



2025 KHAZNA ESG REPORT

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ABOUT THIS REPORT



Khazna's hyperscale infrastructure was born in high-heat, water stressed markets, so sustainability at Khazna is engineered from the first design decision, shaping how the company sites, cools, powers, and manages each facility to protect performance, resilience, and resource use.

Khazna Data Centers' Environmental, Social and Governance (ESG) Strategy reflects the company's commitment to embedding sustainability, resilience, and responsible growth at the core of its operations. Khazna recognizes the increasing environmental and climate-related risks associated with energy-intensive digital infrastructure and is proactively addressing them through a comprehensive ESG framework.

This Report presents an overview of Khazna's ESG approach and performance for the 2025 calendar year. This is Khazna's first standalone ESG report, establishing a baseline for transparent, consistent, and progressively more robust sustainability reporting.



Company Details

Khazna Data Center Limited
Year of incorporation: 2012



Entities Included

All Khazna Entities included



Reporting period

January 1 to
December 31, 2025.



Scope and boundary

The report covers Khazna's data center operations and corporate activities primarily across the UAE, unless otherwise stated. Where data availability is limited, disclosures are provided based on available data, with a commitment to expanding scope and accuracy in future reporting cycles.



Reporting standards

Khazna has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 1 Used: GRI 1: Foundation 2021

This report utilizes selected topic-specific GRI Standards to disclose impacts relevant to our operations. Greenhouse gas (GHG) emissions are calculated in line with the GHG Protocol Corporate Accounting and Reporting Standard, satisfying the requirements for GRI 305 and aligning with UAE federal regulatory expectations for 2026.



Methodology and data quality

As a baseline year, this report includes estimates and assumptions where complete data is not yet available. Improving ESG data quality, governance, and systemization is a strategic priority.



Forward-looking approach

This report establishes Khazna's first sustainability reporting baseline. As Khazna expands internationally and stakeholder expectations evolve, the company will continue strengthening its ESG reporting methodology, data governance, internal controls and disclosure processes. Future reporting cycles will progressively enhance data quality, expand coverage where appropriate, and consider alignment with evolving international expectations, including European sustainability reporting practices and external assurance pathways.



Reporting cycle and contact

Khazna's ESG reporting cycle is annual. This report will be updated on a yearly basis to reflect progress, performance, and the continued maturation of Khazna's sustainability strategy, data quality, and disclosures. For questions, feedback, or further information regarding this report or Khazna's ESG approach, please contact the ESG team at esg@khazna.ae.



Sustainability is not an ambition at Khazna—it is a requirement for how we build, operate, and grow in a world shaped by data and AI.



LETTER FROM OUR CEO

To our stakeholders,

This is our first ESG report, and it marks an important milestone for Khazna. Not because it documents where we are on our journey, but because of what it represents: a clear commitment to build the infrastructure powering the digital economy with responsibility, discipline, and transparency.

Demand for data center capacity is accelerating, driven by cloud adoption, connectivity, and AI. That growth brings opportunity, but it also brings expectations. There is a tension between the value being unlocked by widespread, sovereign AI, and responsible resource use. As a result, our industry has a duty to move faster on ESG: to reduce environmental impact, strengthen safety and working conditions, and be more consistent and credible in how we measure and report progress. At Khazna, we see ESG as part of operational excellence. It shapes how we make decisions, how we manage risk, and how we earn trust with customers, partners, regulators, and communities.

This report is the starting point for that journey. It establishes our baseline, explains our approach, and sets the direction for how we will strengthen performance over time. It also reflects how we think leadership should look in our sector: being clear about where we are today, being honest about what we still need to improve, and building the systems and accountability to deliver.

We will keep raising our standards. We'll keep improving efficiency and circularity, accelerating clean energy procurement, strengthening supply chain ESG integration, and improving data quality and reporting maturity year on year. Just as importantly, we hope this report contributes to progress beyond Khazna by reinforcing a simple expectation for our industry: that transparency, measurable action, and continuous improvement become the norm.

Thank you to our employees, partners, and customers for the collaboration and commitment that made this progress possible. Together, we are building the foundations of AI-native societies - sustainably.

Sincerely,

Hassan Alnaqbi

Chief Executive Officer



ABOUT
KHAZNA

THE GLOBAL EXPERT IN CRITICAL AI INFRASTRUCTURE

As one of the fastest-growing hyperscale data center platforms globally, Khazna Data Centers is a global expert in delivering critical AI infrastructure for future-focused economies. Khazna is at the forefront of data center technology, pioneering solutions that combine innovation, resiliency, and sustainability.

Khazna empowers governments, businesses, and societies to thrive in the digital age with data centers that are designed to handle the high-density computing requirements essential for the next-generation, AI-powered applications powering the future economy.



One of the fastest-growing hyperscale data center platforms globally.

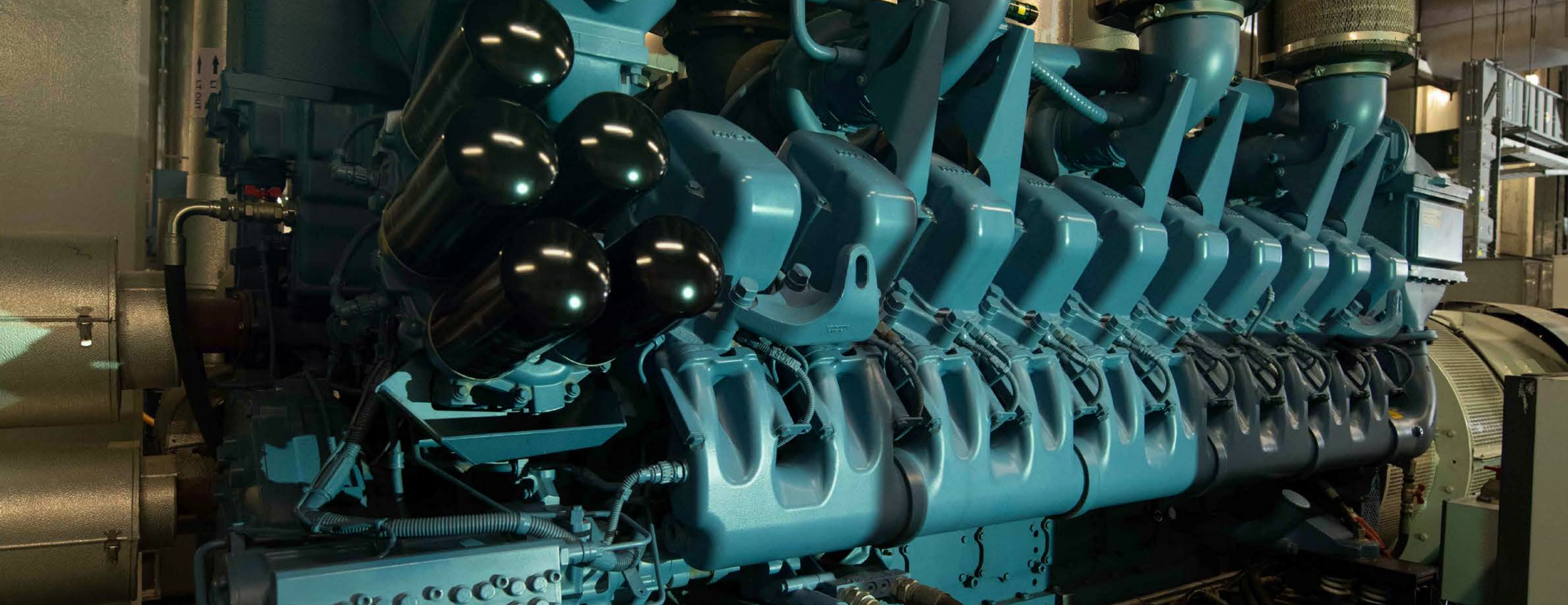
COMPANY OVERVIEW AND FOOTPRINT

Khazna operates a growing portfolio of hyperscale data centers across the UAE, with a rapidly expanding international presence. With 28 owned and operated data centers, and two leased data centers, Khazna is leading the GCC market with 450+ MW of contracted capacity. Khazna facilities are strategically located in key digital and economic zones, ensuring optimal connectivity, energy access, and resilience.

Operational excellence is underpinned by internationally recognized certifications, including: ISO 9001 (Quality Management), ISO 14001 (Environmental Management), ISO 45001 (Occupational Health & Safety), ISO/IEC 27001 (Information Security), Uptime Institute Tier certifications and LEED GOLD and SILVER.

These certifications reflect Khazna’s commitment to reliability, security, and continuous improvement across its operations.





A WHOLESALE DATA CENTER MODEL BUILT FOR SCALE

Khazna operates a wholesale data center business model, purpose-built for hyperscalers and large enterprise customers with long-term infrastructure needs. Khazna delivers dedicated, scalable capacity, allowing customers to deploy high-density workloads with predictable performance, availability, and cost.

This model is characterized by:

- Large-scale, modular facilities enabling phased expansion
- High-density power and cooling configurations optimized for AI workloads
- Flexible infrastructure that can adapt as customer needs evolve
- Long-term partnerships built on operational transparency and reliability

By owning the full lifecycle, from design and construction through to operations, Khazna continuously applies operational learnings to improve efficiency, resilience, and sustainability across its portfolio.

KHAZNA'S ROLE IN THE INTELLIGENCE GRID

Within the broader G42 Intelligence Grid, Khazna Data Centers is the foundation layer - the critical AI infrastructure on which the rest of the stack is built. Our hyperscale data centers provide the secure, resilient power, cooling, space and connectivity that turn compute into capability: hosting the systems that underpin cloud platforms, real-time digital services, and the token factories that convert raw compute into usable intelligence at scale.

This foundation role makes Khazna a critical enabler of:

- National digital transformation strategies through scalable, always-on capacity that accelerates platform deployment and service delivery
- AI-ready infrastructure that supports large-scale training and inference workloads, powering the emerging intelligence economy
- Secure, low-latency compute for advanced applications, with operational discipline and availability designed for mission-critical environments

KHAZNA VALUE CHAIN

Khazna’s value chain spans the full lifecycle of developing and operating data centers, and reflects the key business relationships that enable our services:

This model is characterized by:

› **UPSTREAM,**

our operations rely on responsible site selection and permitting; design and engineering partners; construction contractors; and a global and regional supply base for critical equipment and materials such as electrical and mechanical systems (e.g., switchgear, UPS, batteries, transformers, chillers/ heat-rejection equipment), building materials, network infrastructure and monitoring/ controls. Our inputs also include essential utilities and services, most notably electricity and water, alongside fuel supply for backup generation, and specialist providers for logistics, security, and health and safety services. As Khazna expands internationally, responsible site selection will increasingly consider local environmental sensitivities, land-use context, biodiversity considerations, community expectations and opportunities to avoid, minimize, restore or compensate for potential impacts where relevant.

› **WITHIN OUR OWN OPERATIONS,**

we convert these inputs into resilient, efficient and secure digital infrastructure by commissioning, running and maintaining facilities (optimizing energy

and water performance through operational controls, preventive maintenance, and continuous improvement programs) while managing environmental and social impacts such as emissions, refrigerants, waste streams and worker welfare.

› **DOWNSTREAM,**

we provide colocation and data center services to hyperscalers, cloud and enterprise customers, and connectivity partners, enabling their digital services to end users; our role includes supporting customer sustainability expectations through transparency on operational performance, clean energy solutions and facility efficiency initiatives.

› **ACROSS THE CHAIN,**

we work with regulators, local communities and industry partners to strengthen responsible practices, and we manage end-of-life considerations through repair, reuse and recycling routes for equipment, and the responsible handling of hazardous and non-hazardous waste in collaboration with licensed service providers. Khazna will continue strengthening supplier engagement on ESG expectations, including responsible business conduct, worker welfare, materials efficiency, embodied carbon considerations and value-chain emissions reduction opportunities.



WIRED FOR IMPACT

KHAZNA ESG STRATEGY & TARGETS

In 2025, Khazna formally launched Wired for Impact, its ESG strategy designed to embed sustainability into every layer of how the company designs, builds, and operates digital infrastructure. Wired for Impact is not a standalone initiative; it is a strategic enabling of Khazna's growth, resilience, and long-term value creation, aligned with the company's strategy and global expansion ambitions.

ESG VISION AND AMBITION

Khazna's sustainability approach is shaped by the environments in which it was built. Operating in high-temperature, water-stressed markets has made efficiency, resilience and resource stewardship core engineering requirements from the earliest design stage. Sustainability by design means considering how each facility is sited, powered, cooled, constructed, monitored and operated to protect performance while reducing environmental impact over the asset lifecycle.

Khazna's sustainability-by-design approach is embedded not only in internal planning, but also in the requirements set for project stakeholders. For new builds, contractors, design team members and consultants are required to align their work with the principles and requirements of LEED v5, or the most current version of the internationally recognized Leadership in Energy and Environmental Design rating system.



FOUR STRATEGIC PILLARS

At the heart of Wired for Impact are four ESG strategic pillars, which serve as the structural backbone of the strategy. These pillars guide initiatives, align teams, and connect today's actions with long-term commitments.

Our operations: Be a global leader in sustainable data centers

This pillar focuses on optimizing energy, water, and materials across every phase of the data center lifecycle. Through cooling innovation, circular waste management, and continuous operational improvement, Khazna aims to turn its facilities into models of low-impact, high-efficiency design. Each operational improvement brings the company closer to its ambition of global leadership in sustainable data center operations.

Our planet: Advance long-term Net Zero alignment

In 2026, Khazna will develop a comprehensive decarbonization roadmap to achieve long-term Net Zero alignment and define emissions reduction pathways across Scope 1, Scope 2 and relevant Scope 3 categories. From clean energy sourcing and LEED-aligned construction to climate risk planning and low-carbon materials, Khazna is embedding environmental responsibility into long term infrastructure decisions.

Our People: Make Khazna the safest data center company and the employer of choice for the next-generation

This pillar reflects Khazna's belief that culture and care are inseparable from performance. The strategy prioritizes health and safety, well-being, inclusion, and continuous development, with a strong emphasis on embedding world-class safety standards and fostering a culture where people feel protected, valued, and empowered to grow.

Our communities: Improve lives and expand access through digital inclusion

Our communities connect Khazna's growth to positive social impact beyond its operational boundaries. The strategy is to improve conditions for workers in construction and empower the communities in which Khazna operates.

INTEGRATION INTO BUSINESS DECISIONS

In 2025, teams across operations, engineering, finance, HR, construction, legal and ethics and compliance, health and safety and ESG worked collaboratively to translate the strategy into tangible actions, reinforcing accountability and shared ownership. This integration ensures that ESG is not treated as a parallel agenda, but as a driver of operational excellence and long-term resilience.



2025 KEY HIGHLIGHTS



Launch of Wired for Impact

**KHAZNA'S
ESG STRATEGY**



SCS-verified Zero Waste
Certification achieved at
DXB8 with

99.55%

landfill
diversion rate



Power Usage
Effectiveness (PUE)

<1.5

vs 1.8 regional average



Total Number of
Nationalities

40



27.9%

of data center
mechanical load covered
with carbon-free
electricity*



26%

Scope 2 emission reduction
compared to a scenario
without carbon-free
electricity purchase



Potable Water Savings

20%

from treated
sewage effluent use



Emirati Talent

21%

of the UAE workforce



20.6M

manhours worked with
0.097 LTIFR



**STRENGTHENED
OPERATIONAL**
and safety systems
across sites through
British Safety Council
assessment



5,000+

hours of training
delivered



Certified Uptime III

**LEED GOLD,
ISO 14001**



4.22/5

Gallup Survey Results

*This does not represent total electricity consumption or total operational emissions.



MATERIALITY ASSESSMENT

PURPOSE OF THE MATERIALITY ASSESSMENT

Khazna’s materiality assessment identifies the ESG topics that matter most to our business and stakeholders, in line with GRI Standards. A topic is considered material if it reflects Khazna’s most significant actual or potential impacts on the economy, environment and people, and/or is of high importance to stakeholders. The assessment guides our ESG disclosures, strategy and management priorities, ensuring our reporting reflects stakeholder expectations and sector-specific challenges.



“
If it’s not material,
it’s not a priority.”
”

SCOPE AND ASSESSMENT BOUNDARY

Conducted at the end of 2024, the assessment covers Khazna’s operations in the UAE and relevant upstream and downstream value chain activities. The impact of future international expansion will be reassessed as plans progress. The assessment is reviewed annually, and a broader stakeholder engagement exercise will be conducted in the second half of 2026.

METHODOLOGY

Khazna applied a single materiality approach aligned with GRI Standards, combining stakeholder input, internal expertise and sector analysis.



➤ **Identify topics through**
internal workshops; the 2024 ESG Survey; desk research on sector risks and opportunities; review of customer and investor expectations; and peer benchmarking.



➤ **Structure topics**
using the SASB topic architecture as a reference, with materiality decisions made in accordance with GRI requirements.



➤ **Assess and prioritize**
based on impact severity and likelihood, relevance to our operations and value chain, stakeholder importance, and related business risks/opportunities. A qualitative scoring framework supported prioritization, focused on relative significance rather than financial impact.



➤ **Validate**
through internal review and CEO approval.



STAKEHOLDER ENGAGEMENT

Stakeholder perspectives were a core input, including senior management and functional leaders, employees (via the ESG Survey), customers and hyperscale tenants (through ongoing commercial and ESG discussions), and investors and other external stakeholders (through regular engagement). Employee feedback emphasized energy management, climate impacts, responsible resource use, innovation and infrastructure.

MATERIAL TOPICS

Khazna’s material topics include:

- Environmental: energy management; greenhouse gas emissions; water and wastewater management; ecological and biodiversity impacts; climate change.
- Social and human capital: labor practices; employee health and safety; employee engagement, diversity and inclusion; access to digital infrastructure.
- Governance and business conduct: business ethics; supply chain management; product design and lifecycle management; business model resilience.

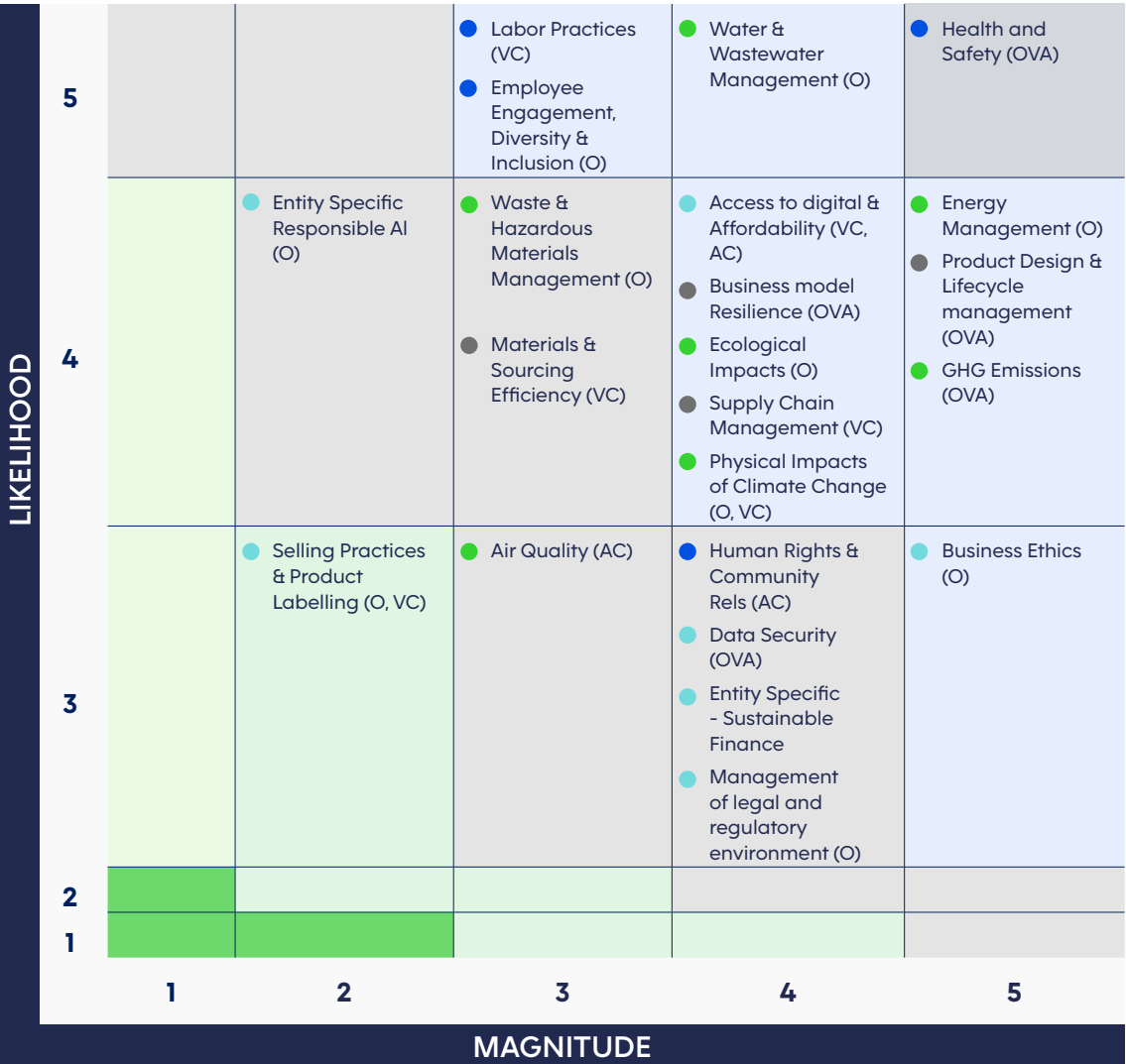
These topics form the basis of Khazna’s ESG disclosures and informed the development of the Wired for Impact strategy.

USE OF MATERIALITY RESULTS

The assessment is used to define the scope and content of ESG reporting, prioritize sustainability initiatives, inform risk management and governance, and guide ESG strategy, targets, policies and performance indicators. It is treated as a living process, updated periodically to reflect changes in the business, stakeholder expectations and external conditions.

MATERIAL TOPICS - FULL MATERIALITY

The below materiality matrix shows the maximum magnitude and likelihood scores for risks and opportunities within each SASB sub-topic relevant to identified climate and non-climate risks and opportunities.



RISK RATING KEY

- Catastrophic (Material)
- Major (Material)
- Moderate (Not-Material)
- Minor (Not-Material)
- Notable (Not-Material)

Value Chain Location Key

- Own Operations
- Value Chain
- Affected Communities
- All

Topic Key

- Environmental
- Social
- Governance
- Cross-Cutting



GOVERNANCE ETHICS AND OVERSIGHT

GOVERNANCE FRAMEWORK AND OVERSIGHT

Khazna's governance framework is established through its constitutional documents in compliance with applicable law, which collectively define the roles, responsibilities, and decision-making authorities within the company. The framework establishes the responsibility of the Board of Directors ("Board") to oversee the advancement of stakeholders' interests through the execution of the company's strategy and operations by the executive team.

The Board's oversight responsibility includes the areas of strategic direction, risk management, compliance, and long-term sustainability.

The Board is composed of seven male non-executive directors, which include the shareholder-appointed Chairperson.

The framework together with sound governance practices, promote the company's ESG agenda through Board-approved policies, internal control mechanisms and management accountability.

The option to establish sustainability and other Board committees is available under the framework and may be used as appropriate, considering the company's scale and governance maturity from time to time.

ROLE OF MANAGEMENT IN ESG OVERSIGHT

Responsibility for the implementation and day-to-day management of ESG matters sits with company management, under the oversight of the Board. ESG topics are embedded within existing operational management structures, rather than treated as a separate governance stream.

Management is responsible for translating ESG policy commitments into operational practices, monitoring compliance with ethical, legal, and sustainability requirements, ensuring

ESG risks and opportunities are identified and addressed within business decision-making, and reporting ESG-related developments to senior leadership as appropriate. This approach supports integration of ESG considerations into core business processes, including procurement, project development, risk management, and people practices.

ESG TEAM AND ITS ROLE

Khazna has established a dedicated ESG function that acts as a central coordinating and advisory team, rather than an operational control function. The ESG team works cross-functionally to support the organization in embedding sustainability considerations into strategy, governance, and day-to-day activities.

The ESG team's responsibilities include developing and maintaining the ESG framework, policies, and reporting processes; coordinating the materiality assessment and ESG disclosures with reference to the GRI Standards; supporting internal functions in

identifying and managing ESG risks and impacts; advising management on emerging sustainability topics, regulatory trends, and stakeholder expectations; and facilitating alignment across departments to ensure consistency and quality of ESG implementation.

The ESG team works closely with Legal, Ethics & Compliance, HR, Procurement, Brand and Comms, Construction and Operations, reflecting the cross-cutting nature of ESG topics and reinforcing shared ownership across the organization.



ETHICS, COMPLIANCE AND RESPONSIBLE BUSINESS CONDUCT

Responsible business conduct is a core component of Khazna's ESG governance and is underpinned by a suite of compliance policies, including the Code of Conduct, Ethics & Compliance Policy, ESG Policy, Business Partner Due Diligence Policy, and Supplier Code of Conduct. These policies are approved by the Board, following review by the General Counsel and the Ethics & Compliance team, ensuring oversight at the most senior level of governance.

Together, Khazna's compliance policies establish clear expectations regarding:

- › Ethical behavior and legal compliance
- › Anti-bribery and corruption
- › Responsible supply chain practices
- › Risk-based due diligence for business partners

Training is reinforced through ongoing communications and, where relevant, collaboration with external experts to support alignment with international best practices. During the reporting period, Khazna delivered more than 50 hours of Ethics & Compliance training to hundreds of employees, covering topics such as Conflicts of Interest, Anti-Bribery and Corruption, Sanctions, Business Partner Due Diligence, and Whistleblowing mechanisms.

INTEGRITY, CONFLICT OF INTEREST AND WHISTLEBLOWING MECHANISM

Khazna maintains processes to prevent, identify, and mitigate conflicts of interest through mandatory disclosures, annual certifications, and escalation mechanisms, including Board-level oversight for related-party transactions. The Ethics & Compliance function, supported by the General Counsel, reviews disclosures, advises on mitigation, and delivers targeted training to reinforce integrity and transparency across the organization.

Khazna is committed to maintaining a culture of openness, accountability, and non-retaliation. Employees and external parties can raise concerns through a multichannel grievance system, including:

- › Line management and HR
- › The Ethics & Compliance team
- › An independent third-party-managed Whistleblowing platform, which allows confidential or anonymous reporting via web, mobile, or a 24/7 multilingual free hotline
- › All reports are handled through established investigation and remediation processes, with strict protections against retaliation to support early identification of issues and continuous improvement in governance and ethical practices.

These responsible business expectations extend to Khazna's wider value chain through supplier due diligence, the Supplier Code of Conduct and grievance channels available to employees and external parties.





OUR OPERATIONS

OPERATIONAL EXCELLENCE AND RESOURCE STEWARDSHIP (2025)

ENERGY CONSUMPTION, PUE AND CLEAN ENERGY INTEGRATION

Why design matters

Data centers are long-life infrastructure assets. Decisions made during design - including cooling architecture, power configuration, monitoring systems, water strategy and materials - shape environmental performance for years. Khazna therefore treats sustainability as an engineering discipline, embedded from design through construction and operations.

In 2025, Khazna continued to strengthen the energy efficiency of its operational portfolio, combining rigorous monitoring of electricity consumption with targeted efficiency measures and the progressive integration of clean energy. Electricity consumption across owned facilities is tracked monthly at site-level, enabling detailed oversight of both IT and mechanical loads and supporting continuous optimization as utilization increases.

Khazna reports the metric for mechanical cooling load, which is one of the largest areas under the company's direct operational control. IT loads are tracked and accounted for in clients' consumption reports. The mechanical load figure should not be read as total electricity consumption or total operational emissions.

During 2025, Khazna consumed approximately 246 GWh of grid electricity to cover its mechanical load, primarily across Abu Dhabi and Dubai facilities. This consumption was partially offset through on-site solar self-generation and the use of International Renewable Energy Certificates (IRECs),

supporting the decarbonization of cooling-related electricity use. On-site, solar generation in Abu Dhabi contributed 13.8 GWh during the year, while an additional 55 GWh of electricity consumption was covered through clean energy certificates. These efforts meant Khazna increased the share of carbon-free electricity used for mechanical cooling load to 27.9% in 2025.

Power Usage Effectiveness (PUE) remains a core performance indicator. Khazna's new data centers are designed to operate at PUE values of 1.5 or below, even under extreme climatic conditions, supported by modular design, high efficiency cooling systems, and real-time energy management platforms. This compares to a Middle East average PUE of 1.8, according to Kearny¹. Khazna's design PUE is also more efficient than the global average of 1.54 (according to Uptime Institute's Global Data Center Survey)². Monthly PUE tracking at site-level allows deviations to be identified early and corrective actions to be implemented.

¹ <https://www. Kearny.com/service/sustainability/article/a-greener-digital-age-the-middle-east-data-center-opportunity>.
² 2025.Annual.Survey.Report.pdf

TABLE 1 ELECTRICITY USE AND CLEAN ENERGY (2025) – FULLY OWNED FACILITIES

Total grid electricity
consumption
(mechanical load)

246,468

MWh - 2025

210,800 MWh in 2024

On-site solar
electricity generated

13,849

MWh - 2025

0 MWh in 2024

Electricity covered
by IRECs / CECs

55,000

MWh - 2025

0 MWh in 2024

Designed PUE
(new Data Centers)

≤ 1.5

MWh - 2025

≤ 1.5 in 2024

How to interpret our resource metrics

Khazna reports both absolute resource use and operational efficiency indicators because data center performance must be understood in context. Absolute energy and water consumption may increase as capacity grows, particularly as AI workloads drive higher-density computing requirements. Khazna's focus is therefore to reduce environmental impact through efficient design, clean energy procurement, cooling optimization, water reuse, real-time monitoring and continuous operational improvement. Where appropriate, future reporting will expand the use of intensity metrics to provide clearer comparisons across sites and over time.

COOLING SYSTEMS

Cooling efficiency continues to represent the most significant lever for reducing energy demand. In 2025, Khazna advanced a layered cooling strategy combining passive design, high-efficiency mechanical systems, and intelligent controls. Adiabatic and free cooling systems, deployed where climatic conditions allow, significantly reduced reliance on conventional chillers, while advanced control logic optimized cooling output based on real-time load and ambient conditions.

Next-generation cooling solutions, including liquid-based approaches for high-density computing environments, were further evaluated and prepared for deployment in selected facilities. Together, these measures contributed to improved PUE stability and reduced energy intensity across the operational portfolio.

Case Study

LIQUID COOLING AT AJMAN

100MW DATA Center, AJMAN

Powering the Future of AI with Efficiency and Reliability

Khazna's 100MW data center in Ajman represents a milestone in the company's transition toward advanced, energy-efficient cooling solutions designed for next-generation AI workloads.

The 100MW facility, comprising 20 modular data halls of 5MW each, is built to support high-density computing through the integration of **air-assisted, direct-to-chip liquid cooling**.

Liquid cooling is embedded in the design from day one, enabling the facility to accommodate significantly higher rack densities than traditional air-cooled environments while reducing reliance on energy-intensive air conditioning systems. This approach improves thermal efficiency and enhances operational resilience in a hot climate context such as the UAE.



TIER III

QAJI has received Uptime Institute's Tier III Certification of Design Documents, validating that its cooling architecture meets internationally recognized standards for reliability and redundancy.

By deploying liquid cooling selectively and at scale, the facility provides flexibility to support a wide range of AI and high-performance computing use cases, while contributing to Khazna's broader energy efficiency and sustainability objectives. This project serves as a reference model for future large-scale developments, including Khazna's planned expansion of liquid cooling across its global portfolio.

WATER CONSUMPTION AND STEWARDSHIP

Water stewardship is a strategic design and resilience priority for Khazna. Because the company operates in high-temperature and water-stressed environments, reducing reliance on potable water and improving water efficiency are treated as engineering requirements, not standalone sustainability initiatives. In 2025, total water usage across owned facilities amounted to approximately 393,000 m3 to cover cooling, irrigation, domestic and fire tank needs.

A key component of Khazna's water strategy is the substitution of potable water for cooling purposes with treated sewage effluent (TSE). Our DXBI facility is currently sourcing TSE water from Dubai Municipality, significantly reducing dependence on desalinated water. In 2025, 19.8% of water needs for cooling have been met through recycled water. This approach builds on 2024 performance, when TSE reuse was already established as a core operational practice, and continues to be expanded across the portfolio.

Adiabatic free cooling plays a key role in Khazna's approach to reducing water intensity in data center operations. As of 2025, 19 Khazna data centers are equipped with adiabatic free cooling systems, which leverage ambient air conditions to support cooling requirements while significantly limiting the need for potable water. By reducing dependence on conventional water-intensive cooling methods, adiabatic free cooling enhances operational resilience in water-stressed environments and supports Khazna's broader water stewardship objectives as the portfolio continues to expand.

As part of its development standards, all new Khazna facilities incorporate automated leak detection, water-efficient fixtures, and regular auditing protocols, embedding long-term water efficiency and resilience as capacity expands.

19

Khazna data centers are equipped with adiabatic free cooling systems

Total water
usage

~393,000

M³- 2025

~382,953 m³ in 2024

Total water
usage - cooling

~305,116

M³- 2025

~306,177 m³ in 2024

Total potable
water - cooling

~244,374

M³- 2025

~244,100 m³ in 2024

Total recycled
water - cooling

~60,576

M³- 2025

~60,207 m³ in 2024

Primary alternative
water source

TSE for
cooling

2025

TSE for cooling in 2024

Water
monitoring

Site-level,
monthly

2025

Site-level in 2024

Khazna will continue improving how it measures water intensity across its portfolio. In future reporting cycles, the company intends to assess Water Usage Effectiveness (WUE) or other recognized water-intensity metrics to provide clearer year-on-year visibility on water performance as capacity grows.

DIESEL AND REFRIGERANTS

Diesel fuel remains essential for backup power generation and resilience testing. In 2025, diesel consumption was tightly controlled and used primarily for testing and emergency preparedness with a **total of 407,000 liters used**.

Refrigerant management continues to be a focus area. In 2025, a total of 1,715kg of refrigerant leakages were reported across Owned and Operated facilities. In 2025, Khazna compiled the refrigerant Global Warming Potential (GWP) inventory for all its assets. Khazna actively monitors refrigerant top-up, improves leak detection, and prioritizes lower refrigerants in new installations.

Case Study

WASTE STREAMS, CIRCULARITY AND DXB8 ZERO WASTE

In 2025, Khazna managed a complex mix of operational waste streams across its data center portfolio, reflecting the scale, criticality, and continuous nature of its operations. Waste is tracked by stream and treatment methods and, in 2025, 400 tons of waste were produced by our data centers.

A defining milestone in Khazna's circularity journey was the achievement of Zero Waste Certification at the DXB8 data center, following an independent, third-party audit by SCS Global Services. The certification verified that DXB8 achieved a 99.55% waste diversion rate from landfill over a 12-month audited period, placing the facility among a very small number of projects globally to exceed a 99% diversion threshold, and the first data center worldwide to reach this level of performance. Diversion was achieved through a balanced mix of recycling, composting, resale, e-waste recovery, and approved recovery pathways, with landfill disposal limited to less than 1% of total waste generated.

This outcome was not driven by a single initiative, but by the implementation of robust operational systems and governance, including site-specific waste management procedures aligned with the SCS Zero Waste Standard, disciplined waste segregation at source, full traceability of downstream waste treatment, and sustained engagement with contractors and waste service providers. Crucially, the certification assessed not only diversion outcomes, but also the strength of underlying controls, documentation, training, and continuous improvement processes, demonstrating that circularity has been embedded into day-to-day operations at the site.



AS SUMMARIZED BY THE DXB8 SITE MANAGER

"Achieving Zero Waste Certification was about changing behaviors on site. When teams understand the impact of their actions and see the results, sustainability becomes part of how the site operates every day."

Building on the DXB8 experience, Khazna launched the Zero Waste & Sustainability Practices campaign in 2025 to translate site-level success into a scalable operational model. The campaign focuses on standardizing core waste management principles across sites, strengthening employee and contractor awareness, and enabling structured knowledge sharing between facilities. This approach allows best practices from DXB8 to be adapted to different operational contexts, supporting Khazna's ambition to progressively scale zero waste operations across its data center portfolio.



OUR
PLANET



GREENHOUSE GAS EMISSIONS: SCOPE 1, 2 AND 3 METHODOLOGY

In 2025, Khazna defined and formalized its greenhouse gas (GHG) accounting methodology and compiled its first company-wide GHG inventory, aligned with the principles of the GHG Protocol. The inventory was prepared under an operational control boundary and covers Scope 1, Scope 2 and relevant Scope 3 categories, reflecting the nature of Khazna’s data center operations and development activities.

Scope 1 emissions primarily arise from on-site fuel combustion in backup generators and from fugitive emissions linked to refrigerant leakage across cooling systems. Scope 2 emissions are dominated by purchased electricity used to operate mechanical cooling loads within data centers, which represent

the most energy-intensive component under Khazna’s direct operational control. Scope 3 emissions account for most of the total footprint and are mainly driven by capital goods, construction materials and activities, fuel and energy related activities not included in Scope 1 and 2, upstream transportation and distribution, and downstream leased assets associated with IT load electricity consumption.

The 2025 GHG inventory establishes Khazna’s first emissions baseline and provides a robust foundation for future target setting, decarbonization planning and regulatory readiness, including alignment with emerging mandatory reporting requirements in the UAE and key international markets.

RESPONSIBLE SITE SELECTION, NATURE AND VALUE-CHAIN IMPACTS

Data center development can create environmental impacts beyond operational energy use, including land-use change, construction-related emissions, biodiversity considerations and supplier impacts. Khazna applies a responsible site selection approach that considers permitting, resilience, environmental sensitivities and community context. As the company expands internationally, Khazna will continue developing its approach to biodiversity and nature stewardship, guided by the mitigation hierarchy of avoiding, minimizing, restoring and, where appropriate, compensating for impacts. Khazna also recognizes that Scope 3 emissions represent a significant part of its footprint. In 2026, the company’s decarbonization roadmap will assess reduction levers across design, procurement, construction materials, supplier engagement, logistics and operational efficiency.

SCOPE	RESULTS (TCO ₂ E)	RESULTS (%)
Scope 1	3,314	0.4%
Scope 2 (MB)	115,818	13%
Scope 3	794,386	87%
Scope 3.1	7,981	1%
Scope 3.2	458,668	58%
Scope 3.3	19,390	2%
Scope 3.4	25,402	3.2%
Scope 3.5	241	0.03%
Scope 3.6	250	0.03%
Scope 3.7	2,671	0.3%
Scope 3.8	27,570	3.5%
Scope 3.13 (MB)	252,212	32%

CLEAN ENERGY PROCUREMENT AND DECARBONIZATION PATHWAY

Recognizing the central role of energy consumption in data center operations, Khazna has placed clean energy procurement at the core of its decarbonization strategy. In 2025, Khazna formally committed to transitioning 100% of its mechanical load to carbon-free electricity by 2035. By 2030, the company aims to have 50% of its mechanical load powered by carbon-free electricity, aligning its long-term energy strategy with global climate goals such as Net Zero and the expectations of hyperscale and enterprise customers.

As a first milestone toward this ambition, Khazna achieved 27.9% clean energy coverage for its mechanical load in 2025, through a combination of renewable electricity sourcing and certified clean energy instruments. This transition directly reduces Scope 2 market-based emissions and lowers Khazna’s exposure to future carbon pricing, regulatory risk and energy cost volatility.

These target focuses on mechanical cooling load as a practical, high-impact lever within Khazna’s operational control, while the company continues to develop its broader decarbonization roadmap across Scope 1, Scope 2 and relevant Scope 3 emissions. This approach positions clean energy procurement not only as an environmental commitment, but also as a strategic enabler for long-term competitiveness, customer alignment and financial resilience.

CLIMATE RISK ANALYSIS AND PORTFOLIO RESILIENCE

In 2025, Khazna completed a comprehensive physical climate risk assessment covering all owned and operated data centers and development sites, using the Alphageo geospatial climate analytics platform. The assessment applied forward-looking climate scenarios based on IPCC pathways to evaluate exposure to both acute and chronic physical climate risks across the portfolio.

The analysis considered a range of climate hazards relevant to Khazna's operating geographies, including extreme heat, drought and water stress, urban flash flooding, coastal flooding, inland flooding, grid stress and compound climate events. Each site was assessed not only for hazard exposure, but also for existing resilience measures, allowing

Khazna to develop a resilience-adjusted risk profile at both asset and portfolio level.

The outcomes of the climate risk analysis are used to inform operational planning, capital allocation, insurance considerations and business continuity planning. Importantly, the assessment also supports the integration of climate resilience into new developments and major upgrades, ensuring that future assets are designed to withstand evolving climate conditions over their full lifecycle.



SUSTAINABLE CONSTRUCTION AND LEED GOLD REQUIREMENTS

For new developments, Khazna requires project stakeholders — including contractors, design teams and consultants — to align with LEED v5, or the most current version of the internationally recognized LEED rating system. Under Khazna policy, all new projects are required to achieve a minimum LEED Gold rating.

To support this requirement, LEED prerequisites and mandatory requirements are assessed at the earliest stages of project planning. Any risks to certification are identified, escalated and formally documented so they can be addressed before they affect the project's design, procurement or delivery pathway. This reinforces Khazna's sustainability-by-design approach by embedding environmental performance, resilience and responsible construction into the project lifecycle from the outset.

Case Study

UAE-US AI CAMPUS

Climate Risk Informed Master Planning

The first 200MW of development at the UAE-US AI Campus provides a clear example of how climate risk considerations are integrated into Khazna's project planning and design processes. For the master plan, a dedicated climate risk assessment was conducted at an early stage, using climate risk scenario analysis to evaluate site-specific exposure under multiple climate scenarios.

The assessment examined physical risks such as extreme heat, flooding and water stress over medium- and long-term time horizon and informed the integration of resilience measures into the overall master plan. These

considerations support decisions related to site layout, drainage, cooling system design, equipment specifications and long-term operational resilience.

By embedding climate risk assessment at the master planning stage, Khazna ensures that new developments are not only energy efficient and sustainable, but also robust against future climate impacts, safeguarding asset value and operational continuity.





OUR
PEOPLE

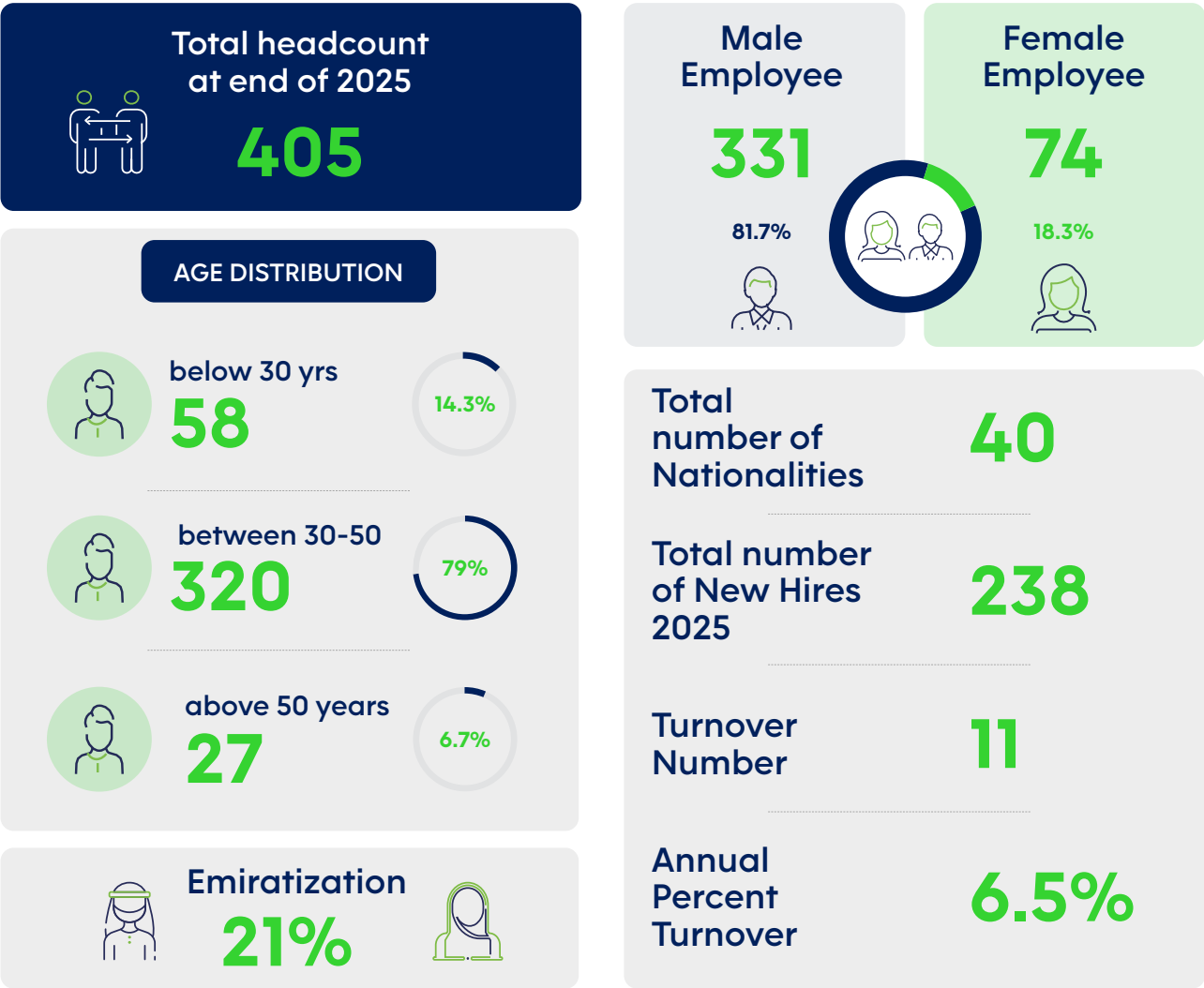
WORKFORCE OVERVIEW

At the end of 2025, Khazna employed a total workforce of 405 permanent employees, operating across multiple geographies including the UAE, Saudi Arabia and Singapore, reflecting the company's expanding regional and international footprint. During 2025, Khazna welcomed 238 new hires across its operations.

The workforce is diverse, representing 40 nationalities, and spans a broad range of age groups, supporting knowledge continuity, innovation and operational resilience. Of the total workforce, 331 employees are male and 74 are female. Employees aged between

30 and 50 years represent most of the workforce (320 employees), while 58 employees are under 30 and 27 employees are above 50, ensuring a balance between emerging talent and experienced professionals.

Khazna's people strategy is built around creating a safe, inclusive and high-performing workplace that supports business growth while contributing positively to national workforce development agendas in the UAE, Saudi Arabia and Singapore.



HEALTH & SAFETY: PROTECTING LIVES ACROSS OPERATIONS

Health and safety are a foundational priority for Khazna and a core enabler of our ambition to be the safest data center constructor and operator and an employer of choice. Operating in an environment that combines complex construction activities with mission-critical digital infrastructure, Khazna applies a proactive, risk-based approach to health and safety across both construction and operational phases.

Khazna operates under a comprehensive ISO 45001:2018 certified Health and Safety Management System, designed to systematically identify hazards, assess risks, and implement preventive and corrective controls across all sites and activities. This system is complemented by strong leadership engagement, workforce training, and continuous monitoring to ensure that safety performance is embedded into day-to-day construction activities, operations and decision-making processes.

In 2025, Khazna strengthened its health and safety governance and maturity by engaging the British Safety Council (BSC) as an independent, internationally recognized partner. This engagement focused on conducting a comprehensive Health, Safety and Environment (HSE) gap analysis covering operational facilities and active construction sites, benchmarked against the British Safety Council's Five Star Occupational Health and Safety Audit framework.

The BSC gap analysis assessed Khazna's HSE leadership culture, management systems, policies, procedures, and underground practices. The assessment resulted in a structured diagnostic report that prioritized gaps based on risk level and maturity, providing Khazna with a clear and actionable improvement roadmap. Building on this assessment, Khazna initiated the definition of

a multi-year HSE roadmap in collaboration with the British Safety Council, aimed at strengthening governance, standardizing procedures, and progressively improving safety performance across all functions and sites.

Alongside system strengthening, Khazna places strong emphasis on workforce engagement and prevention. Health and safety training, leadership visibility, and clear accountability structures are used to reinforce safe behaviors and empower employees and contractors to actively contribute to a safe working environment. This approach has supported strong safety performance outcomes across Khazna's Operations teams, including the delivery of over 3.2 million manhours without a Lost Time Incident, while our construction business registered an LTIFR of 0.097 despite more than 20 Million hours delivered.

Looking ahead, Khazna's health and safety journey is focused on moving beyond compliance toward excellence. Through the continued partnership with the British Safety Council, the company aims to achieve and maintain high levels of HSE maturity across construction and operations, reinforcing a culture where safety is inseparable from operational performance, employee well-being, and long-term value creation.

Khazna's people responsibilities extend beyond direct employees to contractors and workers across construction and operations. The company applies health and safety standards, site-level training, contractor engagement and compliance processes to support safe working conditions across its operational footprint. As Khazna expands, it will continue strengthening expectations relating to contractor welfare, labor standards and responsible supply chain practices.

Case Study

SAFETY IN HEAT CAMPAIGN

In recognition of the specific risks associated with working in high temperature environments, Khazna NexOps rolled out a comprehensive Safety in Heat campaign during May 2025, covering all operational sites. The campaign focused on prevention, awareness and compliance with UAE regulatory requirements.

Key initiatives included Safety in Heat training sessions for all employees, the deployment of rollup banners and Khanabad safety posters across sites, and the distribution of electrolytes, hand sleeves and sun protection helmet covers to the workforce. These measures were complemented by strict compliance with the UAE Midday Break regulations, ensuring protection for outdoor workers during peak summer hours.

The campaign reinforced a strong safety culture across both construction and operational teams and highlighted Khazna's commitment to proactive risk prevention.

	MANHOURS (MILLION OF HOURS)	LOST TIME INJURY FREQUENCY RATE
Khazna Operations	3.2	0
Khazna Contractors	17.4	0.12
Total	20.6	0.097

TRAINING AND AWARENESS

Khazna views learning and awareness as essential enablers of safety, performance and long-term business success. In 2025, the company strengthened its training approach by focusing on both technical competence and polycentric capabilities.

A structured learning framework was developed to address different organizational levels, with targeted programs for managers, senior leaders and executive leadership. Management and leadership development journeys, including Ignite (for managers) and Lead (for senior leaders), were launched to strengthen leadership capability, communication, decision-making and collaboration in a rapidly scaling organization.

In parallel, technical and operational training continued across data centers, supported by ongoing site based HSE training, electrical safety certification programs and role specific competency assessments. Safety training is embedded into daily operations, ensuring that only trained and competent personnel perform critical tasks.

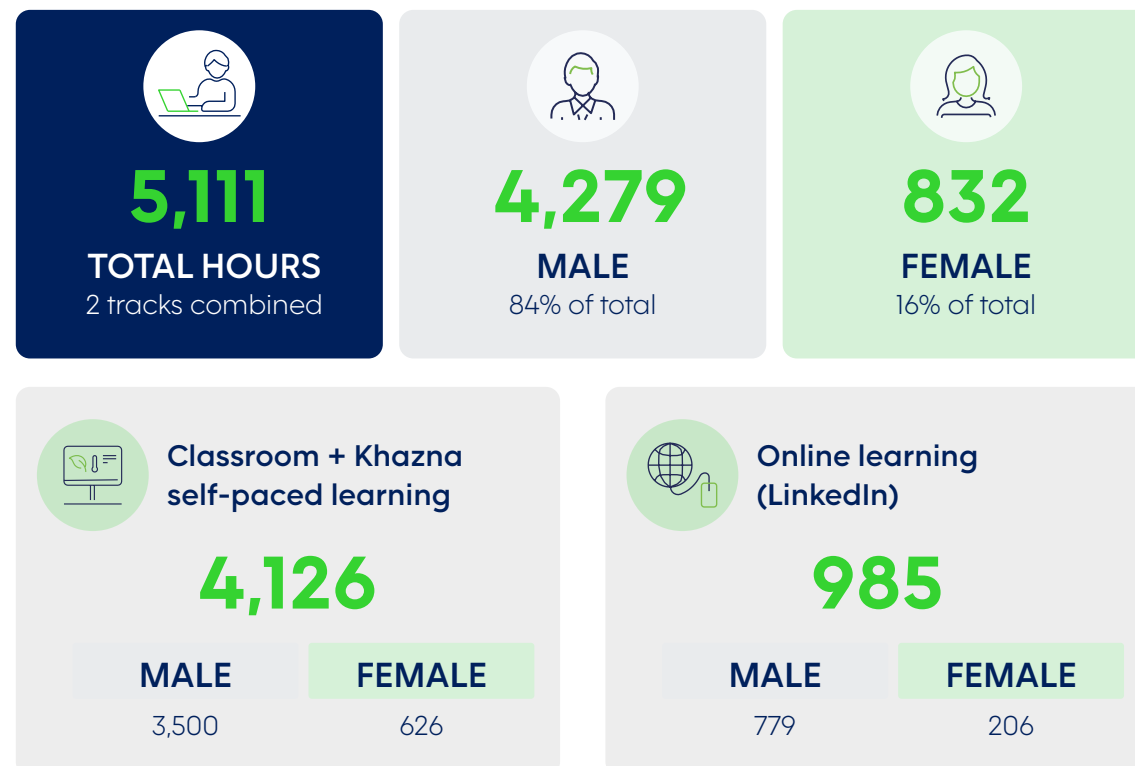
To foster a culture of continuous learning, Khazna also provides access to LinkedIn Learning for all employees and regularly promotes learning opportunities aligned with strategic priorities, including ESG awareness, leadership skills and technical development. During 2025, Khazna delivered more than 5,000 hours of training to support employee growth and development. Khazna's approach to workforce development is centered on creating

an environment where safety, inclusion, well-being, and performance reinforce one another.

Beyond formal management systems and policies, Khazna focuses on strengthening leadership capability, employee engagement, and continuous learning to ensure that people at all levels are equipped to operate safely, collaborate effectively, and perform at their best.

As part of this commitment, Khazna has launched a mentoring program designed to support knowledge sharing, leadership development, and cross-functional collaboration across the organization. The program connects employees across different roles, functions, and seniority levels, enabling the transfer of experience, practical insights, and organizational values. By fostering trusted relationships and open dialogue, the mentoring program supports individual growth while reinforcing a culture of accountability, inclusion, and mutual support.

The mentoring initiative complements Khazna's broader people development efforts, which include structured training, leadership development programs, and engagement initiatives aimed at building a resilient and future-ready workforce.



ENGAGEMENT AND WELL-BEING

At Khazna, people are recognized as the company’s greatest asset, and their well-being is a top priority. In 2025, Khazna strengthened its well-being agenda by integrating physical, mental, social, and financial well-being into a coordinated program of activities, expanding its offerings to ensure a holistic approach to employee support.

Khazna measures employee engagement through Gallup employee engagement surveys, providing an independent and globally recognized assessment of workforce sentiment, well-being, and performance drivers. In the latest survey, 92% of Khazna employees participated, reflecting a high level of involvement and commitment across the organization. Khazna achieved a Gallup engagement score of 4.22, representing a remarkable 0.17 year-on-year improvement, indicating strengthening employee engagement and a positive trajectory in workplace culture. Survey insights are used to inform leadership discussions and guide people-focused actions aimed at reinforcing a safe, inclusive, and high-performance working environment.

To celebrate World Day for Safety and Health at Work, Khazna launched a Medical Health Checkup Initiative for operations employees in partnership with Athalia Hospital, Abu Dhabi, featuring general, vision, dental, and wellness screenings. The company also hosted health-related webinars throughout the year, such as World Heart Day (55 attendees), Desk Top Yoga (50 attendees), Financial Awareness (75 attendees), and a World Diabetes Day session.

Physical well-being was encouraged through the 30x30 Steps Challenge during the Dubai Fitness Challenge, with 150 participants, supporting national fitness goals. Social well-being was fostered via community events including Emirati Women’s Day, the Men’s Stache Challenge for men’s health, and Pinktober breast cancer awareness, promoting unity within the organization.

Khazna placed strong emphasis on ongoing performance management and staff development. Throughout the year, employees and managers participated in various workshops tailored to each phase of the performance cycle: goal setting (both general and for new joiners), mid-year check-ins, with separate sessions for managers and employees, individual development plan workshops for both groups, and end-year evaluations. These workshops promoted clarity, alignment, and growth opportunities, underscoring Khazna’s dedication to fostering a high-performance culture.

These initiatives reflect Khazna’s commitment to creating a healthy, supportive, and inclusive working environment where employees can thrive both professionally and personally.



DIVERSITY, INCLUSION AND EMIRATIZATION

Khazna is committed to fostering a diverse and inclusive workplace that reflects the communities in which it operates and supports national development priorities. With employees of 40 nationalities, diversity is embedded across the organization, bringing a wide range of perspectives, experiences and skills.

Emiratization is a key pillar of Khazna’s people strategy in the UAE. The company continues to invest in Emirati talent development through targeted recruitment, career development and leadership opportunities. In 2025 21% of the workforce was Emirati. Initiatives such as the Forsa program support inclusion, belonging and professional growth, while dedicated events, including Emirati Women’s Day celebrations, highlight the role of women in shaping Khazna’s future.

In support of long-term talent development, Khazna has also designed and launched a first-of-its-kind graduate training program focusing on new engineering graduates, developed during 2025 and implemented in 2026, aimed at building future capabilities, supporting national agendas and addressing critical skill shortages in the data center industry. This program extends across the UAE and supports Khazna’s international expansion, ensuring a sustainable pipeline of skilled professionals.



OUR
COMMUNITIES



Our approach is grounded in respect, inclusion, and collaboration.

At Khazna, community engagement is a core part of how we operate responsibly and build long-term value in the markets where we are present. Our approach is grounded in respect, inclusion, and collaboration, recognizing that meaningful engagement with communities strengthens trust, supports well-being, and reinforces our social license to operate. In 2025, we focused on structured volunteering, partnerships with trusted local organizations, and initiatives that connect employee well-being with positive social impact.

Volunteering remains a key expression of Khazna's values, enabling our employees to actively contribute their time and skills to causes that matter locally. Throughout the year, Khazna colleagues participated in a range of initiatives addressing environmental stewardship, social solidarity, and community well-being. In January, 25 employees took part in a desert cleanup initiative, contributing a total of 100 volunteering hours to help preserve local ecosystems and raise awareness around responsible waste management. During the month of Ramadan in March, 24 volunteers dedicated 96 hours to a meal packing initiative supporting food security, reflecting Khazna's commitment to solidarity and social responsibility during the Holy Month.

In July, Khazna hosted a Terrarium Building Workshop in collaboration with Goumbook, engaging 23 employees in an initiative that combined community engagement with workplace well-being. This activity reflected Khazna's belief that healthy communities start with healthy environments. By incorporating natural elements into the workplace, Khazna aims to promote cleaner air, reduce stress, and enhance focus and productivity. Plants not only enrich office spaces aesthetically but also contribute to a healthier and more balanced working environment, reinforcing the link between environmental awareness and employee well-being.

In October, Khazna marked Pinktober through a Fair Care Kit Packing activity in partnership with Goumbook, with 15 employees contributing 60 volunteering hours. The initiative supported vulnerable women across the UAE by providing essential hygiene items, reinforcing Khazna's commitment to community well-being and women's health. Through Goumbook collaboration with the Dubai Foundation for Women and Children and Majlis Al Amal under the Al Jalila Foundation, these kits were distributed to those most in need, ensuring that the initiative delivered tangible and meaningful impact.

Beyond volunteering, Khazna recognizes the importance of collaboration and capacity building as part of its community engagement approach. In 2025, Khazna strengthened its commitment to skills development within the digital infrastructure ecosystem by collaborating with the International Data Center Authority to support the creation of specialized data center training programs. This collaboration contributes to knowledge sharing, workforce development, and the long-term resilience of the data center sector, aligning community impact with Khazna's core business and future growth.

Through these initiatives, Khazna's community engagement in 2025 went beyond one-off activities, reflecting a consistent and values-driven approach to social impact. By combining volunteering, strategic partnerships, and skills development, Khazna seeks to create shared value for communities, employees, and the broader digital infrastructure ecosystem, while laying the foundation for a more structured and scalable community engagement framework in the years ahead.

As Khazna enters new markets, community engagement will increasingly focus on earning and maintaining social license to operate. This includes early stakeholder engagement around major developments, transparent communication on local impacts, consideration of local economic value, ongoing grievance channels, and collaboration with local institutions and partners.



Reflecting a consistent and values-driven approach to social impact.



FUTURE OUTLOOK

As Khazna continues to scale its digital infrastructure footprint, 2026 represents a pivotal year to reinforce the foundations of its sustainability strategy and accelerate tangible environmental performance improvements. Building on the progress achieved to date, Khazna's near-term focus will center on clean energy deployment, high performance design standards, and the development of a structured decarbonization roadmap that clearly addresses emissions across the value chain.

A key priority for 2026 is increasing the share of clean energy used to power mechanical and cooling loads across Khazna's operations. The company is targeting 30% clean energy sourcing for cooling systems, reflecting the significant role that mechanical load plays in overall data center energy consumption. This effort will be supported by the progressive adoption of energy efficient cooling technologies, optimization of existing systems, and the integration of renewable electricity where feasible. In parallel, Khazna will continue to evaluate clean energy solutions for existing sites and new markets, ensuring that energy strategies are embedded early in the design and development phases.

Following the successful award of solar projects, 2026 will mark the start of implementation of these assets, translating clean energy commitments into operational delivery. These projects will contribute directly to reducing reliance on grid electricity and lowering operational emissions, while strengthening Khazna's long-term energy resilience. As projects move from planning to execution, Khazna will focus on robust project governance, performance monitoring, and integration with site-level energy management systems to maximize impact and reliability.

Sustainable design and operational efficiency will remain central to Khazna's development approach. In 2026, Khazna will continue to ensure that all future buildings are LEED certified, reinforcing a consistent standard for environmental performance across its portfolio. Beyond certification, the focus will be on achieving the highest feasible levels of energy and water efficiency, advanced building systems, and digital monitoring tools. This approach reflects Khazna's commitment to moving beyond compliance toward performance driven sustainability outcomes.

To support long-term climate ambitions, Khazna will also prioritize the development of a comprehensive decarbonization roadmap in 2026. This roadmap will clearly articulate emissions reduction pathways across Scope 1, Scope 2, and Scope 3, identifying key reduction levers, dependencies, and timelines. The roadmap will build on the company's established GHG inventory and provide a structured framework to assess reduction potential from clean energy procurement, operational efficiency, low-carbon design, supplier engagement, and logistics optimization.



In 2026, Khazna will assess the introduction of water-intensity reporting, including WUE where appropriate, and evaluate site-level water efficiency improvements as part of its broader resource stewardship agenda. By clarifying where the most material reduction opportunities sit across the value chain, the roadmap will guide investment decisions and enable more transparent tracking of progress over time.

Taken together, these priorities position 2026 as a year of execution and consolidation. By increasing clean energy sourcing for mechanical loads, activating awarded solar projects, embedding high performance standards into future developments, and defining a clear decarbonization pathway, Khazna aims to strengthen its environmental foundations and prepare for more ambitious impact targets in the years ahead. This forward-looking approach ensures that sustainability remains tightly integrated with business growth, operational resilience, and long term value creation.

In parallel, Khazna will continue strengthening ESG reporting maturity, including improved data quality, governance, methodology, internal controls and future assurance readiness. As the company expands internationally, Khazna will also assess how its reporting approach should evolve in line with stakeholder expectations in new markets.



TABLE OF CONTENTS IN REFERENCE TO GRI STANDARD



GRI CONTENT INDEX

STATEMENT OF USE	Khazna Data Centers has reported with reference to the GRI Standards for the period January 1, 2025, to December 31, 2025.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	N/A (None currently applicable for Data Centers)

This first ESG Report has not been externally assured in full. Khazna will assess opportunities to progressively introduce external assurance over future reporting cycles as ESG data systems, governance and reporting maturity continue to develop.

1. GENERAL DISCLOSURES

GRI STANDARD	DISCLOSURE	LOCATION/NOTES
GRI 2: General Disclosures 2021	2-1 Organizational details	About Khazna → Company Overview and Footprint
	2-2 Entities included in sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-4 Restatements of information	Not Applicable – first report published
	2-5 External assurance	Khazna has been publishing its first report in reference to GRI -
	2-6 Activities, value chain and other business relationships	About Khazna
	2-7 Employees	Our People → Workforce Overview
	2-9 Governance structure and composition	Governance, Ethics and Oversight
	2-12 Role of highest governance body in overseeing impacts	Governance, Ethics and Oversight
	2-13 Delegation of responsibility for managing impacts	Governance, Ethics and Oversight
	2-15 Conflicts of interest	Governance
	2-22 Statement on sustainable development strategy	CEO Letter + Wired for Impact – Strategy & Targets
	2-23 Policy commitments	Governance → Ethics, Compliance and Responsible Business Conduct

2. MATERIAL TOPICS

GRI STANDARD	DISCLOSURE	LOCATION/NOTES
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment → Methodology
	3-2 List of material topics	Materiality Assessment → Material Topics

3. TOPIC-SPECIFIC DISCLOSURES

MATERIAL TOPIC	GRI STANDARD	DISCLOSURE	LOCATION
Energy Management	GRI 302: Energy 2016	302-1 Energy consumption within the organization	Our Operations
Water & Wastewater	GRI 303: Water 2018	303-3 Water withdrawal	Our Operations
Emissions	GRI 305: Emissions 2016	305-1 Scope 1, 305-2 Scope 2, 305-3 Scope 3	Our Planet
Waste	GRI 306: Waste 2020	306-3 Waste Generated	Our Operations
Labor Practices	GRI 401: Employment 2016	401-1 New employee hires and turnover 401-2 Benefits provided to full-time employees: (i) Life Insurance (ii) Healthcare (iii) Disability and Invalidity Coverage (iv) Parental Leave (v) Retirement Provision	Our People + annex Data
Health & Safety	GRI 403: OHS 2018	403-9 Work-related injuries	Our People
Training	GRI 404: Training 2016	404-1 Average hours of training per employee	Our People
Diversity & Inclusion	GRI 405: Diversity 2016	405-1 Diversity of governance bodies/employees	Governance Framework and Oversight Our People

ANNEX – ADDITIONAL DATA

Parental Leave

Total number of females who are entitled to parental leave - maternity	Head Count	38
Total number of males who are entitled for parental leave - paternity	Head Count	266
Total number of females who took parental leave - maternity	Head Count	1
Total number of males who took parental leave - paternity	Head Count	19
Total number of females who returned to work in the reporting period after their parental leave - maternity ended.	Head Count	1
Total number of males who returned to work in the reporting period after their parental leave - paternity ended.	Head Count	19
Retention rate of females who availed parental leave	%	100%
Retention rate of males who availed parental leave	%	100%

KHAZNA AND SUSTAINABLE DEVELOPMENT GOALS

SDG	WHY IT MATTERS FOR KHAZNA (LINK TO OUR BUSINESS)	2025 ACTIONS & MEASURABLE HIGHLIGHTS (EXAMPLES)	WHERE COVERED IN THE REPORT
SDG 7 – Affordable & Clean Energy	Data centers are electricity-intensive; clean energy sourcing and on-site renewables are core levers for reducing Scope 2 emissions and aligning with customer expectations.	27.9% of mechanical-load electricity covered by carbon-free electricity in 2025, enabled by 13,849 MWh on-site solar and 55,000 MWh covered via certificates (IRECs/CECs). Long-term commitment includes 100% carbonfree electricity for mechanical load by 2035.	Our Operations (Electricity & clean energy), Our Planet (Clean energy procurement).
SDG 13 – Climate Action	Climate change creates both transition and physical risks for long-life infrastructure; emissions measurement, reduction levers, and resilience planning protect long-term value and continuity.	Khazna formalized its GHG methodology and compiled its first Scope 1, 2 and relevant Scope 3 inventory in 2025; completed a portfolio physical climate risk assessment; and will develop a comprehensive decarbonization roadmap in 2026 for long-term Net Zero alignment.	Our Planet (GHG inventory; climate risk analysis; decarbonization pathway).
SDG 6 – Clean Water & Sanitation	Data center cooling and site operations require water stewardship—especially in water-stressed regions—through efficiency and non-potable substitution.	Total water use across owned facilities ~393,000 m³ (2025). 19.8% of cooling water needs met through treated sewage effluent (TSE) reuse; 19 data centers equipped with adiabatic free cooling, supporting reduced potable water reliance; leak detection and water-efficient fixtures embedded in new builds.	Our Operations (Water consumption & stewardship; adiabatic free cooling; TSE).
SDG 12 – Responsible Consumption & Production	Circularity and responsible waste management reduce operational impacts and support customer/investor expectations for credible environmental performance.	Managed ~400 tons of operational waste in 2025; achieved Zero Waste Certification at DXB8 with 99.55% diversion rate verified via third-party audit; launched a campaign to scale zero waste practices across sites.	Our Operations (Waste streams, circularity, DXB8 zero waste case study).
SDG 9 – Industry, Innovation & Infrastructure	Khazna enables the “intelligence grid” through resilient digital infrastructure; innovation in cooling and design improves efficiency and future-readiness.	High-density and efficiency design focus includes: designed PUE ≤ 1.5 for new data centers; liquid cooling case study (Ajman) to support next-generation AI workloads; modular design and optimized building systems referenced within Wired for Impact.	About Khazna (role in intelligence grid), Our Operations (PUE; cooling innovation; liquid cooling case study).

SDG	WHY IT MATTERS FOR KHAZNA (LINK TO OUR BUSINESS)	2025 ACTIONS & MEASURABLE HIGHLIGHTS (EXAMPLES)	WHERE COVERED IN THE REPORT
SDG 8 – Decent Work & Economic Growth	Safe, skilled workforces and strong labour practices are essential in high-risk construction and mission critical operations.	Operates an ISO 45001:2018 certified H&S management system; reported construction LTIFR (0.097 total, with operational sites at 0 LTI in the included table); delivered 5,000+ training hours and launched a mentoring program to support development and performance.	Our People (Health & safety; training; mentoring).
SDG 3 – Good Health & Well-being	Employee well-being supports safe operations and performance culture—particularly across distributed sites and fast growth.	Employee engagement measured through Gallup: 4.22 score with 0.17 YoY improvement and 92% participation; well-being initiatives include health checkups and webinars (e.g., heart health, diabetes), plus physical well-being challenges.	Our People (Engagement & well-being).
SDG 5 – Gender Equality	Inclusive growth strengthens talent pipelines and leadership capability, supporting long-term business resilience and national development agendas.	Workforce disclosure includes 74 female and 331 male employees (end 2025) 21% of the workforce is Emirati. Khazna also sets forward-looking ambition in its ESG targets (e.g., women in senior roles by 2035).	Our People (Workforce overview; diversity context).
SDG 16 – Peace, Justice & Strong Institutions	Strong governance, ethics, and speak-up mechanisms support trust, compliance, and responsible business conduct across a global value chain.	Governance framework includes Board oversight (seven non-executive members), Code of Conduct and ethics policies, conflict of interest controls, and a multichannel grievance/speak-up system including an independent platform.	Governance, Ethics and Oversight.
SDG 17 – Partnerships for the Goals	Partnerships help scale impact in community engagement, training, and independent verification of ESG performance.	Examples include collaboration with Dubai Municipality for TSE supply, third-party SCS Global Services audit for Zero Waste Certification, engagement with British Safety Council for HSE gap analysis, and community partnerships such as Goumbook plus sector capability building (International Data Center Authority collaboration).	Our Operations (TSE; zero waste audit), Our People (BSC), Our Communities (partners & programs).

