



ESG Annual Report 2025

Welcome to UpCloud's 2025 ESG Report

INTRODUCTION

This Environment, Social, and Governance (ESG) report reflects the continued evolution of UpCloud's ESG program. While our program has developed over time, our commitment to making a positive impact has been embedded in UpCloud's values since the company was founded. We have long made a conscious effort to operate sustainably, from using renewable energy to power our data centres, to ensuring gender pay parity across our organisation. As we move forward, we remain determined to play our part in building a more sustainable, equitable and resilient world.

We hope you find this report informative.

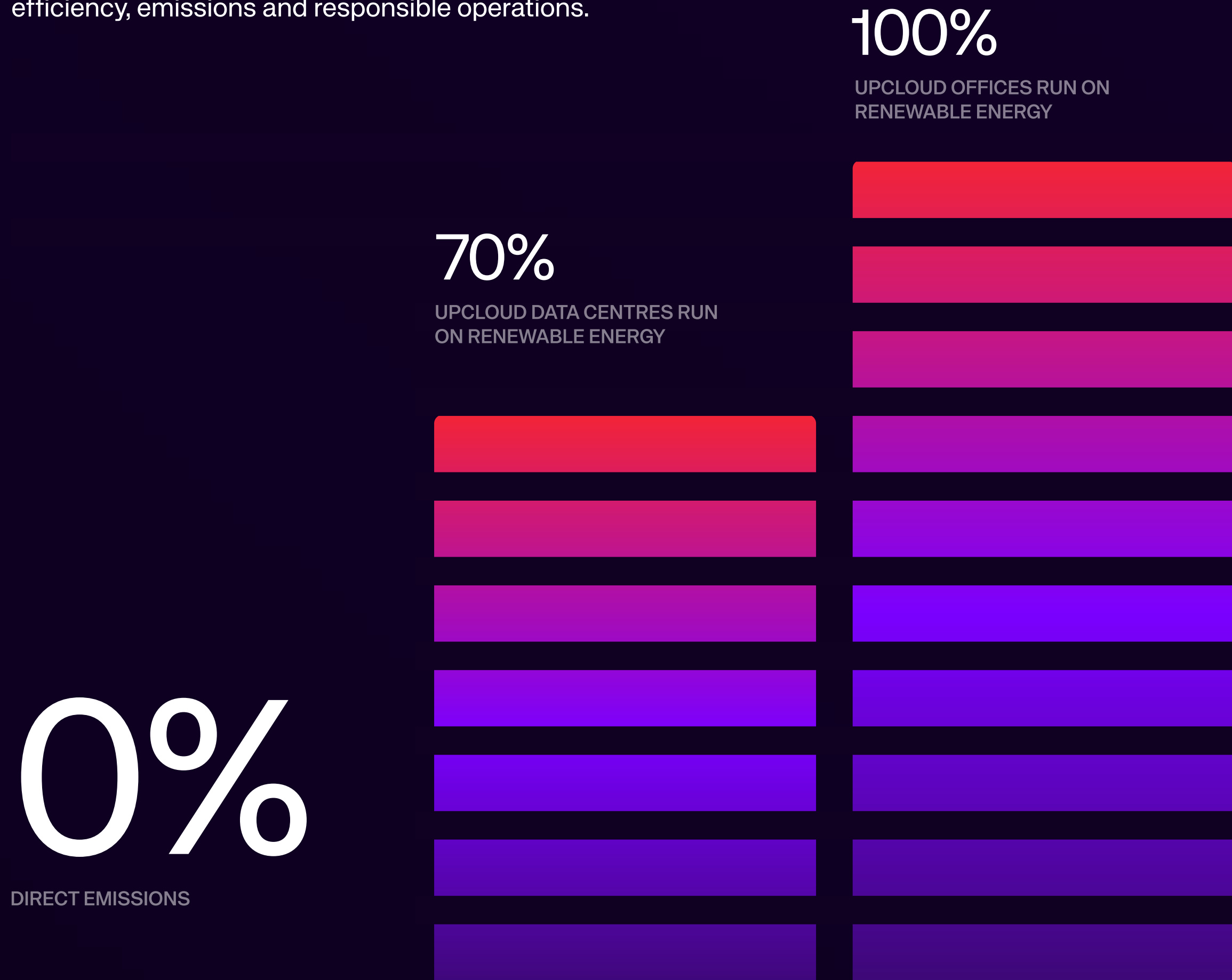
Please don't hesitate to contact us at sustainability@upcloud.com for questions or suggestions on how we can keep improving.

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Environment

Our environmental approach focuses on minimising our impact while supporting sustainable digital infrastructure, with particular attention to energy efficiency, emissions and responsible operations.



GHG Emissions in 2024

Our carbon emission calculations were completed for scopes 1, 2, and 3 from 2024 data by our partner, Third Rock, according to GHG Protocol Corporate Standard.

As in 2024, the biggest source of our carbon emissions is caused by our data center operations: Data center hardware purchases, software licences, and facility rents contributed 1513.5 tCO₂e and data center energy consumption 481.5 tCO₂e of our total emissions.

SCOPE	2024	2023	Change(YOY)
Scope 1	0 tCO ₂ e	0 tCO ₂ e	0%
Scope 2	510 tCO ₂ e	513 tCO ₂ e	-0.58%
Scope 3	2,297 tCO ₂ e	2,318 tCO ₂ e	-0.91%
Total	2,807 tCO₂e	2,831 tCO₂e	-0.85%

You can access UpCloud's Environmental policy by clicking this link:

[DOWNLOAD](#)

Carbon Emissions vs Revenue

We are committed to reducing our GHG emissions with the ambition level of meeting the 1,5-degree scenario as presented by [IPCC8](#) (November 2018).

Our goal is sustainable growth by decoupling our financial success from our environmental footprint. This success is reflected in our Carbon Intensity Ratio, which measures all emissions relative to revenue. The ratio improved from 114.1 in 2023 to 112.7 in 2024.

Revenue	UNIT	€M
FY 2023		24,817
FY 2024		24,902
CHANGE (YOY)		+0.34%

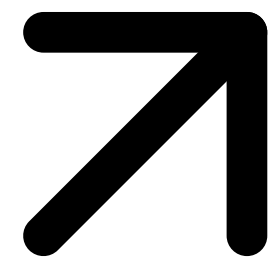
Carbon Intensity Ratio	UNIT	tCO2e / Million €
FY 2023		114.1
FY 2024		112.7
CHANGE (YOY)		-1.23%

Emissions (Scope 1 & 2)	UNIT	tCO2e
FY 2023		513
FY 2024		510
CHANGE (YOY)		-0.58%

Emissions (Scope 3)	UNIT	tCO2e
FY 2023		2,318
FY 2024		2,297
CHANGE (YOY)		-0.91%

Total Emissions (Scope 1,2 & 3)	UNIT	tCO2e
FY 2023		2,831
FY 2024		2,807
CHANGE (YOY)		-0.85%

Offsetting our emissions



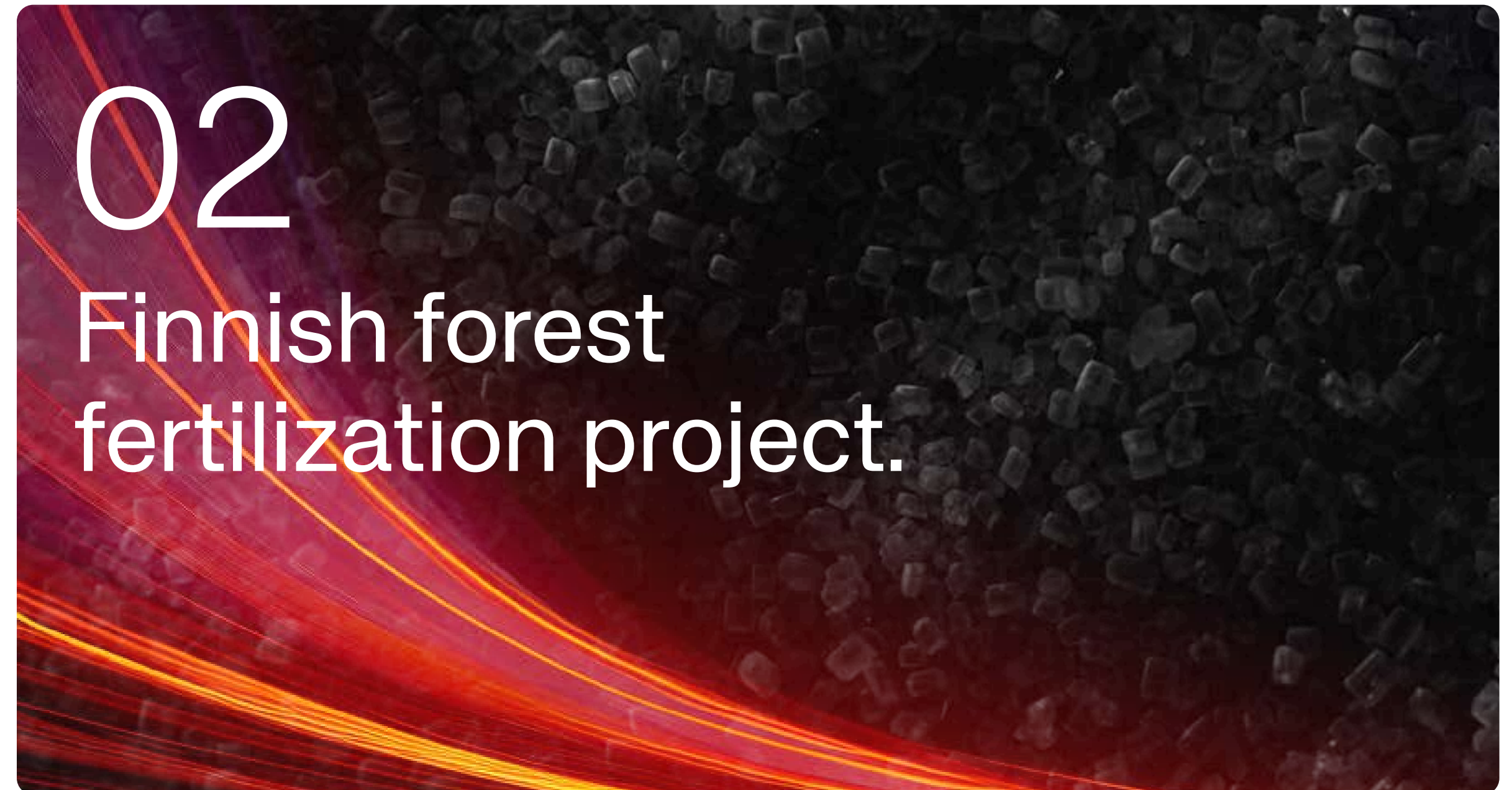
To continue taking responsibility for our own direct carbon footprint, we are in collaboration with external partners to compensate for our 2024 scope 1 and 2 emissions by investing in carbon sequestration projects, which have already delivered immediate climate impact.

This year we supported...



01

Swedish project removing carbon through biochar production



02

Finnish forest fertilization project.

Data Center Sustainability

100% RENEWABLE ENERGY SOURCE

We are proud to report that 70% of our data centers run fully on renewable energy, and we will continue selecting renewable energy sources for our future data centers whenever possible. The rest of our data centers utilise mixed energy sources.

In 2025, we started a power efficiency program with the goal of optimizing the energy consumption of our data center hardware. The initiative started in our Amsterdam data center, where the local municipality introduced new rules pertaining to power management in data centers, making it mandatory to conserve energy by switching off idle servers. Inspired by the Amsterdam example, we decided to expand the same power efficiency configuration to all our compute nodes globally. We are looking forward to reporting the results of the power efficiency program in our 2026 ESG report.

We also made significant investment to upgrade our data center hardware. Upgraded hardware not only improves the quality and performance of our service, but at the same time contributes positively to the environmental impact of our operations because the new hardware is significantly more energy efficient than the old one. This green investment was funded by an EIF backed loan from Nordea.

As a cloud company energy efficiency and responsible operations have a large-scale impact. The new data center hardware acquired backed by the EIF guaranteed loan allows us to reduce energy consumption per computing unit while also lowering cooling requirements, accelerating our sustainability efforts

Moreover, we enhanced the visibility of our data centers' energy sources by introducing a green leaf icon in our service hub to indicate data centers powered by 100% renewable energy. This way our customers can make more informed choices and join our journey towards a more sustainable cloud.

 **FI-HEL1**
Finland 

 **FI-HEL2**
Finland 

 **NL-AMS1**
Netherlands 

 **PL-WAW1**
Poland 

 **SE-STO1**
Sweden 

 **SG-SIN1**
Singapore 

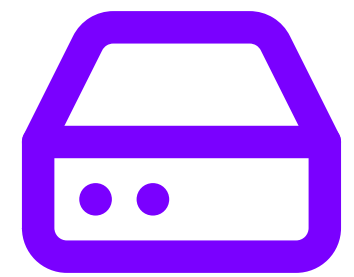
 **DE-FRA1**
Germany 

 **DK-CPH1**
Denmark 

 **ES-MAD1**
Spain 

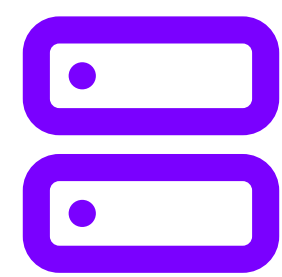
 **UK-LON1**
United Kingdom 

End-of-life device management



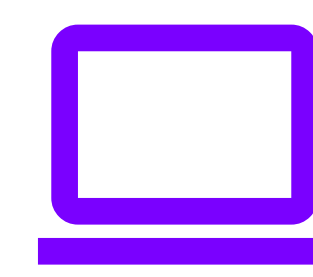
Storage Devices

End-of-life (EOL) devices that have hosted customer data go through a comprehensive data deletion process and are destroyed by our ISO27001 certified partners, in accordance with the Waste Electrical and Electronic Equipment (WEEE) regulations. All EOL devices are processed in Finland.



Servers & Routers

Servers and routers which have not stored any customer data and which we cannot repurpose are donated to schools and universities.



Work Devices

As part of our commitment to a circular economy and reducing e-waste, we lease all employee work devices. The circular model ensures 'end-of-lease' doesn't mean 'end-of-use.' Following a defined lifecycle, all devices are returned to our partner for refurbishment and resale, extending the technology's usability. In 2025, we decided to extend the lease period for mobile phones from 2 to 3 years.

A Social Policy to be proud of

UpCloud is nothing without our amazing people, and we are committed to creating the best workplace possible so they can continue to shine. This year, as part of our diversity, equity, and inclusivity (DEI) efforts, we updated our DEI policy and offered refreshed training to all employees. We also updated our health and safety guidelines and global wellbeing opportunities well beyond legal requirements.

Photos - Company Retreat 2025



Employee Wellbeing

We're committed to the well-being of our employees and offer a variety of leading programs to support their physical and mental health. This includes offering flexibility in working hours, extra weeks of vacation, retreats, family days, team activity days, and comprehensive health care services with additions for mental health care.

Our professionals have great freedom to choose how to deliver their work successfully. Hybrid work is the norm for all our teams and many of us work also fully remotely.



Diversity, Equity and Inclusion (DEI)

We believe in fostering a diverse, equitable, and inclusive workplace where everyone feels valued and respected. We're committed to maintaining a high Inclusion Experience score and providing DEI training to all employees.

We are also determined to achieve pay parity and in 2024 gender pay gap analysis on Finnish employees (representing 69% of all UpCloud employees) showed no unexplained salary differences between male and female employees working under the same title.

All differences were explained by seniority, work experience, work task complexity and business impact. Differences were present in all employees, they were consistent and not over represented in any gender group.

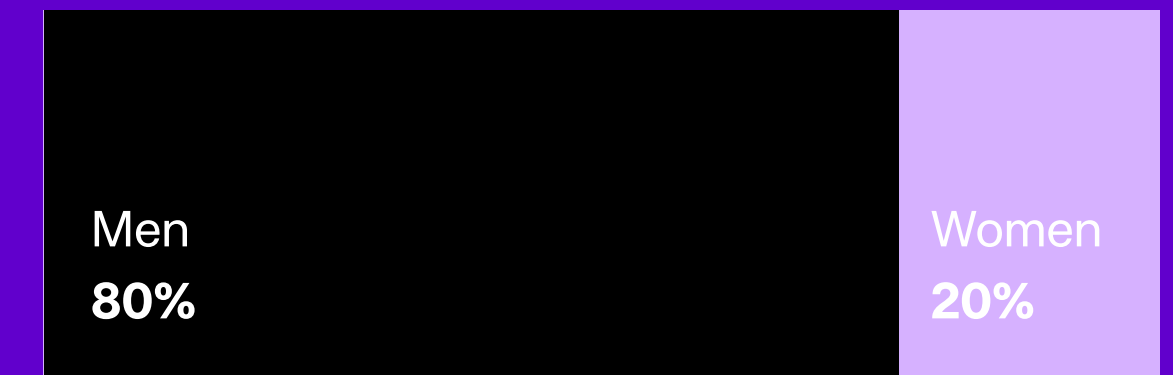
DEI in Recruitment

We have always recruited globally and have been primarily interested in finding the best fit for each role, regardless of the applicant's origin or other demographic characteristics. In roles that are known to have a more homogenous applicant pool than others (e.g., tech roles), we strive, even when drafting job ads, to ensure that we are an attractive employer for people of all backgrounds and identities.

We want to build teams with the maximum amount of diversity because we believe that diversity leads to more versatile thinking and is more likely to produce the innovations that an organization like ours, which breaks established boxes, needs. As we have a diverse customer base, it is only natural that we have a diverse group of people developing products for them.

The 2024 employee satisfaction survey, based on 82 responses, indicated a neutral but stable base with an eNPS of 0 and an overall satisfaction rate of 73%. Demonstrating significant progress in engagement initiatives, the 2025 results with 85 respondents showed a marked improvement, with the eNPS climbing to 19 and the overall satisfaction rate rising to 80%.

DEI STATISTICS



100%

Gender pay parity achieved in Finland. No difference above 5% within the same role and seniority level.

20+

Different nationalities based in 16 different countries

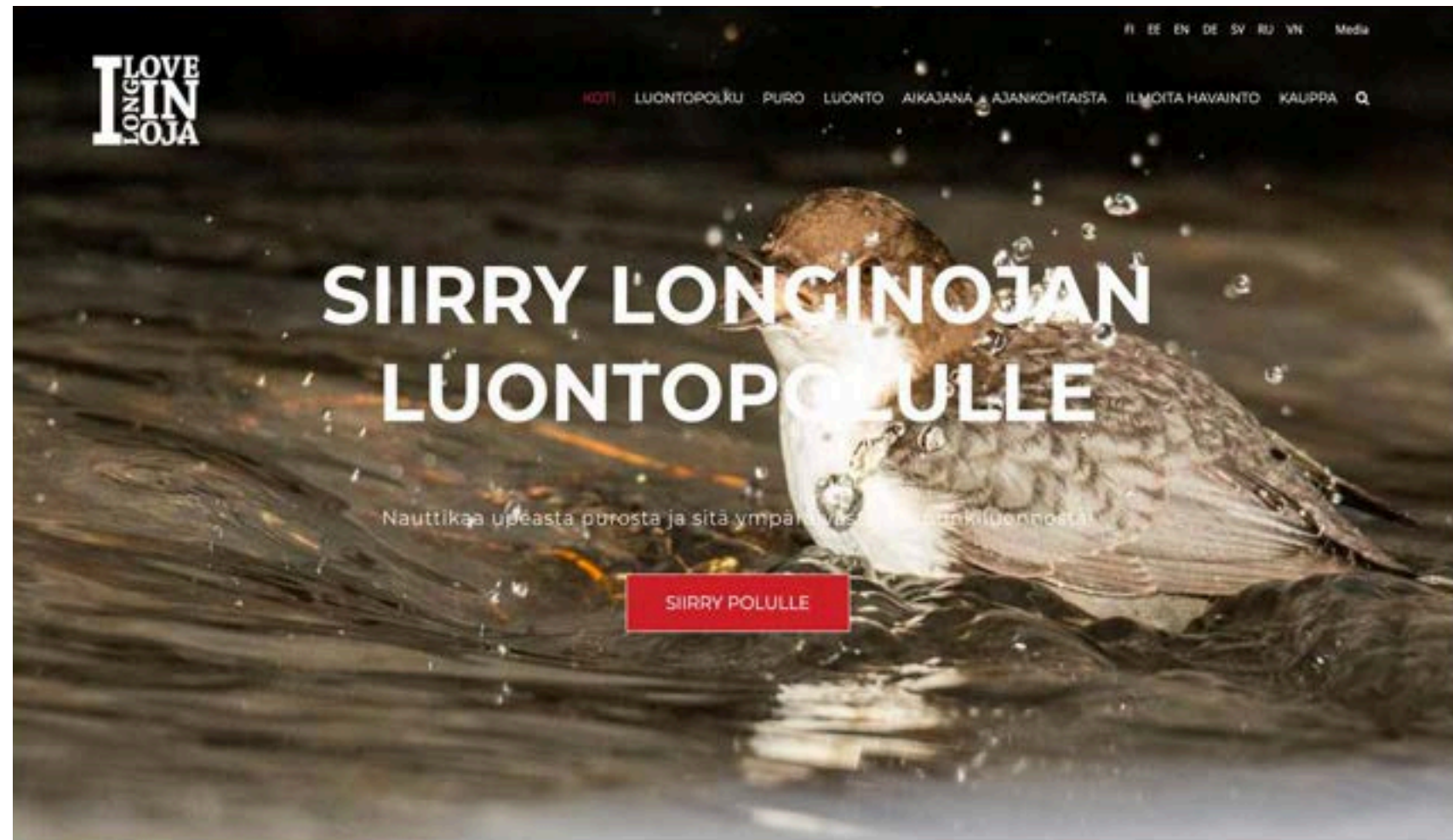
6 weeks

Vacation / time off per year in all countries

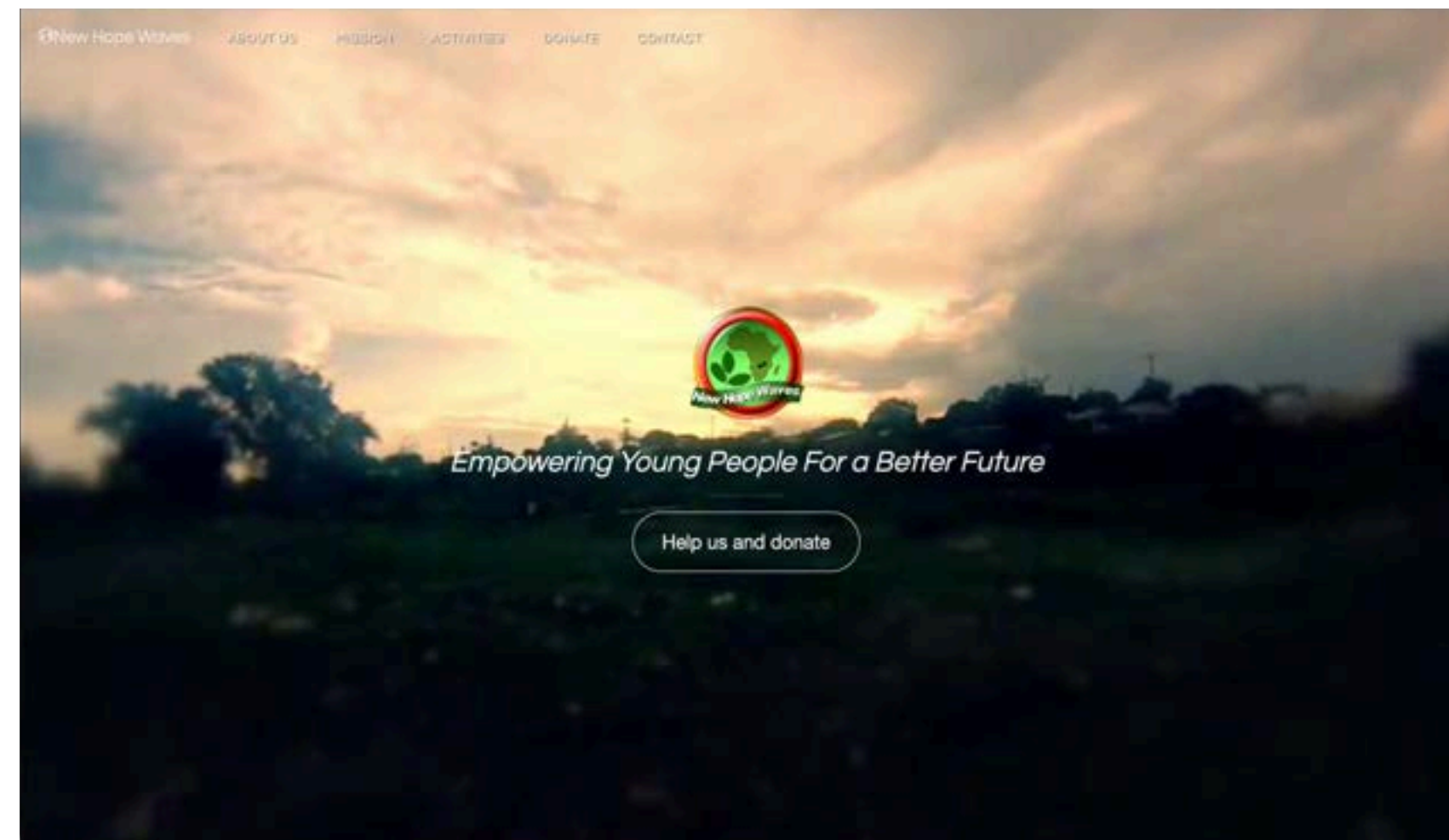
Community Engagement

We're actively involved in our wider community and support initiatives that make a positive impact, including offering free credits for students to use our platform and in doing so promoting educational and technological advancements. We are also empowering selected non-profit organisations by hosting their websites for free on UpCloud.

These include among others:



www.longinoja.fi



www.newhopewaves.org

USING OPEN SOURCE

We prefer to utilise open source projects as much as possible in our development work, and have sponsored start-up hackathons as a way for us to stay connected with our fellow tech enthusiasts.

Governance

We see strong corporate governance as a core part of our sustainability work. It supports effective management, ethical decision-making, and creates long-term value for our stakeholders. At UpCloud, our [Code of Conduct](#) serves as an ethical compass, providing high-level guidance on our policies and principles that guide our daily actions.

In 2025, we strengthened our governance framework with several key improvements:



Modern Slavery Policy

We want to make sure everyone connected to our business is treated fairly and works in safe conditions. To support this, we introduced a new modern slavery policy that strengthens our zero-tolerance approach to slavery and human trafficking. The policy sets clear expectations for our employees and suppliers and helps us prevent and respond to risks in our operations and supply chain.



AI Governance

With AI tools becoming more common across the industry in 2025, we saw the need to set clear expectations for how they should be used at UpCloud. We developed an internal AI Guideline that helps employees understand what responsible use looks like in practice. It explains how to handle sensitive information and protect privacy and intellectual property rights in the context of AI.



Supplier Due Diligence

To better understand ESG maturity across our supply chain, this year we launched an ESG-focused supplier due diligence assessment with our largest vendors. The assessment engaged data centre partners, hardware suppliers, and other key vendors, resulting in insights from 11 respondents on their policies, certifications, targets, and procedures across core ESG areas

See results on the next slide

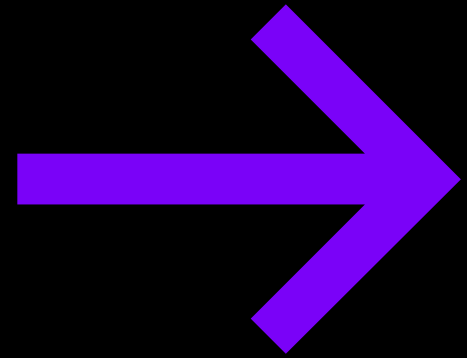


Security & Privacy

Privacy plays a central role in how we design and deliver our services. Therefore, we continuously update our cybersecurity and privacy practices to meet the latest international standards. In 2025, we renewed both our CISPE Code of Conduct and ISO 27001 certifications as part of our annual audit process.

Read more about our security and privacy: <https://upcloud.com/security-privacy>

Supply Chain ESG Questionnaire



These results demonstrate a strong maturity on ESG expectations and alignment with UpCloud's values.

It also highlights areas for continued development, particularly in environmental commitments such as emission-reduction target setting and compensation practices. In 2026, we aim to expand the assessment to cover a broader range of vendors and deepen engagement on ESG topics across our value chain.

Environment

80%

Maintain sustainability policies

64%

Set emission reduction targets

64%

Compensated emissions linked to UpCloud already.

Social

100%

Support employee wellbeing through dedicated policies

82%

Have established modern slavery policies

Governance

91%

Have defined anti-corruption policies

73%

Carry out supply chain due diligence activities

100%

Implement data protection policies and regular training

Continuous training for employees

We ensure that every UpCloudian understands their responsibilities and acts in accordance with our governance and ethical standards through continuous and mandatory training.

In 2025, all employees completed core governance-related trainings including anti-corruption, privacy, information security, and responsible AI use. These courses reinforce our Code of Conduct and equip employees with the knowledge needed to uphold integrity and comply with applicable regulations in their daily work at UpCloud.





Thank you

Thank you for reading this year's UpCloud ESG report and reflecting on the advancements we have made. We're looking forward to working hard to improve the world around us throughout 2026. We look forward to seeing you at one of our upcoming events next year.

If you have any questions or suggestions, please reach out to: sustainability@upcloud.com

You can also connect with us on the following channels:

