



NORWEGIAN TRANSPARENCY ACT
2023 REPORT

At STACK EMEA, we believe that the digital economy should be a green and sustainable economy. To help ensure this, we design, build, and operate data centers that are on the cutting edge of environmental performance. We have been doing this for more than 20 years and have set the standard for sustainability in the sector. We will continue to lead and act as the role model for the industry.

STACK EMEA – Nordics consists of the following companies related to data center colocation hosting services. The data centers are located and registered as:

- SI OSL 01 AS
- SI OSL 02 AS
- SI OSL 03.1 AS
- SI OSL 03.2 AS
- SI OSL 04 AS
- STO 01.1 AB
- COP 01 ApS

STACK EMEA – Nordics is headquartered in Norway and currently operates eight data centers across Norway, Sweden, and Denmark, delivering best-in-class services to our global clients.

STACK EMEA – Nordics is organizationally divided into five departments and administration. The administration includes HR, IT, Risk, Compliance and ESG. Management and business managers report to the Chief Executive Officer, Nordics and the Board of Directors. The Chief Executive Officer, Nordics reports to the STACK EMEA CEO.

The board consists of three board members in addition to the chairman of the board.

STACK EMEA – Nordics has prepared ethical guidelines in a Code of Business Principles and Supplier Code of Conduct that describe how we as company and our suppliers, among others, commit ourselves to safeguarding human rights and orderly working conditions.

STACK EMEA – Nordics has a tradition of promoting social responsibility through our work. We are committed to conducting business in an ethical and sustainable manner. STACK EMEA – Nordics has for many years had sustainability high on its agenda, including ethical trade and human rights. STACK EMEA – Nordics holds the certifications ISO 9001, ISO 14001, ISO 45001, and ISO 27001 across the business which requires conscious and systematic efforts on quality, working environment, external environment, and information security. Our quality system is regularly updated to ensure compliance with applicable laws and regulations.

STACK EMEA – Nordics also works continuously to promote fundamental human rights and decent working conditions in connection with the provision of services.

Based on our due diligence assessments, our operations generally entail limited risk of negative consequences for fundamental human rights and decent working conditions. Competent, satisfied, and committed employees are our most important input factor. STACK EMEA – Nordics is known for having a good and inclusive working environment. We have competitive conditions in all job categories and facilitate a healthy and sustainable work-life balance. We annually undertake the Great Place to Work employee survey to measure those factors. STACK EMEA – Nordics was Certified a Great Place to Work® Norway for 6 Consecutive years as ranked as number 15 among more than 500 Norwegian companies (50-199 employees) in Great Place to Work® Norway.

With a 93% response rate (92.5%), our STACK EMEA – Nordics staff continues to show immense engagement and very high employee satisfaction. We continue to see improvements throughout but especially in six important areas below:

1. I would strongly recommend my organization to friends and family as a great place to work 84% (81% previous year)
2. Taking everything into account, I would say this is a great place to work 88% (86%)
3. People are encouraged to balance their work life and their personal life 90% (84%)
4. Management is approachable, easy to talk to 90% (74%)
5. When you join the organization, you are made to feel welcome 96% (92%)
6. This is a friendly place to work 97% (93%)

The results show that we work in an organization that puts our people first and that we are proud of our workplace.

STACK EMEA – Nordics rents office space in Oslo. The tenancy is well regulated and entered into with a large and reputable landlord. Janitorial services, cleaning, canteen, etc. comply with applicable tariff provisions on pay and working conditions.

The Great Place to Work employee survey revealed that 91% of employees feel that this a physically safe place to work. However, 76% replied “yes” when asked whether our data centers contribute to a “good working environment”. Our internal review identified that this was likely attributable to the specific conditions often required by a data center to support infrastructure and provide security. We are working to offer solutions that will improve our score.

Suppliers of STACK EMEA – Nordics

We work closely with Norwegian and Nordic suppliers if possible. All other purchases are made from companies registered with the EU and the EU standards concerning fundamental human rights and safe and healthy working environment.

As part of our purchase orders, all our suppliers have agreed and committed to comply with our Supplier Code of Conduct which stipulates, among other things, requirements for orderly working conditions, compliance with human rights, ethics, and the environment.

In addition, we encourage our supply chain to whistle blow using a dedicated independent service on any deviation from our Supplier Code of Conduct.

Should you require further information, please contact Steven Moir by e-mail smoir@stackinfra.com or telephone +44 7730570379.

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