

SUSTAINABILITY REPORT 2025

DATWYLER IT INFRA



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Datwyler IT Infra

Datwyler IT Infra is an international company with headquarters in Switzerland and affiliates in Europe, the Middle East, Asia-Pacific and China.

Datwyler IT Infra enables organisations around the world to successfully expand their core business thanks to future-proof and intelligent IT and OT infrastructures. The well-established company operates on the market as a provider of innovative system solutions, products and services for data centres, fibre networks and intelligent buildings as well as acting as a subcontractor or general contractor covering the entire value-added chain. This is founded on substantial expertise in the development and manufacture of the requisite products and solutions, the company’s project experience, global presence and internationally established partner network. Datwyler IT Infra was founded in 1915, employs a workforce of some 900 around the world and generates an annual turnover of some 215 million Swiss francs.

datwyler-itinfra.com

“SUSTAINABILITY AS PART OF OUR DNA”

For us, sustainability is a core principle guiding everything we do

CEO Statement

At Datwyler IT Infra, we are committed to building a sustainable and resilient digital future. As a company with more than 100 years of history and strong Swiss roots, we combine long-term thinking with a clear sense of responsibility towards our environment, our customers and society.

Sustainability is an integral part of how we operate and grow. We continuously work to improve the efficiency of our processes, reduce our environmental footprint and use resources responsibly across our global operations. At the same time, we support our customers with reliable and forward-looking IT / OT infrastructure solutions that contribute to their own sustainability ambitions.

Our mission and vision:

- We create innovative solutions unlocking boundless opportunities to make our world smarter and more sustainable.
- We shape the digital future with intelligent IT solutions and reliable infrastructure networks to connect people and systems securely and efficiently.
- We deliver customer value with tailor-made solutions and outstanding expertise.

Our actions are guided by our values:

- We are entrepreneurs
- We bring value to our customers
- We excel in what we do
- We have respect to others.

These principles shape our decisions, define our culture, and drive our commitment to responsible business practices.

While we are proud of our progress, we know that sustainability requires ongoing effort and collaboration. We remain dedicated to continuous improvement, transparency and creating lasting value for all our stakeholders.

Building on our heritage and Swiss quality standards, we are confident in our ability to contribute to a more sustainable future.



Adrian Bolliger, CEO

Introduction and reporting scope

Since the end of 2012, Datwyler IT Infra belongs to the Pema Holding Inc. with its headquarters in Altdorf, Switzerland. Pema Holding has been the majority shareholder of the listed Datwyler Holding Inc. for many years. Datwyler has consistently reported its environmental, social and governance (ESG) performance based on leading frameworks and reports in accordance with the Global Reporting Initiative (GRI) for the sustainability section of our 2008 Annual Report (as part of the Datwyler Holding Inc.) and joined the UN Global Compact in 2009 (as part of the Datwyler Holding Inc.). This is an initiative launched by the United Nations that advocates for ten principles in the areas of human rights, labour, the environment and anti-corruption.

In 2013, Datwyler IT Infra joined the UN Global Compact as an independent company and supports the efforts to achieve the Sustainable Development Goals (SDGs). This endeavour is based on the UN Global Compact ten principles, the corporate values and the Code of Conduct that lay down globally binding rules for all Datwyler IT Infra employees. As far as our suppliers are concerned, we have set out our requirements in a dedicated Code of Conduct since the beginning of 2014.

A materiality assessment forms the basis for our objectives and the reporting thereof.

The sustainability reporting covers the entire Datwyler IT Infra including all its subsidiaries. Depending on the size and materiality, data from small sites are not or only partly reported.

Sustainability as a strategic direction

At Datwyler IT Infra, sustainability is a core strategic direction, guiding how we create long-term value for our stakeholders while balancing economic success with environmental, social and governance responsibility. Building on more than 100 years of innovation and our strong Swiss heritage, our values shape the way we operate and ensure sustainable, profitable growth.

As a responsible company and trusted partner, we are committed to contributing to the United Nations Sustainable Development Goals (SDGs) and have aligned our business practices with the principles of the UN Global Compact.

A key priority of our strategy is climate action: we aim to achieve greenhouse gas (GHG) emission reduction in line with a 1.5° C compliant pathway according to SBTi und GHG protocol requirements. To support this goal, we will introduce lifecycle assessments (LCA) and product carbon footprint calculations (PCF) for our products. Our commitment is further reflected in our EcoVadis Bronze rating, placing us among the top 35 % of more than 100,000 assessed companies worldwide, and demonstrating strong performance in environmental, social and governance dimensions. Our aim is to improve the rating we achieved so far.

Transparency and accountability are fundamental to our approach. We report in accordance with the Global Reporting Initiative (GRI) and provide clear disclosure of our performance based on a materiality assessment.

We expect relentless leadership in occupational health and safety to achieve our vision “Zero”, resulting in as close as possible zero accidents with lost days.

Through ongoing engagement with our key stakeholders, customers, employees, suppliers, communities and affected people, we continuously refine our actions and reinforce our role as a responsible corporate citizen.

Embedding of sustainability

Sustainability is embedded across all areas of our organisation, from product development and operations to human resources, customer engagement and supply chain management, supported by our Code of Conduct and supplier standards, as well as continuous stakeholder dialogue and human rights due diligence across our value chain.

Datwyler IT Infras’ value chain

The value chain of Datwyler IT Infra begins with the procurement of raw materials for its own cable production, alongside OEM components and additional trading goods. These inputs are transformed into IT infrastructure solutions and services through manufacturing, assembly and integration processes. The offerings are then delivered to business customers, who utilise the infrastructure and services in their operations. At the end of the lifecycle, products undergo end-of-life treatment and recycling, closing the loop of the direct value chain. Throughout all stages, the chain is supported by internal sales and support functions as well as predominantly external logistics and distribution partners.



Scope of analysis – generic value chain

Governance

The Board of Directors oversees the overall strategy and the embedded sustainability objectives and initiatives. It is setting goals and ensuring accountability throughout the organisation. It approves and releases strategy.

The Board oversees the Executive Management Team on defined matters, such as the development and adoption of strategy, related policies and goals, management of risks, including those from ESG matters, communication on critical concerns, whistleblowing cases and of employee incentives.

The Executive Management team develops and executes strategy, including but not limited to sustainability matters. It decides on special topics related to sustainability matters.

The Chief Sustainability Officer (CSO) is the highest governance body on sustainability matters and reports to the CEO. The coordination of sustainability activities is overseen by the CSO, with dedicated support from the Executive Management team and the Regional Management teams.

The Regional Management teams execute the strategy including the applicable sustainability topics in the regions with consideration of local aspects, risks, regulations and policies.

The employees uphold corporate policies and practices in their roles including those for sustainability, contributing to the company's culture of ethical behavior, compliance and social responsibility.

Strategy execution

Progress in implementing and executing the strategy is controlled by Executive and Regional Management teams by financial and non-financial metrics. As sustainability is an integral part of the strategy those metrics include ESG topics on strategic and operational level.

Involvement and participation

Day-to-day sustainability topics are managed by the leadership roles on all levels, the CSO with the support of the regional quality leaders at all Datwyler IT Infra sites and other global functions such as human resources, marketing, product management, strategy and finance. All Datwyler IT Infra employees contribute to our sustainability objectives.



Sustainability strategy

Datwyler IT Infra has established a comprehensive sustainability strategy to support its vision of enabling successful digitalisation through resilient IT and OT infrastructure while creating long-term value for stakeholders. In line with its mission to deliver innovative, tailor-made solutions for a digital and sustainable future, the company conducted a structured materiality assessment to identify its most significant economic, environmental and social impacts. These material topics are translated into defined targets, metrics and action plans, supported by governance structures and integrated into business processes across global operations.

Materiality assessment

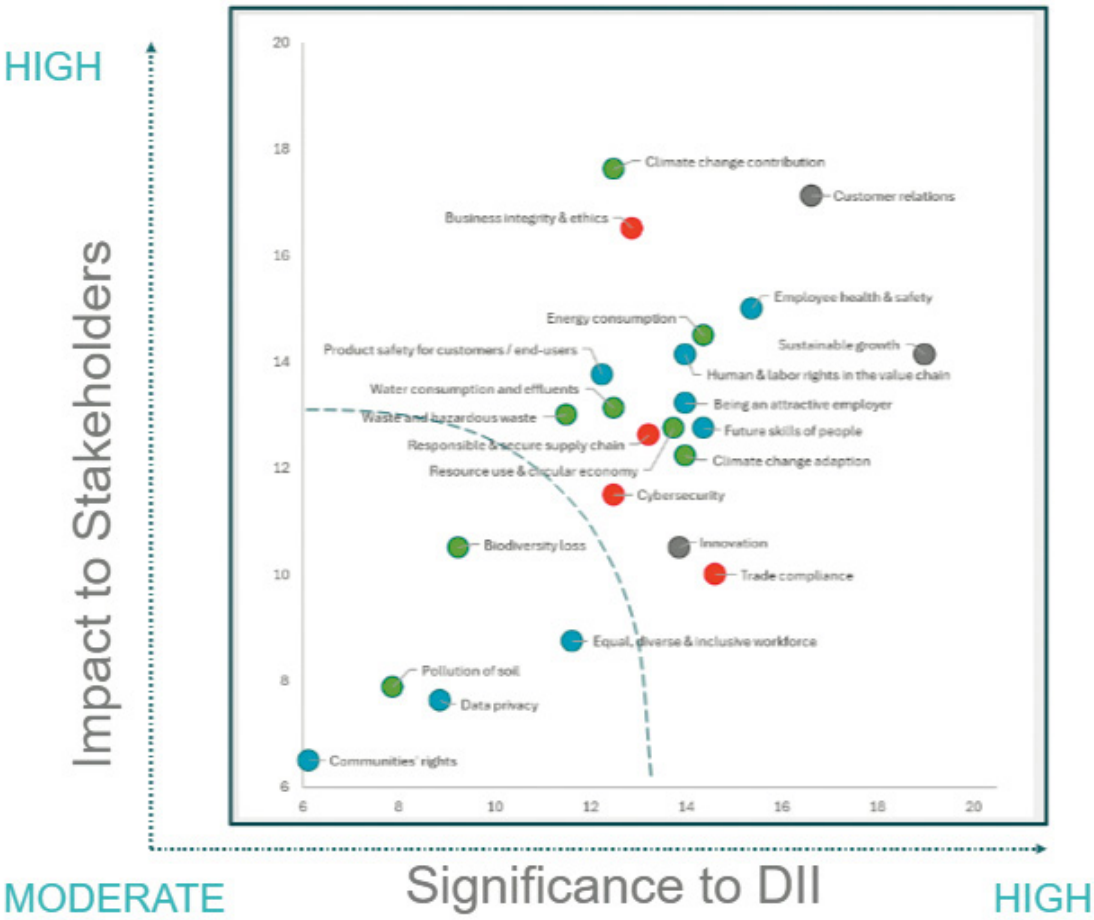
Our materiality assessment started by defining the value chain, followed by mapping and prioritising key stakeholders in each value

chain element. Based on this foundation, relevant topics and sustainability context had been identified while non-material ones are excluded, and each topic is assessed in terms of risks and impacts.

The topics are then prioritised from both an internal business perspective and a stakeholder view, culminating in a materiality matrix that visualises their relevance in terms of business significance and stakeholder impact. Human rights topics had been identified already beforehand as a result of the human rights due diligence process.

Material topics

The following list describes Datwyler IT Infras’ material topic list according to the prioritisation process described above. The material topic list was approved by the Executive Management team.



Material topics graph

Material sustainability impacts, risks and opportunities

	Sustainability matter	Description	Negative impact	Positive impact	Risk for Datwyler IT Infra	Opportunity for Datwyler IT Infra
Environmental	Climate change contribution	The majority of Datwyler IT Infra's greenhouse gas (GHG) emissions stem from purchased goods & services, use of sold products and end-of-life treatment of sold products.	Fueling the climate change by direct and (mainly) indirect emissions			Reducing product carbon footprint (PCF) helps customers to meet GHG targets.
Environmental	Climate change adaption	Climate change is increasing the frequency and intensity of extreme weather events.			Exposure of DII to such events leading to revenue losses and costs due business discontinuity	Helping customers with weather resilient infrastructure
Environmental	Energy consumption	Direct energy consumption at Datwyler IT Infra as well as indirect energy consumption by our customers through the use of our products.	Energy demand; loading the grid with electricity peaks	Providing energy efficient products to customers	Cost driver for DII	The electrification of industry offers digitalisation opportunities.
Environmental	Water consumption and effluents	High water demand due to the nature of our production	Use of water deposits; contamination of effluents		Potential cost driver for DII	
Environmental	Waste and hazardous waste	Waste from our site needs to be disposed, treated or recycled.	Landfill, incineration, pollution			
Environmental	Resource use & circular economy	End-of-life treatment of sold products is going to landfill and/or incineration.	Landfill, incineration, pollution	Less carbon-intense or recycled materials reduce DII total GHG inventory.		Offering refurbished components
Social	Human & labor rights in the value chain	According to the HuRi risk assessment by focusright the following salient risks are relevant to Datwyler IT Infra in its upstream and downstream value chain: child rights & child labour, environmental issues impacting human rights, freedom of association & collective bargaining, labour conditions/ overtime, living wage/income, modern slavery & forced labour, occupational health & safety.	Harming human rights stakeholders by contributing or being linked to value chain actors		Reputation loss; violation of regulation	
Social	Employee health & safety	Damage of physical integrity and health of employees	Harming human rights stakeholders by contributing or being linked to value chain actors		Loss of workdays, missing customer demands, costs for investigation and corrective action	Strong health & safety focus automatically strengthens leadership.
Social	Future skills of people	Up-skilling of people ensures that the workforce is equipped to meet future demands especially in transformation phases			Missing the up-skilling demand results in increased hiring costs of new workforce	Continuous development of skills of workforce leads to a more agile organisation.

Material sustainability impacts, risks and opportunities

	Sustainability matter	Description	Negative impact	Positive impact	Risk for Datwyler IT Infra	Opportunity for Datwyler IT Infra
Social	Being an attractive employer	Employer branding leads to higher visibility of Datwyler IT Infra and influences the likelihood to attract the right talents.			Missing out a good employer branding increases recruiting cost and put growth plans at risk.	Increases competitiveness and agility of Datwyler IT Infra with a talented workforce
	Product safety for customers/ end-users	Design and legal compliance of products as well as product related marketing material and training has influence on the safe use of products.	Physical harm or property damage		Product liability related costs, e.g. compensation payments	
Social	Business integrity & ethics	Corruption & bribery, fraud, money laundering, fair employment conditions, fair competition and compliance with antitrust rules; policy for governance, training, grievance & remedy and the prohibition of retaliation	By limiting competition and taking advantage of unfair business practice, markets do not get the best solution with the best price; reputational damage for Datwyler IT Infra.		Exclusion from public tenders, potential legal cases, prosecution, sanction, fines; reputational damage and negative media exposure	Reinforce stake-holder engagement with customers, partners and suppliers
	Cybersecurity	IT systems at Datwyler IT Infra and those installed in the field at customers are potentially vulnerable to cyber attacks, which are growing in terms of number and sophistication.	Intellectual property theft, stealing of data, downtime of systems with the consequence of losses and even safety and security events		Intellectual property theft, stealing of employee or customer data, downtime of systems with the consequence of losses and even safety and security events	Providing customers with secure systems and services to make them more resilient against cyber-attacks
Governance	Responsible & secure supply chain	Supply chain is defined by material & trade goods suppliers as well as partners delivering services or keeping stock for our costumers.	By unfair practices financial issues can arise at partners; overdemanding delivery requirements lead to poor working conditions.		Insufficient supplier management and risk mitigation can lead to supply disruption.	Increased loyalty by good supplier/ partner management
	Trade compliance	As Datwyler IT Infra is operating multi-national, it must comply with complex trade-compliance and tariff regulations. Processes and master data need to be accurate and users in that field need to have the right skills.	Delays or even blocking of deliveries to end-customers if trade compliance is breached.		Legal proceedings and fines; double-taxation in different countries or between Datwyler IT Infra and customer	
Governance	Innovation	New products, services and solutions allow to meet market demands and shape the profile of Datwyler IT Infra's offerings.		Innovative solutions enable customers to run their business successfully.	Lack of innovation reduce the win-rate of opportunities and leads to low margins.	Winning new opportunities with better prices for tailor-made solutions; creates added value for customers and secures healthy margins for DatwylerIT Infra.
	Customer relations	Customer relations are cultivated on various levels. Direct and indirect end-customers, partners, distributors and key accounts need an adapted relationship management.		Satisfied customers having the right solution in place	Addressing not all channels correctly and appropriately leads to missed business opportunities.	By fostering a sound understanding of customer needs across various customer groups and segments, competitive solutions strengthen customer loyalty.
Non-ESG	Sustainable growth	Growth as planned in the strategy is key to meet Datwyler IT Infra's objectives. By meeting strategic objectives, Datwyler will address more profitable segments. Sustainable growth is as well profitable growth.		Dividends and loan payback to owner		Higher revenues and higher EBIT enable better coverage of SGA expenses as well as investments in further growth.

Material topics management

The assessment and the list of material topics is supervised by the CSO, and necessary changes are decided within the management review.

Stakeholder engagement

Through regular and event-driven dialogue with our stakeholders, we gain an understanding of their expectations. This exchange serves to build trust and identify concerns at an early stage. The insights gained inform both our materiality analysis and the definition of measures and targets for addressing our material topics. The form of dialogue is tailored to the diverse stakeholder groups involved:

- Supplier employees
Sustainability context: economic, human rights
- Contract workers
Sustainability context: economic, health & safety, working conditions
- Datwyler IT Infra employees
Sustainability context: economic, environmental, health & safety, working conditions
- Datwyler IT Infra management
Sustainability context: economic, environmental, human rights, governance
- Communities
Sustainability context: economic, environmental
- Owner
Sustainability context: economic, human rights, governance
- Customers
Sustainability context: economic, environmental, governance
- Service partner employees
Sustainability context: economic, health & safety, working conditions
- Society and public sector
Sustainability context: economic, environmental, governance
- Authorities
Sustainability context: economic, environmental, governance

Contribution to SDG

As a long-standing member of the UN Global Compact, Datwyler IT Infra makes a contribution to sustainable development in line with the Sustainable Development Goals of the United Nations (SDGs). Datwyler IT Infra has identified six SDGs to which we make a particular contribution. The relevant SDGs are represented by the symbols below.



Sustainability objectives 2026–2028

The ESG & OHS (Occupational Health & Safety) strategic initiative defines the following objectives:

- Combat climate change
- Make a SBTi commitment
 - Collect and report GHG inventory on all scopes
 - Set a near-term reduction target and plan improvements
 - Get target validated by SBTi
 - Set-up reporting and automate data collection

Product Life-Cycle Assessment (Product Carbon Footprint)

- Establish PCF calculation tool for selected product groups
- Maintain input data and stepwise switch from secondary data to primary data (supplier) and establish process for that
- Define marketing plan and integrate in product marketing

Sustainability rating

- Develop into a sustainable procurement approach
- Improve the “Labor and Human Rights” topic
- Improve and expand ESG reporting

ESG Metrics & Reporting

- Make new materiality analysis for ESG topics
- Renew sustainability report
- Digitise reporting and data collection

Occupational Health & Safety

- Define further metrics beyond the LDI (lost day injury rate)
- Increase leadership performance in OHS
- Digitalisation of OHS related activities and reporting
- Strengthen global cooperation in OH

Reporting on environmental topics

Climate change contribution

Datwyler IT Infra is contributing to climate change mainly by its upstream activities, specifically the purchase of goods, where copper and the various compounds are the main driver. To a lower degree up- and downstream transportation, own operation and end-of-life contribute to climate change as well.

Our objectives

For Scope 1 + 2 we have defined a net zero goal until 2030 with a base year of 2021. In the course of the SBTi target setting we will review this goal and align it with the 1.5 degree reduction path.

For Scope 3 we do not have a target yet. It will be defined within the SBTi target setting process. As base year Datwyler IT Infra has defined 2021.

The use of renewables energy will be expanded by further investments into solar power generation and an expansion of the purchase of Green Energy Certificates (GEC's) in China. The share of renewables will increase from 84 % to 95 % by 2028.

Near-term target setting

Datwyler IT Infra follows a clear plan to reduce Scope 1 and 2 GHG emissions since a couple of years. In 2025 Datwyler IT Infra committed to Science Based Target Initiative (SBTi) a near-term target with a 1.5-degree ambition for Scope 1 and 2 and a well below 2-degree ambition for Scope 3. It is planned to send these targets for validation in 2026 or early 2027 latest. GHG Protocol Corporate Accounting and Reporting Standard and subsequent GHG Protocol Value Chain Accounting and Reporting standard and Scope 3 Calculation Guidance form the basis of Datwyler IT Infra's assessment and target setting. This ambition is part of Datwyler IT Infra's business strategy.

Governance

Strategic direction and initiatives in the context of climate change contribution are developed by the CSO, discussed in the Executive Management team (EMT) and decided there as well. Final approval of the strategy document is done by the Board of Directors (BoD).

Reporting and progress

Our GHG emission decreased in 2025 to 1,135 tonnes for Scope 1 and 2. This is compared to 2024 a reduction of 48 %. Compared to our defined base year, the reduction reached 69 %. The emission intensity by taking the annual revenues as dominator shrunk to a bit more than 1/3 of the base year value. Calculations are done by the market-based approach. (Appendix A1)

Climate change adaption

Risks for Datwyler IT Infra associated with climate change come from physical risk like extreme weather conditions and their consequences. We have identified flood and landslide events for our location in Switzerland, hurricanes and extreme precipitation for our premises in China and Singapore and excessive heat in Dubai and the Kingdom of Saudi Arabia.



To be able to respond adequately to such events, business continuity plans in alignment with ISO 22301 – Business Continuity Management Systems had been set up for each region, covering natural events amongst others.

With implementing measures to reduce GHG emissions various positive impacts come along: switching from internal combustion engine (ICE) cars to battery electric vehicles (BEV), pollution in areas with dense population is reduced. The delivery of copper to our manufacturing plant in Altdorf by rail (except the last mile) reduces long-distance road traffic. The purchase of Green Energy Certificates (GEC) on the marketplace in China incentivises the progression of utility companies in China into renewable energy production and pushes back the use of coal power plants with not only significant negative climate change effect, but also significant pollution.

Energy consumption

Energy consumption at Datwyler IT Infra is driven by the manufacturing processes, mainly by the extrusion process for various cable types. Certain production areas need air conditioning to achieve constant results. The large building infrastructure consumes energy for heating depending on the season. Datwyler invested in some photovoltaic power generation plants in its production sites in Taicang (CN) and Altdorf (CH). This lowers costs and makes the generation capacities of local energy providers available to other market participants. It also helps reduce greenhouse gas emissions, as Swiss local providers generate energy almost exclusively from renewable sources (hydro-power); this typically replaces imported electricity associated with a higher emissions factor. Datwyler plans to install battery storage systems to balance peak loads without feeding them into the power grid. This is cost-effective and contributes to grid stability.

In China we take advantage of Green Energy Certificates (GECs) to cover the energy demand which cannot covered by the installed solar power plant.

At the beginning of 2025 we moved the production site in Děčín to a new location resulting in a significant lower energy demand.

When replacing cars in our vehicle fleets, we purchase or lease only Battery Electric Vehicles (BEV). We have established charging stations at our sites in Altdorf (CH), Hattersheim (DE) and Taicang (CN). We offer charging for the private cars of our employees.

Reporting and progress

From 2024 to 2025 the total energy consumed was reduced by some 2,000 MWh leading to an energy intensity of 78.7 MWh per million Swiss francs which represents a reduction of 15 % since 2021. Renewable energy represents 84 % of total energy and comes entirely from Scope 2 related sources. (Appendix A2)

Water consumption and effluents

Production at Datwyler IT Infra requires large quantities of water, primarily for cooling purposes following the extrusion stages in the manufacture of our various cable types. Our three production sites are located in regions where water and groundwater are available in sufficient quantities without shortages. At the Altdorf (CH) site, we are permitted to use water from a nearby stream, meaning we consume only small amounts of drinking water. Authorisation for this water withdrawal has been obtained from the relevant authority in Altdorf. The Taicang (CN) plant is equipped with a water recycling system, allowing the majority of the cooling water to be re-used and requiring only small, continuous top-ups. Due to its product mix, our plant in Děčín (CZ) has comparatively low water requirements.

We operate office sites in Dubai (VAE) and Riyadh (KSA), areas with significant water stress. As the consumption there is non-material, we have not taken action to reduce the demand.

We conducted a risk analysis for our site in Altdorf (CH) to assess the risk of production materials entering the stream during water discharge. These materials could include plastics or microplastics from the granules used, as well as production auxiliaries such as oils and greases. We identified a moderate risk. To minimise this, we installed a water monitoring system for continuous surveillance. No incidents were reported during the reporting year.

We do not set water-related goals aiming to reduce water consumption as we do not have material operations in areas with water stress.

Reporting and progress

In 2025 we had no case of pollution of our water source, the creek of Altdorf, from which we withdraw larger amounts of water for cooling. (Appendix A3)

Waste and hazardous waste

The production of cables generates a low 1-digit percentage of waste due to change over activities, intermediate and final quality control, legally required validation tests (e.g. fire safety testing), non-conforming products, stock cleanup and R&D trials. It is in our interest to optimise production and minimise waste as this has a direct impact on the profit of Datwyler IT Infra. In addition, waste from auxiliary materials is generated, including a small proportion of hazardous waste.

Production waste containing copper is recycled with the aim of recovering the copper. Some cables are shredded and collected by specialised companies for copper recovery; wherever possible, we remove the cable sheathing and sell the copper to the manufacturer.

At the end-of-life, cables are disposed or incinerated when the respective buildings are torn down or renewed. Electric and electronic components fall under RoHS (EC Directive 2011/65/EU) that bans the use of certain substances in the manufacture and processing of electrical and electronic equipment. In all European countries where we do sales, we have contracts with recycling institutions, which organise and finance the take back of items falling under WEEE (EC Directive 2012/19/EU).

We minimize packaging material, use reusable packaging in some cases (e.g., cable drums), and – where this is not possible – use materials with a lower environmental impact (e.g., plywood drums instead of plastic drums or cardboard boxes).

Reporting and progress

The absolute volume of waste decreased by around 190 tonnes, corresponding to an intensity of 7.7 tonnes per million Swiss francs. This intensity has fallen by 8 % since 2021. (Appendix A4)

Resource use & circular economy

Main resources we use as input for products we manufacture ourselves are copper, compounds, glass fibre and aluminium foils. A significant share in our copper and aluminium supplies is reused input material at the suppliers.

For compounds, the use of recycled materials is limited by the specifications of our manufacturing process. In accordance with the WEEE Directive (EU Directive 2012/19/EU), electrical and electronic components must be taken back at the end of their service life. Datwyler IT Infra has commissioned recycling companies to handle these tasks on its behalf.

Since 2022, Datwyler IT Infra has been packaging its RJ45 connection components for in-building IT cabling in space-saving, eco-friendly cardboard boxes rather than plastic bags. This new module packaging exemplifies how Datwyler IT Infra translates its global sustainability strategy down to the level of individual products. Based on order volumes from recent years, the new boxes enable an annual saving of nearly 3.5 tonnes of plastic waste. Furthermore, the boxes – when transported on pallets – take up only about half the space of the previous packaging, resulting in a reduction of CO₂ emissions by approximately one tonne per year.

We have begun manufacturing 100-metre coils as part of our copper data cable product line. This enables us to sell and distribute products that would previously have been scrapped as short lengths.

Reporting on social topics

Employee health & safety

Business processes are based on the internationally recognised ISO certifications for quality management (ISO 9001), environment management (ISO 14001) and occupational health and safety



With the new cardboard packaging for its RJ45 connection components, Datwyler IT Infra has saved almost 3.5 tons of plastic waste per year.

(ISO 45001). Datwyler IT Infra employs an occupational health and safety management system, as this is a prerequisite for the long-term implementation of “vision zero” – the goal of reducing the number of days lost due to workplace accidents as close to zero as possible.

The OHAS management system covers the company’s own workforce, all contracted personnel whose workplace is controlled by Datwyler IT Infra as well as visitors to our sites and employees of service partners working on-site at customers’ premises on behalf of us.

Datwyler IT Infra is committed to ensuring a safe and healthy working environment. This applies both to technical planning of workplaces, equipment and processes and to safety management and personal behaviour in everyday working life. Absences due to workplace accidents are part of the bonus system of the top management, demonstrating the importance of occupational health and safety.

Lengthy individual periods of absence tend to distort the average. The data covers all Datwyler IT Infra employees at all sites, including temporary staff.

To identify hazards and assess risks a global standard process is defined. For each workplace the result is documented. Mitigation action shall be defined for high and medium risks. The line manager is responsible for implementation, and the EHS manager supports with the methodology and safety specific expertise. Employees shall follow any instruction and procedure as a result of the risk assessment. Employees must not continue to perform a task if they expose them to a significant risk.

The risk assessment is reviewed and updated, when necessary, at regular intervals or as result of a change at the workplace. In case of an accident investigation the risk assessment is reviewed to ensure it is complete and appropriate.

All work accidents with lost days need to be reported to the regional management team the day after they occurred. It is the accountability of the line manager that all accidents with lost days as well as incident with high injury or damage potential get investigated by the EHS manager. The result of those investigations is communicated to the regional management team. These requirements are defined in a global process.

EHS managers are internal resources at all production sites, reporting into the regional or site management. At smaller office sites, external competent EHS personnel take responsibility according to local contract.

To strengthen the dialogue on occupational health and safety matters between management and employees, contact persons for OHAS (“KOPAS”) had been appointed at our production sites. They meet regularly with the management. At our site in Hattersheim (DE), safety advisors according to the guidelines of the mandatory accident assurance (“Berufsgenossenschaft”) had been established since many years. They participate in the safety council (“Arbeitsschutzausschuss”).

Any new employee is provided with a basic safety awareness training during the on-boarding process, in most cases already at the first working day. Employees performing safety critical tasks are provided with regular re-training and instruction according to the requirements of state-of-the-art local regulation.

All these trainings are supplemented by specific safety campaigns decided by local management together with the EHS manager.



Datwyler IT Infra is committed to ensuring a safe and healthy working environment.

Partly those campaigns touch as well non-work-related matters, such as cycling or hiking.

In 2025 Datwyler IT Infra launched a program fostering mental health. The participants are requested to execute an online self-learning program and join group sessions for coaching and feedback.

Partners providing services such as data centre installation or customer-site maintenance are integrated into Datwyler IT Infra's occupational health and safety framework through binding regulations governing occupational safety and working conditions for contractors. Should neither the contractor nor the customer address the need for a safety assessment, Datwyler IT Infra offers support.

Reporting and progress

During the reporting year, the number of days lost due to workplace accidents rose slightly to 168 (previous year: 131). Per full-time employee, this equates to 0.19 days lost annually (previous year: 0.15 per FTE). This figure reached the maximum tolerance threshold of 0.25 set by Datwyler IT Infra. The Swiss National Accident Insurance Fund (SUVA) considers 0.25 days lost due to workplace accidents per FTE to be a good standard. The total number of days lost due to illness across all locations rose to 5,208 (previous year: 4,414). This corresponds to 5.79 days lost due to illness per full-time employee over the course of the year (previous year: 4.90). While this figure has remained stable in recent years, it continues to exceed Datwyler's medium-term target of four days lost due to illness per year and full-time equivalent. (Appendix A5)

Human & labor rights in the value chain

Human rights due diligence

Datwyler IT Infra has initiated a closed-loop human rights due diligence process to respond to the rising expectations of stakeholders in that area. To manifest our commitment, we have issued a Human Rights Policy and published it on our website. With a risk analysis seven salient human rights issues had been identified in our value chain and appropriate measures have been implemented. We are in a constant dialogue with selected suppliers to gain confidence that their measures to prevent the occurrence of child labour or inappropriate working conditions, including occupational health and safety issues, are sufficient. Datwyler IT Infra constantly adapts its processes to embed human rights due diligence in a pragmatic and effective way. We have established grievance and whistle-blowing mechanisms to allow stakeholders to report anonymously. If necessary, remedy will be provided, Datwyler refrains from any form of retaliation.

Datwyler IT Infra fully fully applies ILO Conventions Nos. 138 and 182, the ILO-IOE Child Labour Guidance Tool for Business and the UN Guiding Principles on Business and Human Rights, and is there-

fore exempt from the due diligence and reporting obligations under the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO).

Conflict minerals

In addition, Datwyler IT Infra has verified its consumption of "conflict minerals". The only used metal, tin, is well below the threshold given in the DDTrO leading to the exemption from due diligence and reporting in respect of the regulation.

Reporting and Progress

In 2025 no whistleblowing case occurred, neither internally nor via our reporting portal offered for external complainants. As a result, no remediation was required. We had been in dialogue with some 5 key suppliers, to better understand potential risks in our up-stream value chain. Also, in this activity no concern of a human rights breach was brought up.

Product safety for customers / end-users

Standardised processes assure quality

Datwyler IT Infra invest continuously in even better materials and process engineering, production facilities and testing methods. Each product is measured against stringent quality standards several times before it reaches the customer. Business processes are based on the internationally recognised ISO certifications for quality management (ISO 9001), environment management (ISO 14001) and occupational health and safety (ISO 45001).

Throughout development, certification and production, we also devote special attention to an analysis of the impact of all our products on users' health and safety. For this, we apply standardised processes and accepted industry standards when purchasing new substances and materials. Most of our products are subject to EU directives, requiring risk assessment and fulfilment of essential safety requirements. To accomplish this Datwyler IT Infra applies harmonised standards in the product design. A specific example are the fire safety standards applicable to cables across Europe.

Regulatory information requirements as minimum standards

Almost all Datwyler IT Infra's products are subject to information requirements in the countries where they are used. Particularly relevant are the chemicals legislation in Switzerland and the EU as well as the EU REACH and RoHS regulations concerning the material composition of products. While requiring transparency about material composition, the laws and standards also ban the use of certain substances. REACH (EU Regulation No. 1907/2006) governs the registration, evaluation and authorisation of chemicals in the European Union. RoHS (EC Directive 2011/65/EU) bans the use of certain

substances in the manufacture and processing of electrical and electronic equipment. By using standardised processes in the selection of raw materials and with safety data sheets for all products, Datwyler IT Infra meets the relevant regulatory requirements and standards for material composition and transparency in the countries in which they operate.

For components of third parties Datwyler IT Infra takes the responsibility for ensuring that imported products comply with national legislation and standards. We assume this responsibility by providing specifications to suppliers and by monitoring the products according to safety data sheets amongst others.

Sustainable products and packaging

One of Datwyler's initiatives for sustainable products is its collaboration with the Singapore Green Building Council (SGBC). We succeeded in obtaining the "Excellent" certificate from the SGBC for the first two of the company's best-selling data cables – the Category 6_A F/FTP cable and the Cat.6 U/UTP cable. The SGBC is a driving force in the field of sustainable development. It plays a central role in Green Building practices across Singapore and beyond.

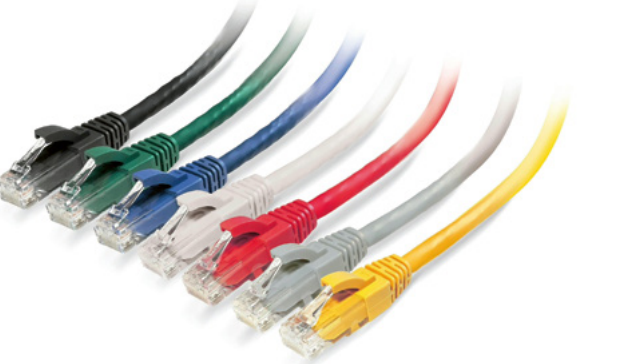
Reporting and progress

During the reporting year 2025 Datwyler IT Infra had no incident of non-compliance with regulations. No non-compliances on voluntary codes concerning health and safety impacts of products and services occurred to users.

Being an attractive employer

Clear core values and processes

Qualified and committed employees are particularly critical to Datwyler IT Infra's future success in international industrial markets. For this reason, the company attaches special importance to fair and safe working conditions, thorough training and development and a corporate culture with a high level of identification. A decentralised structure promotes personal responsibility and close contact with customers.



Datwyler IT Infra's unshielded Cat.6 RJ45 patch cords

Workforce demographics

At the end of 2025, Datwyler IT Infra employed 915 people across eleven countries – including those on fixed-term contracts. This corresponded to 887 full-time equivalents (FTEs) at year-end. The workforce decreased by 16, or 1.7 %. Due to the slight decline in revenue and the almost same number of full-time equivalents (899 FTEs; previous year: 901 FTEs), revenue per full-time equivalent fell to 245,100 Swiss francs (CHF; previous year: 257,700 CHF).

The employee turnover rate at Datwyler IT Infra remained largely stable during the reporting year at 8.2 % (previous year: 7.2 %). The turnover rate is calculated by dividing the number of voluntary departures by the average annual workforce (excluding fixed-term contracts). The proportion of employees with fixed-term contracts was 10.1 %, corresponding to 92 individuals. Women accounted for 32.0 % of the total workforce. The proportion of women in management positions was 38.5 %. Unless otherwise stated, personnel figures are based on annual averages.

Fair employment conditions

Datwyler IT Infra ensures equal opportunities, equal treatment and fair employment conditions, pay fair wages and salaries and offer employee benefits in line with national and industry standards.

Employee costs, including social security and pension costs, amounted to 60.8 million Swiss francs in the reporting year. In business reorganisation programmes, we consider the needs of the employees, engaging in a constructive dialogue with company employee representatives. By continuously raising awareness and supporting managers, Datwyler IT Infra helps to promote gender equality in the work process.

Regular employee engagement survey

Datwyler IT Infra holds a standardised employee engagement survey regularly at each location. The survey is conducted in local languages with the help of external specialists. This guarantees anonymity for employees. The survey is designed around the concept of benchmarking. The external specialists' experience enables Datwyler IT Infra results to be compared with a pool of some 20,000 Swiss employees. Most of the facilities of Datwyler IT Infra score slightly better as the external benchmarks. The survey results provide valuable inputs for developing and implementing improvements as part of the systematic management process.

Reporting and progress

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Employee costs, including social security and pension costs, amounted to 60.8 million Swiss francs in the reporting year.

The employee turnover rate at Datwyler IT Infra rose slightly to 8.2 % during the reporting year (previous year: 7.2 %). The turnover rate is calculated as the ratio of voluntary departures to the average workforce size over the course of the year (excluding fixed-term contracts). Women accounted for 32.0 % of the total workforce. The proportion of women in management positions was 38.5 %. Unless otherwise stated, personnel figures are based on annual averages.

Future skills of people

The markets in which Datwyler operates require highly qualified employees who continuously develop and improve – which includes offering apprenticeship positions to young people. We support and promote education and training programs to strengthen the professional and social skills of employees at all levels of the hierarchy.

Reporting on governance topics

Business integrity & ethics

Compliance with laws is the top priority for Datwyler IT Infra. Every employee must respect and obey the laws and regulations of the jurisdiction in which he operates. Datwyler IT Infra employees avoid the violation of law under all circumstances. Compliance with law is stated as obligation in each employment contract. Breach of this obligation will be sanctioned by disciplinary action.

No employee is allowed to engage in any form of fraud or money laundering activities, whether directly or indirectly. Every employee is required to observe all rules of fair competition. Datwyler IT Infra competes for contracts on the merits of quality and price of our innovative products, solutions and services. No employee may directly or indirectly offer or grant unwarranted benefits to others in connection with his business activities, whether in cash or in the form of other services or benefits.

Datwyler IT Infra does not provide financial support to political parties, organisations or office holders.

Line managers play a crucial role in enforcing our principles on business integrity and ethics. Each line manager has organisational and supervisory duties to perform. Line managers are responsible for ensuring that no violations of law are committed within his/her area of responsibility that could have been prevented or impeded by proper supervision. They remain accountable even if some tasks have been delegated.

As part of the corporate risk management corruption as a risk assessed year-by-year. This covers Datwyler IT Infra as a whole including all its subsidiaries. The risk is rated as low due to the consequent training and governance of all topics stated in our Code of Conduct.

Reporting and Progress

Corruption risk assessment is an integral part of Datwyler IT Infra's company-wide risk management. It covers 100% of our business operations. No significant risks were identified.

Information and training regarding the Code of Conduct reached 90 % of our employees.

In 2025, no incidents of corruption and no legal actions concerning anti-competitive behavior were reported.

The Executive Management team and all regional management teams received training on the Code of Conduct.

Responsible & secure supply chain

The supply of materials and trade goods forms the foundation for the products and solutions we offer and deliver to our customers. As part of our company-wide risk assessment, we have identified supply chain disruptions as a risk with moderate impact and medium probability of occurrence. Given this risk, as well as the significant threats posed by global geopolitical tensions, managing reliable supply chains is a high priority for Datwyler IT Infra. At the same time, we are focusing on potential adverse social impacts within our supply chain. Since we have a global supplier base and our business activities also affect 2nd- and 3rd-tier suppliers, it is not feasible to vet every single player in our value chain. Adopting a risk-based approach, we initiated a dialogue with a small number of suppliers in 2025 to gain a better understanding of human rights risks within their operations and upstream value chains.

Regular supplier audits are also carried out as part of the quality assurance systems. At the start of 2014, Datwyler IT Infra introduced a standard Code of Conduct for suppliers which is binding for all locations.

Digital Trust and Cybersecurity Resilience

In an increasingly interconnected digital landscape, Datwyler IT Infra views cybersecurity and data privacy as fundamental components of our corporate responsibility. Our cybersecurity strategy focuses on a two-fold approach: fortifying our internal digital resilience through continuous employee training and state-of-the-art zero-trust architectures and safeguarding our customers' data integrity. By em-

bedding "Privacy by Design" into our infrastructure solutions, we proactively mitigate the risk of data breaches, ensuring that our IT/OT innovations provide not only high performance but also a secure, compliant foundation for our global partners to grow safely.

In 2025 we began handling our IT operations in-house again (insourcing). This gives us greater control over all IT processes and strengthens both cybersecurity as well as resilience of our digital infrastructure and workplaces.

Reporting and progress

In 2025 we received no complaints on data privacy, neither from outside parties, regulatory bodies nor internally. There had been no leaks, thefts or customer data losses in 2025.

Trade compliance: focus on stability and ethics

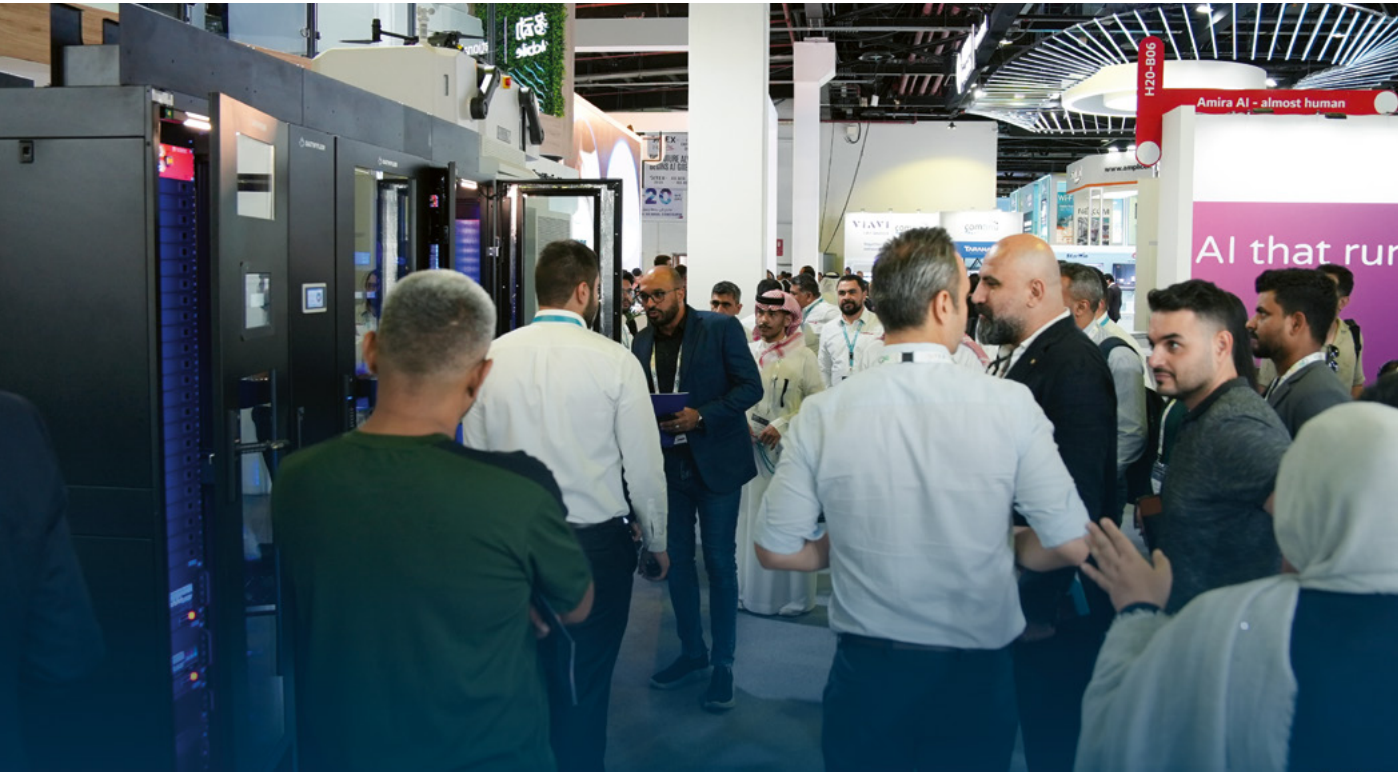
Operating in a complex global marketplace, Datwyler IT Infra considers Trade Compliance a cornerstone of our ethical business conduct and operational stability. Beyond mere regulatory adherence, our compliance framework is designed to navigate the shifting landscape of international sanctions, export controls and customs

regulations with absolute transparency. By ensuring that our high-quality IT infrastructure components are traded responsibly and in full alignment with international law, we protect our global supply chain from disruption. This rigorous oversight not only mitigates legal and financial risks but also reinforces our reputation as a principled partner committed to fair and secure global trade.

Reporting and progress

In 2025 no violations of trade regulations or sanctions were reported or raised regarding Datwyler IT Infra.

Datwyler IT Infra regularly exhibits at trade fairs worldwide, thereby maintaining direct contact with customers.



Reporting on economic topics

Customer relations

Policy of high quality and reliability

Datwyler IT Infra stands for more than its products alone. In all parts of our business, we focus on continuously improving the underlying processes, passing on the ever-growing pool of expertise to our customers. High quality standards and reliability are key factors that customers value in their working relationship with Datwyler.

Through decentralised leadership, Datwyler IT Infra fosters an entrepreneurial culture characterised by rapid response times and decision-making authority close to the market.

In addition to the products themselves, the comprehensive solutions offered by Datwyler IT Infra include consulting, logistics and training services. In 2025, Datwyler IT Infra continued to share its expertise with customers through classroom trainings, webinars and e-learning programs, thereby strengthening customer loyalty.

To support customer relationships, Datwyler IT Infra has established a clearly positioned and professionally managed corporate brand as the foundation for a unified market presence. This framework is underpinned by centrally coordinated global trademark protection and a mandatory Corporate Design Manual.

In China, Datwyler IT Infra was awarded with the 2nd place in the “Top 10 Generic Cable Brand Award” by Qianjia Brand Lab which have been presented for more than 22 years. Due to the objectivity, impartiality and authority of the organisers, they are considered the “Oscars” of the smart building industry. Datwyler once again lived up to expectations, winning two important awards: At the annual China Airport Construction Conference Datwyler IT Infra was awarded the prestigious title of “2024–2025 Excellent Supplier in China Airport Construction”. Furthermore, Datwyler won the “Resource Base for Digital Service Provider” award endowed by Digital Yangtze Delta Co-construction Alliance. Another award was presented to Datwler by Jiangsu Chief Information Officer Alliance in form of the “Continuous Epowerment – Annual Outstanding Contribution” recognition.

Regular customer surveys

In 2025, Datwyler IT Infra conducted a unified, standardised customer survey. The results provide valuable insights for developing and implementing improvements. These form part of the systematic management process and help us continuously enhance the services we provide to our customers.

Sustainable growth

Empowering digital growth through environmental responsibility

At Datwyler IT Infra, we recognise that the digital transformation of society must not come at the cost of our planet. As a leading provi-

der of the physical infrastructure that powers the global data economy, we have a unique responsibility to ensure that sustainable growth is the only way we move forward.

For us, reducing our environmental and climate footprint is not a constraint on our business activities – it is a driver of innovation. By optimising our global production processes, reducing material waste and enhancing the energy efficiency of our integrated solutions, we enable our customers to build the “green” data centres and smart buildings of tomorrow.

Our strategy is clear: we are scaling our international presence and technological capabilities while staying committed to science-based targets. This dual focus ensures that as we expand our reach in Europe, the Middle East and Asia, we simultaneously reduce our climate impact, maintain our corporate independence and create long-term value for a connected, sustainable world.

Innovation

At Datwyler IT Infra, we have always been at the forefront of innovation. For instance, we have been manufacturing fibre optic cables for more than 40 years.

Innovation comes together with our proximity to customers and the willingness to engineer tailor-made solutions by listening to our customers. This creates new opportunities for products, use cases and even business models. In 2025 we placed on the market some AI-enabled technology and solutions.

Additionally, there is a high commitment to innovation, which is also reflected in collaboration with universities, international standardisation bodies and independent testing laboratories.

APPENDIX

ESG data

A1 – Greenhouse gas emissions (CO ₂) ⁽¹⁾	Unit	2021	2022	2023	2024	2025
Total emissions	tonnes	3,610	3,215	2,946	2,166	1,135
– of which Scope 1 (fuels for heating, forklifts, etc.)	tonnes	849	865	740	497	250
– of which Scope 1 (fleet)	tonnes	N/A	N/A	N/A	178	95
– of which Scope 2 ⁽²⁾	tonnes	2,760	2,350	2,206	1,491	790
Total emissions per revenue	tonnes / Mio CHF	14.3	12.7	12.8	9.3	5.3
Revenue	Net sales in Mio CHF	253	253	231	232	215

A2 – Energy consumption ⁽¹⁾	Unit	2021	2022	2023	2024	2025
Total energy	MWh	23,519	22,587	19,252	18,910	16,939
– of which renewable sources	MWh	14,789	14,573	12,084	13,820	14,161
– proportion of renewable sources	%	62.9	64.5	62.8	73.1	83.6
Total energy per revenue	MWh / Mio CHF	93.0	89.5	83.5	81.4	78.7
Heating fuels	MWh	4,017	3,896	3,323	2,412	1,236
– of which renewable sources	MWh	0	0	0	0	0
– proportion of renewable sources	%	0.0	0.0	0.0	0.0	0.0
Heating fuels per revenue	MWh / Mio CHF	15.9	15.4	14.4	10.4	5.7
Energy generated externally	MWh	19,502	18,691	15,929	16,498	15,703
Of which electricity	MWh	17,714	17,327	14,737	14,906	14,239
– of which renewable sources	MWh	13,001	13,226	10,892	12,228	12,697
– proportion of renewable sources	%	73.4	76.3	73.9	82.0	89.2
Electricity per revenue	MWh / Mio CHF	70.0	68.6	63.9	64.1	66.2
Of which district heating	MWh	1,788	1,364	1,192	1,592	1,464
– of which renewable sources	MWh	1,788	1,347	1,192	1,592	1,464
– proportion of renewable sources	%	100.0	98.8	100.0	100.0	100.0
Revenue	Net sales in Mio CHF	253	253	231	232	215

A3 – Water and effluents	Unit	2021	2022	2023	2024	2025
Number of cases of water pollution		0	0	0	0	0

⁽¹⁾ The focus is on the four main locations in Switzerland, Germany, Czech Republic and China. This enables Datwyler IT Infra to cover 99 % of resource consumption and waste and 94 % of the workforce.

⁽²⁾ The CO₂ emissions are reported as direct emissions (Scope 1), resulting from the combustion of fossil fuels at Datwyler IT Infra’s own facilities and the car fleet, and indirect emissions (Scope 2), caused for example by the consumption of electricity and district heating. The CO₂ emissions from electricity consumption have been calculated using the so-called market-based approach. The emission factors used to calculate CO₂ emissions from electricity consumption come from the International Energy Agency.

APPENDIX

ESG data

A4 – Waste ⁽¹⁾	Unit	2021	2022	2023	2024	2025
Total waste	tonnes	2,123	1,914	1,706	1,847	1,655
– of which regular waste	tonnes	2,072	1,912	1,705	1,846	1,653
– of which special waste	tonnes	51	1	1	2	2
Proportion of waste sent for recycling	%	64.6	67.3	68.0	68.5	64.2
Total waste per net revenue	tonnes / Mio CHF	8.4	7.6	7.4	7.9	7.7
Revenue	Net sales in Mio CHF	253	253	231	232	215

A5 – Occupational health & safety	Unit	2021	2022	2023	2024	2025
Number of work-related accidents		N/A	N/A	21	17	20
– Absences due to work-related accidents	days	335	210	152	131	168
– Lost days due to work-related accidents per FTE	days	0.38	0.22	0.17	0.15	0.19
– Accident frequency rate		N/A	N/A	2.71	2.06	2.48
Absences due to illness	days	4,947	6,407	5,148	4,414	5,208
– Lost days due to illness per FTE	days	5	6.82	5.79	4.90	5.79

A6 – Whistleblowing cases and remedy	2021	2022	2023	2024	2025
Number of whistleblowing cases	N/A	N/A	N/A	1	0
Number of cases of remedy	N/A	N/A	N/A	0	0

A7 – Product compliance	2021	2022	2023	2024	2025
Number of non-compliant products resulting in a fine	0	0	0	0	0
Number of non-compliant products resulting in a warning	0	0	0	0	0

⁽¹⁾ The focus is on the four main locations in Switzerland, Germany, Czech Republic and China. This enables Datwyler IT Infra to cover 99 % of resource consumption and waste and 94 % of the workforce.

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