting data center operators, suppliers, and government stakeholders. Its mission is to foster local industry growth, establish technical standards, enhance security, and support the transition to more sustainable practices.

GRI-402-1 | 2-12



Operational Changes

Scala fosters an open communication culture to promote transparency and organizational alignment, especially during significant operational transitions. Any impactful changes are formally communicated via executive emails and reiterated at the quarterly Town Hall, a hybrid event where Scala's leadership presents the previous quarter's financial results and outlines strategic plans. The session is streamed live for remote staff and subsequently reinforced through follow-up emails and team meetings. This structured communication ensures that all employees are consistently informed, their concerns are acknowledged, and the company's direction clearly reinforced.

Risk Management and GRC Structure

In 2025, Scala continued to improve its Governance, Risk, and Compliance (GRC) structure through enhancements to risk management, internal controls, and compliance processes.

During the year, the company reviewed and prioritized its risk portfolio based on the COSO methodology, with support from an external consultancy. The process included the assessment of risks and controls across 38 priority processes through workshops involving key business areas. Scala also began implementing an integrated platform for corporate risk and internal control management, which will support the centralized monitoring of risks, controls, and mitigation actions.

The company continued to monitor action plans resulting from independent audits and established a Corporate Internal Controls function responsible for evaluating control effectiveness, supporting process standardization, and monitoring operational and compliance risks.

In 2025, Scala maintained its ISO 27701 certification and conducted its first internal audit based on ISO 37301, keeping the company aligned with international standards. Scala also continued its participation in initiatives such as the United Nations Global Compact and the Ethos Institute, supporting the exchange of best practices related to ethics, integrity, transparency, and corporate governance.





Building What Comes Next

The growing demand for digital services is redefining the future of digital infrastructure. At the same time, climate change, resource efficiency, and evolving stakeholder expectations are reshaping how that infrastructure must be designed, built, and operated. The direction is clear: **the future of digital growth depends on solutions that combine scalability, resilience, and sustainability from the outset.**

For Scala, **sustainability is already part of how the business grows.** It guides investment decisions, influences the design of new facilities, supports operational efficiency, strengthens relationships with suppliers and communities, and helps prepare the workforce for the challenges of a rapidly evolving industry. As the company expands across Latin America, these principles will continue to shape every new project and every stage of its operations.

For Scala, this is not a future ambition: i**t is the path the company is already following.** The technologies, business models, and sustainability practices that are becoming increasingly central to the market are embedded in the company's long-term strategy and core business. As the sector evolves, Scala continues to follow and propose emerging trends, integrating innovation, operational excellence, and environmental and social responsibility as complementary drivers of sustainable growth.

Scala will continue to improve the efficiency of its operations, advance the decarbonization of its value chain, strengthen climate resilience, and expand initiatives that generate positive social impact. The company will also continue investing in technologies, partnerships, and people, recognizing that sustainable development depends on progress across the entire ecosystem.

The future is already taking shape. Every new campus, every innovation, every partnership, and every investment contribute to the infrastructure that will support the next generation of digital services. Scala will continue moving forward with the same commitment that has guided its journey from the beginning: combining growth, operational excellence, and sustainability to create lasting value for customers, communities, employees, and shareholders.

GRI
Content Index

Scala Data Centers has reported the information cited in this GRI content index for the period January 1 through December 31,2025 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): Does not apply

GRI Standard / Other Source	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	9
	2-3 Reporting period, frequency and contact point	124
	2-6 Activities, value chain and other business relationships	30
	2-9 Governance structure and composition	110 - 113
	2-10 Nomination and selection of the highest governance body	110 - 113
	2-11 Chair of the highest governance body	110 - 113
	2-12 Role of the highest governance body in overseeing the management of impacts	110-113, 121-122
	2-13 Delegation of responsibility for managing impacts	34, 110-113

	2-14 Role of the highest governance body in sustainability reporting	34, 110-113
	2-15 Conflicts of interest	117
	2-16 Communication of critical concerns	117
	2-17 Collective knowledge of the highest governance body	111
	2-18 Evaluation of the performance of the highest governance body	110 -111
	2-22 Statement on sustainable development strategy	32-33
	2-23 Policy commitments	38-40
	2-24 Embedding policy commitments	39-40
	2-25 Processes to remediate negative impacts	118
	2-26 Mechanisms for seeking advice and raising concerns	118
	2-27 Compliance with laws and regulations	118
	2-28 Membership associations	39-40, 119-120
	2-29 Approach to stakeholder engagement	86
GRI 3: Material Topics 2021	3-1 Process to determine material topics	35-37

	3-2 List of material topics	35-37
	3-3 Management of material topics	35-37
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	31
GRI 302: Energy 2016	302-1 Energy consumption within the organization	42-47
	302-2 Energy consumption outside the organization	42-53
	302-3 Energy intensity	42-47
	302-4 Reduction of energy consumption	42-47
	302-5 Reductions in energy requirements of products and services	42-47
GRI 305: Emissions 2016	305-1 Direct emissions (Scope 1) of greenhouse gases (GHG)	48-53
	305-2 Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy acquisition	48-53
	305-3 Other indirect emissions (Scope 3) of greenhouse gases (GHG)	48-53
	305-4 Intensity of greenhouse gas (GHG) emissions	48-53
	305-5 Reduction of GHG emissions	48-54

GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	62-63
	303-2 Management of water discharge related impacts	64
	303-3 Water withdrawal	62-63
	303-4 Effluents	64
	303-5 Water consumption	62-63
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	56-61
	306-2 Management of significant waste related impacts	56-61, 89
	306-3 Waste generated	56-61
	306-4 Waste not intended for final disposal	56-61
	306-5 Waste directed to disposal	56-61
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	103-104
	403-2 Hazard identification, risk assessment and incident investigation	103-104

	403-3 Occupational health services	103-104
	403-4 Participation of workers, consultation and communication to workers regarding health and safety at work	106 -107
	403-5 Training of workers in health and safety at work	107
	403-6 Worker's health promotion	80, 107
	403-7 Prevention and mitigation of impacts on health and safety at work directly linked to business relationships	103-104
	403-8 Workers covered by an occupational health and safety management system	103-104
	403-9 Work accidents	105-107
	403-10 Professional diseases	105-107
GRI 203: Indirect Economic Impacts 2016	203-1 Investments in infrastructure and service support	19
	203-2 Significant indirect economic impacts	88-89
GRI 413: Local Communities 2016	413-1 Operations with engagement, impact assessments and development programs focused on the local community	89-90

	413-2 Operations with significant actual or potential negative impacts on local communities	89
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	80
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	121-122
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	76-79
	404-2 Programs for upgrading employee skills and transition assistance programs	76-80, 89, 92-102
	404-3 Percentage of employees receiving regular performance and career development reviews	76-79
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	84
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	118
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	80
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	117
	205-2 Communication and training about anti-corruption policies and procedures	117

	205-3 Confirmed incidents of corruption and actions taken	118
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	118
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	118
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	85
	308-2 Negative environmental impacts in the supply chain and actions taken	85
GRI 408: Child Labor 2016	408-1 Operations and suppliers with significant risk of child labor cases	85
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers with significant risk of cases of forced or compulsory labor	85
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers selected based on social criteria	85
	414-2 Negative social impacts of the supply chain and measures taken	85

Credits

Sustainability Report 2025

Published in October 2026

Produced by: Scala Data Centers

Coordinated by: Christiana Weisshuhn and Ana Luiza Rodrigues

Editors/reviewers: Amanda Lopes, Mariana Garcia, Agostinho Villela, Luciano Fialho, Scala's Sustainability and Marketing teams

Graphic design, layout, infographics, and editorial coordination: Aline Gerber and Scala's Marketing team

Photos: Scala archive and stock images

Writer: Carolina Torres Mazzi and Allan Bratfisch Carneiro

For questions regarding this report or the information reported herein, please contact Scala Data Centers' Sustainability team at sustentabilidade@scaladatacenters.com.