

GRI content index					
Statement of use		Datwyler IT Infra has reported in accordance with the GRI Standards for the period 01/01/2025–31/12/2025.			
GRI 1 used		GRI 1: Foundation 2021			
Applicable GRI Sector Standard(s)		none			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organisational details	SR2025: p. 2–3; p. 21–22 (Link to Sustainability Report 2025: https://datwyler-itinfra.com/en/downloads/295795-sustainability-report/)	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organisation's sustainability reporting	SR2025: p. 21			
	2-3 Reporting period, frequency and contact point	SR2025: p.1 (01/01/2025– 31/12/2025) Sustainability as part of our DNA: https://datwyler-itinfra.com/en/high-standards/sustainability/NorbertLudwig,CSO & Head of Operational Excellence; norbert.ludwig@datwyler-itinfra.com			
	2-4 Restatements of information	No restatement in the reporting period			
	2-5 External assurance	SR2025: p. 5 / no external assurance			
	2-6 Activities, value chain and other business relationships	SR2025: p. 2 (activities) p. 4 (value chain) no other relevant business relationships; no changes compared to previous reporting period			
	2-7 Employees	SR2025: p. 15 (numbers reported for headcount and FTE)	2-7 a./b. (breakdown by gender and region)	Information unavailable/incomplete	Our internal employee reporting scheme does not foresee this breakdown. Action: expand reporting scheme
	2-8 Workers who are not employees	SR2025: p. 15	2-8 b. (only headcount reported)	Information unavailable/incomplete	Our internal employee reporting scheme does not foresee this breakdown. Action: expand reporting scheme
	2-9 Governance structure and composition	SR2025: p. 5 Company Governance: https://datwyler-itinfra.com/en/governance/#board-of-directors			
	2-10 Nomination and selection of the highest governance body	Nomination and appointment by General Assembly of Datwyler IT Infra AG which equals PEMA Holding	2-10 a./b.	Confidentiality constraints	Datwyler IT Infra is privately held company of PEMA
	2-11 Chair of the highest governance body	The President of the Board of Directors is independent and not part of the Executive Management of Datwyler IT Infra			
	2-12 Role of the highest governance body in overseeing the management of impacts	SR2025: p. 5			
	2-13 Delegation of responsibility for managing impacts	SR2025: p. 5			
	2-14 Role of the highest governance body in sustainability reporting	SR2025: p. 5			
	2-15 Conflicts of interest	Code of Conduct (p. 6: Avoiding conflicts of interest): https://datwyler-itinfra.com/en/governance/#code-of-conduct			
	2-16 Communication of critical concerns	Code of Conduct (p. 9: Reporting procedure, violations and disciplinary action): https://datwyler-itinfra.com/en/governance/#code-of-conduct Report a non-compliance concern: https://datwyler-itinfra.com/en/governance/#report-a-concern			
	2-17 Collective knowledge of the highest governance body	No measures taken at BoD level. For Executive Management Team see SR2025: p. 5			
	2-18 Evaluation of the performance of the highest governance body	No evaluation performed at BoD level			
	2-19 Remuneration policies		2-19 a./b.	Confidentiality constraints	Datwyler IT Infra is privately held company of PEMA
	2-20 Process to determine remuneration		2-20 a./b.	Confidentiality constraints	Datwyler IT Infra is privately held company of PEMA
	2-21 Annual total compensation ratio		2-21 a. - c.	Confidentiality constraints	Datwyler IT Infra is privately held company of PEMA
	2-22 Statement on sustainable development strategy	SR2025: p. 2; p. 6; p 9–10			
	2-23 Policy commitments	SR2025: p. 2 (Introduction and reporting scope) Code of Conduct: https://datwyler-itinfra.com/en/governance/#code-of-conduct The policy is applied to the entire company.			
	2-24 Embedding policy commitments	SR2025: p. 4 (Embedding of sustainability) Code of Conduct: https://datwyler-itinfra.com/en/governance/#code-of-conduct			
	2-25 Processes to remediate negative impacts	Human Rights Policy: https://datwyler-itinfra.com/en/governance/#human-rights-policy			
	2-26 Mechanisms for seeking advice and raising concerns	Report a Non-Compliance Concern: https://datwyler-itinfra.com/en/governance/#report-a-concern			
	2-27 Compliance with laws and regulations	Code of Conduct (p.4: Compliance with laws): https://datwyler-itinfra.com/en/governance/#code-of-conduct SR2025: p.16 (Business integrity & ethics)			
	2-28 Membership associations	UN Global Compact, EcoVadis, Science Based Target Initiative, Europacable			
	2-29 Approach to stakeholder engagement	SR2025: p.9 (Stakeholder engagement)			
	2-30 Collective bargaining agreements		2-30 a./b.	Information unavailable/incomplete	Our internal employee reporting scheme does not foresee this breakdown. Action: expand reporting scheme

Material topics					
(Please note: The material topics included in the headings below are examples. They can be renamed and grouped according to the names the organization has given to its material topics. The list of material topics included in the content index is the same as the list of material topics reported under 3-2-a in GRI 3: Material Topics 2021. The disclosures included under the material topics are also examples. The disclosures can be removed (except for Disclosure 3-3) and other disclosures can be added according to the disclosures the organization has reported for each material topic.)					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR2025: p.6 (Materiality assessment); p.9 (Stakeholder engagement)	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	SR2025: p.7–8 (Material sustainability impacts, risks and opportunities)			
Climate Change (The material topics and the disclosures included under the material topics are examples. See guidance under row 39)					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR2025: p.9 (Material topics management)			
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	SR2025: p.9 (Sustainability objectives 2026–2028) p.10 (Near-term target setting); p.10 (Our objectives) p.10 (Governance) p.10 - 11 (Climate change adaption: 2nd paragraph)	102-1 c. 102-1 g.	Information unavailable/incomplete	Our internal sustainability reporting scheme does not foresee those information. Action: With setting a near-term target, expenses in reduction activities (especially category 3.1) will be implemented. Impact on people and local communities considered as minor or even positiv. In the moment no assessment done.
	102-2 Climate change adaptation plan	SR2025: p.10–11 (Climate change adaption)			
	102-3 Just transition		102-3	Not applicable	no changes in employee structure by the transition plan and no material impact on workers, local communities or Indigenous People
	102-4 GHG emissions reduction targets and progress	SR2025: p.10 (Reporting and progress)			
	102-5 Scope 1 GHG emissions	SR2025: p.19 (ESG data: table A1 and footnote (1) and (2))			
	102-6 Scope 2 GHG emissions	SR2025: p.19 (ESG data: table A1 and footnote (1) and (2))			
	102-7 Scope 3 GHG emissions		102-7	Information unavailable/incomplete	Baseline year / current year data collection on Scope 3 not completed. Action: For submitting a near-team SBTi target, the data will be compiled till beginning of 2027
	102-8 GHG emissions intensity	SR2025: p.19 (ESG data: table A1 and footnote (1) and (2)). Scope 1 and 2 combined.			
	102-9 GHG removals in the value chain	No removals.			
	102-10 Carbon credits	No carbon credits used.			
Energy (The material topics and the disclosures included under the material topics are examples. See guidance under row 39)					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR2025: p.9 (Material topics management)			
GRI 103: Energy 2025	103-1 Energy policies and commitments	SR2025: p.11 (Energy consumption)			
	103-2 Energy consumption and self-generation within the organization	SR2025: p.11 (Energy consumption - Reporting and progress) p.19 (ESG data: table A2 and footnote (1))			
	103-3 Upstream and downstream energy consumption		103-3 a./b.	Not applicable	Not relevant as the key driver for improvements will be the reduction of GHG emissions. Action: see 102-7
	103-4 Energy intensity	SR2025: p.11 (Energy consumption - Reporting and progress) p.19 (ESG data: table A2 and footnote (1))			
	103-5 Reduction in energy consumption	SR2025: p.11 (Energy consumption - Reporting and progress) p.19 (ESG data: table A2 and footnote (1))			
Anti-corruption (The material topics and the disclosures included under the material topics are examples. See guidance under row 39)					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR2025: p.9 (Material topics management)			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	SR2025: p.16 (Reporting and progress)			
	205-2 Communication and training about anti-corruption policies and procedures	SR2025: p.16 (Reporting and progress)	205-2 e.	Information unavailable/incomplete	Our internal employee reporting scheme does not foresee this breakdown. Action: expand reporting scheme
	205-3 Confirmed incidents of corruption and actions taken	SR2025: p.16 (Reporting and progress)			
Anti-competitive behavior (The material topics and the disclosures included under the material topics are examples. See guidance under row 39)					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR2025: p.9 (Material topics management)			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SR2025: p.16 (Reporting and progress)			
Water and effluents (The material topics and the disclosures included under the material topics are examples. See guidance under row 39)					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR2025: p.9 (Material topics management)			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR2025: p.11 (Water consumption and effluents)			
	303-2 Management of water discharge-related impacts	SR2025: p.11 (Water consumption and effluents) p.19 (ESG data - table A3)			
	303-3 Water withdrawal	SR2025: p.11 (Water consumption and effluents)	303-3	Not applicable	Water withdrawal is not material
	303-4 Water discharge	SR2025: p.11 (Water consumption and effluents)	303-4	Not applicable	Water discharge is not material
	303-5 Water consumption	SR2025: p.11 (Water consumption and effluents)	303-5	Not applicable	Water consumption is not material
Waste (The material topics and the disclosures included under the material topics are examples. See guidance under row 39)					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR2025: p.9 (Material topics management)			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SR2025: p.11–12 (Waste and hazardous waste)			
	306-2 Management of significant waste-related impacts	SR2025: p.11–12 (Waste and hazardous waste) p.12 (Resource use & circular economy)			
	306-3 Waste generated	SR2025: p.12 (Reporting and progress) p.20 (ESG data - table A4)			
	306-4 Waste diverted from disposal	SR2025: p.12 (Reporting and progress) p.20 (ESG data - table A4)			
	306-5 Waste directed to disposal	SR2025: p.12 (Reporting and progress) p.20 (ESG data - table A4)			

Occupational health and safety <i>(The material topics and the disclosures included under the material topics are examples. See guidance under row 39)</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR2025: p.9 (Material topics management)			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR2025: p.12 (Employee health & safety)			
	403-2 Hazard identification, risk assessment, and incident investigation	SR2025: p.12 (Employee health & safety)			
	403-3 Occupational health services	SR2025: p.13 (Employee health & safety (cont'd))			
	403-4 Worker participation, consultation, and communication on occupational health and safety	SR2025: p.13 (Employee health & safety (cont'd))			
	403-5 Worker training on occupational health and safety	SR2025: p.13 (Employee health & safety (cont'd))			
	403-6 Promotion of worker health	SR2025: p.14 (Employee health & safety (cont'd))			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR2025: p.14 (Employee health & safety (cont'd))			
	403-8 Workers covered by an occupational health and safety management system	SR2025: p.12 (Employee health & safety)			
	403-9 Work-related injuries	SR2025: p.14 (Employee health & safety (cont'd) - Reporting and progress) p.20 (ESG data - table A5) AFR is calculated with 200'000 working hours			
	403-10 Work-related ill health	SR2025: p.14 (Employee health & safety (cont'd) - Reporting and progress) p.20 (ESG data - table A5)			
Training and education <i>(The material topics and the disclosures included under the material topics are examples. See guidance under row 39)</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR2025: p.9 (Material topics management)			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		404-1 a.	Information unavailable/incomplete	Our internal employee reporting scheme does not foresee this breakdown. Action: expand reporting scheme
	404-2 Programs for upgrading employee skills and transition assistance programs	SR2025: p.15 (Being an attractive employer) p.16 (Future skills of people)			
	404-3 Percentage of employees receiving regular performance and career development reviews		404-3 a.	Information unavailable/incomplete	Our internal employee reporting scheme does not foresee this breakdown. Action: expand reporting scheme
Child labor <i>(The material topics and the disclosures included under the material topics are examples. See guidance under row 39)</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR2025: p.9 (Material topics management)			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	SR2025: p.14 (Human & labor rights in the value chain)			
Forced or compulsory labor <i>(The material topics and the disclosures included under the material topics are examples. See guidance under row 39)</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR2025: p.9 (Material topics management)			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	SR2025: p.14 (Human & labor rights in the value chain)			
Supplier social assessment <i>(The material topics and the disclosures included under the material topics are examples. See guidance under row 39)</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR2025: p.9 (Material topics management)			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	So far no new suppliers had been screened for social criteria.			
	414-2 Negative social impacts in the supply chain and actions taken	SR2025: p.16 (Responsible & secure supply chain)			
Public policy <i>(The material topics and the disclosures included under the material topics are examples. See guidance under row 39)</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR2025: p.9 (Material topics management)			
GRI 415: Public Policy 2016	415-1 Political contributions	SR2025: p.16 (Business integrity & ethics)			
Customer health and safety <i>(The material topics and the disclosures included under the material topics are examples. See guidance under row 39)</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR2025: p.9 (Material topics management)			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	SR2025: p.14 (Product safety for customers / end-users)			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	SR2025: p.15 (Product safety for customers / end-users - Reporting and progress)			
Customer privacy <i>(The material topics and the disclosures included under the material topics are examples. See guidance under row 39)</i>					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR2025: p.9 (Material topics management)			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR2025: p.17 (Digital Trust and Cybersecurity Resilience - Reporting and progress)			