

# GET READY TO GROW@ HYPERSCALE

AirTrunk Candidate Guide





## CEO MESSAGE

Welcome to AirTrunk, one of the largest and fastest growing data centre companies in Asia-Pacific & Japan.

We're on a mission to continuously redefine and deliver the hyperscale data centres of tomorrow, to enable the rapid growth of our region's digital future, accelerated by artificial intelligence.

AirTrunkers have a natural inclination to think big and outside the box. We're relentless challengers, creative and collaborative problem solvers and we have a passion for progress.

We value diversity and strive to create an inclusive environment where you can bring your authentic self to work and realise your full potential. Our electric atmosphere will help you stay positively charged and amplify your impact.

Working at AirTrunk is your unique opportunity to fast-track your career and Grow@Hyperscale, that's our people promise.

**Robin Khuda**  
Founder & Chief Executive Officer

# ABOUT AIRTRUNK

AirTrunk is an Asia-Pacific & Japan (APJ) technology company with a powerful purpose – to scale and sustain the relentless growth of the region’s digital future.

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## What we do

We **innovate, design, build** and **operate** hyperscale data centres for the world’s most transformational companies.

We opened Australia’s first and largest hyperscale data centres in 2017, then focused on rapid expansion across the region. We now operate a growing platform of hyperscale data centres across Australia, Hong Kong, Japan, Malaysia, and Singapore with more to come.

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## Who we are



The largest and fastest growing [data centre platform in APJ](#) (excl. China).



A certified [Great Place To Work®](#) in Australia, Singapore and Japan, ranked top 10 in Australia’s Best Workplaces™, and recognised as one of Australia’s 2024 Best Workplaces™ in Technology.



We are the team our customers – the world’s largest technology companies – trust to deliver where, when, and how they need it.



We value diversity and create an inclusive working environment where everyone can bring their authentic selves and feel like they belong. We prioritise inclusivity right through the AirTrunker experience, starting with recruitment.



We are committed to a more sustainable future: our continued expansion is supported by A\$7b+ sustainable financing, we are targeting [Net Zero emissions by 2030](#), and we run dedicated programs to drive social and environmental impact in the communities where we operate.

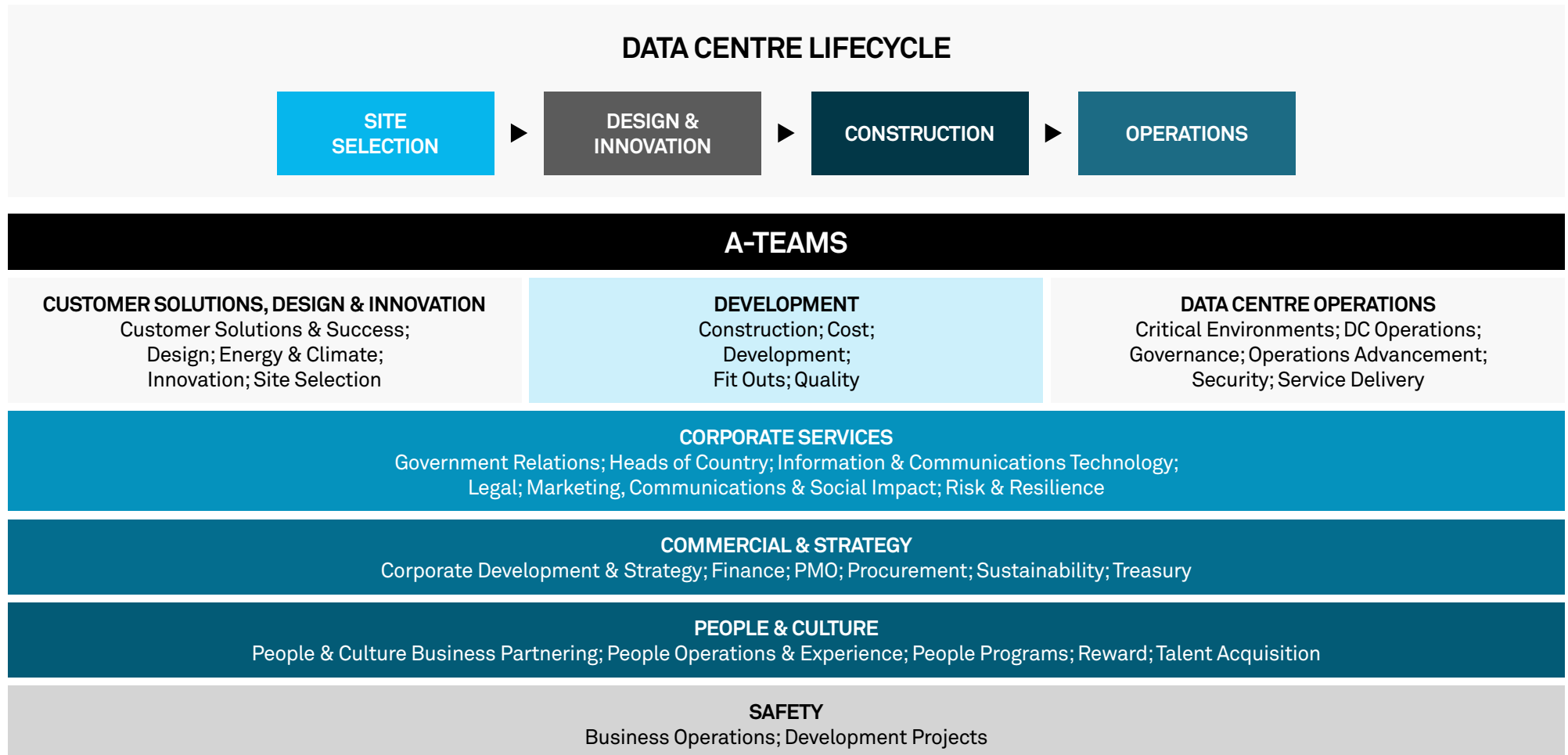


Inside AirTrunk

## Our teams

Our high performing teams across the region operate and collaborate across all stages of the data centre lifecycle and day-to-day business operations. We are pioneers, challengers, and problem solvers. We do this by living our values of going above and beyond, being dynamic, transparent, and responsive.

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# GROW @HYPERSCALE

Working at AirTrunk is not just another job. It's a once in a lifetime opportunity to fast-track your career and amplify your impact like no other. You'll have a hand in scaling APJ's digital future while we'll help you expand your opportunities and unleash your full potential.

**GROW@HYPERSCALE** is our employee promise that underpins all elements of the AirTrunker experience as you **grow to new heights**, **see your impact**, and **stay positively charged** in an **electric atmosphere**.

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## GROW TO NEW HEIGHTS

AirTrunk is enabling our customers, business and the broader industry to grow at hyperscale; and we strive to help you grow in the same way.



## ELECTRIC ATMOSPHERE

AirTrunkers break new ground every day, so AirTrunk has created an electric atmosphere for you to work in, one that will help you thrive.



## SEE YOUR IMPACT

AirTrunkers see every situation, big or small, as an opportunity to change the game. We've created a place that amplifies your ideas so you can make a bigger impact than you ever thought possible.



## STAY POSITIVELY CHARGED

AirTrunk and our customers are experiencing hyperscale growth. Working at this pace requires a level of energy and passion that only an AirTrunker can deliver. So AirTrunk strives to help you stay positively charged.



# IGNITE YOUR PASSION

We make sure you have everything you need to make your mark. Our benefits empower AirTrunkers to stay positively charged.

We help you look after your mind and body, with access to our AirFit resources, allowances for wellness activities, our Recharge Days and collaborative workplaces. You'll also have the opportunity to connect with fellow AirTrunkers at weekly lunches, social events and while giving back to our local communities.

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AirFit Wellness Program



AirTrunker Events



Recharge Days



Leading Parental Leave



Employee Assistance Program



Collaborative Workplaces



Giving Back



Reflect & Grow



# MEET SOME OF OUR AIRTRUNKERS



**Yinshi Lin**  
Data Analyst  
Singapore

Yinshi joined AirTrunk Singapore in 2022 as a Data Analyst Intern and is now a full-time AirTrunker in the Site Selection team.

“Joining AirTrunk as an intern was a really rewarding experience. I am grateful to AirTrunk and my co-workers for providing an environment that was supportive of my learning and growth.

Having my thoughts and ideas heard and being able to make valuable contributions to projects significantly boosted my confidence and made me feel appreciated.

All these things motivated me to become a full-time employee and continue my journey with AirTrunk!”



**Luke Dowson**  
Senior Services &  
Commissioning Manager  
Australia

Luke joined AirTrunk in 2021 as Facilities Supervisor for the SYD1 Operations team. He then took on the role of Technical Services Manager before being appointed Commissioning Manager in the Development team.

“AirTrunk has been a great place to further my career. It has a culture of enabling individuals to be the best they can be while leveraging existing skill-sets. I have been afforded incredible opportunities which have developed me both personally and professionally. Being part of AirTrunk’s data centre growth from the ground up is a truly unique experience.”



**Karen Brown**  
Vice President,  
Data Centre Operations  
Australia

Karen joined AirTrunk in 2017 and has since received two promotions — from Service Delivery Manager to Head of Service Delivery to Vice President, Data Centre Operations.

“Working at AirTrunk has been instrumental in my personal and professional growth. The company’s supportive environment has allowed me to learn and develop at my own pace, empowering me to make decisions and lead effectively. This freedom, combined with the trust and belief from the leadership team, has enabled me to exceed my own expectations and achieve remarkable results.”



**Masato Hori**  
Senior Director, Treasurer  
Japan

Masato joined AirTrunk in 2021 as the first treasury team member for our Japan operations based in Tokyo.

“I am responsible for capital funding for our data centre development projects in Japan. As we continue to evolve and grow at rapid pace, we are invested in innovative strategies which include sustainable financing and funding for emerging markets.

Working at AirTrunk is exciting. The level and speed of innovation keeps me energised and inspired. With our groundbreaking initiatives, we continue to push the boundaries and create new standards for data centre financing.”



# HOW WE HIRE

## The candidate experience

AirTrunk's interview and hiring process is a mutual exploration. Open and transparent conversations will enable both parties to assess if there is strong alignment and a clear understanding of potential fit.

## Our commitment to inclusive hiring

We know that our rich diversity enables us to attract top talent and innovate more successfully. We embrace diversity and acknowledge that every individual has different needs. We are committed to an inclusive and engaging hiring experience grounded in fairness and equity. We do this through:

1. Screening our job ads to ensure inclusive language
2. Diverse, cross-functional interview panels
3. Inclusive interviewer training
4. Transparency of feedback, and
5. Endorsement by Work180, as a great workplace for women.

## What do new AirTrunkers say about joining AirTrunk?

100% of new hires surveyed in 2023 agreed that AirTrunk's recruitment and selection process was conducted professionally and felt equally positive about the onboarding experience.



### PHONE INTERVIEW WITH TALENT ACQUISITION

The Talent Acquisition team is assessing alignment of your skills and experience to the role.

Tip: Demonstrate your understanding of AirTrunk



### HIRING MANAGER INTERVIEW

We are learning more about your skills, experience and unique achievements through open-ended questions.

Tip: Share your most significant achievements



### TECHNICAL ASSESSMENT

Depending on the role, you may be required to demonstrate your technical capability.



### CULTURE FIT INTERVIEW

You'll meet with an AirTrunker from another team, to better understand alignment to our culture and values.

Tip: This is a great opportunity to ask questions about life as an AirTrunker



### EXECUTIVE INTERVIEW

Depending on the role, you may meet with a member of our executive team as a final assessment.



### REFERENCE CHECK & OFFER

The Talent Acquisition team facilitates reference checks and prepares the offer.



# NOW'S YOUR TURN TO GROW@HYPERSCALE

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[AIRTRUNK ON LINKEDIN >](#)

