IONOS

IONOS GROUP SE

Sustainability Report 2025

CONTENTS

FOREWORD

As a leading international digitalization partner and reliable cloud enabler, we are aware of our responsibility as a corporate citizen. Sustainability is a core element of our corporate ethos, guiding our commitment to not only reduce our environmental footprint but also to cultivate a culture of inclusivity and digital responsibility. Our data centers, powered by 100% renewable electricity, have embodied our dedication to environmental sustainability and energy efficiency for many years.

In 2025, we continued to build on this foundation. We made further progress in delivering on our climate strategy, including the rollout of renewable fuels across 6 of our data centers. We also extended our climate targets to 2045 and across the value chain, ensuring our climate strategy remains forward looking. In addition to our externally certified energy & environmental management systems, this marks another step in our ongoing commitment to sustainability.

We remain deeply committed to fostering inclusivity within our organization. Our belonging & inclusion program continues to evolve, with mandatory training for all managers and the development of a new female leadership program. These initiatives reinforce our focus on building an inclusive workplace where innovation thrives, reflecting the diverse communities and customers we serve.

We continue to strengthen our focus on the future of technology by aligning artificial intelligence (AI), open-source technologies and digital sovereignty within a single vision. Our AI Academy equips employees with the skills needed in this rapidly developing field. At the same time, an expanding portfolio ranging from specialized assistants to high performance GPU infrastructure supports customers in adopting AI securely. By using open standards and cloud services developed and operated in Europe, we ensure data sovereignty and long-term flexibility for our customers.

Recognizing that a sustainable and equitable digital landscape requires a broader approach, we are steadfast in our commitment to our five pillars of sustainability: Planet, People, Digital Responsibility, Customer and Responsible Governance. Our journey towards integrating sustainability into every aspect of our operations is ongoing, and we are committed to investing in initiatives that bring us closer to achieving our comprehensive sustainability objectives.

Sincerely,

Achim Weiß

CEO, IONOS Group SE

KEY ESG FIGURES

	2021	2022	2023	2024	2025
PLANET (DATA CENTERS)					
Share of renewable electricity (%)	100	100	100	100	100
Share of renewable energy (%)	99.4	99.3	99.2	99.3	99.8
Energy consumption (MWh)	115,022.9	120,700.7	120,962.0	115,004.0	113,016.9
Energy intensity (MWh/€ revenue million)	104.3	93.4	85.0	92.1	85.8
Carbon intensity[1] (tonnes/€ revenue million)	0.18	0.18	0.25	0.22	0.07
Energy management system ISO 50001 coverage (%)	100	100	100	100	100
Environmental management system ISO 14001 coverage (%)	n/a	n/a	9.1	100	100
Power Usage Effectiveness (PUE) weighted	1.47	1.46	1.43	1.39	1.37
Carbon Usage Effectiveness (CUE)	n/a	n/a	0.002	0.003	0.002
Water Usage Effectiveness (WUE)	n/a	n/a	0.02	0.003	0.00003
Percentage of waste recycled and reused (%)	n/a	n/a	96.7	96.2	93.0

1) In 2023, we expanded the carbon footprint scope to include refrigerant emissions from data centers.

	2023	2024	2025
PLANET (OFFICES)			
Share of renewable electricity (%)	82.0	87.7	83.0
Energy consumption (MWh)	6,569.5	6,975.8	5,875.1
PLANET (ALL OWN FACILITIES)			
Share of renewable electricity (%)	99.5	99.5	99.5
PEOPLE			
Employee headcount	4,364.0	4,037.0	4,305.0
% Women overall	31.0	31.3	32.1
Women in management (%)	26.0	24.9	21.3
Number of nationalities	72	74	78
Adjusted gender pay gap %	1.6	2.4	2.3
Managers trained on diversity (%)	75.8	81.0	81.0
Average tenure by years	6.5	7.7	7.3

	2023	2024	2025
DIGITAL RESPONSIBILITY			
Information security management system coverage (%)	97.4	97.2	100.0
Employees trained on Information Security (%)	n/a	87.0	78.0
Employees trained on Data Protection (%)	n/a	85.4	78.4
RESPONSIBLE GOVERNANCE			
Employees trained on Code of Conduct (%)	83.5	77.6	84.3
Employees trained on Anti-Bribery & Corruption (%)	83.5	77.6	84.3

Additional details on the KPIs can be found in the Facts & Figures section of this report.

IONOS BUSINESS MODEL

IONOS is a global digitalization partner and reliable cloud enabler for small and medium-sized businesses (SMBs), as well as individual users (such as freelancers) and larger enterprise customers. To support this, IONOS offers a comprehensive product portfolio in the areas of Web Presence & Productivity, as well as Cloud Solutions. This portfolio is backed by top-notch customer support and infrastructure.

The products and solutions are developed in IONOS' own development centers or in cooperation with partner companies and operated on an infrastructure with over one million processor cores in 29 data centers, including 9 owned data centers.

In the Web Presence & Productivity area, IONOS offers professional solutions for online presence, such as domain registration, web hosting, website builders with AI support, and dedicated servers. This is supported by additional productivity products (such as e-commerce, email, and marketing applications) and supplementary services like search engine optimization, business applications, and storage and security solutions.

We promote the product portfolio to specific customer groups through a range of brands that complement the IONOS brand. These brands including STRATO, arsys, fasthosts, home.pl and World4You each occupying a different position in the market. In addition, we operate specialist brands such as United Domains and InterNetX, which have deep domain expertise and provide professional services for active domain management.

With a focus on SMEs in the area of web presence and productivity, IONOS operates in a market characterized by a highly fragmented customer base. From a product perspective, these customers typically rely on IONOS's offerings, as they are essential for sales or sales support. In most cases, the products account for only a minor portion of an SME's overall costs and are usually paid for on a monthly basis.

The Cloud Solutions offering includes both public and private cloud solutions with a wide range of services in the areas of Infrastructure-as-a-Service (IaaS), Platform-as-a-Service (PaaS), and Software-as-a-Service (SaaS).

IONOS focuses on providing scalable and high-performance cloud services for SMBs and large customers who are looking for flexible and cost-effective solutions for their web presence and productivity. IONOS' customized Virtual Private Servers, Cloud Servers, and PaaS, IaaS, and SaaS offerings are crucial for the smooth operation and rapid growth of these businesses, with modern hardware and reliable support providing a solid foundation for their digital success.

The AdTech business area, especially in the second half of 2025, has responded to changing market conditions by moving away from the secondary market for domain usage and trading and toward a platform that monetizes traffic, thus becoming part of the digital-advertising market. At the same time, this development has moved AdTech further away from IONOS's core business.

In September 2025, the Management Board of IONOS Group SE decided to put Sedo GmbH, along with its subsidiaries ("Sedo"), and thus the AdTech business area, up for sale. The overarching objective is to focus management entirely on the core business areas of "Web Presence & Productivity" and "Cloud Solutions."

The planned change of ownership is intended to allow Sedo to better leverage the diverse opportunities of the AdTech business and continue to develop positively.

OUR APPROACH

SUSTAINABILITY FRAMEWORK

IONOS is committed to embedding sustainability into our business practices because we view this as a long-term creator of value and as a win-win, not only for our business but also for the environment, our employees, our customers, and the communities where we operate.

Our sustainability approach is aligned within five distinct pillars:

- **Planet**:
  We embed environmental sustainability across our operations to continuously reduce our environmental impact.
- **People**:
  We are committed to fostering a diverse and inclusive culture, where employees are valued and can grow professionally while striving to create a great place to work.
- **Digital Responsibility**:
  We are committed to ensuring the highest standards for data privacy and information security, while contributing to a safe and accessible web.
- **Customer**:
  We empower and enable small businesses and entrepreneurs to be successful online and strengthen accessibility and sovereignty in digital environments.
- **Responsible Governance**:
  We enforce stringent governance standards to ensure responsible business practices, aligning with our sustainability commitments.

The United Nations Sustainable Development Goals (SDGs) represent a commitment to deliver on global goals for people and the planet by 2030. To support the advancement of sustainable development, IONOS has identified and prioritized four SDGs which align with our business model, sustainability management and where we can have the greatest impact.

- **Climate Action SDG 13:**
  We take urgent action to combat climate change by reducing our carbon emissions and environmental impact from our data center operations.
- **Gender Equality SDG 5**:
  We commit to achieving gender equality and empowering women through a culture of inclusion, increasing women in leadership as well as technical roles.
- **Decent Work and Economic Growth SDG 8**:
  Promoting inclusive and sustainable economic growth by empowering individuals, entrepreneurs, and SMB´s and helping them to succeed online.
- **Industry, Innovation and Infrastructure SDG 9**:
  Building resilient infrastructure and fostering innovation through our sovereign data center infrastructure as facilitators for economic growth and connectivity.

Memberships, Partnerships & External Sustainability Commitments

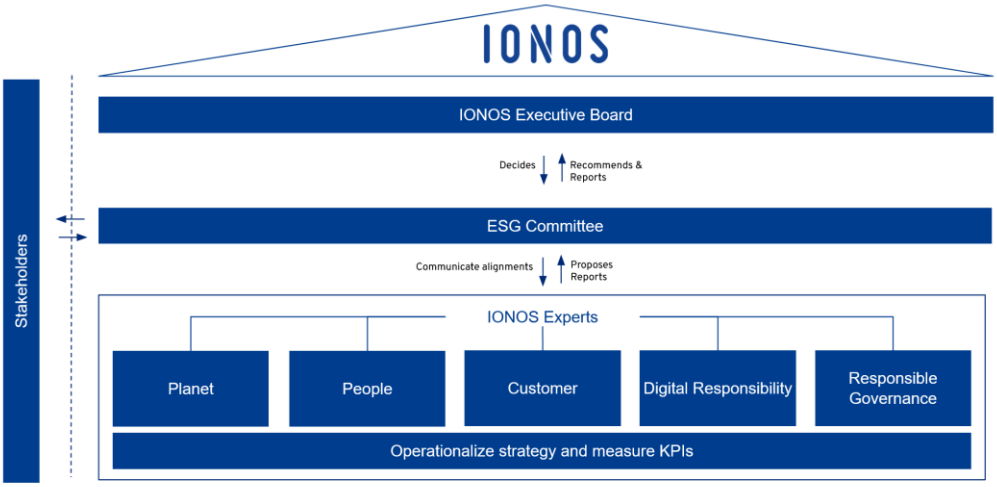
- Carbon Disclosure Project
- Charter of Diversity
- Gaia-X Technical Committee

SUSTAINABILITY MANAGEMENT

IONOS has integrated Environmental, Social, and Governance (ESG) management into its business operations and strategic planning. The Chief Financial Officer (CFO) of IONOS Group SE holds primary responsibility for ESG matters within the organization. The board of IONOS Group SE convenes quarterly to discuss ESG, covering various areas such as strategy formulation and target setting.

To ensure effective implementation and oversight of sustainability initiatives, IONOS has established a dedicated ESG Team, which reports directly to the CFO. This team plays a key role in advising and supporting various departments across the organization in aligning their activities with ESG objectives.

The execution of ESG objectives is supported by a cross-functional ESG Committee comprising the ESG Team, Investor Relations, and the TechOps Sustainability Team. The TechOps Sustainability Team operates within the structure of the company's environmental and energy management systems. Investor Relations works with the ESG Team to align on external stakeholder topics. The ESG Team engages with various departments to drive initiatives across all core ESG pillars: Planet, People, Digital Responsibility, Responsible Governance, and Customer. Regular bi-monthly meetings between the ESG Team, TechOps Sustainability Team, and Investor Relations ensure comprehensive integration of ESG-related topics.



OUR TARGETS

In alignment with our sustainability framework, we have defined targets linked to our ESG pillars, material topics, and strategic objectives. These serve as the foundation for driving our sustainability initiatives. Targets and actions are reviewed annually for appropriateness and alignment with evolving sustainability criteria. Progress is measured through Key Performance Indicators (KPIs), enabling us to maintain a clear focus on achieving our sustainability objectives.

Planet targets

Scope 1 & 2 decarbonization targets

TARGET TYPE	TARGET	TARGET YEAR	BASELINE
Near-Term	65% reduction in Scope 1 & 2 emissions across all own operations	2030	2023
Long-Term	85% reduction in Scope 1 & 2 emissions across all own operations	2045	2023

Supporting targets for Scope 1 & 2 decarbonization

OPERATIONS	TARGET	2025 STATUS
DATA CENTERS	100% renewable electricity use long-term	100%
	55% reduction in diesel & refrigerant emissions (2030)	74.7% reduction
	50% data centers using solar energy on-site (2030)	33%
	1.38 PUE weighted average (2025)	1.37
	100% environmental & energy management system coverage (ISO 14001 & ISO 50001) long-term	100%
OFFICES	100% renewable electricity use (2030)	83%
	40% reduction in district heating emissions (2030)	23.6% reduction
	100% electric vehicles in carpool (2030)	23.9%

Scope 3 decarbonization targets

SCOPE	TARGET	TARGET YEAR	BASELINE YEAR
3.3	40% reduction in fuel & energy related activities emissions	2030	2023
3.8	90% reduction in upstream leased assets emissions	2030	2023
3.1 & 3.2	% suppliers by spend committed to climate targets	Target TBD	2025

Supporting targets for Scope 3 decarbonization

SCOPE	TARGET	2025 STATUS
3.3	40% reduction in fuel & energy related activities emissions	79.9% reduction
3.8	100% renewable electricity use in colocations (2030)	90.4%
3.1 & 3.2	% suppliers by spend committed to climate targets	29%

Planet Actions

Scope 1 & 2

KEY TARGETS	KEY LEVERS	KEY ACTIONS	PLANNED ACTIONS
100% renewable electricity use	Renewable electricity	100% renewable electricity use	Long-term commitment to maintain target
50% data centers using solar energy on-site	Renewable electricity	UK data center (2022) USA data center (2023) French data center (2023)	Continued evaluation of photovoltaics installation at existing and new data centers
55% reduction in diesel & refrigerant emissions	Renewable fuels	UK data center (2022) 5 additional data centers using renewable fuels (2025) Monitor and minimize refrigerant leakages (ongoing)	Transition all data centers to using biofuels where feasible
PUE weighted average (annual targets)	Energy efficiency	New energy efficient UK data center (2022) Modernizations of cooling systems at multiple data centers (2023 & 2024) Closure of two legacy data centers (2024)	Continued operation of energy management system with related targets and measures Decommissioning of legacy data centers Evaluate the use of AI, digital twins and predictive analytics for cooling optimizations
100% environmental & energy management system coverage (ISO 14001 & ISO 50001) long-term	Energy efficiency	ISO 14001 Spanish Data Center (2023) ISO 14001 all own Data Centers (2024) Water Usage Effectiveness and Carbon Usage Effectiveness efficiency KPIs established (2024) Uninterruptible Power Supply (UPS) Efficiency KPI established (2025)	Maintain coverage for all own data centers long-term
100% renewable electricity use (offices)	Renewable electricity	USA office (2022) UK Office (2025)	Feasibility evaluation of locations to switch to renewable electricity where and when possible
40% reduction in district heating emissions (offices)	Decarbonization of district heating	Emission reductions dependent on energy providers decarbonizing	Monitoring of supplier progress
100% electric vehicles in carpool (offices)	Renewable fuels	Sustainable car policy established (2025)	Electric vehicle charging points to be installed at all data centers car parks globally

Scope 3

SCOPE	KEY LEVERS	KEY ACTIONS	PLANNED ACTIONS
3.1	Supplier engagement	New supplier sustainability software acquired (2025) Suppliers committed to climate targets baseline established (2025)	Rollout of supplier sustainability software Engage suppliers & define action plan Define sustainable procurement processes
3.2	Low-carbon design Circular economy Supplier engagement	Low carbon steel used at UK data center (2022) Rollout of low-carbon blade servers at 5 data centers (2024) Modular data centers (ongoing) Server virtualization & optimized IT demand (ongoing) Regular server maintenance, repair & upgrading to extend server lifecycles (ongoing) Supplier sustainability software acquired (2025)	Continued roll-out of ongoing measures Engage suppliers & define action plan
3.3	Renewable electricity Renewable fuels Onsite photovoltaics	3 data centers using onsite photovoltaics (2023) 100% renewable electricity use long-term (ongoing) 6 data centers transitioned to using biofuels (2025)	Continued evaluation of biofuel use at existing and new data centers Continued evaluation of photovoltaics installation at existing and new data centers
3.4	Supplier engagement	New supplier sustainability software acquired (2025) Suppliers committed to climate targets baseline established (2025)	Engage key suppliers on the topic of sustainable transport where feasible & define an action plan
3.5	Circular economy (reuse & recycling)	Set-up of waste register linked to the environmental management system (2024)	Transition to zero waste as far as feasibly possible
3.6	Low carbon business travel	Rail over air-travel policy (ongoing)	No further actions planned at this stage beyond ongoing measures
3.7	Public transport subsidies	Provision of public transport subsidies in Germany (2023)	No further actions planned at this stage beyond ongoing measures
3.8	Supplier engagement Renewable electricity	90.4% renewable electricity use in colocations (2025)	Long-term switch to colocation suppliers only using 100% renewable electricity Short-term favoring colocations with 2030 renewable electricity targets
3.15	Investee engagement	n/a	Structured dialogue with investees to improve data availability and quality

ESG Targets & Actions

TOPIC	TARGET	KEY ACTIONS CURRENT & PLANNED	TARGET	TARGET YEAR	2025
BELONGING & INCLUSION	Leadership trained on belonging & inclusion	Development and roll-out of first module (2023) Development and roll-out of second module (2024)	80.0%	2024	81.0%
	Women in management	Unconscious bias trainings for HR (2025) Inclusion officers pilot (2025) Anti-Harassment policy (2025) HerNext women empowerment pilot (2025)	28.0%	2030	21.3%
TALENT ATTRACTION & RETENTION	Reducing employee turnover	Continue employee engagement surveys and translate results into measures	Continual improvement	Annual	15.0%
	Increasing employee engagement survey participation	Continue employee engagement surveys and translate results into measures	Continual improvement	Annual	85.0%
INFORMATION SECURITY	Employees trained on information security	Ongoing information security trainings for employees	80.0%	Annual	78.0%
ARTIFICIAL INTELLIGENCE	Employees trained on artificial intelligence (AI)	Development and roll-out of AI training (2024)	25.0%	2024	51.9%
CORPORATE GOVERNANCE	Employees trained on code of conduct	Ongoing employee trainings for code of conduct	80.0%	Annual	84.3%
	Employees trained on anti-bribery & corruption	Ongoing employee trainings for anti-bribery and corruption	80.0%	Annual	84.3%

STAKEHOLDER ENGAGEMENT

Our long-term success is rooted in our ability to engage effectively with a diverse set of stakeholders. We employ multiple platforms and methods to foster transparent and meaningful dialogues with our stakeholders.

Key stakeholders for IONOS include:

Customers

Our long-term business success begins with our customers. Our engagement with customers is continuous, multi-faceted and plays a significant role in how we run our business. We prioritize their needs and seek their feedback through various channels, notably customer surveys, customer focus groups, user experience tests, and AI driven insights.

Investors

Our Investor Relations team and the Management Board maintain open lines of communication with investors and analysts. We hold regular analyst and investor conferences and roadshows, participate in conferences, and hold Annual General Meetings (AGMs) to keep them updated on our performance and future plans. Investor Relations also keeps shareholders informed through compulsory announcements, the Annual Report, and quarterly statements.

Employees

Our employees are the backbone of IONOS. Through regular employee surveys, "Ask the Board" sessions, and questionnaires, we assess satisfaction levels and identify areas for improvement. Our Management Board also holds regular "All Hands" meetings and utilizes virtual communication platforms to enable direct dialogues. Attracting new talent is important for the company's continued development. We engage candidates through various channels, including job boards, our careers page and job fairs. We actively seek feedback from candidates in our recruiting processes and from employer evaluation platforms.

Business Partners and Suppliers

We maintain strong relationships with our business partners and suppliers, including hardware suppliers and data center service providers. Direct dialogues, exchanges via a supplier assessment platform and our market observations are a key component of these relationships.

General Public

We keep the general public informed through various external communication channels and publications, actively engaging with the media and prospective employees.

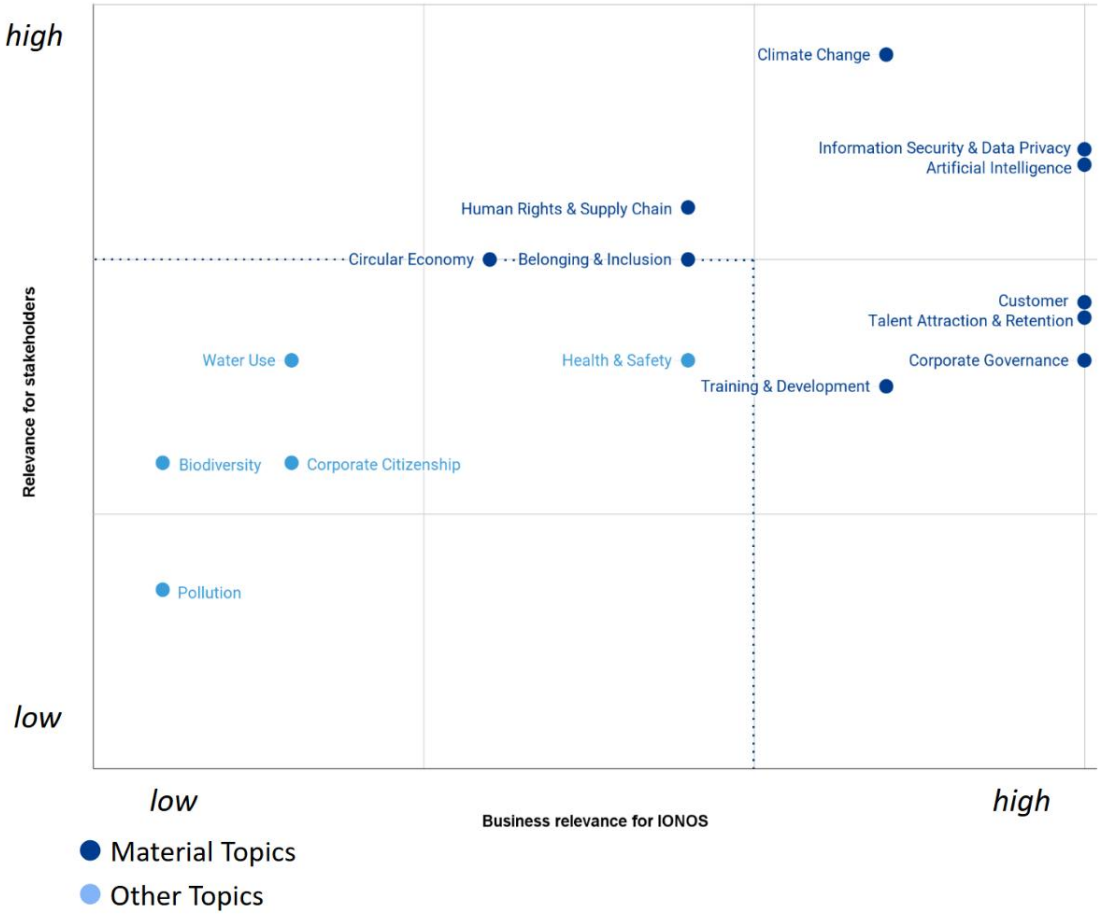
ESG MATERIALITY

Defining our material topics

The materiality analysis forms the basis for our overall sustainability approach. The materiality analysis systematically identifies and prioritizes ESG topics from two perspectives. First, we assess business relevance by analyzing the associated risks and opportunities for our company. Second, we assess stakeholder relevance by examining the impacts of our business activities on stakeholders.

The identification of risks, opportunities and impacts is based on interviews with members of the Management Board, senior management and experts from all relevant departments. Their expertise and existing analyses are used to identify and assess risk and opportunities for IONOS. In addition, these stakeholders provide insights into external stakeholders such as customers, enabling us to assess the potential and actual impacts of our business activities across the value chain.

Risks and opportunities are assessed based on their likelihood and potential financial impact. Impacts on stakeholders are assessed based on their likelihood and three combined criteria: severity, scope, and irreversibility. While doing so, the assessment criteria of the general risk management framework are applied. The identified risks, opportunities, and impacts are then grouped into thematic areas, which are classified as material or other topics based on the assessment results. The materiality assessment is finalized with the Executive Board and reviewed annually by the ESG team and updated if necessary.



Defining our climate risks and opportunities

Transitional climate risks, including legal, market, technological, reputational and financial risks, are identified and assessed as part of the materiality analysis. Physical climate risks include the categories temperature, wind, water and solid masses e.g. soil erosion. Physical climate risks are identified and assessed using location specific climate risk reports, geospatial data and consideration of past extreme weather events.

Physical climate risks are assessed across several future scenarios to account for uncertainty in future climate pathways. These scenarios combine different assumptions about economic and social development, known as Shared Socioeconomic Pathways (SSPs) with varying greenhouse gas concentrations, known as Representative Concentration Pathways (RCPs). The scenarios applied are SSP1-/RCP2.6, SSP2-/RCP4.5, SSP3-/RCP7.0 and SSP5-/RCP8.5. For each identified risk, both current conditions and projections of mid-term risk (2030) and long-term risk (2050) are assessed. Particular focus is placed on the high emissions scenario, as it represents a plausible worst-case scenario and thus supports robust risk management and stress testing.

Detailed descriptions of our material risks, opportunities, and impacts, as well as further information on climate risks and how we address them, can be found in the chapter Facts and Figures under Climate Risks and Mitigation and ESG Risks and Impacts.

PLANET

OUR APPROACH

We integrate environmental sustainability across the lifecycle of our data center operations, by concentrating on four key areas: renewable energy, sustainable design, sustainable operations and contributing to a circular economy. We have long been committed to carbon & energy management at our data centers, sourcing 100% renewable electricity and operating an externally certified energy management system.

With our certified environmental management system, we continue to strengthen our approach to environmental sustainability, focusing on improving waste management and water efficiency. The IONOS Climate Strategy reinforces these efforts, advancing our actions to mitigate climate change and reduce our environmental impact.

RENEWABLE ENERGY

IONOS has sourced 100% renewable electricity for our own data centers for many years. This is and remains the most significant lever for reducing carbon emissions in our own operations. In line with this, we have a long-term goal to continue to use 100% renewable electricity in our own data centers. While representing a smaller proportion of our overall energy use, IONOS has also committed to targeting 100% renewable electricity in our offices globally and within our colocation data centers by 2030.

Furthermore, as to our renewable energy commitments, IONOS is committed to generating renewable electricity on-site at our own data centers through the use of photovoltaics where feasible. In 2025, 3 of our 9 own data centers had photovoltaics on-site, which resulted in 2.8 GWh of renewable energy generated.

Case Study: Agriculture meets Renewable Energy, Niederlauterbach, France

IONOS' photovoltaic installation at our data center in Niederlauterbach, France, goes beyond a traditional renewable energy project. It innovates through a partnership with a local sheep farmer, creating a sustainable dual use of the land for sheep grazing and renewable energy. Studies show that solar panels provide shade, reducing water consumption, the use of chemicals for grass maintenance and consequently reducing operational costs and promoting soil quality and biodiversity.

SUSTAINABLE DESIGN

Sustainable design serves as a key starting lever, reducing energy consumption, carbon emissions, and resource use in our data center operations while simultaneously contributing to operational efficiency. The IONOS Data Center Engineering Department supports the design, construction, and upgrading of our existing facilities to meet our sustainability objectives.

Examples of sustainable design measures currently in use at IONOS data centers include:

Energy Efficiency

- Modular data center design: promoting efficient use of space and resources
- Server virtualization: reducing the number of physical servers
- Energy efficient cooling systems
- Energy efficient hardware
- Free air cooling: utilizing outside air for cooling
- High-efficiency HVAC: optimizing heating, ventilation and air conditioning
- LED lighting

Sustainable Materials & Resource Use

- Low-carbon building materials: reducing embodied carbon in construction
- Water-free cooling systems: reducing reliance on resources
- Biofuel powered generators: fossil fuel alternatives

Climate Resilience & Biodiversity

- Fortified windows, flood-resistant infrastructure: adaptation against extreme weather
- Insect hotels & green roofs: supporting local flora and fauna biodiversity
- Water & grass permeable paving: reduced runoff, improved water quality & biodiversity

Case Study: Sustainable Design, Worcester, UK

Our most sustainable and energy-efficient data center is based in Worcester, UK. At this location, onsite solar power provides for approximately 10% of the site's energy. Biodiesel powered backup generators reduce lifecycle carbon emissions from traditional diesel use by 90%. In addition, we used carbon-neutral (offset) steel as a sustainable construction material.

SUSTAINABLE OPERATIONS

IONOS operates an externally certified energy management system ISO 50001 for 100% of our own data centers. Since 2019 we have reduced our energy consumption relative to turnover by 27.4%.

Our energy management system is supported by a dedicated energy management team, which sets annual energy efficiency and Power Usage Effectiveness (PUE) targets per data center and helps to continually monitor and optimize energy efficiency. We also apply a Carbon Usage Effectiveness (CUE) metric introduced in 2024 to further enhance our energy and carbon performance measurement.

Our environmental management system, ISO 14001 certified since 2024, continues to strengthen our approach beyond carbon. We are expanding our focus on waste management and water efficiency.

Beyond our data center operations, we are committed to reducing carbon emissions from our company carpool and are targeting a 100% electric fleet by 2030.

CIRCULAR ECONOMY

To contribute to a circular economy, we focus on reducing resource consumption, minimizing operational waste and extending the lifecycle of IT equipment. When equipment reaches the end of its life, we work with trusted green IT partners to prioritize refurbishment and reuse. Recycling is therefore seen as the last option, and we aim to minimize disposal as much as feasible.

We demonstrate our commitment to minimizing waste through the extended lifespan of our servers, which typically range from four to seven years. Assembling servers in-house allows greater control over design and component selection, supporting reuse and replacement. Regular monitoring and maintenance further optimize performance and energy efficiency, extending the operational life of each server.

Material inputs for our data centers mainly include servers, racks, cooling and power systems, and network equipment. We aim to improve transparency on material sourcing where feasible. Main waste streams include electronic equipment, metals, cables, batteries, packaging, and general site waste. All are recorded in the waste register, classified by type and treatment method. Waste is managed under our ISO 14001 environmental management system.

In 2025, IONOS reused or recycled 93% of all data center waste through our network of green IT partners, with the remainder primarily consisting of municipal waste. A key partner in these efforts is AfB gGmbH, a majority employer of people with disabilities. Since 2019, our collaboration with AfB gGmbH has enabled the reuse, resale, or recycling of 791.8 tonnes of waste.

IONOS continues to monitor and improve its Water Usage Effectiveness (WUE). In 2025, our WUE remains exceptionally low at 0.00003, 99.9% lower than the US industry average of 0.36[1]. This reflects our decision to avoid water-intensive cooling systems, recognizing the global challenge of water scarcity, despite a trade-off in energy efficiency.

Case Study: Blade Servers contributing to a Circular Economy

IONOS has introduced bladelike servers at five data centers globally. These servers' compact, modular design reduces the physical footprint, enabling more processing power in less space while lowering cooling and energy requirements. Their modularity simplifies maintenance, allowing easy component replacement, refurbishment, and upgrades. Together, these features extend hardware lifecycles, reduce waste, and minimize resource consumption.

IONOS CLIMATE STRATEGY

The IONOS Climate Strategy is aligned with the Science Based Targets Initiative (SBTi) 1.5°C Pathway, consistent with the Paris Agreement. Our data center operations are the most material operations in terms of energy use and carbon impact but have a minimal carbon footprint due to our long-term sourcing of 100% renewable electricity. Renewable electricity is and remains our most important lever to reduce our Scope 1 & 2 carbon footprint across our own operations. Other levers include transitioning to renewable fuels such as biodiesel and continued improvements in energy efficiency.

While our offices are less material in terms of energy and carbon overall, they currently contribute more carbon overall due to our low-carbon data centers. Key levers for reducing office emissions are transitioning to 100% renewable electricity use and an electric fleet. Other levers include reduced district heating emissions as the electricity grid mix improves. In our value chain, we have set targets to work with more sustainable suppliers to reduce Scope 3 emissions. In addition, we have set quantitative targets on fuel & energy related activities and upstream leased assets.

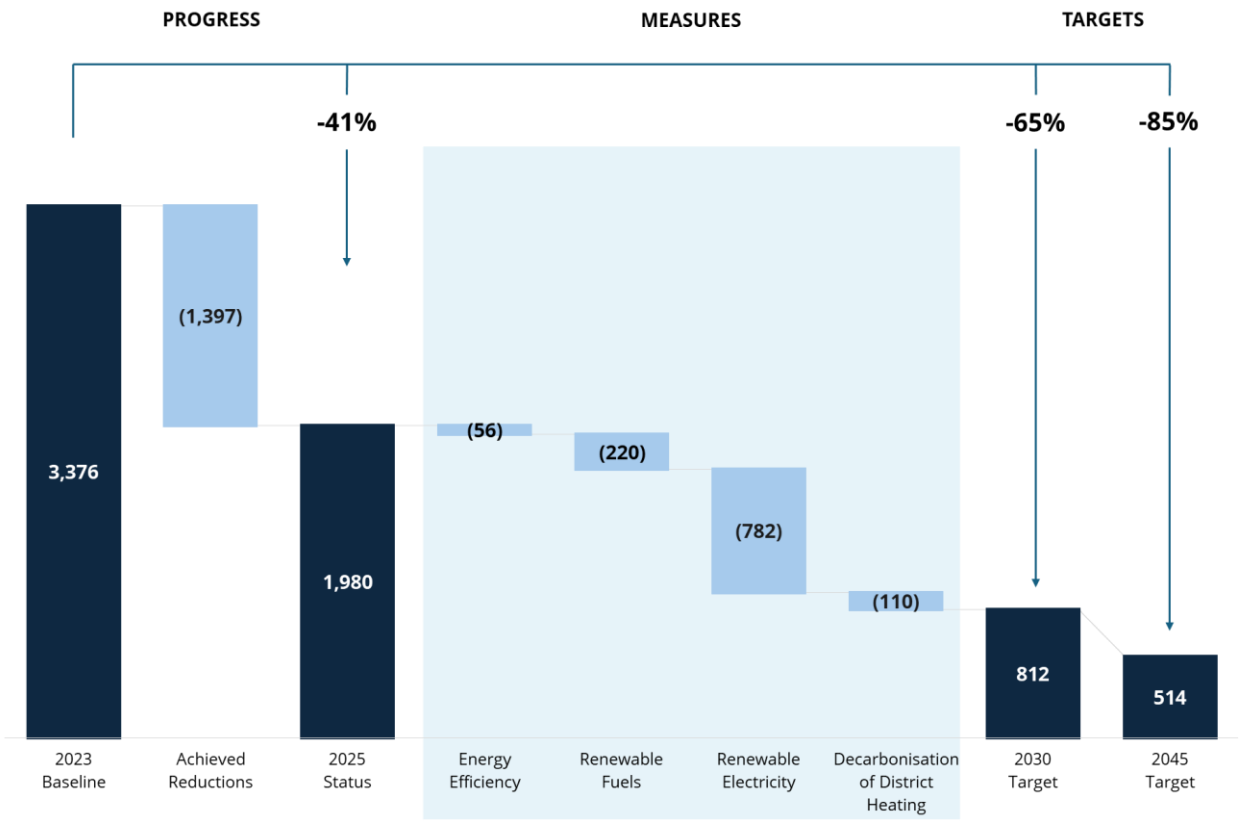
This strategy was approved by the Management Board of IONOS Group SE in 2023 and is integrated into our overall business objectives through annual reviews of targets and performance. In addition, we track our CUE. PUE, a key metric of data center energy efficiency, is linked to remuneration of the IONOS Group SE Management Board, aligning our climate strategy with our business goals.

---

2 Berkeley Lab, 2024 United States Data Center Energy Usage Report.

Climate Transition Plan: Our Progress, Measures and short- & long-term Targets

Our Climate Transition Plan aligns with the SBTi 1.5°C Pathway and the Paris Agreement. We aim to reduce Scope 1 & 2 emissions from all our own facilities by 65% by 2030 compared to 2023 and by 85% by 2045. Key measures include a continued focus on renewable electricity, energy efficiency, transitioning to renewable fuels and decarbonization of district heating. Further details on our current and future actions are provided in Our Targets section.



PEOPLE

OUR APPROACH

Building a sustainable company starts with our people. With rapid digitalization and increasing demand for skilled professionals in our sector, we are focused on attracting and retaining talent through fostering a diverse and inclusive company culture where our employees have opportunities for development and growth.

In addition, we are committed to providing our employees with a productive, healthy and safe working environment, all while upholding and respecting internationally recognized human rights and providing opportunities for our employees to give back to the communities where we operate.

The People & Culture team at IONOS Group reports directly to the COO. The team comprises three strategic HR departments: Global People & Organizational Development (POD), Global Talent Acquisition and Global HR Business Partnering. The Global POD department oversees employee engagement, training & diversity initiatives, while the Global HR Business Partnering is responsible for health & safety. Each People & Culture department is managed by a dedicated leader.

Memberships & Partnerships

- Charter of Diversity[2]

COMPANY CULTURE & VALUES

Our company culture is brought to life by the IONOS Business Principles. These principles are not just aspirational statements but form the foundation of our people strategy.

IONOS Business Principles

- **Who we are...**
  We are customer champions - We are open-minded and committed - We are innovators - We are passionate about our team - We are curious explorers
- **What we do...**
  We take ownership - We act resourcefully - We get things done - We deliver outstanding results - We pay attention to detail

Each principle is supported by toolkits comprised of examples of behaviors, exercises for individuals & teams, FAQs, and the principles are translated into all our local languages. In addition, we bring the principles to life by integrating them into our daily business and our employee journey. Some examples of this include:

- Recruitment: Business Principles form the framework for our interview assessment criteria.
- Employee performance: Business Principles form the criteria by which we assess our employees.
- Company Strategy: We align our annual and quarterly targets based upon our Business Principles.

[2] Signed by our parent company United Internet

BELONGING & INCLUSION

Belonging and inclusion are key to cultivating a company culture that empowers individuals and drives creativity and innovation. Such a culture enhances our understanding of our employees, customers and markets, essential for our growth and long-term success.

On the basis of this culture, we stand firmly against discrimination based on gender, gender identity, sexual orientation, age, race, ethnicity, national origin, religion, disability, health status and marital status.

Belonging and Inclusion are guided by a 2030 strategy, implemented through leadership & capability building, empowerment and transparency as the key levers. Within this framework, our priorities are defined as follows:

- Gender Balance & Female Empowerment
- Fairness & Equal Opportunities
- Belonging & Inclusion
- Awareness & Bias-Free Leadership
- Impact & Transparency

Leadership & Capability Building

Through our parent company, we have signed and endorsed the Charter of Diversity, committing to embedding diversity into our company processes. Board members serve as diversity ambassadors, promoting and engaging in related initiatives.

In 2025, we continued to emphasize the responsibility of our leaders in creating an inclusive workplace and continued to mandate diversity and inclusion e-learnings for them.

To support all our employees in meeting their responsibilities, we have introduced an Anti-Harassment Policy. The policy provides a clear framework for preventing and addressing inappropriate behavior, outlining reporting, investigation, and support procedures. As part of our broader Code of Conduct training, 84.3% of employees have also completed training on discrimination and harassment.

We consider learning central to capability building and to embedding inclusive practices in our everyday work. Accordingly, we offer a range of relevant e-learnings focused on practical application, awareness and inclusive leadership behaviors. Further modules will be added as the belonging and inclusion learning program continues to develop.

Current e-learning modules include:

- Belonging & Inclusion Essentials
- Bias in Everyday Work
- Working Across Cultures
- Inclusion Awareness for Hiring Managers
- Leading with Inclusion

Empowerment

Our annual “Diversity Days” employee-led event, held in cooperation with our parent company, not only educates our employees but gives a voice to the diverse groups across our company. In 2025, the event featured over 25 presentations, discussion panels and events.

Throughout the year, we further engage employees by offering a range of webinars designed to promote inclusive behavior. In 2025 examples included:

Webinars

- Generation AI - How do different generations engage with new technologies?
- Male Allyship - The role men can play in empowering women in the workforce
- Social Background - How social background can be an influencing factor within companies

IONOS gives diverse groups a voice through our various employee resource groups (ERGs), these currently include Queer United, International Community, Intergenerational Collaboration, Family & Job Compatibility, and Disability Inclusion. Throughout the year our ERGs host a broad range of meetups and events that create transparency, networking, exchange of experiences and facilitate a more inclusive company.

“Women Explore”, previously held annually to support the development of our internal female talent, will be further developed and piloted in 2026 under the new name "HerNext Mentoring”, with a full relaunch planned for 2027. This new format will continue to strengthen female career development and contribute to increasing the proportion of women in management positions at IONOS.

Transparency

Transparency is a central element of our Belonging and Inclusion approach, as it enables accountability and informed decision making. In 2025, IONOS represented 78 nationalities, achieved an adjusted gender pay gap of 2.3%, and 81% of leaders completed diversity trainings. These KPIs are monitored through a diversity scorecard, supporting regular review, clear targets and the steering of actions to promote fairness and equal opportunities across the company.

TRAINING & DEVELOPMENT

IONOS prioritizes continuous learning and skills development for our employees' personal and professional growth, ensuring we stay ahead of industry developments and maintain our competitive edge. In 2025, IONOS delivered 20,433 hours of training to our employees, spending a total of € 0.99 million on training.

Our programs, varying from basic to deep-dive sessions, cover essential skills such as communication, cultural awareness, and project management, alongside more complex topics like stakeholder management and adapting to change. These are supported with alternative shorter learning formats, such as “Lunch & Learns” and “Espresso Trainings”.

In addition to employee upskilling, IONOS is strongly committed to training young talent. Together with our parent company, we offer structured apprenticeship programs and dual study opportunities in various areas such as IT, Marketing and Office Management.

As part of our broader approach to career development, all IONOS employees participate in an annual Talent Review Process. Through this process, individual development plans and performance objectives are defined and annually reviewed, including objectives linked to variable remuneration. This alignment between performance, feedback, and incentives supports transparency and a results-driven culture.

To further support professional growth, we offer a wide range of leadership development programs tailored to different stages of the employee journey. These include:

- Manager Onboardings - ensuring new managers are equipped with all necessary skills
- Leadership Foundations - focus on team leadership, adaptability and specialized expertise
- Expert Foundations - addressing common leadership challenges
- 360-degree feedback - employees receive constructive feedback from all stakeholders

TALENT ATTRACTION & RETENTION

By prioritizing the attraction and retention of top talent, IONOS can build a workforce that´s not only skilled but committed to our company vision, ensuring business growth and adaptability in an evolving tech landscape. Our talent attraction and retention approach focuses on the following key areas: employee engagement, talent acquisition and employee benefits.

As a result of our focus on talent attraction and retention, in 2025, IONOS welcomed 728 new hires and the average tenure among employees stood at 7.3 years in 2025.

IONOS collaborates with a reintegration management service provider to strengthen support for employees returning to work after extended absences. The partnership introduces structured processes and expert guidance. Two training sessions equip managers with the necessary knowledge of the reintegration framework and procedures for effective implementation, supporting talent retention by fostering a supportive work environment.

Employee engagement

Employee engagement is a key element of how we continuously improve our working environment and leadership practices. Our annual employee engagement survey provides a structured view of how employees experience leadership, collaboration, communication and day-to-day work, helping us to identify strengths as well as action areas.

In 2025, 85% of all employees participated in this survey and revealed insights such as:

- 83% feel that their manager genuinely cares about their wellbeing
- 81% feel their team consistently demonstrates a commitment to our Business Principle: "We get things done"
- 80% know what they need to do to be successful in their roles
- 79% feel they are part of a team

Moreover, we maintain consistent opportunities for two-way communication with senior leadership, throughout the year, not solely confined to the employee engagement survey. These communication channels include quarterly sessions such as “Ask the Board”, “Global All Hands” and “Departmental All Hands” meetings. This open dialogue fosters a culture of transparency and trust, ensuring that employee voices at all levels are heard and opportunities for feedback and ideas can be shared.

Talent acquisition

We actively participate in employer fairs and collaborate with schools, universities, colleges, and local non-profit organizations to connect with prospective talent.

In Germany, in recent years this has included events at the Pforzheim University of Applied Sciences, TU Darmstadt and sponsorship of the Karlsruhe University of Applied Sciences. In addition, in collaboration with our parent company, we support and provide opportunities for apprenticeships and dual degree programs each year.

In the United States, IONOS employees engaged with Hopeworks, a community-based non-profit focused on advancing young adults into living-wage careers in the tech industry and participated in the Annual Neighborhood Job Fair, a local event supported by non-profit organizations. In the Philippines, our initiatives included collaborating with local governments and schools for job fairs in Naga City, Danao City, Bantayan Island and at the Cebu Technological University, and supporting career readiness programs such as career talks and job immersion programs at the Sacred Heart School Ateneo de Cebu.

Employee benefits

Our employee benefits are defined country by country, including performance-related bonuses, a variety of corporate benefits such as disability insurance, family-related benefits, health benefits, and public transport subsidies. We address the diverse needs of our workforce with flexible working models, including hybrid and remote work options, and opportunities for unpaid leave.

As part of the benefits offered through our parent company in many locations in Germany, we enhance employee well-being with health benefits that cover subsidized meals offering healthy choices, complimentary flu vaccinations, ergonomic office furniture provided as standard, and subsidies for prescription glasses for computer use. We also foster physical wellness with a variety of health courses, sports groups, discounts on gym memberships, and a comprehensive Employee Assistance Program for individual support. Mobility benefits include parking facilities, bike and public transport subsidies, and company cars for qualifying roles. This comprehensive approach ensures our employees receive support that extends beyond the workplace.

HEALTH & SAFETY

Ensuring the health and safety of our employees across all locations, including data centers or offices, is paramount. As such, Occupational Health Management at IONOS follows a structured approach built on three pillars: Health Promotion, Occupational Medicine and Safety, and Reintegration Management. Our commitment to safety is supported by dedicated health & safety managers in key locations.

Health promotion measures include fitness, life coaching and mental health programs available through external providers, and seminars on topics such as burnout prevention and mental health for leaders. Under Occupational Medicine and Safety, we focus on safe working conditions, infection prevention, and ergonomic workplaces, supported by internal teams and external experts. The Health Team conducts risk assessments, including mental stress, and coordinates first aid training and occupational safety committee participation. Reintegration management supports employees returning after long-term illness by developing individual solutions that facilitate a sustainable return to work.

At our data centers, annual safety inspections are conducted in collaboration with external experts to identify and address potential risks. Personnel receive regular training covering emergency response, fire behavior, specialized first aid, and use of automated external defibrillators, along with practical instruction in electrical safety and personal protective equipment. Safety officers, trained under national occupational health standards, oversee these measures and ensure ongoing employee awareness through detailed emergency manuals and regular communications.

In 2025, we introduced a new mandatory Work Safety essentials training for all our employees, which was completed successfully by 87.1% of all employees.

CORPORATE CITIZENSHIP

At IONOS, we're dedicated to corporate citizenship, focusing on community engagement and environmental stewardship. Our initiatives reflect this across various regions:

- Philadelphia, USA, our team worked with PCs for People to refurbish and donate computers to people from low-income backgrounds and non-profits.
- Philadelphia, USA, we partner with Tech-Impact, a nonprofit whose mission is to leverage technology to advance social impact, providing access to our products and services.
- Cebu, Philippines, the IONOS CARES initiative donated desktop computers to local schools, supporting educational programs.
- Frankfurt, Germany, the InterNetX team partnered with Frankfurt Galaxy to highlight the "Orange the World" campaign, promoting awareness of violence against women.
- Bucharest, Romania, our team collaborated with Viitor Plus for the second consecutive year on a tree planting project, planting 500 trees in drought affected areas.
- Through our customer referral program and in partnership with Tree-Nation, IONOS has supported the planting of over 1,400 trees, contributing to reforestation and biodiversity conservation in multiple countries such as Madagascar, Tanzania and Kenya.

DIGITAL RESPONSIBILITY

OUR APPROACH

For IONOS, digital responsibility encompasses two key aspects. The first is safeguarding information through our commitment to information security and data protection. The second is advancing innovation by responsibly integrating digital tools, such as AI systems, into our operations and services. As an IT company, we acknowledge the ongoing and evolving risks associated with handling sensitive information. To ensure a comprehensive level of security, we have implemented an ISO 27001 certified information security management system. This system also complies with the BSI IT-Grundschutz standards and adheres to the BSI Cloud Computing Compliance Criteria Catalogue (BSI C5), ensuring the security of our products.

Our data protection management enables us to protect the rights and freedoms of individuals and ensures compliance with the EU General Data Protection Regulation (GDPR) and other applicable data protection laws and regulations. The IT-security certifications and adherence to stringent European data protection standards position IONOS with a unique level of protection.

AI systems are changing the way we work, how we interact with our stakeholders and many aspects of our services. We are in the process of further developing and capitalizing on the new opportunities these tools offer. Whilst minimizing the associated risks through our AI policy, the provision of training for our employees and strict compliance with relevant regulations.

INFORMATION SECURITY

The primary goal of our information security measures is to prevent or mitigate events that could threaten the confidentiality, availability, integrity or authenticity of IONOS or our stakeholders' information. Our Chief Technology Officer, (CTO) is accountable for overseeing these measures, directing the TechOps Information Security division to continuously improve our Information Security Management System (ISMS). In addition, for our ISMS to be effective, we believe every employee must take individual responsibility in upholding information security.

Our ISMS is based on the IONOS Group Information Security Policy, which sets out the overarching aim of protecting the confidentiality, integrity, availability and authenticity of information, alongside the shared responsibility of all employees. The ISMS also focuses on reducing risks by identifying, assessing and addressing potential threats within the company and across our supply chain. At the same time, it ensures compliance with applicable standards and legal requirements and supports the continuous improvement of our information security practices.

To meet these aims, we apply a range of organizational and technical measures, including:

- Policies: We provide our employees with clear and annually updated policies covering various topics like cryptography and secure development of software.
- Awareness: Bi-annual information security training for all employees forms the basis of our security-oriented culture. Ongoing campaigns, for example through phishing tests, increase risk awareness.
- Support: Our security experts function as baseline support for all information security related questions of our employees. A special unit is available for customer support.
- Technical measures: These encompass various protections, for example, the geo-redundant operation of our data centers in Europe and the USA. The security of software, is ensured through patch management and additionally, we develop and update our own protection software e.g., our DDOS protection shield and the Anti-Malware-Solution "BioFilter".
- Vulnerability Management: A scanning tool identifies vulnerabilities in software that could be exploited by malicious actors. Identified vulnerabilities are then evaluated and mitigated by asset owners.
- Business continuity plans: Recovery and continuity measures are in place to help prevent potential threats, limit damage, and restore systems after disruptions. Further details are provided in the Business Continuity Management section.
- Monitoring: We continuously monitor our technical systems and investigate reported security incidents, including criminal activity and infrastructure abuse. In compliance with critical infrastructure regulation, IONOS has expanded and standardized its attack detection systems. These systems detect potential hacker activity, sending a security log to a central system that compiles a report and generates alerts. Skilled personnel then ensure timely mitigation of valid alerts.
- Auditing: To maintain our certifications, annual external security audits are carried out by independent third parties. We also conduct our own internal security audits and controls, such as penetration tests, and ensure that suppliers comply with our requirements.
- Reporting: TechOps Information Security provides regular quarterly reports to our board and supervisory board about the status of information security risks, security measures and identified vulnerabilities. These reports form the basis for the continuous improvement of our ISMS.

DATA PROTECTION

IONOS Group SE is committed to respecting the right to privacy and applies a comprehensive data-protection approach based on the EU GDPR. This is supported by a company-wide internal privacy policy, complemented by public privacy policies issued by each subsidiary.

Our central data protection organization is led by the Head of Legal and overseen by our CFO. The function is responsible for operating and continuously improving our data protection management system. In addition, Data Protection Contact Persons and Data Protection Officers are in place. Responsibility for compliance lies with the individual departments, which are organized under different executive areas. Each executive area has a designated global Data Protection Coordinator, supported by Data Protection Managers within the specialist teams. This organizational structure ensures that data protection responsibilities are fulfilled at all levels of the company and that internal procedures are continuously adapted to the requirements of European and national data protection standards and regulatory guidelines.

The IONOS Group Data Protection Policy sets out the principles governing data processing, such as purpose limitation and data minimization, as well as the rights of individuals whose data we process, including access, rectification and deletion. It also describes responsibilities, roles and processes within the data protection management system, employee responsibilities, the training and the monitoring measures in place. In addition, it outlines the process for defining and reviewing technical and organizational measures (TOMs) and the principles of privacy by design and privacy by default. Publicly available data protection policies provide information on the purpose and scope of data collection, the TOMs, the use of data by third parties, including processors, and the rights of individuals.

Among others, the IONOS privacy measures include:

- Policies: Our privacy policy and contact information are accessible for all employees. In addition, the data protection policies of our brands are publicly available.
- Awareness: Interactive training is provided to our employees covering how we handle personal data and how to respond in the event of a data protection incident. A newly introduced annual “Deletion Day” raises awareness of data processing principles, ensures that necessary deletion concepts are in place and saves energy through data reduction.
- Support: The Data Protection Managers advise our employees on all questions concerning data protection, e.g., EU GDPR compliant data protection agreements with third parties and data protection impact assessments.
- Monitoring: The Data Protection Officers regularly audit EU GDPR compliance of processes in their respective companies, divisions, and of suppliers. Third party external audits are performed to gain an objective view and identify potential for improvement. Breaches of our requirements by employees may result in sanctions. The process for this is outlined in the Compliance chapter.
- Reporting: All stakeholders can report data protection incidents. Reported data protection incidents are communicated to the responsible supervisory authorities in compliance with our legal obligations. Additionally, our Head of Legal regularly reports to the board about the performance and vulnerabilities of our data protection management, forming the basis for continuous improvements.

ARTIFICIAL INTELLIGENCE

Our focus on AI has led to the early adoption of many AI tools. This focus requires us to continuously evaluate whether our processes and services could benefit from AI integration. As a result, we identify and address the risks and opportunities associated with each individual use case.

Our AI Policy ensures the responsible use of AI systems at IONOS in line with our values and legal requirements, such as the EU AI Act. The policy defines which types of AI use are prohibited and which systems may be used. The policy also sets out the principles for responsible AI practice:

- Safety and effectiveness: AI systems must be continuously assessed to ensure they function safely and as intended.
- Avoiding discrimination: Development and deployment must not result in discrimination. Where needed, proactive safeguards against algorithmic discrimination must be implemented.
- Data protection: All data protection requirements must be strictly observed.
- Documentation and traceability: Accessible, easy-to-understand documentation must be provided to explain how the AI system works and to ensure its operation can be understood.
- Human alternative: For applications that affect health, safety or the fundamental rights of individuals, there must be a clear and easily accessible way to switch from AI to human interaction.
- Transparency: AI systems that interact with people or generate content resembling real individuals or places must inform users that they are engaging with an AI system, unless this is obvious from the context.

Our AI Academy helps employees develop a deeper understanding of AI systems, analyze available applications and integrate them effectively into their work. The AI Academy also offers role specific advanced training and creates digital spaces and events organized by our AI community to expand and share our experience and knowledge of AI.

IONOS integrates AI into its own operations, across its services and in customer support, and supports other organizations in the development of new AI systems. Internally, more than 70% of employees regularly use the AI solutions provided, ranging from general purpose AI chatbots to specialized AI coding assistants. Through our portfolio of AI solutions, we enable our customers to integrate AI into their business processes, from individual AI features to a broader AI ecosystem.

CUSTOMER

OUR APPROACH

The importance of digitalization for our economy and society continues to grow. We enable our customers to participate in the digital economy by offering services that are continuously developed based on customer feedback and by providing high quality customer support. Through our contributions to various European digital initiatives, we are helping to strengthen the development of secure and interoperable data infrastructures for a sovereign digital Europe.

CUSTOMER CARE

As a leading customer-centric web hosting company, our goal is to continue to strengthen our customer focused approach. This goal is integrated into our organizational framework, with customer care, service delivery, and improvement teams operating under the direct supervision of our COO. Our methodology focuses on assessing processes for their intuitiveness, efficiency, and capacity to positively impact the customer experience. Every customer interaction is considered a critical opportunity to enhance the services we offer and to provide industry leading customer care.

As part of our commitment to customer centricity, our customer care teams received and analyzed exactly 305,542 pieces of customer feedback in 2025. This exceptional number of data points is invaluable to us, providing direct insights into what our customers appreciate and where they wish to see improvements. By placing this feedback at the center of our decision-making, we ensure that our strategies and services are truly aligned with our users' expectations, reinforcing our commitment to a customer-centric approach.

The Personal Consultant program, provides each customer with a dedicated expert, ensuring support is tailored to individual requirements. This program is a key part of our commitment to building supportive relationships with our customers, particularly targeting small enterprises and crafts businesses seeking to develop or expand their online presence.

We utilize various feedback mechanisms and performance metrics to gauge customer needs and preferences effectively. “YourVoice” Surveys Customer Journey Mappings and “User Experience Labs” play a significant role in our strategy, enabling us to collect direct feedback on a broad spectrum of topics. This feedback is essential for pinpointing areas needing improvement or innovation. Moreover, Agent Roundtables and Gemba Walks offer valuable platforms for dialogue between our customer service personnel and management, ensuring customer insights directly influence our strategies for service improvement.

AI is employed to analyze feedback across multiple channels, affording us real-time insights into customer experiences and expectations. This is crucial for promptly identifying and resolving any issues, thereby maintaining high levels of customer satisfaction.

These efforts, combined with our 360 degree approach to measuring and managing customer satisfaction and quality, have helped us garner a series of customer awards, such as "Customer Service of the Year" in many countries and earned us excellent ratings from our customers.

DIGITAL PARTICIPATION & SOVEREIGNITY

Our customers depend on reliable, secure and legally compliant digital services. As such, IONOS contributes to the development of a sovereign European cloud, data and AI capabilities and, in doing so, supports the United Nations Sustainable Development Goals (SDGs), particularly SDG 8 (decent work and economic growth), SDG 9 (industry, innovation and infrastructure) and SDG 13 (climate action).

Common European Foundations for Digital Sovereignty

Central to this effort is participation in European framework initiatives such as GAIA X and the International Data Spaces Association (IDSA). These initiatives lay the foundation for federated data infrastructures that enable organizations to use data securely, interoperably and with sovereignty. This strengthens freedom of choice, reduces dependencies on non-European providers and supports the alignment of innovation with data protection.

In addition, IONOS is actively involved in European dialogue and industry forums, including the NexusForum, the EU Cloud Alliance and the Open Source Business Alliance. The aim is to foster exchange between business, academia and policymakers and to contribute to the development of reliable regulatory frameworks. Through this engagement, IONOS supports the advancement of open standards as well as transparent and interoperable frameworks that enable secure, sustainable and fair access to cloud, data and AI services in Europe.

Technical Implementation of European Digital Sovereignty Principles

IONOS is also involved in several European flagship technology projects. This includes, in particular, SIMPL, a European Commission project focused on developing middleware for European data spaces. SIMPL enables secure access to data across distributed cloud and edge environments while ensuring that data ownership remains with the original holder. As part of the SIMPL implementation consortium, we are working with international partners to develop an open-source software stack that facilitates the creation of trusted data ecosystems and contributes to sustainable digital transformation.

In parallel, IONOS participates in initiatives supported under the IPCEI-CIS funding framework (Important Project of Common European Interest - Cloud Infrastructure and Services). Within the IONORA project, we worked together with more than 100 partners to build the first EU wide interoperable multi provider cloud edge continuum. The project combines energy efficient data centers, open rack scale designs for cloud to edge environments, the SECA API co developed by IONOS, innovative orchestration approaches and improved workload optimization. Together, these elements form the basis for climate friendly and high performance cloud services.

IONOS is engaged in additional projects aimed at strengthening sovereign digital structures. AC3 addresses the efficient and sustainable management of distributed cloud and edge resources, while DOME advances the development of a federated European marketplace for cloud-to-edge services. For these initiatives, IONOS provides key infrastructure components and contributes to establishing a secure, automated and transparent service ecosystem that enables reliable access to digital services for European users.

IONOS contributes core infrastructure capabilities to additional European initiatives aimed at strengthening digital sovereignty. Within this context, AC3 focuses on the efficient and sustainable management of distributed cloud and edge resources, while DOME advances the development of a federated European marketplace for cloud-to-edge services. Together, these efforts support the establishment of a secure, automated and transparent service ecosystem that enables reliable access to digital services for European users.

Digital Participation and Data Sovereignty in Practice

The impact of these infrastructure investments is reflected in several sector specific data space projects. The MERLOT project (MarkEtplace foR Lifelong educaTional dataspaces and smart service provisioning), which ran from November 2021 to March 2025, established GAIA-X-compliant education data spaces and marketplaces. The HEALTH-X dataLOFT project, also completed in March 2025, strengthens patient data sovereignty through a federated health data space. The deployEMDS project supports the development of a European transport and logistics mobility data space. In these projects, IONOS contributes its cloud and data space expertise, creating tangible value across a range of industries.

Through its participation in OpenGPT-X and the follow-up project deployAI, IONOS also supports the development of a trustworthy, vendor-independent European AI infrastructure. In its role as an infrastructure partner, IONOS in particular enables small and medium sized enterprises and the public sector to access AI applications under fair and GDPR-compliant terms, without creating one-sided dependencies on non-European providers.

Through this holistic engagement, IONOS strengthens the EU's digital resilience and contributes to ensuring that the opportunities of digital transformation can be used in a secure, sustainable and self-determined manner.

RESPONSIBLE GOVERNANCE

OUR APPROACH

For IONOS, good corporate governance means taking responsibility to ensure business activities are not only conducted in a legal but also an ethical manner while upholding the same standards within our supply chain. This is the foundation for trustworthy business relationships with our stakeholders. This responsibility starts at the top, with the Management Board including ESG criteria in their remuneration structures. In line with our business principle "we take ownership" we empower our employees at all levels to fulfill all relevant legal obligations and act in accordance with our company ethos. Our code of conduct outlines the key rules, values, and principles that guide IONOS and gives concrete examples to illustrate how they are applied in our daily business operations.

To ensure adherence to our code of conduct and legal obligations, we have established the IONOS Compliance Management System (CMS). Our Internal Control System (ICS), together with the Risk Management System (RMS), forms a continuous process with organizational, control and monitoring structures that help identify and manage risks at an early stage and ensure compliance. Ongoing risk assessments, supported by preventive, detective and systematic controls, help keep our business processes efficient and compliant. If an incident occurs that could disrupt operations, our Business Continuity Management System (BCMS) provides the necessary emergency and recovery plans. The suitability and effectiveness of the IONOS governance systems are regularly reviewed by the internal audit function of our parent company, United Internet AG.

Through the IONOS Business Partner Code of Conduct, we expect our suppliers, business partners and service providers to meet high standards as well. This is supported by a supplier assessment platform that helps strengthen environmental protection and the safeguarding of human rights across our supply chain.

The following is an overview of our central corporate governance policies:

- Code of Conduct
- Code of Conduct for Business Partners
- Compliance Guideline
- Anti-Corruption Policy
- Handling Benefits in Kind Policy
- Whistleblower Policy
- Dealing with Indications of Compliance Violations and Conducting Internal Investigations Policy
- Insider Trading Policy
- Risk Management Strategy & Risk Management Guideline
- Strategy and Internal Control System Policy
- Business Continuity Policy
- Information Security Policies
- Data Protection Policy
- Artificial Intelligence Policy
- Global Referral Policy
- Anti-Harassment Policy
- Guideline for Implementing Supply Chain Due Diligence Requirements

CORPORATE GOVERNANCE

Leadership and Company Structure

The corporate governance of IONOS Group SE is based on the German Stock Corporation Act as well as the recommendations of the German Corporate Governance Code. The Supervisory Board and Management Board report annually on the company's corporate governance in the Corporate Governance Declaration. IONOS Group SE may deviate from the Code but is then obliged to disclose this annually in a declaration of conformity in accordance with § 161 of the German Stock Corporation Act and to justify the deviations ("comply or explain"). The Executive Board and Supervisory Board last published a declaration of conformity in December 2025.

The dedication and responsibility of our Management and Supervisory Board regarding sustainability are described in chapter 2.5 “Non-financial key figures” of the Combined Management Report. To integrate ESG risks and opportunities into our strategy, the Management Board ensures their identification and consideration. The Supervisory Board supports the Management Board and is itself supported by the Audit and Risk Committee in monitoring the IONOS governance systems as described in the subsection “Working procedures of the Supervisory Board” of chapter 6. “Declaration on company management” of the Combined Management Report. In addition to the regular code of conduct, training courses and workshops were held for the members of the Supervisory Board on particularly relevant topics such as certain aspects of sustainability and the German Corporate Governance Code. An overview of the expertise areas of our Supervisory Board is available in the skills matrix in the subsection “Composition of the Supervisory Board” of chapter 6. “Declaration on company management” of the Combined Management Report.

ESG Criteria are also integrated in the short-term and long-term performance-based remuneration of our Management Board as described in chapter 1.2.2. “Variable remuneration” of the remuneration report. Further information can be found in the Articles of Association of IONOS Group SE.

Diversity

Diversity in both the Management and Supervisory Boards is a priority at IONOS. Our engagement for diversity includes a 1/3 quota for women on each board, with current compositions reflecting this goal. Our aim is to promote diverse perspectives and expertise to better understand and manage the company's challenges and opportunities.

GOVERNANCE SYSTEMS

Compliance Management

Our compliance is centrally managed by the IONOS CMS, led by our Head of Legal, who directly reports to our CFO. This structure is supported by a Compliance Team and local Compliance Coordinators, who implement compliance measures in our international sites. Scheduled and ad hoc meetings between the Compliance Coordinators and our Head of Legal are used to stay on top of constantly developing legal requirements. Additionally, a Group Compliance Committee aligns our compliance efforts with our parent company. All compliance issues are communicated to Board Members on a quarterly and annual basis.

Every quarter, each subsidiary of IONOS GROUP SE performs a compliance risk check. Through this, the IONOS CMS identifies risks for corporate and individual misconduct. The findings are used to define and prioritize measures for the prevention, detection of and response to compliance breaches.

Cultivating a Culture of Compliance & Prevention

A fundamental element of prevention is the culture we cultivate through our Code of Conduct and training. These are part of the onboarding of new employees and set expectations for employee interactions, including the prohibition of discrimination, adherence to health and safety standards, treatment of customers, and principles of information security and data protection. They also cover compliance with fair competition, anti-corruption guidelines, conflict of interest policies, and our commitment to responsible supply chain management and sustainability.

As abstract rules and policies are often hard to understand and even harder to remember, our focus is on providing our employees practical and relevant examples. With regard to anti-corruption, we ensure employees review the policy and understand processes on the acceptance and giving of gifts, including when to involve the legal department. This is then supported by testing our employees' knowledge. This familiarizes them with processes and gives them feedback on their abilities to judge and navigate corruption risks. To further strengthen our compliance culture, we developed an updated Code of Conduct training in 2025. Using practical examples, it covers key topics such as respectful conduct, fair competition, anti-corruption and data protection, and includes several short quizzes to assess employees’ understanding.

The Code of Conduct and related trainings are reinforced by a wide range of supplementary policies that delve deeper into particular subjects and provide additional resources for employees. To further strengthen our compliance culture, we introduced a new Anti-Corruption Policy this year. It sets out clear, straightforward rules and enables the approval of benefits through an automated workflow. A mandatory supplementary training will be released in early 2026. The Head of Legal and the local compliance managers also support staff with any compliance-related questions.

Detection and Response Mechanisms - Audits and Whistleblowing

The IONOS CMS detects compliance breaches through compliance audits and the anonymous reports submitted via the IONOS Integrity Line which is open to all internal and external stakeholders. Whistleblowers using the IONOS Integrity Line are assured anonymity and protected against retaliation in line with EU regulation. To support whistleblowers and provide transparency on our processes, we have published a comprehensive guide, accessible on our employee Intranet and company website. All stakeholders also have the option of directly contacting our Compliance Team, their respective Compliance Coordinators or, where available, the Works Council. Reported compliance violations are first reviewed and validated by our Compliance Team. The Whistleblowing Committee then reviews and discusses all relevant reports. The Whistleblowing Committee consists of the IONOS Head of Legal, the compliance representatives from our parent company and other relevant functions as required. The committee makes recommendations for responses to the violations, the implementation of which is decided by our Management Board. Depending on the specific compliance violation, affected employees may be subject to sanctions, which, depending on severity, may include termination with immediate effect. The extent of the sanctions is determined based on various factors and in line with the principle of proportionality. To ensure a uniform and legally sound implementation of this process, these factors and the entire procedure are defined in our Dealing with Indications of Compliance Violations and Conducting Internal Investigations Policy.

Risk Management & Internal Control System

The company risk management and company internal control systems are part of the integrated GRC (governance, risk, compliance) organization, which is overseen by the CFO. The objectives of the ICS and RMS are to strengthen asset protection, ensure compliance with established processes and laws, guarantee the reliability of reporting, and support the effectiveness and efficiency of business processes.

RMS pursues a preventive and proactive risk management approach and aims to identify developments threatening the company's existence at an early stage through standardized identification, assessment, control, and monitoring. Value-at-risk calculations are performed periodically to assess risk-bearing capacity, risk tolerance, and risk appetite. As part of our open and transparent corporate culture, our risk strategy allows us to consciously take economically sensible risks, provided they do not jeopardize the company. The central risk management manual defines binding procedures that enable employees to manage risks. All employees are required to notify Company Risk Management of any reportable risks. Risk management software and an ICS software tool are used for collaboration with the departments, ensuring centralized recording and documentation. Regular risk manager meetings and risk inventories serve to exchange and coordinate measures.

The structure of the ICS is based on the COSO framework. The fundamental principles are transparency, dual control, separation of duties, and minimum information. The ICS documents procedures for preventing and detecting errors.

Quarterly reports to the Management Board and Supervisory Board ensure transparent monitoring of the risk situation. These reports contain an assessment of the risks and the status of measures. The effectiveness of the ICS and RMS is assessed within the framework of the “three lines” model by the internal audit department (corporate audit) of our parent company, United Internet, as an independent body and by external auditors.

Business Continuity Management System

The BCMS is overseen by our CTO, coordinated by the Business Continuity Coordinator and implemented operationally by the Business Continuity Managers within the business units. The core purpose is to ensure that all critical processes remain functional even in exceptional situations. Downtime must be kept within defined limits, customer data and services protected, and legal and regulatory requirements met. The BCMS is therefore essential to the long-term resilience and sustainability of IONOS.

The BCMS is based on business impact and risk analyses, which are updated annually. Relevant scenarios include, for example, outages of IT/services and infrastructure, staff shortages and failures of service providers. The insights gained are used to determine which processes must be maintained or restored quickly and which measures are required. This includes defining continuity parameters such as the maximum tolerable downtime, specifying fallback measures and developing and testing business continuity and disaster recovery plans.

To ensure proper functioning and continuous improvement, regular audits are carried out and an annual report is submitted to the Management Board.

HUMAN RIGHTS & SUPPLY CHAIN

IONOS is committed to respecting and upholding human rights as set out in the Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights and the UN Global Compact. IONOS prohibits forced, compulsory and child labor, human trafficking, and any form of discrimination or harassment and supports freedom of association, fair remuneration, freedom of expression, and equal opportunities for all employees.

This responsibility is something we exercise across all our operations and processes and we expect our partners to do the same. Our network of suppliers and business partners covers, among others, hardware, software, energy and colocation data center providers, as well as contractors, consultants and specialists supporting our operations. The IONOS Code of Conduct for Business Partners describes our requirements for ethical business practices as well as social and ecological responsibility within this network. We expect our partners to comply with the law and to protect the confidentiality, availability and integrity of all information. Our Security Experts review compliance through questionnaires, and if the responses indicate gaps, this can lead to a supplier audit. Required social and environmental due-diligence standards include the prohibition of forced and child labor, adherence to health and safety requirements, and processes for managing conflict minerals and metals.

To ensure our commitment to human rights, a Human Rights Officer, as well as Human Rights Coordinators in relevant functions, have been appointed. Risk assessments of our own operations and our supply chain are carried out annually. A potential human rights risk in our operations is unfair pay, especially in the Philippines. We prevent this risk by ensuring wages consistently meet or exceed minimum requirements. Guided by internal compensation guidelines, we conduct annual, market-driven salary reviews, along with performance-based incentives and benefits such as pensions and health programs. Our approach, impartial and focused on role and skill, includes annual market benchmarking to ensure competitive compensation.

The risk analysis of our supply chains is performed using a supplier sustainability assessment platform. This platform provides supplier sustainability assessments in areas like environmental protection, labor and human rights, ethics, and sustainable procurement. Additionally, it evaluates supplier practices and suggests measures and corrective actions to ensure continual improvement of their sustainability performance and mitigation of potential human rights risks.

All internal as well as external stakeholders can report potential violations of our standards by using the IONOS Integrity Line.

EU TAXONOMY

The EU Taxonomy is a classification system designed to identify and label ecologically sustainable business activities, with the goal of redirecting capital flows toward a more sustainable economy. The taxonomy covers six environmental objectives:

- Climate change mitigation
- Climate change adaptation
- Transition to a circular economy
- Sustainable use and protection of water and marine resources
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

The EU has set out specific criteria for a wide range of economic activities to determine whether and how they contribute to each environmental objective. An activity is considered *taxonomy-eligible* if it falls within the scope of the EU's listed activities. If it can be demonstrated that the activity meets all technical screening criteria and complies with both the "Do No Significant Harm" principle and the minimum safeguards, it is classified as *taxonomy-aligned*. Activities not covered by the EU Taxonomy are not eligible and are not assessed further. As IONOS only has taxonomy-eligible activities for the first three objectives, no alignment assessment is required for the remaining objectives.

The following table indicates our turnover, capital expenditure (CapEx) and operational expenditure (OpEx) in the financial year 2025 and the proportion of these associated with taxonomy-eligible activities, the proportion that is not taxonomy-eligible and the proportion that is aligned with the taxonomy.

		Turnover		**CapEx**		**OpEx**	
		€ m	*%*	*€ m*	*%*	*€ m*	*%*
Total		**1,316.9**	**100.0**	**77.9**	**100.0**	**31.9**	**100.0**
of which eligible for the taxonomy	6.5 Transport by motorbikes, passenger cars and light commercial vehicles	0.0	0.0	0.7	0.90	0.1	0.4
	7.3 Installation, maintenance and repair of energy efficiency equipment	0.0	0.0	0.0	0.0	0.1	0.3
	7.7 Acquisition and ownership of buildings	0.0	0.0	5.8	7.4	0.0	0.0
	8.1 Data processing, hosting and related activities	1,316.9	100.0	68.5	87.9	16.2	50.8
	Sum	**1,316.9**	**100.0**	**75.0**	**96.3**	**16.4**	**51.5**
of which not eligible for the taxonomy		0.0	0.0	2.9	3.7	15.5	48.5
of which aligned with the taxonomy		0.0	0.0	0.0	0.0	0.0	0.0

Determination of eligible activities

In the determination of eligible activities, we focused first on our core business activities. IONOS services include, among other, Domains, Homepages, Webhosting, Server, Cloud Solutions and E-Shops and Online-Storage. These services fit the activity 8.1 “Data processing, hosting and related activities” defined as “storage, manipulation, management, movement, control, display, switching, interchange, transmission or processing of data through data centers, including edge computing”. This activity is considered relevant for the objective of climate mitigation. IONOS has identified those activities that focus on hosting and data storage, such as online storage, as eligible activities. No distinction was made between hosting and data storage activities that take place at own and third-party data centers. Other activities that only (marginally) involve the transfer of data are not considered under activity 8.1.

In addition, the cross-sectional and infrastructure activities 6.5 “Transport by motorbikes, passenger cars and light commercial vehicles”, 7.3 “Installation, maintenance and repair of energy efficiency equipment” and 7.7 “Acquisition and ownership of buildings” were identified in connection with capital and operational expenditures at IONOS. These activities are allocated exclusively to the environmental objective "climate protection", as there are currently no adaptation plans with specific measures and therefore neither capital nor operating expenditure can be allocated to the environmental objective “adaptation to climate change”.

Assessment of alignment

Activity 8.1. Data processing, hosting and related activities

IONOS does not report any aligned activities with the EU criteria. IONOS is operating an ISO 50001 certified energy management system for our own data centers, as a result, we partially meet the alignment criteria. However, through engagement with external auditors, we believe fulfilling all alignment criteria would, in most cases, make our operations less energy efficient and hinder progress toward our climate targets. In addition, our colocation providers have not supplied sufficient information to verify their alignment with the EU criteria.

Cross-cutting and infrastructure activities

For alignment with the taxonomy when purchasing production from taxonomy-aligned economic activities, the supplying companies must provide evidence of this alignment. For the capital and operational expenditures in connection with the activities 6.5, 7.3 and7.7, this evidence was not provided. These expenditures are therefore reported as non-taxonomy-compliant for the 2025 reporting year.

Note on the figures

In accordance with the Commission notice (C/2023/305 (FAQ)), IONOS Group SE has waived a conformity assessment for activities that are not essential to its business activities due to a lack of data and evidence needed to demonstrate compliance with the technical screening criteria.

Determination of turnover, CapEx and OpEx

Turnover

The proportion of the eligible turnover is determined by dividing the net turnover generated from eligible activities (numerator) by the total revenue, in accordance with IAS (International Accounting Standards) 1.82 (a), as reported in the table “Consolidated Statement of Comprehensive Income” in the 2025 IONOS Group SE consolidated financial statements (denominator).

Capital expenditures

The proportion of the eligible capital expenditure was obtained by dividing the relevant capital expenditures (numerator) by the total capital expenditures (denominator). The numerator is based on the capital expenditures related to assets or processes for the performance of taxonomy-eligible activities.

The denominator is based on additions to property, plant and equipment and intangible assets. The period is the financial year under review before depreciation, amortization and any revaluations for the financial year in question and excluding changes in fair value (in particular, application of IAS 16, 38, IFRS 16 Leases with right-of-use assets). The taxonomy-relevant capital expenditures are reported in the IONOS Group SE Consolidated Financial Statements 2025 in the table "Development of intangible assets and property, plant and equipment 2025" under "Additions" (denominator).

Operational expenditures

The proportion of the eligible operational expenditure was obtained by dividing the relevant operational expenditures (numerator) by the total capital expenditures (denominator).

The numerator is based on operating expenses for taxonomy-aligned economic activities, for the acquisition of production assets, and for specific measures that a) enable the target activity to be carried out with lower carbon emissions, b) reduce greenhouse-gas emissions, or c) involve individual building renovation measures. The denominator represents the total operating expenses as defined by the taxonomy and relates to non-capitalized costs in connection with research and development, building refurbishment, short-term leases, necessary maintenance and repair of property, plant and equipment by the company or third parties and training costs (in accordance with DelVO 2021/2178).

Additional notes

In the 2025 reporting year, the deconsolidation of Sedo GmbH affects the EU Taxonomy disclosures. In accordance with the FAQs (Commission Notice C/2023/305) published in the Official Journal of the European Union on 20 October 2023, Sedo GmbH’s revenues are not included in the revenue KPI. This is because revenue from discontinued operations must be presented separately from continuing operations (IFRS 5.33) and is therefore not part of the revenue figure required under IAS 1.82(a). Based on the FAQs and the reference to IFRS 5.33, it can also be inferred that Sedo GmbH’s operating expenditure is not included in the OpEx KPI, as OpEx from discontinued operations must likewise be reported separately. In contrast, Sedo GmbH’s investments for the period from 1 January to 31 December 2025 are included in the CapEx KPI. The CapEx presentation therefore aligns with the financial reporting requirements.

FACTS & FIGURES

This section presents key performance indicators (KPIs) across various dimensions: Planet, People, Digital Responsibility, Customer, and Responsible Governance. These KPIs are integral to our sustainability strategy, reflecting our commitment to environmental stewardship, social responsibility, and ethical governance. The data depicted here illustrates our progress and ongoing efforts to enhance our sustainability performance.

PLANET ESG METRICS

Environment

DATA CENTERS[1,2]		2020	2021	2022	2023	2024	2025
Overall energy use	Energy consumption (MWh)	115,058.3	115,022.9	120,700.7	120,962.0	115,004.0	113,016.9
	Share of renewable electricity[3] (%)	100.0	100.0	100.0	100.0	100.0	100.0
	Share of renewable energy (%)	98.9	99.4	99.3	99.2	99.3	99.8
	Renewable energy (MWh)	113,910.1	114,371.7	119,917.1	120,011.7	114,295.2	112,809.8
	Fossil energy (MWh)	1,148.2	651.2	783.6	950.3	708.8	207.1
	Nuclear energy (MWh)	0.0	0.0	0.0	0.0	0.0	0.0
Efficiency	Power Usage Effectiveness (PUE) weighted[4]	1.48	1.47	1.46	1.43	1.39	1.37
	Carbon Usage Effectiveness[5] (CUE)	n/a	n/a	n/a	0.002	0.003	0.002
	Water Usage Effectiveness[6] (WUE)	n/a	n/a	n/a	0.02	0.003	0.00003
Electricity	Renewable electricity (MWh)	113,910.1	114,371.7	119,910.7	119,990.5	114,279.5	112,428.7
	Non-renewable electricity (fossil) (MWh)	0.0	0.0	0.0	0.0	0.0	0.0
	Non-renewable electricity (nuclear) (MWh)	0.0	0.0	0.0	0.0	0.0	0.0
	Self generated renewable energy[7] (MWh)	0.0	0.0	5.5	1,170.0	2,141.2	2,818.8
Fuels	Diesel (fossil) MWh)	1,148.2	651.2	783.6	950.3	708.8	207.1
	Biofuels (renewable) (MWh)	0.0	0.0	6.4	21.2	15.7	381.1

1) Data covers all IONOS Group SE own data centers.
2) District heating emissions for data centers were previously reported based on estimates. Following a methodology review, no actual emissions were identified and this source has been removed from our emissions inventory.
3) Directly sourced renewable electricity from utility suppliers.
4) PUE is adjusted to account for photovoltaic energy generation and temperature fluctuations.
5) Measured as kg per kWh.
6) Measured as liters per kWh.
7) Energy generated from photovoltaic systems.

OFFICES		2023	2024	2025
Overall energy use	Energy consumption (MWh)	6,569.5	6,975.8	5,875.1
	Share of renewable electricity[1] (%)	82.0	87.7	83.0
	Share of renewable energy (%)	50.6	62.4	56.1
	Renewable energy (MWh)	3,322.8	4,352.0	3,295.3
	Fossil energy (MWh)	3,201.7	2,601.6	2,563.0
	Nuclear energy (MWh)	45.0	22.3	16.8
Electricity[2]	Renewable electricity (MWh)	2,836.1	3,969.4	2,787.7
	Non-renewable electricity (fossil) (MWh)	575.8	536.7	554.7
	Non-renewable electricity (nuclear) (MWh)	45.0	22.3	16.8
	Self generated renewable energy (MWh)	0.0	0.0	0.0
Fuels	Natural gas (MWh)	653.8	515.1	915.9
	Heating Oil (MWh)	n/a	57.5	8.1
District heating & cooling[3]	District heat (fossil) (MWh)	1,972.1	1,492.2	1,084.3
	District heat (renewable) (MWh)	486.7	382.5	507.6

1) Includes renewable electricity directly sourced and renewable electricity within the country grid mix.
2) Where traditional grid mix electricity is sourced, the energy mix (fossil and renewable) is estimated based on national averages.
3) The energy mix for district heating & cooling energy (fossil and renewable proportions) is estimated based on national averages.

COLOCATION DATA CENTERS		2022	2023	2024	2025
Overall energy use[1]	Energy consumption (MWh)	25,159.4	26,154.9	31,310.9	25,258.4
	Share of renewable electricity[2] (%)	81.1	92.5	89.6	90.4

1) Based on actual and estimated data from the IONOS energy management system.
2) Calculation accounts for public claims of renewable electricity usage by colocation suppliers, Renewable Energy Certificates (RECs) purchased by IONOS, and averages of the national grid mix where relevant.

ALL OWN FACILITIES		2023	2024	2025
Overall energy use	Energy consumption (MWh)	127,531.5	121,979.8	118,892.0
	Share of renewable electricity (%)	99.5 %	99.5 %	99.5 %
	Share of renewable energy (%)	96.7 %	97.2 %	97.7 %
	Renewable energy (MWh)	123,334.5	118,647.1	116,105.1
	Fossil energy (MWh)	4,152.0	3,310.3	2,770.1
	Nuclear energy (MWh)	45.0	22.3	16.8

COMPANY CARPOOL	2023	2024	2025
Petrol (litres)	42,527.0	42,737.1	24,385.5
Diesel (litres)	136,597.2	102,059.9	78,812.1
Electricity (MWh)	27.4	52.3	95.8
Electric vehicles in carpool (%)	8.6	11.9	23.9

Climate & Carbon[1,2,3,4]

DATA CENTERS	2023	2024	2025
Scope 1 GHG emissions			
Gross Scope 1 GHG emissions (tCO_2e)	359.9	276.4	91.2
Scope 2 GHG emissions			
Gross Scope 2 emissions (tCO_2e)	0.0	0.0	0.0

OFFICES & COMPANY CARPOOL	2023	2024	2025
Scope 1 GHG emissions			
Gross Scope 1 GHG emissions (tCO_2e)	974.0	941.8	704.8
Scope 2 GHG emissions			
Gross Scope 2 emissions (tCO_2e)	2,042.4	1,449.9	1,183.8

IONOS GROUP	2023	2024	2025
Total Scope 1 & 2 GHG emissions			
Total emissions tCO_2e	3,376.3	2,668.1	1,979.7
Total Scope 3 GHG emissions[5]			
3.1 Purchased goods & services	30,027.8	40,285.6	58,896.7
3.2 Capital goods	14,147.0	14,044.9	8,197.1
3.3 Fuel & energy related activities	4,379.6	3,598.4	880.2
3.4 Upstream transportation & distribution	5,549.6	5,310.3	4,573.7
3.5 Waste generated in operations	3.3	1.7	4.8
3.6 Business travel	1,115.8	1,201.8	1,231.6
3.7 Employee commuting	6,174.1	6,039.1	5,297.3
3.8 Upstream leased assets[6]	2,633.4	2,665.1	1,296.0
3.15 Investments	189.0	200.2	185.9

1) Greenhouse gas emissions for Scope 1 & 2 are determined based on group-wide energy and fuel & electricity consumption of company vehicles, an operative control approach is used that recognizes leased vehicles under Scope 1 & 2. For energy, in the majority of cases, actual consumption data is used, where not available, estimates have been created based upon previous year data and revenue or headcounts per location. For company vehicles electricity use, we calculate emissions using the national average grid mix per relevant country.
2) The calculation of GHG emissions is primarily based on the DEFRA (Department for Environment, Food & Rural Affairs, UK) emissions factors. Additional emissions factors are complemented by Ecoinvent, a lifecycle inventory database and product manufacturer factors.
3) Due to improvements in the data basis and quality, figures may differ from those of prior years.
4) Scope 2 emissions are reported as market based. Location based Scope 2 emissions amounted to 34,704.2 tonnes in 2025, 39,508.2 tonnes in 2024 and 40,688.5 tonnes in 2023.
5) Greenhouse gas emissions for Scope 3 are determined based on actual data and spend data. In cases where complete data is not available, we have extrapolated data based upon headcounts to ensure completeness.
6) Data covers colocation data center suppliers and accounts for actual or estimated non-renewable electricity.

Circular economy

	DATA CENTERS[1,2,3]	2023	2024	2025
	Total waste generated	232.0	197.3	503.4
	of which actual activity data broken down by category			
Hazardous waste	Hazardous waste (recycled) (tonnes)	136.9	101.1	251.8
	Hazardous waste (reused) (tonnes)	28.1	29.2	40.4
	Hazardous waste (disposed of) (tonnes)	0.0	0.0	0.0
Non-hazardous waste	Non-hazardous waste (recycled) (tonnes)	59.4	59.4	145.6
	Non-hazardous waste (reused) (tonnes)	0.0	0.0	30.4
	Non-hazardous waste (waste to energy) (tonnes)	0.0	0.0	29.5
	Non-hazardous waste (disposed of) (tonnes)	7.6	7.6	5.7
Waste disposal	Recycling rate (%)	84.6	81.4	79.0
	Reuse rate (%)	12.1	14.8	14.1
	Waste to energy rate (%)	n/a	n/a	5.9
	Landfill rate (%)	3.3	3.8	1.1

1) Data is based upon a waste register linked to the IS0 14001 environmental management system.
2) Disposal methods not listed are not applicable to these operations.
3) Figures may not sum to 100% due to rounding

	OFFICES[1,2]	2023	2024	2025
	Total waste generated	7.4	3.6	1.8
	of which actual activity data broken down by category			
Hazardous waste	Hazardous waste (recycled) (tonnes)	1.8	2.7	1.4
	Hazardous waste (reused) (tonnes)	5.6	0.9	0.4
	Hazardous waste (disposed of) (tonnes)	0.0	0.0	0.0
Waste disposal	Recycling rate (%)	24.5	74.5	77.8
	Reuse rate (%)	75.5	25.5	22.2
	Landfill rate (%)	0.0	0.0	0.0

1) Data is provided by our green IT partner AfB gGmbH, covering IONOS German operations, comprising office IT equipment.
2) Disposal methods not listed are not applicable to these operations.

PEOPLE ESG METRICS

Employee Overview

Metric	2022	2023	2024	2025
Employee Headcount	4,210	4,364	4,037	4,305
Employee Full Time Equivalent (FTE)	4,044.7	4,175.2	3,927.7	4,147.7

Employees by Gender

Metric	Male	Female	Gender unspecified	Total
Total Employees	2,921	1,382	2	4,305
Permanent Employees	2,780	1,312	2	4,094
Temporary Employees	141	70	0	211
Full-time Employees	2,709	1,112	1	3,822
Part-time Employees	212	270	1	483

Employees by Country

Metric				Europe				North America	Asia-Pacific
	Germany	*France*	*UK*	*Spain*	*Romania*	*Poland*	*Austria*	*USA*	*Philippines*
Number of Employees	2,167	12	239	460	289	320	49	121	648
Permanent Employees	1,988	12	239	449	279	310	48	121	648
Temporary Employees	179	0	0	11	10	10	1	0	0
Full-time Employees	1,770	12	217	426	289	306	33	121	648
Part-time Employees	397	0	22	34	0	14	16	0	0

Employees by Region

Metric	North America	Europe inc. UK	Asia-Pacific
Number of Employees	121	3,536	648
Permanent Employees	121	3,325	648
Temporary Employees	0	211	0
Full-time Employees	121	3,053	648
Part-time Employees	0	483	0

Belonging & Inclusion

	Metric	2022	2023	2024	2025
Gender	% Women	31.0	31.0	31.3	32.1
	% Women Managers Total	26.0	26.0	24.9	21.3
	% Women Managers Executives	13.2	9.5	18.3	9.5
	% Women Managers Senior	22.1	24.0	22.4	22.7
	% Women in Tech[1]	16.6	11.6	15.4	14.9
Nationality	Number of Nationalities	69	72	74	78
	% Non-National managers	5.4	5.5	8.5	8.4
Age	% Age < 30	27.4	28.0	20.9	25.0
	% Age 30-50	60.7	59.7	66.0	62.2
	% Age > 50	11.9	12.3	13.1	12.9
Belonging & Inclusion	% Adjusted Gender Pay Gap[2]	n/a	1.6	2.4	2.3
	% Managers Trained in Diversity	n/a	75.8	81.0	81.0

1) Represents the proportion of women in technical departments rather than technical specific roles.
2) Adjusted gender pay gap considering job level, tenure, location, organizational unit and gender.

Talent Attraction and Retention

	Metric	2022	2023	2024	2025
Employee Turnover	Employee Turnover	18.2	12.6	16.3	15.0
	Male Turnover	13.8	11.5	10.6	8.9
	Female Turnover	22.6	13.9	5.7	6.1
New Hires[1]	Total Hires Number	578	456	624	728
	% Male Hires	66.8	64.7	67.5	63.5
	% Female Hires	33.2	35.3	32.5	36.4
Average Tenure	Average tenure by years	6.0	6.5	7.7	7.3
Employee Engagement	% Employee Engagement Survey Participation	n/a	66.0	86.0	85.0

1) Figures may not sum to 100% due to rounding and a small proportion of employees who did not specify their gender.

Training and Development

Metric	2022	2023	2024	2025
Total Hours Provided[1]	19,768.3	44,165.0	40,166.8	20,433.7
Average Hours Training per Employee	4.7	10.1	10.0	4.7
€m Total Spend	1.6	1.6	1.4	1.0
% Employees with Career Development Review	n/a	71.1	70.0	88.0

1) The significant reduction in training hours in 2025 was due to the transition to a new software system, which temporarily affected the monitoring of training data.

Health and Safety

Metric	2024	2025
Number of work related accidents	9	13
Rate of work related accidents[1]	n/a	1.9
Number of Fatalities	0	0

1) Rate of work related accidents measured per million working hours.

Collective Bargaining

Metric	Collective Bargaining Coverage[1]		Social Dialogue[2]
	Employees in the EEA (european economic area)	*Employees not in the EEA*	*Workplace representation in the EEA*
Coverage 0-19 %	All countries	All regions	All countries
Coverage 20-39 %	-	-	-
Coverage 40-59 %	-	-	-
Coverage 60-79 %	-	-	-
Coverage 80-100 %	-	-	-

1) French employees are covered, as collective bargaining agreements apply by law. Overall however the proportion of the workforce affected is still >20%.
2) Strato AG has a works council. Overall, however, the proportion of the workforce affected is still >20%.

DIGITAL RESPONSIBILITY METRICS

Data Privacy and Information Security

Metric	2024	2025
% Information Security Management System Coverage	97.2	100.0
% Employees completing Information Security training	87.0	78.0
% Employees completing Data Protection training	85.4	78.4
Number of reported data breaches	6	8
€ fines and penalties	0	0

RESPONSIBLE GOVERNANCE METRICS

Corporate Governance

	Metric	2023	2024	2025
Code of Conduct	% Employees completing Code of Conduct training	83.5	77.6	84.3
Anti-Bribery & Corruption	% Employees completing Anti-Bribery & Corruption training	83.5	77.6	84.3
	Number of confirmed incidents	0	0	0
	Of which connected to terminated contracts with business partners	0	0	0
	Number of convictions for violations	0	0	0
	€ fines and penalties	0	0	0
Financial Integrity	Incidents of money laundering or insider trading	0	0	0
	Incidents of conflicts of interest	0	0	0
Discrimination	Number of reported incidents including harassment	5	2	5
	€ fines and penalties	0	0	0
Human Rights	Number of incidents	0	0	0
	Of which breaching international agreements	0	0	0
	€ fines and penalties	0	0	0

ESG RISKS & IMPACTS

The following analysis outlines the material ESG risks and opportunities that our organization faces as well as the material impacts we potentially and actually have on our stakeholders. Identifying and understanding these factors are critical for informed decision-making and strategic planning. This assessment aids in navigating potential challenges and leveraging opportunities to foster sustainability and resilience.

ESG Risks & Impacts

Pillars / Topics	Material Risks / Impacts	Description and Mitigation
Planet		
Climate Change *ESRS E1*	*Long-term risk* Lack of decarbonization causing competitive disadvantages	Among growing sensitivity to climate change, failing to decarbonize our operations could lead to competitive disadvantages with investors, customers, and employees. Our plan to mitigate this risk is formulated in the targets and the measures described in the chapters Renewable Energy, Sustainable Design and Sustainable Operations. Indicators: All own facilities emissions (scope 1-3)
	Negative long-term impact Increasing IONOS energy consumption increases energy costs	IONOS operations consume energy, which could contribute to an increase of overall energy prices. We minimize this impact through the measures described in the chapters Renewable Energy, Sustainable Design and Sustainable Operations. Indicator: PUE
	Negative long-term impact IONOS operations causing climate-damaging greenhouse gas emissions	The energy consumption of our operations could lead to climate-damaging greenhouse gas emissions. We minimize this impact through the measures described in the chapters Renewable Energy, Sustainable Design and Sustainable Operations. Indicators: All own facilities emissions (scope 1-3)

Circular Economy *ESRS E3*	*Negative mid-term impact* Inefficient resource use causing environmental pollution	Failure to adopt circular economy practices in our data center operations and hardware management may lead to negative environmental impacts resulting from raw material use in our value chain and e-waste generation at end of life. We minimize this impact through the measures described in the chapter Circular Economy. Additionally, the chapter Human Rights & Supply Chain describes our expectations regarding, among others, environmental practices of suppliers. Indicators: IT equipment recycled and refurbished
People		
Talent Attraction & Retention *ESRS S1*	*Mid-term risk* Declining attractiveness as an employer	A decline in employer attractiveness could lead to a shortage of skilled workers. While investing more in recruitment and retention may help address this risk, the associated higher costs could also negatively impact the stability of our business operations. We tackle this risk through the measures described in the chapter Talent Attraction & Retention. Indicators: Employee Headcount, Employee Turnover, Average tenure by years
Training & Development *ESRS S1*	*Long-term risk* Declining employee skills & performance	IONOS success depends on the knowledge and skill of our employees. Failing to develop our human capital could lead to a decline in our performance. We tackle this risk through the measures described in the chapter Training & Development. Indicators: Total Hours Provided, €m total spend
Belonging & Inclusion *ESRS S1*	*Negative short-term impact* Harassment of stakeholders	IONOS does not tolerate any form of discrimination or harassment. Despite comprehensive preventive measures, individual cases cannot be completely ruled out. In the chapter Belonging & Inclusion we describe how we foster an inclusive company culture and in the chapter Compliance Management we explain how potential cases can be reported and are handled. Indicator: Number of reported incidents
Digital Responsibility		
Information Security & Data Protection *ESRS S1 & S4*	*Short-term risk* Loss of confidentiality	Cybersecurity threats could lead to the loss of confidentiality of IONOS and stakeholder data. This could compromise our operations and strategy, lead to data protection lawsuits, and damage our reputation. The chapters Information Security and Data Protection describe how we monitor and mitigate this risk. Indicators: Number of reported data breaches, % employees completing Information Security training
	Short-term risk Loss of availability of data	Cybersecurity threats could lead to the irremediable loss of data. This could entail business disruptions, data protection lawsuits and reputational damages. The chapters Information Security and Data Protection describe how we monitor and mitigate this risk. Indicators: Number of reported data breaches, % employees completing Information Security training
	Short-term risk Loss of data integrity	External and internal cybersecurity threats could lead to unnoticed data manipulation. This could lead to business disruptions, data protection lawsuits and reputational damages. The chapters Information Security and Data Protection describe how we monitor and mitigate this risk. Indicators: Number of reported data breaches, % employees completing Information Security training
	Negative short-term impact Cyberattacks/incidents affecting stakeholders	As a data center operator, IONOS is responsible for a large amount of data and computing capacity. This makes the company an attractive target for criminal actors seeking to steal data or misuse the computing resources. If IONOS fails to effectively prevent or promptly stop such attacks, third parties could be harmed. The chapters Information Security and Data Protection describe how we monitor and mitigate this potential impact. Indicator: Number of reported breaches

Artificial Intelligence	*Long-term risk* Competitors adopt AI faster	AI tools can offer productivity gains. If IONOS doesn't adequately leverage this benefit, it could face a loss of competitive advantage. How we turn this risk into an opportunity is described in the chapter Artificial Intelligence. Indicator: Revenue
	Long-term risk IONOS not capitalizing on the market opportunities of AI	There is considerable growth potential for AI tools in the SME segment of IONOS. If IONOS were to not capitalize on these opportunities it could face severe competitive disadvantages. How we turn this risk into an opportunity is described in the chapter Artificial Intelligence. Indicators: Revenue
	Positive long-term impact Integration of AI in processes and services	Our customers can benefit from the integration of AI into our processes and services through enhanced service quality and AI-driven efficiency gains. At the same time, our employees can be relieved of repetitive routine tasks and are able to strengthen their competencies in working with AI tools. See the chapter Artificial Intelligence for more information. Indicators: NPS, Revenue
Responsible Governance		
Corporate Governance *ESRS G1*	*Mid-term risk* Non-Compliance	IONOS operates in a highly regulated market and must also meet very strict customer requirements. This poses the risk of possible non-compliance with legal requirements. In the chapter Compliance Management, we describe how the risk of non-compliance is monitored and mitigated. Indicators: Number of confirmed incidents, € fines and penalties
Human Rights & Supply Chain *ESRS G1 & S2*	*Negative short-term impact* Human rights and labor rights violations in the supply chain	The hardware used in IONOS data centers is produced from raw materials sourced worldwide. Since portions of this supply chain operate in regions with limited regulatory oversight, there is a risk of human rights and labor rights violations affecting the workers in those areas. In the chapter Human Rights & Supply Chain we describe how this risk is monitored and mitigated. Indicators: Number of incidents, € fines and penalties
Customer		
Customer *ESRS S4*	*Mid-term risk* Customer satisfaction decreases	Customer satisfaction is the foundation for our business success. A decline in customer satisfaction could impact future revenue and growth opportunities. Our customer centric approach to turn this risk into an opportunity is described in the chapter Customer Care. Indicators: NPS, Revenue

Climate Risks & Mitigation

Category	Risks	Mitigation & Adaptation
Physical		
Acute	Short to long term risks of extreme short-term weather events resulting in property damage and operational disruptions: heat waves, cold-frost, cyclones, hurricanes, typhoons, tornadoes, drought, heavy precipitation, floods and subsidence	Existing buildings are equipped with structural protective measures Business continuity and disaster recovery plans are in place, including geo-redundancy across our own data centers and colocations For new buildings, long-term environmental risks are assessed and appropriate mitigation measures defined
Chronic	Short to long term risks of climate impacts leading to higher operating and insurance premium costs at IONOS as well as up- and downstream supply chains: Changing temperature, heat stress, temperature variability, water stress and soil erosion	Design and construction of energy & resource-efficient data centers, e.g. cooling systems with lower reliance on water Energy efficiency investments in existing data centers Investment in self-generated renewable energy Preference for colocation data center providers with renewable energy or related targets
Transitional		
Policy & Legal	Short to medium term risk of increased regulatory compliance costs associated with carbon reporting, auditing and related building standards	Integration of carbon reporting within existing management systems
	Short to medium term risk of carbon pricing mechanisms increasing capital and operating costs	Design and construction of energy- & resource-efficient data centers Sourcing of renewable energy
Technology	Medium term risk of delayed adoption of newer energy-efficient technologies, leading to higher costs	Design and construction of energy- & resource-efficient data centers Energy efficiency investments in existing data centers Investment in self-generated renewable energy
Market	Short to medium term risk of shifts in customer preferences towards suppliers with lower energy and carbon impacts	Sourcing of renewable energy Tracking customer preferences through tender requirements
Reputational	Short to medium term risk of reputational damage due to inadequate handling of climate change impacts or potential greenwashing	Transparent communication with stakeholders regarding current & planned measures regarding climate change

Climate Opportunities & Adaptation

Category	Opportunities	Mitigation & Adaptation
Resource Efficiency	Short to medium-term opportunity of energy efficiency of company's operations reducing costs	Optimization of data center operations for energy efficiency Investment in efficient equipment and infrastructure Dedicated energy management team and management systems
Energy Source	Short-to long-term opportunity of lower-emission through the use of renewable sources of energy	Continued use of renewable electricity sources for operations Investment in self-generated renewable energy
Products & Services	Short to medium-term opportunity of shift of consumer preferences towards the company due to sustainable operations	Transparent communication with stakeholders regarding current & planned measures regarding climate change

EU TAXONOMY

This section addresses our alignment with the EU Taxonomy for sustainable activities. It provides an overview of how our operations and investments contribute to environmental objectives as defined by the EU Taxonomy framework.

Turnover

Fiscal Year 2025		Year		Substantial Contribution Criteria						DNSH Criteria ('Do No Significant Harm') (h)									
Economic Activities (1)	Code (a) (2)	Turnover (3)	Proportion of Turnover, Year 2025 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (4)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguard (17)	Proportion of taxonomy aligned (A.1.) or eligible (A.2.) turnover, Year 2024 (18) [1]	Category enabeling activity (19)	Category transitional activity (20)
		€ million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (taxonomy aligned)																			
Turnover of environmentally sustainable activities (taxonomy aligned) (A.1)		**0.0**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**N**	**N**	**N**	**N**	**N**	**N**	**N**	**0.0%**		
of which enabeling activities		**0.0**	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N	N	N	N	N	N	N	0.0%	E	
of which transitional activites		**0.0**	0.0%	0.0%						N	N	N	N	N	N	N	0.0%		T
A.2 Taxonomy eligible, but not environmentally sustainable activities (not taxonomy aligned activities) (g)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Data processing, hosting and related activites	CCM 8.1	1,316.9	100.0%	*EL*	*N/EL*	*N/EL*	*N/EL*	*N/EL*	*N/EL*								100.0%		
Turnover of taxonomy eligible but not evironmentally sustainable activities (not taxonomy aligned activities) (A.2)		**1,316.9**	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%								100.0%		
A. Turnover of taxonomy eligible activites (A.1+A.2)		**1,316.9**	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%								100.0%		
B. NON-TAXONOMY-ELIGIBLE ACTIVITIES																			
Turnover of non-taxonomy-eligible activites		**0.0**	**0.0%**																
Total		**1,316.9**	**100.0%**																

The code represents the abbreviation of the respective objective to which the economic activity can make a significant contribution, as well as the number of the section of the activity in the corresponding annex that covers the objective, i.e.

- Climate Change Mitigation: CCM
- Circular Economy: CE

Y – Yes, taxonomy aligned activitity that conforms to the relevant environmental objective
N – No, taxonomy eligible activitiy, but conforms with the relevant environmental objective

EL – 'eligible', activity that is taxonomy aligned for the respective target
N/EL – 'not eligible", activity not eligible for the respective environmental objective

Capital Expenditures

Fiscal Year 2025		Year		Substantial Contribution Criteria						DNSH Criteria ('Do No Significant Harm') (h)								
Economic Activities (1)	Code (a) (2)	CapEx (3)	Proportion of CapEx, Year 2025 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (4)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguard (17)	Proportion of taxonomy aligned (A.1.) or taxonomy eligible (A.2.) CapEx, Year 2024 (18)[1]	Category enabeling activity (19)	Category transitional activity (20)
		€ million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (taxonomy aligned)																			
CapEx of environmentally sustainable activities (taxonomy aligned) (A.1)		0.0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N	N	N	N	N	N	N	0.0%		
of which enabeling activities		0.0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N	N	N	N	N	N	N	0.0%	E	
of which transitional activites		0.0	0.0%	0.0%						N	N	N	N	N	N	N	0.0%		T
A.2 Taxonomy eligible, but not environmentally sustainable activities (not taxonomy aligned activities) (g)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Transportation by motorcycles, passenger cars, and light commercial vehicles	CCM 6.5	0.7	0.9%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.8%		
Acquisition and ownership of buildings	CCM 7.7	5.8	7.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								12.9%		
Data processing, hosting and related activites	CCM 8.1	68.3	87.7%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								81.2%		
CapEx of taxonomy eligible but not evironmentally sustainable activities (not taxonomy aligned activities) (A.2)		74.8	96.0%	96.0%	0.0%	0.0%	0.0%	0.0%	0.0%								94.9%		
A. CapEx of taxonomy eligible activites (A.1+A.2)		74.8	96.0%	96.0%	0.0%	0.0%	0.0%	0.0%	0.0%								94.9%		
B. NON-TAXONOMY-ELIGIBLE ACTIVITIES																			
CapEx of non-taxonomy-eligible activites		3.1	4.0%																
Total		77.9	100.0%																

The code represents the abbreviation of the respective objective to which the economic activity can make a significant contribution, as well as the number of the section of the activity in the corresponding annex that covers the objective, i.e.

- Climate Change Mitigation: CCM
- Circular Economy: CE

Y – Yes, taxonomy aligned activitity that conforms to the relevant environmental objective

N – No, taxonomy eligible activitiy, but conforms with the relevant environmental objective

EL – 'eligible', activity that is taxonomy aligned for the respective target

N/EL – 'not eligible", activity not eligible for the respective environmental objective

Operational Expenditure

Fiscal Year 2025	Year			Substantial Contribution Criteria						DNSH Criteria ('Do No Significant Harm') (h)									
Economic Activities (1)	Code (a) (2)	OpEx (3)	Proportion of OpEx, Year 2025 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (4)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguard (17)	Proportion of taxonomy aligned (A.1.) or taxonomy eligible (A.2.) OpEx, Year 2024 (18)[1]	Category enabeling activity (19)	Category transitional activity (20)
		€ million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (taxonomy aligned)																			
OpEx of environmentally sustainable activities (taxonomy aligned) (A.1)		**0.0**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**N**	**N**	**N**	**N**	**N**	**N**	**N**	**0.0%**		
of which enabeling activities		**0.0**	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N	N	N	N	N	N	N	0.0%	E	
of which transitional activites		**0.0**	0.0%	0.0%						N	N	N	N	N	N	N	0.0%		T
A.2 Taxonomy eligible, but not environmentally sustainable activities (not taxonomy aligned activities) (g)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Transportation by motorcycles, passenger cars, and light commercial vehicles	CCM 6.5	0.1	0.3%	*EL*	*N/EL*	*N/EL*	*N/EL*	*N/EL*	*N/EL*								0.4%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0.1	0.4%	*EL*	*N/EL*	*N/EL*	*N/EL*	*N/EL*	*N/EL*								0.0%		
Data processing, hosting and related activites	CCM 8.1	16.2	50.8%	*EL*	*N/EL*	*N/EL*	*N/EL*	*N/EL*	*N/EL*								55.5%		
OpEx of taxonomy eligible but not evironmentally sustainable activities (not taxonomy aligned activities) (A.2)		**16.4**	51.5%	51.5%	0.0%	0.0%	0.0%	0.0%	0.0%								55.9%		
A. OpEx of taxonomy eligible activites (A.1+A.2)		**16.4**	**51.5%**	51.5%	0.0%	0.0%	0.0%	0.0%	0.0%								55.9%		
B. NON-TAXONOMY-ELIGIBLE ACTIVITIES																			
OpEx of non-taxonomy-eligible activites		**15.5**	**48.5%**																
Total		**31.9**	**100.0%**																

The code represents the abbreviation of the respective objective to which the economic activity can make a significant contribution, as well as the number of the section of the activity in the corresponding annex that covers the objective, i.e.

- Climate Change Mitigation: CCM
- Circular Economy: CE

Y – Yes, taxonomy aligned activitity that conforms to the relevant environmental objective

N – No, taxonomy eligible activitiy, but conforms with the relevant environmental objective

EL – 'eligible', activity that is taxonomy aligned for the respective target

N/EL – 'not eligible", activity not eligible for the respective environmental objective

ABOUT THIS REPORT

This Sustainability Report is intended for anyone who would like to find out more about IONOS Group SE's sustainability activities. This target group comprises, in particular, our stakeholders: shareholders, investors, analysts, customers, employees, business partners, NGOs, political representatives and the interested general public.

Reporting Requirements

This sustainability report contains the consolidated non-financial report of IONOS Group SE in alignment with Section 315c HGB. In addition to the non-financial report, a non-financial statement in accordance with Section 289c HGB does not have to be prepared, as the criteria of Section 289b (1) HGB are not fully applicable. This report also considers the requirements of the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). Furthermore, it contains disclosures regarding the material aspects for IONOS Group: environmental matters, employee related matters, social matters, respect for human rights and anti-corruption and bribery matters.

Reporting Period and Scope of Application

IONOS's report will be published annually. This report covers the financial year from 01 January 2025 to 31 December 2025, as is the case with the financial reporting. Where appropriate, prior period figures are presented or outlooks are given.

Since this is the Sustainability Report for IONOS Group SE, the statements it contains apply essentially to all divisions and locations and to all IONOS subsidiaries, including Sedo GmbH, which is currently marked for sale. This includes all KPIs published in the report. Where the scope of KPIs does not yet apply to all companies, locations and areas covered by this report, this is indicated. We intend to continuously expand the scope and quality of the data on which the reporting is based.

Preparation and Publication of the Sustainability Report

The consolidated non-financial report in the form of this Sustainability Report has been prepared and published by IONOS Group SE's Chief Financial Officer (CFO) on behalf of IONOS Group SE's Management Board.

CONTACT

Our Investor Relations and Public Relations Department will be happy to answer any questions you may have regarding the IONOS Group Sustainability Report.

Contact Investor Relations

Phone: +49 2602 96 1043

Email: investor-relations@ionos-group.com

Contact Public Relations

Phone: +49 721 50957968

Email: press@ionos-group.com

LEGAL INFORMATION

Publisher and copyright © 2025

IONOS Group SE
Elgendorfer Straße 57
56410 Montabaur
Germany

Registration Court: Montabaur, HRB 25386

This Sustainability Report is available in German and English. Both versions can also be downloaded from www.ionos-group.com. In all cases of doubt, the German version shall prevail.

Produced in-house with Firesys

Disclaimer: This report contains certain forward-looking statements which reflect the current views of IONOS's Management Board with regard to future events. These forward-looking statements are based on our current plans, estimates, and expectations and only reflect facts valid at the time when the statements were made. Such statements are subject to certain risks and uncertainties, as well as other factors which IONOS often cannot influence but which might cause our actual results to differ materially from these statements. Such risks, uncertainties, and other factors are described in detail in the Risk Report section of IONOS's Annual Reports. IONOS does not intend to revise or update such forward-looking statements.

IONOS Group SE

Elgendorfer Straße 57
56410 Montabaur

www.ionos-group.com