AIRTRUNK



# SUSTAIN ABILITY

## PROGRESS WITH PURPOSE

REPORT FY26

AIRTRUNK.COM

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**Acknowledgement of Country**
AirTrunk acknowledges Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.

**Acknowledgement of Stakeholder Support**
AirTrunk would like to thank the broad and diverse range of stakeholders who contributed ideas and comments in the development of this report.

# MESSAGE FROM OUR FOUNDER & CEO

Digital infrastructure is increasingly essential to the way people live, work and connect. From cloud computing and digital services to artificial intelligence, every advance depends on data centres that can operate reliably, securely and sustainably. At AirTrunk, we see an opportunity to help shape that future.

This year, greater attention to the broader role of digital infrastructure has reinforced that sustainability and growth are mutually reinforcing. As demand for digital services continues to grow across the region, the opportunity is not simply to build more infrastructure, but to consider what that investment makes possible. This means planning alongside governments, industry, energy providers, educators, water authorities and communities to support reliable energy, skilled workers, strong supply chains, water security and communities prepared to host long-term investment.

Energy is central to this challenge. Data centres' long-term and predictable demand can support investment in new renewable generation. AirTrunk is improving energy efficiency, expanding renewable energy procurement and working with partners to support cleaner and more reliable electricity systems.

Water requires a local and practical approach. Cooling design involves a balance between water and energy: water can improve cooling efficiency and reduce energy use, while water-free solutions can increase electricity demand. We therefore consider these resources together, selecting approaches suited to local conditions and reducing water use wherever practical through efficient design, operational optimisation and reuse.

Our responsibility does not stop at our sites' boundaries. Communities deserve clear and timely information about infrastructure requirements, local impacts and the value our investment will create. Open, ongoing engagement helps build trust and ensures local priorities inform project planning and delivery.

In FY26, we launched our four Commitments to Communities: safely delivering critical infrastructure for everyday life; being responsible users of energy and water; being a good neighbour; and strengthening the communities where we operate.

Creating value takes more than making commitments – it requires listening, setting realistic expectations, connecting training to genuine employment opportunities and reporting clearly on what is delivered. Success should be measured not only by what is built, but by what it enables – stronger energy systems, deeper technical capability, resilient supply chains and communities better positioned for the future.

Sustainability extends beyond environmental performance. Our investments create skilled jobs, strengthen digital capability and support the businesses and services that increasingly depend on digital infrastructure. We continue to prioritise our people, uphold strong governance and work with our partners to advance a more sustainable digital ecosystem.

This report reflects the progress we made during FY26 and the work still ahead. The challenges facing our industry and society cannot be solved by any one organisation. They require partnership across governments, energy providers, technology companies, infrastructure operators and local communities. AirTrunk is committed to playing its part.

I am proud of what our team has achieved over the past year and grateful to our customers, partners and communities for their continued trust and collaboration. Together, we are demonstrating that digital infrastructure can support both economic growth and a more sustainable future.

Thank you for your continued support as we build the infrastructure that powers tomorrow's digital economy.



**Robin Khuda**
Founder and CEO

## Message From Our Chair



AirTrunk operates amid significant technological, economic and societal change. As digital infrastructure becomes more important to the global economy, responsible growth requires long-term thinking about energy, water, communities, people and resilience. Credible sustainability data and transparent reporting are increasingly important to trade, investment, market access and stakeholder confidence. The Board recognises the importance of embedding sustainability in AirTrunk's strategy, investment decisions and approach to risk.

During FY26, the Board strengthened its oversight of climate- and nature-related risks and opportunities, sustainability performance and stakeholder expectations. This included climate risk training, progress in resilience analysis and reporting, and oversight of AirTrunk's commitments to renewable energy, resource efficiency, community impact and responsible development. Strengthening the data and controls underpinning our environmental and social performance supports better decision-making and accountability.

AirTrunk's growth is supported by the trust of its customers, employees, communities, investors and partners. Maintaining that trust requires us to consider the long-term contribution of our infrastructure. On behalf of the Australia Board, I thank our stakeholders and the AirTrunk team for their continued commitment and collaboration as we build a more connected, resilient and sustainable future.

**Mark Barnaba AM**
Chair and Non-Executive Director, AirTrunk Australia

# ABOUT THE REPORT

This sixth edition of AirTrunk's Sustainability Report reflects our continued commitment to transparency, accountability and responsible growth. Each year, we voluntarily disclose our sustainability strategy, objectives and performance, demonstrating how we are embedding environmental, social and governance (ESG) considerations across our business as we scale digital infrastructure throughout the Asia-Pacific and Middle East (APME) region.

Covering the period from **1 July 2025 to 30 June 2026** (FY26), this report outlines our progress against our sustainability priorities and highlights the initiatives, partnerships and outcomes that are most material to AirTrunk and our stakeholders. It also reflects the evolving role of digital infrastructure in supporting the energy transition and enabling a more sustainable digital economy. The report was published on 28 October 2026.

To provide a comprehensive view of AirTrunk's sustainability approach, this report should be read alongside our FY26 Resilience Report, Sustainability section of our corporate website and supplementary annexes, including:

- **Sustainability Data**, summarising our key sustainability performance metrics
- **Metrics Methodology**, outlining our reporting approach and calculation methodologies
- **GRI Content Index**, referencing the Global Reporting Initiative (GRI) Standards
- **Independent Assurance Report**, providing third-party assurance over selected sustainability disclosures

## Scope and Boundary

Unless otherwise stated, this report covers AirTrunk's wholly owned and directly managed operations, including our corporate offices and hyperscale data centre campuses across **Australia**, **Hong Kong**, **Japan**, **Malaysia** and **Singapore**.

During FY26, AirTrunk acquired Lumina in India, marking our entry into a new market. As the business is integrated into AirTrunk's sustainability reporting framework, this report includes greenhouse gas emissions from Lumina's operations for the period from its acquisition on 17 April 2026 to 30 June 2026. Other environmental, social and governance performance metrics will be included from FY27 onwards, following the completion of data integration and reporting processes.

The FY26 report reflects AirTrunk's continued growth across the APME region and includes all campuses and offices that were owned or operational during the reporting period. Where relevant, new developments and projects under construction are included to provide a complete view of our sustainability performance and future pipeline.

Under our **PLANET** pillar, environmental performance metrics cover all active AirTrunk campuses and corporate offices, unless otherwise stated. **Power Usage Effectiveness (PUE)** and **Water Usage Effectiveness (WUE)** are reported for data centres and offices that have been operational for at least 12 months to ensure meaningful year-on-year comparison. Our **Scope 3 greenhouse gas emissions inventory** includes both operational campuses and projects under development, reflecting the embodied carbon associated with the construction and expansion of our platform.

Unless otherwise stated, all data presented relates to the FY26 reporting period (1 July 2025 to 30 June 2026).

## Alignment with Global Reporting Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021. It also includes references to the UN Sustainable Development Goals (SDGs), Sustainability Accounting Standards Board (SASB), CDP, GRESB, Australian Accounting Standards Board Standard 2 (AASB S2), Taskforce on Nature-related Financial Disclosures (TNFD) and National Greenhouse and Energy Reporting (NGER) framework. The GRI Content Index is available pg. 73.

## External Assurance

KPMG has provided limited assurance over the following key ESG performance indicators, for AirTrunk Operating Pty Limited for FY26, for the Directors of AirTrunk Operating Pty Limited:

- Scope 1, 2 and 3 greenhouse gas emissions
- Carbon Usage Effectiveness (CUE)
- Power Usage Effectiveness (PUE)
- Water Usage Effectiveness (WUE)
- Total Energy Consumption
- Renewable Energy Percentage
- Water Withdrawal
- Gender Representation
- Gender Pay Gap
- Carbon Offsets

Its conclusion does not cover prior-year comparatives nor other content in this report.

Further information is available in the Independent Limited Assurance Report available on pg. 80.

## Feedback

We value feedback from our stakeholders and welcome comments or suggestions that help us strengthen our sustainability performance. Please direct any enquiries or feedback to sustainability@airtrunk.com.

# THE HOME OF HYPERSCALE IN ASIA PACIFIC AND MIDDLE EAST

## About AirTrunk

AirTrunk is a hyperscale data centre specialist creating a platform for cloud, content and large enterprise customers across the Asia-Pacific & Middle East (APME) region.

We develop and operate data centre campuses with leading reliability, technology innovation and energy and water efficiency.

Our unique capabilities, designs and construction methodologies allow us to provide customers with a scalable and sustainable data centre solution.

In 2024, AirTrunk was acquired by Blackstone together with Canada Pension Plan Investment Board (CPP Investments), investing alongside Founder and CEO, Robin Khuda. Supported by long-term investors with a shared commitment to sustainable growth, AirTrunk continues to expand its hyperscale data centre platforms across APME and beyond.

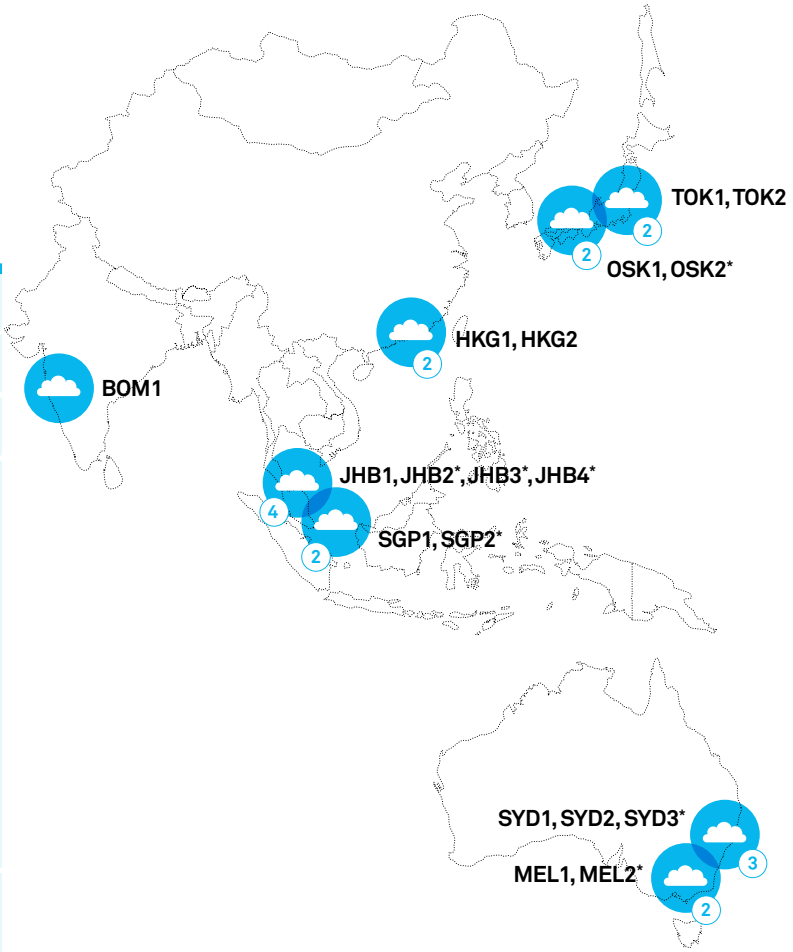
In April 2026, AirTrunk acquired Lumina, a developer of large-scale data centres with a strong presence in India, marking its entry into one of the world's fastest-growing digital and AI infrastructure markets. The acquisition expands AirTrunk's footprint to more than 3GW of operating and planned capacity across 18 campuses in Australia, Singapore, Japan, Malaysia, Hong Kong and India, reinforcing its position as a leading hyperscale data centre platform in APME.

For more information go to www.airtrunk.com or follow AirTrunk on LinkedIn.

## Company Profile

AirTrunk is headquartered in Sydney, Australia, with regional headquarters in Singapore, Tokyo, Melbourne, and Mumbai. AirTrunk's data centre platform spans facilities across eight cities and six markets – Australia, Hong Kong, Japan, Malaysia, Singapore and India.

| | |
|---|---|
| Company name | AirTrunk |
| Founded | 2015 |
| Founder and CEO | Robin Khuda |
| Company address | **Australia Head Office**<br>Level 47, 88 Walker St, North Sydney NSW, Australia, 2060<br>**Singapore Head Office**<br>10 Collyer Quay, Ocean Financial Centre, Singapore 049315<br>**Japan Head Office**<br>Level 43 Roppongi Hills Mori Tower, 6-10-1 Roppongi Minato-Ku, Tokyo 106-6143<br>**India Head Office**<br>Unit No. 4, 8th Floor, Building No. Q2, Aurum Q Parć, Plot No. Gen 4/1, TTC Industrial Area, Thane Belapur Road, Ghansoli, Navi Mumbai 400710 |
| Total capacity | 3+ Gigawatts (at 30 June 2026) |
| Total employees | 678 (at 30 June 2026) |




* Under development



# SUSTAINABILITY AT AIRTRUNK

# SUSTAINABILITY HIGHLIGHTS FY26

**We believe our success is linked to the resilience of the communities and natural systems around us. Our approach is to grow in a way that creates long-term value for both.**

## Key Metrics

Portfolio operational PUE of
**1.28**
**a 3% improvement against FY25**

Portfolio operational WUE of
**0.89**
**L/kWh**

Portfolio CUE of
**0.21**
**$tCO_2e$/MWh, a 9% improvement vs FY25**

**73%**
renewable energy matching in FY26, and a ~895,000 MWh absolute increase in renewable energy matching, **87.5% higher than FY25**

**43%**
**female representation** in Executive Leadership Team

**A$5.76m**
donated and committed across **26 strategic partners** via our Social Impact Program

Total Recordable Incident Rate (TRIR) of
**0.20**
vs the **Australian benchmark of 2.3**

Improved average supplier sustainability performance score to
**3.66/5**
in FY26, **an 8% increase from FY25**

**EcoVadis Platinum**
for the **3rd consecutive year**, and
**GRESB 5-star**
rating for the **5th consecutive year**

## Milestones

In FY26 **25 MW Solar** Farm in NSW commenced operations; **30 MW Solar Farm** in Malaysia began commercial operations in July 2026

Recovered and **recycled 700+ tonnes** of steel from demolition at our MEL2 Campus

Progressed design of our **water treatment** plant in Johor, Malaysia, which will provide new campuses with recycled water

Celebrated the first year of our Social Impact Program, which directly benefitted **100,000 people** across **2,000 communities** in FY26

Announced large-scale **Battery Energy Storage System** (BESS) adjacent to our SYD3 Campus

Contributed to MECLA's **research report on embodied carbon** in data centres, sharing our experiences with quantification

AirTrunk chartered our first **dedicated sea vessel** to transport critical infrastructure, a pilot aimed at building a **resilient supply chain**

Launched **two integrated logistics solutions** in Australia and Malaysia

Launched our global **community commitments** across all markets

# OUR MATERIALITY

We revisit our material sustainability topics annually to ensure AirTrunk remains focused on the ESG matters most relevant to our business and stakeholders. In FY25, we undertook a materiality survey across internal and external stakeholders which resulted in the addition of four new ESG factors: 'Climate Resilience and Adaptation', 'Green Building and Embodied-Carbon', 'Sustainable Finance', and 'Human Rights and Modern Slavery'.

In FY26, we reviewed our material ESG factors and confirmed that they continue to reflect AirTrunk's most significant sustainability priorities and stakeholder expectations. No new material ESG factors were identified during the reporting period. All ESG factors are covered within this Report to the extent that it reflects their priority.

### 1. Identify

We identified ESG factors based on **sustainability-related trends**, **benchmarking**, and **alignment** with globally recognised frameworks such as GRI, the SDGs, and SASB.

### 2. Stakeholder Engagement

We surveyed stakeholders to prioritise **key ESG factors**. Internal stakeholders included the Board, senior management, and employees; external stakeholders comprised investors, customers, suppliers, industry bodies, and community partners.

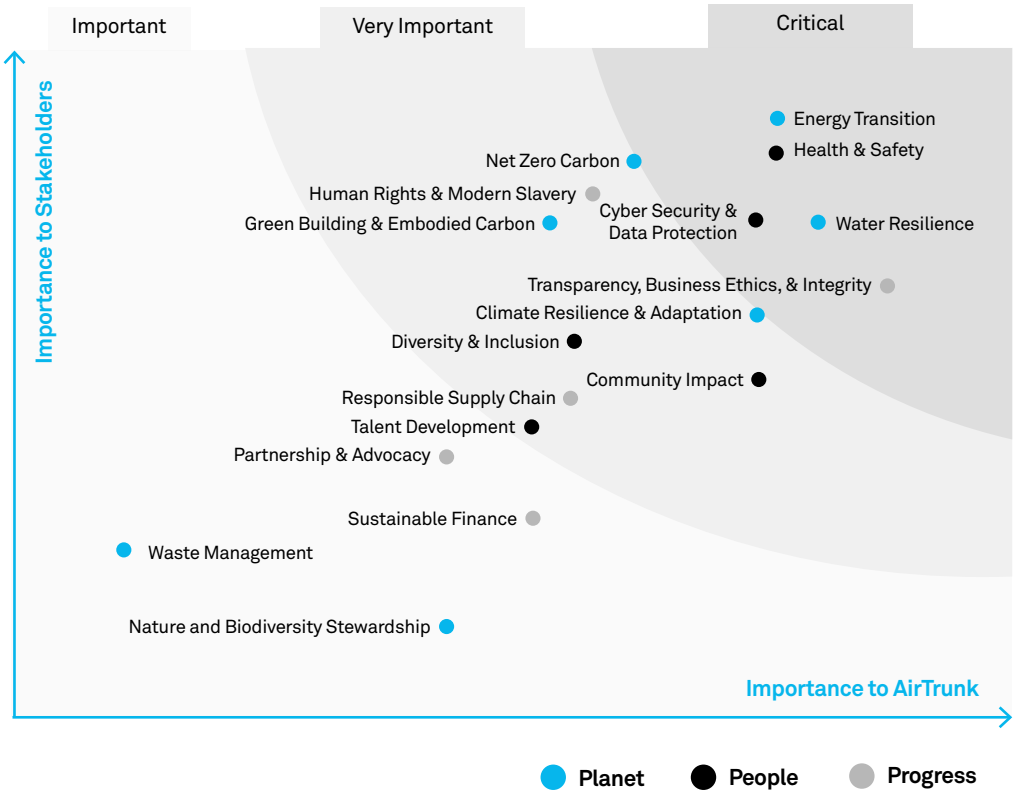
### 3. Prioritisation

The ESG factors were prioritised based on their materiality and grouped into three categories: '**Critical**', '**Very Important**', and '**Important**'.

### 4. Management and Board Validation

The prioritised material ESG factors were presented to the **Board** and **senior management** for final validation and endorsement.

**AirTrunk's Materiality Matrix**



# OUR TARGETS AND PERFORMANCE

Transparency is central to how we report our sustainability performance. We are committed to disclose our performance against our sustainability targets each year, providing stakeholders with a clear view of what is working, where progress is slower and how we are adapting our approach to deliver better outcomes.

| Material Topic | Target | FY26 Progress | Status |
|---|---|---|---|
| **Energy Transition** | Maintain annual average operating PUE within the AirTrunk PUE band. | Annual operating PUE of 1.28, within the target band. | Achieved |
| | 100% renewable energy matching by 2030. | 73% of electricity consumption matched to renewable energy, 87.5% more renewable energy sourced than FY25 in absolute terms. | In Progress |
| **Net Zero Carbon** | Achieve Net Zero for Scope 1 and Scope 2 market-based emissions by 2030, and report our Scope 3 emissions. | 36% reduction in absolute scope 1 and 2 emissions from FY25, achieving a CUE of 0.21 $tCO_2e$/MWh in FY26, with scope 1 emissions offset. | In Progress |
| | Ensure the average embodied carbon across all new data centres remains below an ECR threshold of 2.8 $tCO_2e$/kW IT. | FY26 ECR of 2.36 $tCO_2e$/kW IT, below the threshold of 2.8 $tCO_2e$/kW IT. Threshold updated from 2.8 $tCO_2e$/kW IT to 2.5 $tCO_2e$/kW IT. | Achieved |
| **Water Resilience** | Reduce upper threshold of water stress limit by 0.1 for all water stress classifications by 2030. | 100% of internal annual targets met. | In Progress |
| | 100% of campuses meet design-defined WUE limits based on regional water stress limits. | 7 out of 8 data centres met design-defined WUE limits. | In Progress |
| **Nature and Biodiversity Stewardship** | Conduct biodiversity assessment for 100% of new sites to understand the local ecosystem and ecological health. | Biodiversity assessments at 100% of new sites. | Achieved |
| | Conduct nature conservation or restoration projects in the markets where we operate. | 6 projects completed in FY26. | Achieved |
| **Waste Management** | 100% of data centres[1] report on diversion rate. | 100% of data centres report diversion rate. | Achieved |
| **Health & Safety** | Maintain a safety culture survey result above global benchmarks. | 89% in Safety Culture Survey, above the industry benchmark score of 76%. | Achieved |
| | Maintain ISO 14001 & ISO 45001 certification across 100% of our operational data centres. | 100% of existing operational data centres ISO 14001 and ISO 45001 certified. | Achieved |
| | Maintain senior leader safety walk participation of more than 90%. | 97.3% completion rate. | Achieved |
| **Talent Development & DEI** | Maintain annual engagement score of 80% or above. | Overall engagement score of 87%. | Achieved |
| | Maintain at least 35% company-wide female representation and achieve 40% female representation by 2030. | 35% company-wide female representation. | In Progress |
| | Report our Gender Pay Gap and meet our Sustainability-Linked Loan Pay Gap target annually. | The gap[2] widened from 9.03% in FY25 to 9.6% in FY26, but this remains below the SLL threshold. | In Progress |

Achieved In Progress Missed

1. Data centres with more than 24 months operation
2. As defined in Appendix 2 – Metrics Methodology

# OUR TARGETS AND PERFORMANCE

| Material Topic | Target | FY26 Progress | Status |
|---|---|---|---|
| **Community Impact** | Establish and maintain social impact projects in 100% of markets funded by the SLL within 12 months of funds becoming available. | Partnerships in 100% of funded markets. | Achieved |
| | Launch "AirTrunk in the Community" plan across all data centres by FY30. | Launched our global community commitments covering all markets. | In Progress |
| | Achieve annual direct engagement in social impact and community initiatives for over 80% of AirTrunk employees[3]. | 90% of employees participated. | Achieved |
| **Cyber Security and Data Protection** | 100% sites in compliance with relevant international standards and financial auditing standards, where there is a requirement. | 100% compliance at required sites. | Achieved |
| | 100% of staff with 'high cyber security risk' to undertake annual job-specific cyber security training. | Completion by 100% of relevant employees. | Achieved |
| **Innovation** | Release at least one innovation case study annually to support industry growth. | 1 whitepaper published. | Achieved |
| | Operationalise two innovation initiatives with measurable environmental and community benefits. | 3 pilot projects in FY26. | Achieved |
| | Integrate AI optimisation tools into 100% of new data centre developments. | AI optimisation pilot seeing improved outcomes, strategy to scale across sites. | In Progress |
| **Partnership and Advocacy** | Advocate for progressive policies that accelerate sustainability and innovation in the data centre industry. | Provided consultations across markets, supporting energy transition, green financing, building standards and ESG reporting. | Achieved |
| | Establish at least one customer ESG partnership to amplify our impact. | 2 projects in partnership with customers. | Achieved |
| | Engage in at least two research or action programs with our ecosystem per year. | 2 research programs, 1 action program. | Achieved |
| **Responsible Supply Chain** | Introduce ESG criteria to the evaluation process for 100% of equipment and construction tenders over $10M by 2027. | 100% of tenders over $10M incorporated ESG criteria. | In Progress |
| | Achieve year-on-year improvement in the average sustainability performance score of suppliers in the SRM program. | Improved from 3.4 in FY25 to 3.66 in FY26. | Achieved |
| | Obtain Environmental Product Declarations (EPDs) or equivalents for 50% of data centre equipment sourced each year. | Information received for 52% of key equipment. | Achieved |
| **Transparency, Business Ethics and Integrity** | Conduct annual ESG training for Directors to support effective oversight of sustainability-related risks and opportunities. | Board took part in training session on ESG risks in June 2026. | Achieved |
| | Maintain ESG transparency and accountability by following global best practices. | Reported to GRESB, EcoVadis, UNGC CoP. | Achieved |

Achieved In Progress Missed

3. As defined in Appendix 2 – Metrics Methodology

# OUR SUSTAINABILITY COMMITMENTS

AirTrunk is committed to designing, building and operating digital infrastructure responsibly, with sustainability embedded throughout our business. As demand for digital infrastructure continues to grow, our approach supports both the digital economy and the energy transition by prioritising environmental stewardship, resilient operations, positive community outcomes and the responsible management of natural resources.

## Planet

**We take decisive action to better preserve, protect and enhance our planet.**

### Energy Transition

Deliver highly efficient operational PUE and 100% renewable energy matching at all sites by 2030, supporting the transition towards 24/7 clean energy in APME.

### Net Zero Carbon

Achieve Net Zero by 2030 for Scope 1 and Scope 2 market-based emissions; and reduce Scope 3 by driving progressive embodied carbon reductions across all our builds.

### Water Resilience

Minimise water withdrawal and pursue alternative sources in water stressed regions. Optimise water productivity and WUE, to reduce energy use and carbon emissions.

### Nature & Biodiversity Stewardship

Deepen assessment of our impacts on nature, and responsibly manage our footprint through mitigation and restoration actions.

## People

**We care for our people and communities, empowering them to thrive.**

### Health & Safety

Make a difference in the lives of our people with industry-leading safety performance and a culture of care and resilience.

### Talent Development, Diversity & Inclusion

Attract, grow and retain talented people, while creating a diverse, equitable and inclusive workplace where everyone can thrive.

### Community Impact

Amplify positive social impact and be a good neighbour that enables communities and natural ecosystems to flourish.

### Cyber Security & Data Protection

Maintain a best-in-class control environment that ensures the availability of operational technology and protects data.

## Progress

**We partner, create, and innovate with our ecosystem as a responsible business.**

### Innovation

Pioneer ESG advancements through technology to drive scalable opportunities for sustainable growth in the APME region.

### Partnership & Advocacy

Drive change through shared responsibility and collaborative action to ensure the sustainable future of APME.

### Responsible Supply Chain

Ensure best-in-class supply chain through responsible sourcing, transparency and continuous improvement.

### Transparency, Business Ethics & Integrity

Act ethically, with integrity and accountability in all business activities.

# ESG GOVERNANCE

Delivering on our sustainability ambitions requires coordinated action across every level of the organisation. Our governance structure is designed to embed clear roles and responsibilities throughout the business, supporting consistent, strategic decision-making aligned with our sustainability priorities.

The Board of Directors holds ultimate accountability and maintains oversight of AirTrunk's sustainability strategy, performance, and targets. Their leadership drives integration of sustainability into core business operations and long-term planning.

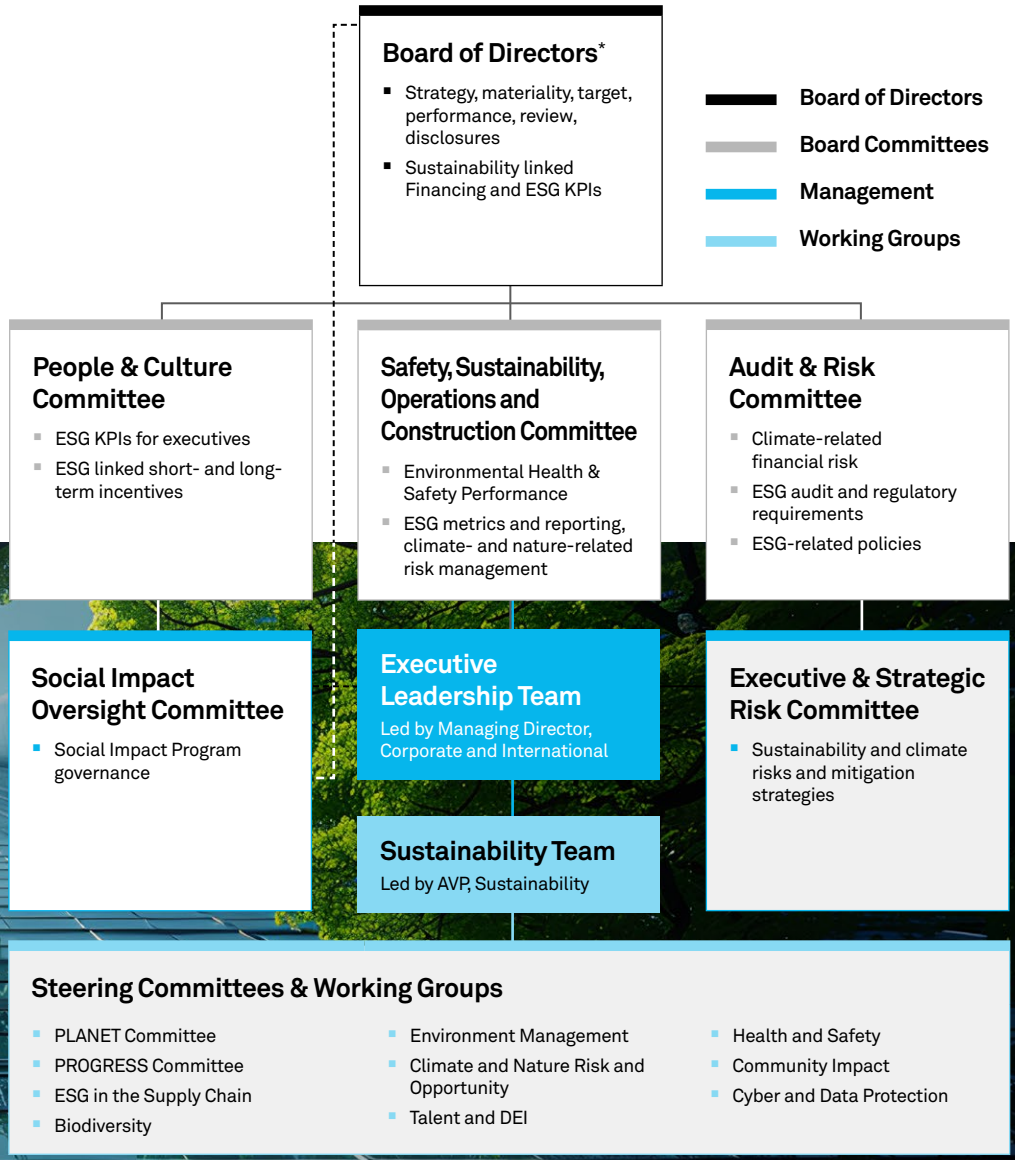
Working in close partnership with the Board, the Managing Director, Corporate and International, leads the execution of AirTrunk's sustainability strategy. Strategic oversight is supported by our corporate sustainability function, led by the Associate Vice President of Sustainability, who chairs the Sustainability Committees. The committees bring together senior representatives from across the business to drive delivery of our People, Planet and Progress initiatives and collaborate through focused working groups.

## ESG Performance Management

**AirTrunk's remuneration structure is linked to ESG performance across all levels of the organisation.**

We have introduced company performance criteria, which include ESG KPIs, tying individuals' remuneration to our environmental and social progress. These KPIs include ensuring Net Zero by 2030 in partnership with customers, and meeting or exceeding 100% of our SLL criteria (including PUE, WUE and gender pay gap equity) annually.

The remuneration structure ensures that AirTrunk employee incentive-based compensation is largely (40%) defined by company performance, including ESG KPIs.




* As of FY26, AirTrunk has two Boards of Directors. Refer to pg. 57 for more details.

# HOW WE ENGAGE OUR STAKEHOLDERS

Stakeholder engagement is fundamental to how AirTrunk creates long-term value. We engage regularly with stakeholders across our value chain to understand their perspectives, strengthen collaboration and help inform our business and sustainability priorities.

## Government & Regulators

We work closely with governments and regulators to support national priorities, strengthen sustainability standards and promote responsible business practices.

## Investors & Financiers

We maintain transparent and collaborative relationships with investors and financers, aligning on our long-term objectives via green financing.

## Employees

We foster an inclusive workplace where our people are empowered to contribute, grow and thrive. We provide:

- Opportunities for growth and development.
- An atmosphere to keep employees motivated.
- A responsive program to help employees stay positively charged.
- Opportunities to create real impact.

## Customers

Through ongoing engagement, we build trusted relationships and deliver responsive and tailored solutions that support our customers' experience.

- We identify opportunities for increased efficiencies.
- We support customers' decarbonisation journeys through tailored green energy procurement.

## Communities

We are committed to creating lasting positive outcomes in the communities where we operate.

Through our operations and partnerships, we support local jobs, digital development and community wellbeing initiatives that deliver meaningful change to what matters most to each community.

We also support Social Impact initiatives in our markets focussed on STEM education, digital inclusion, biodiversity and conservation, sustainable innovation and disaster resilience.

## Suppliers

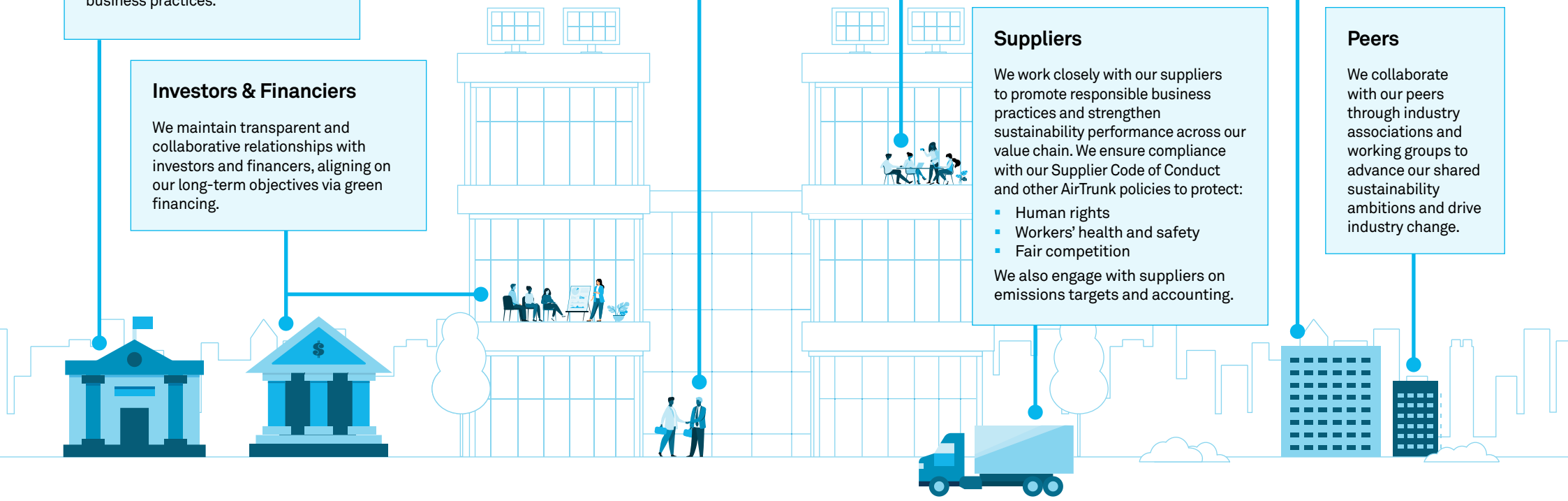
We work closely with our suppliers to promote responsible business practices and strengthen sustainability performance across our value chain. We ensure compliance with our Supplier Code of Conduct and other AirTrunk policies to protect:

- Human rights
- Workers' health and safety
- Fair competition

We also engage with suppliers on emissions targets and accounting.

## Peers

We collaborate with our peers through industry associations and working groups to advance our shared sustainability ambitions and drive industry change.



# OUR COMMITMENT TO COMMUNITIES

## Responsible Infrastructure for a Digital Future

As digital infrastructure becomes increasingly important, so too does the need to develop and operate it responsibly. AirTrunk recognises that our data centres are long-term assets within the communities where we operate. Our approach seeks to deliver reliable digital infrastructure while supporting local communities, managing shared resources responsibly and creating long-term value.

To guide this approach, AirTrunk has established four Community Commitments. These commitments set out how we design, build and operate our facilities today, while supporting continuous improvement as customer needs, technology and community expectations evolve.

### Building Responsibly for the Long Term

Expectations will continue to evolve alongside advances in technology and changing community needs. AirTrunk will continue to refine its approach through ongoing collaboration, innovation and continuous improvement, supporting resilient digital infrastructure and long-term value creation.

## Our Community Commitments

### Safely deliver critical infrastructure for everyday life

Digital infrastructure underpins the services that people, businesses and governments rely on every day. This social responsibility is central to our purpose.

AirTrunk designs and operates our facilities to high standards of availability, security, and performance, in order to achieve continuous and uninterrupted digital services.

### Be responsible users of energy and water

Data centres operate around the clock to ensure reliable digital services, using energy and water to keep systems cool and running efficiently. AirTrunk takes responsibility for these shared resources. We work to reduce water use through efficient design and operations, and to strengthen the resilience of local infrastructure by investing in renewable energy, energy storage and recycled water systems.

We also invest in the infrastructure needed to support our developments, helping ensure costs are not passed on to communities.

### Be a good neighbour

AirTrunk's data centres are long-term infrastructure assets within the communities where we operate. Thus, it is important to not just minimise disruptions, but to also contribute positively to local communities.

We seek to engage openly with our neighbours throughout planning, construction and operations, while minimising impacts such as traffic, noise and construction disruption. We also aim to create local opportunities through jobs, training pathways and inclusive skills programs delivered in partnership with local organisations.

### Strengthen the communities where we operate

Digital infrastructure benefits people most when it brings more than access alone. We see our presence as an opportunity to leave areas better off through jobs, education, local investment, and support in times of need.

Through our Social Impact Program, we support initiatives that strengthen local communities through education, digital access, biodiversity conservation, innovation, and disaster preparedness. We also look for practical opportunities to contribute to projects that improve local infrastructure, amenities and initiatives that benefit our neighbours and surrounding communities.

# FINANCING SUSTAINABLE GROWTH

**A$22B+**
**Portfolio ESG-linked financing platform**

**100%**
**Of financing linked to ESG KPIs**

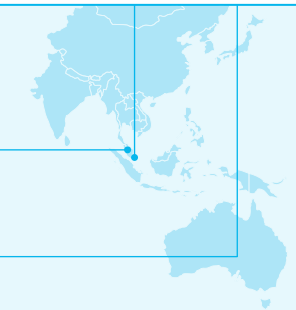
**~A$8.19B**
**New green financing raised in FY26**

AirTrunk continues to use sustainable finance to support the responsible growth of our digital infrastructure platform. Building on our landmark FY25 refinancing, during FY26 we secured significant new green financing to support expansion in key growth markets:

In **Japan**, AirTrunk secured a JP¥191.6 billion (~A$1.7 billion) green loan for TOK1. Structured under AirTrunk's Green Financing Framework, the facility supports the refinancing and continued development of TOK1, with energy efficiency requirements embedded into the financing.

In **Malaysia**, AirTrunk secured a US$2.2 billion green loan for JHB2, our largest single-asset financing to date. The transaction also marked AirTrunk's first financing with the International Finance Corporation (IFC), meeting its Blue Finance Guidelines criteria.

In **Singapore**, AirTrunk raised S$2.248 billion (A$2.498 billion) in green loans to support the development of our upcoming SGP2 campus.



Together, these transactions bring our total debt financing to over A$22 billion, 100% of which is ESG-linked. This supports AirTrunk's continued investment in efficient digital infrastructure as demand for cloud and AI capacity grows across the region.

## Raising the Standard for Green Finance

AirTrunk's sustainable financing journey has grown from our pioneering A$2.1 billion Sustainability-Linked Loan in 2021 to one of the largest sustainable financing platforms in the global data centre industry.

Our financing approach includes both sustainability-linked loans (SLLs) and green loans, with embedded environmental performance KPIs including energy efficiency, water efficiency and renewable energy.

## From Sustainable Financing to Community Impact

FY26 marked the first full year of AirTrunk's Social Impact Program, directing margin incentives from our sustainable financing towards community initiatives across STEM education, digital inclusion, biodiversity, sustainable innovation and disaster relief.

During the year, we established partnerships across the region and began measuring their impact, creating a direct link between our sustainable financing and investment in local communities. Read more about it in our Community Impact Chapter.

# OUR PLEDGES AND MEMBERSHIPS

AirTrunk supports initiatives that accelerate climate action, strengthen strategic partnerships and foster collaboration to address shared sustainability challenges.

CDP Member

GRESB Member

EcoVadis Supporter

TCFD Supporter

Long Duration Energy Storage Council Member

TNFD Early Adopter

UNGC Participant

24/7 Carbon Free Energy Signatory

Malaysia Digital Climate Action Pledge Signatory

Data Centres Australia Member

Open Call to Accelerate Action on Water Supporter

RE100 Member

24/7 Carbon-Free Coalition Founding Partner

Singapore Carbon Market Alliance Member

Data Centre Industry Association Malaysia Member

Asia-Pacific Data Centre Association Founding Member

ULI Greenprint Member

Materials & Embodied Carbon Leaders' Alliance Supporter

Tech Council of Australia Member

# RECOGNITION

**In FY26, AirTrunk was recognised for the following achievements:**

Rated **top 1% of companies** for the 3rd consecutive year

**The Tech Capital Global Awards 2026**
AirTrunk's Sustainability -Linked Refinancing
- **Project Finance Deal of the Year**

**Great Place to Work 2026**
Certified in Australia, Hong Kong, Japan, Malaysia, and Singapore.

In Australia achieved:
**#4 Best Workplaces™ in Technology**
**Top 50 Best Workplaces™ for Women**

**Top Workplaces for Women** for 2026

Recognised as the **#1 Data Centre Company in APAC** in 2026

**Award for Innovation – Loan Structure (APAC), Green Loan of the Year (APAC)**

**Sustainable Business Category (non-SME)**

**Refinancing Deal of the Year - Digital, APAC,** for AirTrunk Australia Data Centre Portfolio
**Sustainability-Linked Loan of the Year, APAC,** for AirTrunk SGP2 Data Centre

**Award for Excellence 2025**

**M&A Deal of the Year**
**Infrastructure Deal of the Year**

**Achieved GRESB 5-Star rating,** with a score of 100/100, ranking first across all Infrastructure assessments


ENERGY TRANSITION
NET ZERO CARBON
WATER RESILIENCE
NATURE AND BIODIVERSITY STEWARDSHIP
WASTE MANAGEMENT
PLANET

# ENERGY TRANSITION

## Our Commitment

Deliver highly efficient operational PUE and 100% renewable energy matching at all sites by 2030, supporting the transition towards 24/7 clean energy in APME.

## Why It Matters

Data centres can play an important role in catalysing the energy transition, by driving energy efficiency, sourcing renewable energy and supporting power grids.

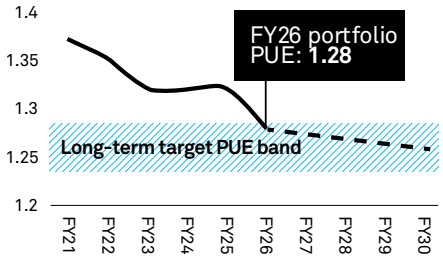
## How It Is Managed

Led by AirTrunk's Vice President of Energy and Land Strategy, with support from a team of energy professionals for energy management, renewable energy sourcing and energy solution development.

## Target

**Maintain annual average operating PUE within the AirTrunk PUE band, with the long-term goal of achieving 1.23-1.28 annual average operating PUE as AirTrunk portfolio stabilises.**

## Our FY26 Performance




- Portfolio average annual operating PUE for FY26 is 1.28.

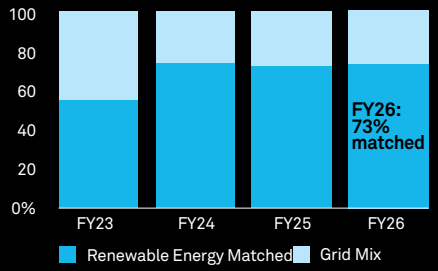
## Our Action Plan

- Develop industry thought leadership on changes taking place in PUE trends.
- Work with customers to optimise and raise setpoints at existing operational sites.
- Deploy compressor-less systems at new sites.
- Evaluating BESS at new sites to reduce PUE during peak grid demand.

## Target

**Achieve 100% renewable energy matching by 2030 through AirTrunk and customer procurement.**

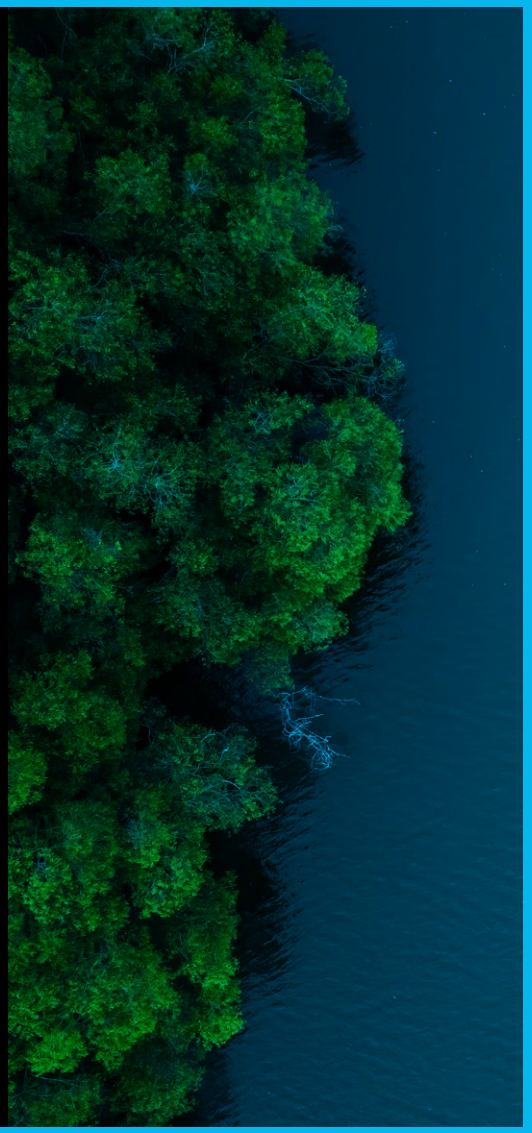
## Our FY26 Performance




- 73% of electricity consumption matched with renewable energy in FY26 through AirTrunk and customer procurement.
- In FY26, 25 MW Solar Farm in New South Wales commenced operations; 30 MW Solar Farm in Malaysia reached completion and commenced supplying renewable electricity in July 2026.

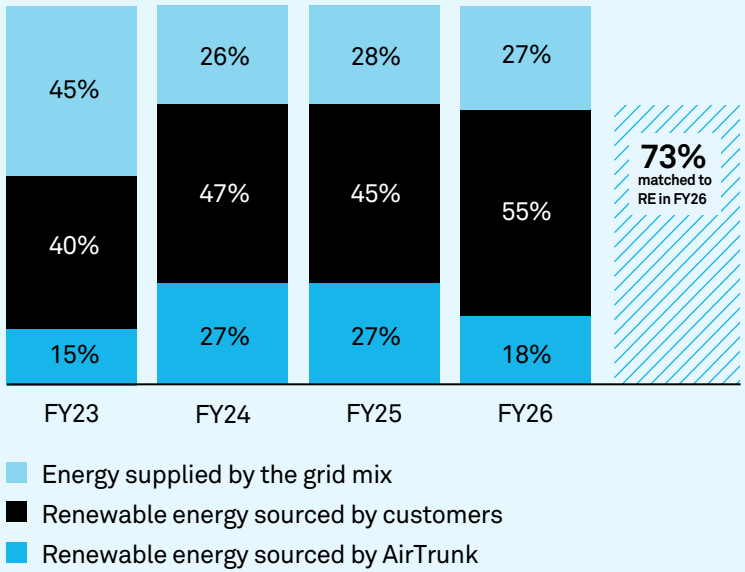
## Our Action Plan

- Drive new PPAs throughout AirTrunk markets to accelerate the energy transition.
- Support grid upgrades, expanded storage, and clean firming technologies.



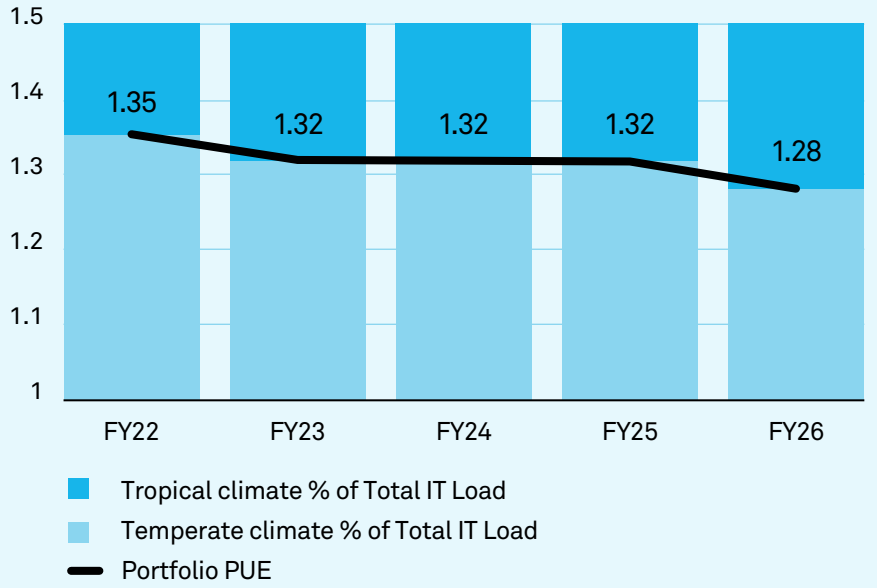
# OUR FY26 PERFORMANCE

## AirTrunk Renewable Energy Profile




**AirTrunk and our customers sourced 1,917,231 MWh of renewable energy in FY26, an 87.5% increase compared to FY25 (1,022,141 MWh).**

## AirTrunk's PUE Performance




**AirTrunk achieved a portfolio wide operational PUE reduction in FY26, from 1.32 to 1.28, due to higher utilisation and energy optimisation.**

# SOLAR PPAS IN ACTION

**AirTrunk reached an important milestone in calendar year 2026 with two renewable energy projects commencing commercial operations, adding 55 MW of new solar generation capacity to the electricity grids in Australia and Malaysia.**

These two new projects bring up the total renewable energy capacity that AirTrunk has contracted on behalf of customers to 300+ MW, including our existing landfill gas and solar projects in Hong Kong, which continue to operate effectively in FY26.



## 25 MW Solar Farm in NSW

In Australia, the 25 MW Mulwala Solar Farm in New South Wales, developed in partnership with Google and European Energy Australia, reached completion and commenced supplying renewable electricity into the National Electricity Market in June 2026. The project contributes additional renewable energy capacity to the grid, supporting Australia's energy transition and strengthening long-term energy security.



## 30 MW Solar Project in Malaysia

In July 2026, we celebrated the commencement of commercial operations of a 30 MW solar project developed by ib vogt under Malaysia's Corporate Green Power Programme (CGPP). As the first renewable energy Virtual Power Purchase Agreement (VPPA) supporting a data centre under the program, the project represents an important milestone for both AirTrunk and Malaysia's renewable energy transition.

**These achievements demonstrate the progress of renewable energy projects previously announced by AirTrunk and reflect our ongoing commitment to enabling new renewable energy generation in the markets where we operate.**

**By partnering with customers, renewable energy developers, and governments, we continue to support investment in additional renewable energy capacity while progressing towards our commitment to match 100% of electricity consumption across our data centre platform with renewable energy by 2030.**

# NET ZERO CARBON

## Our Commitment

Achieve Net Zero by 2030 for Scope 1 and Scope 2 market-based emissions; and reduce Scope 3 by driving progressive embodied carbon reductions across all our builds.

## Why It Matters

The climate crisis has far-reaching consequences for both our planet and our business, demanding swift action to cut emissions and meet climate goals.

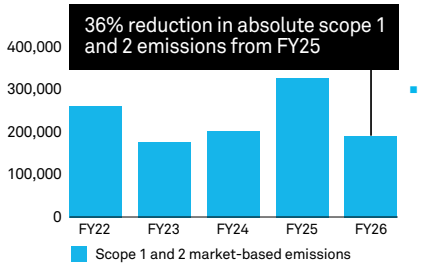
## How It Is Managed

Led by AirTrunk's Energy, Innovation and Sustainability teams, with commitments sponsored and reviewed by AirTrunk's Chief Customer and Innovation Officer.

## Target

**Achieve Net Zero for Scope 1 and Scope 2 market-based emissions by 2030.**

## Our FY26 Performance




Portfolio annual operating CUE for FY26 is 0.21 $CO_2e$/MWh.

- 36% reduction in absolute scope 1 and 2 emissions from FY25.

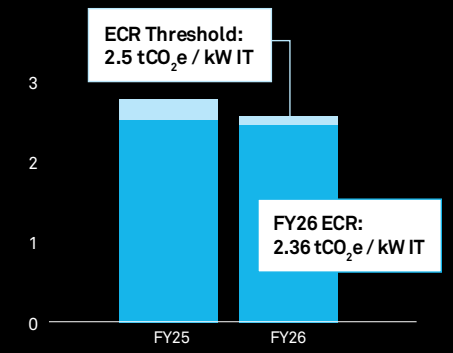
## Our Action Plan

- Continue to report CUE as an indicator of our decarbonisation efforts.
- Institutionalise low-GWP refrigerants in the design of new campuses.
- Further improve efficiency across all sites, while working with customers on renewable energy matching.
- Our pathway is also dependent on customers taking responsibility for their electricity use and carbon credits for residual emissions.

## Target

**Ensure the average embodied carbon across all new data centres remains below an ECR threshold of 2.5 $tCO_2e$/kW IT*.**

## Our FY26 Performance




- Average portfolio ECR of 2.36 $tCO_2e$ / kW IT in FY26.
- Updated new ECR threshold to demonstrate further commitment to reducing embodied carbon.

## Our Action Plan

- Measure embodied carbon across all markets and design-types to improve emission factors in embodied carbon measurements.
- Calculate and report reductions due to data improvement, ensuring transparency to industry.



*Threshold reduced from 2.8 $tCO_2e$/kW IT in FY25

# OUR FY26 GREENHOUSE GAS (GHG) EMISSIONS INVENTORY

## Scope 1 Direct Emissions from Operations

0.8%

### Direct Emissions from Operations

**11,459 $tCO_2e$**

Combustion of diesel fuel for backup generators

Fugitive emissions from refrigerants

Specialty gases in our transformers & substations

### Offsets

**11,459 $tCO_2e$**

For residual emissions that cannot be further reduced, we source verified carbon credit offsets. Refer to pg. 25.

## Scope 2 Indirect Emissions from Purchased Electricity

14.5%

### Indirect Emissions from Purchased Electricity

**197,572 $tCO_2e$** (location-based)

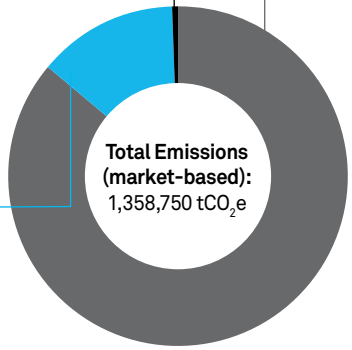
**196,468 $tCO_2e$** (market-based)

**AirTrunk offices and data centre electricity consumption**
(including customer electricity not accounted for in customer's Scope 2)

AirTrunk enables customers to take responsibility for their electricity consumption within our data centres and ownership of the associated emissions. This empowers customers to account for and manage these emissions under their own reduction targets, aligning with their broader sustainability strategies.

Where this is in place, AirTrunk reports amounts under "Indirect Emissions from Customer Electricity Consumption" in Scope 3 (Category 13).

AirTrunk recognises that it has a stewardship role for the electricity consumed in its data centres. Where the safeguards of customer ownership and emission reduction targets are not in place, AirTrunk reports this volume under our Scope 2 emissions.




**Customer has assumed ownership and responsibility for consumed electricity**

## Scope 3 Indirect Emissions from our Value Chain

84.7%

### Purchased Goods & Services

**31,276 $tCO_2e$**

Upstream emissions from operational expenditure incurred by AirTrunk, including consultancy and legal services, facilities management, insurance, and other miscellaneous expenditure.

### Capital Goods

**381,551 $tCO_2e$**

Embodied carbon associated with the construction and fit-out of our data centres is quantified through in-depth analysis of materials, processes and equipment.

### Fuel- and Energy-Related Activities

**378,521 $tCO_2e$**

Emissions related to production fuels and energy not included in scope 1 and 2, including well-to-tank (WTT) emissions of fuels and transmission and distribution (T&D) losses associated with electricity.

### Business Travel, Commuting, and WFH

**4,635 $tCO_2e$**

Emissions associated with employee business travel, including corporate flights, hotel nights and taxi bookings.

Emissions associated with employee commutes and work from home based on employee surveys.

### Downstream-Leased Assets

**1,456,067 $tCO_2e$** (location-based)

**354,840 $tCO_2e$** (market-based)

**Customer electricity accounted for in customer's Scope 2**

We report "Indirect Emissions from Customer Electricity Consumption" using the location-based method when customers assume ownership of the electricity consumption.

We also report the emissions using the market-based method to reflect customers' matching of electricity consumption with renewable energy, which we verify with customers.

# OUR NET ZERO ROADMAP

AirTrunk is committed to achieving Net Zero market-based emissions for Scope 1 and Scope 2 by 2030. Since announcing this commitment in 2022, we have continued to strengthen our approach to decarbonisation, supported by an emissions reporting framework tailored to the unique operating characteristics of hyperscale data centres.

As our platform continues to grow to meet increasing demand for digital infrastructure, we remain focused on integrating decarbonisation into how we design, build and operate our campuses. We are progressing initiatives that improve energy efficiency, increase renewable electricity procurement and support lower-carbon operations over the long term.

## Net Zero by 2030

### Scope 1

- Piloting renewable diesel.
- Investing in technology to detect leaks and improved designs for less leakage.
- Deploying new equipment with lower GWP gases.
- Launching chiller-less solutions where possible.
- Exploring generator-less solutions.
- Piloting battery energy storage technologies.
- Continuing investment in offsets for residual Scope 1 emissions.

### Scope 2

- Constantly improving our energy optimisation and PUE reduction activities.
- Sourcing renewable energy and supporting innovative renewable energy projects across our markets, with a focus on hourly matching.
- Deepening partnerships with customers around ownership of energy consumption and renewable energy sourcing.

## After 2030

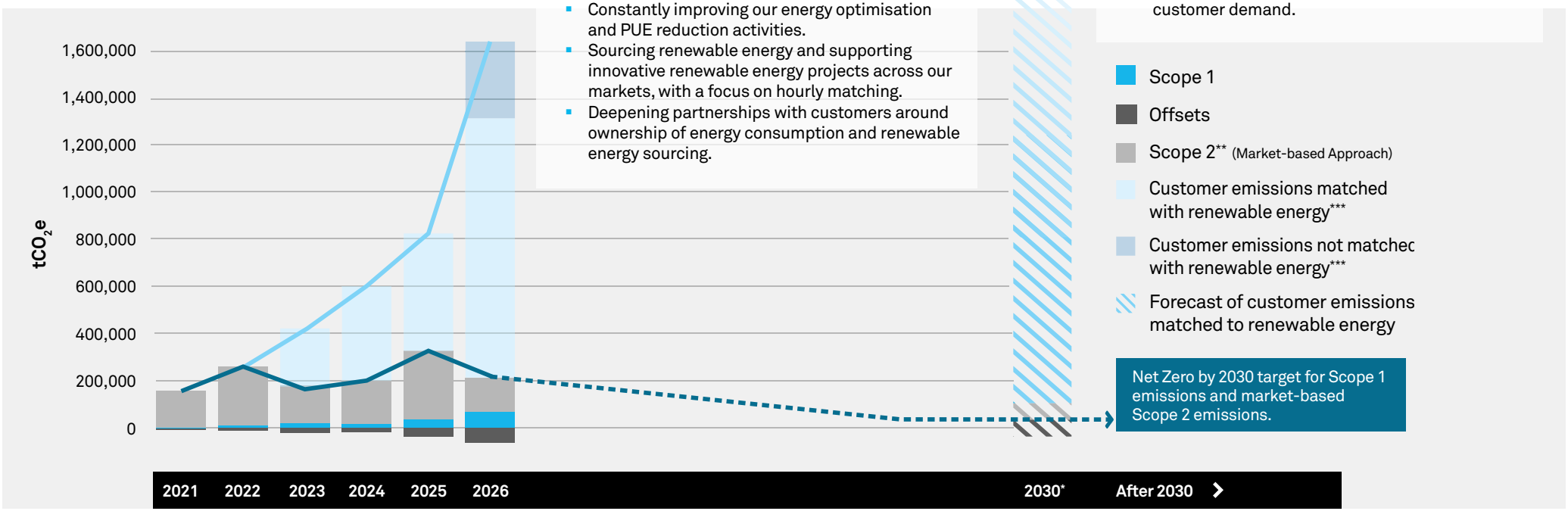
### Scope 1

- Exploring SF6-free equipment.
- Continued improvement of energy storage technology.
- Invest in long-term carbon offset projects, including carbon removal.

### Scope 2

- Supporting the maturing regional energy grid.
- Aim to progress to 100% hourly matching and carbon-free backup, which will depend on technology availability, grid supply and customer demand.

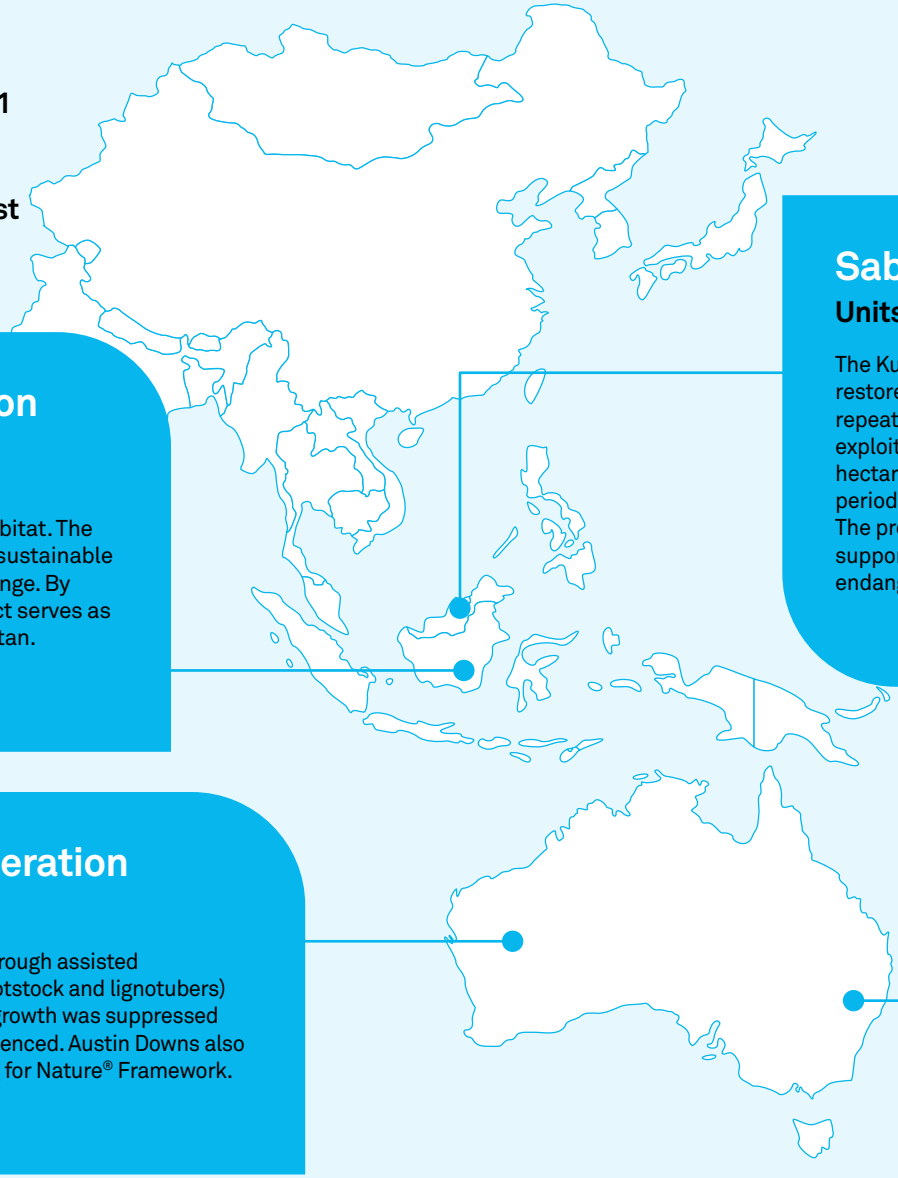
### AirTrunk's Carbon Trajectory




* Forecasts are illustrative. Please refer to the respective year's Sustainability Report for emissions data and assurance activities.
** This comprises emissions from customer electricity use at AirTrunk sites for which customers have not assumed responsibility.
*** Where customers have assumed responsibility for their electricity use, the related emissions are reported in their Scope 2 inventories and AirTrunk's Scope 3, Category 13 inventory.

# OFFSETTING OUR SCOPE 1 EMISSIONS

**Since FY21, AirTrunk has purchased carbon offsets to address residual Scope 1 emissions. Following the end of FY26 and before publication of this report, AirTrunk retired the following carbon credits against our FY26 Scope 1 emissions.**



## Peat Swamp Forest Protection

**Units: 7,850 VCUs**

The Katingan Project in Indonesia protects and restores149,800 hectares of peat swamp forest habitat. The project offers local communities a diversified and sustainable source of income while tackling global climate change. By reducing deforestation and degradation, the project serves as a vital habitat for animals like the Bornean Orangutan.

## Sabah Rainforest Conservation

**Units: 750 VCUs**

The Kuamut Rainforest Conservation Project protects and restores tropical forest in Sabah, Malaysia. The area had been repeatedly logged and was designated for further commercial exploitation. The project aims to protect approximately 83,381 hectares of tropical forest, with a 30-year GHG accounting period from December 11, 2015 to December 31, 2045.
The project also protects an important biodiverse habitat, supporting populations of elephants, banteng, orangutan, and endangered bird species.

## Austin Downs Station Regeneration

**Units: 866 ACCUs**

This project establishes permanent native forests through assisted regeneration from in-situ seed sources (including rootstock and lignotubers) on land that was cleared of vegetation and where regrowth was suppressed for at least 10 years prior to the project having commenced. Austin Downs also has an Environmental Account under the Accounting for Nature® Framework.

## NSW Plantation Forestry Projects

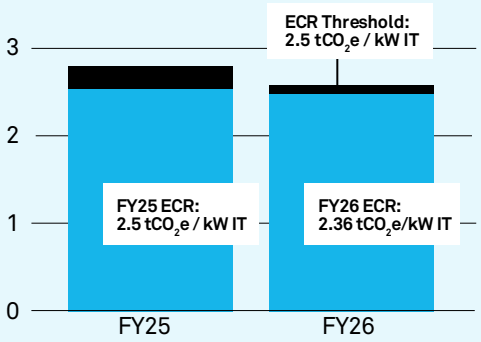
**Units: 2,034 ACCUs**

These two projects sequesters carbon by transitioning plantation forests to permanent forests, in situations where those plantations were originally at risk of being converted to non-forested land.

# OUR EMBODIED CARBON STRATEGY

**Reducing embodied carbon is an important part of AirTrunk's decarbonisation strategy. During FY26, we continued embedding embodied carbon considerations into the design, procurement and delivery of new data centres, while expanding collaboration with suppliers, strengthening technical standards and increasing the adoption of lower-carbon materials and equipment.**

## Our FY26 Performance




AirTrunk achieved a portfolio **ECR of 2.36 $tCO_2e$/kW IT** in FY26, remaining below our portfolio target while continuing to expand across multiple markets.

In FY26, AirTrunk strengthened its embodied carbon ambition by reducing its portfolio ECR threshold from 2.8 $tCO_2e$/kW IT to 2.5 $tCO_2e$/kW IT. The revised threshold reflects growing confidence in the availability of lower-carbon materials, improved supplier data and transparency, and the delivery of several projects below the original threshold. By progressively tightening the ECR threshold, AirTrunk continues to drive innovation and improvement across the design, procurement and delivery of new data centres.

## FY26 Highlights

### Measure

Expanded whole-building Life Cycle Assessments (LCAs) across new projects and geographies, improving the accuracy of embodied carbon measurement across our portfolio.

### Embed

Embedded AirTrunk's embodied carbon requirements into our Global Minimum Standards, ensuring carbon is considered throughout design, development and procurement.

### Collaborate

Collaborated with concrete, steel and copper manufacturers to support the development and adoption of lower-carbon products and improve the availability of verified embodied carbon data.

### Transparency

Increased the use of Environmental Product Declarations (EPDs) and supplier-specific carbon data to improve transparency across major owner-supplied equipment and construction materials.

### Accelerate

Continued collaboration with Materials & Embodied Carbon Leaders' Alliance (MECLA), the Open Compute Project, and other partners, helping accelerate low-carbon construction practices across Australia and the region.

AirTrunk contributed to MECLA's report on reducing embodied carbon in data centre development, sharing learnings from our program and Embodied Carbon Ratio (ECR).

The report highlights practical reduction opportunities, including design optimisation, low-carbon materials and early supplier engagement.

**Read the The next Frontier: Reducing Embodied Carbon in Data Centre Development whitepaper.**

# CIRCULARITY IN ACTION

**Steel is one of the largest contributors to embodied carbon in AirTrunk's data centres. At our upcoming MEL2 campus, AirTrunk has partnered with Built and InfraBuild to demonstrate how circular economy principles can reduce embodied carbon while supporting Australian manufacturing.**

### Scrap metal recovery during demolition

**During demolition works, we recovered**

## ~705 tonnes

of reinforcing steel, which was subsequently recycled through InfraBuild's facilities. This diverts valuable resources back into the Australian steel supply chain, reducing the demand for virgin steel.

### Low-carbon steel design

**The design of our MEL2 campus also targets the use of**

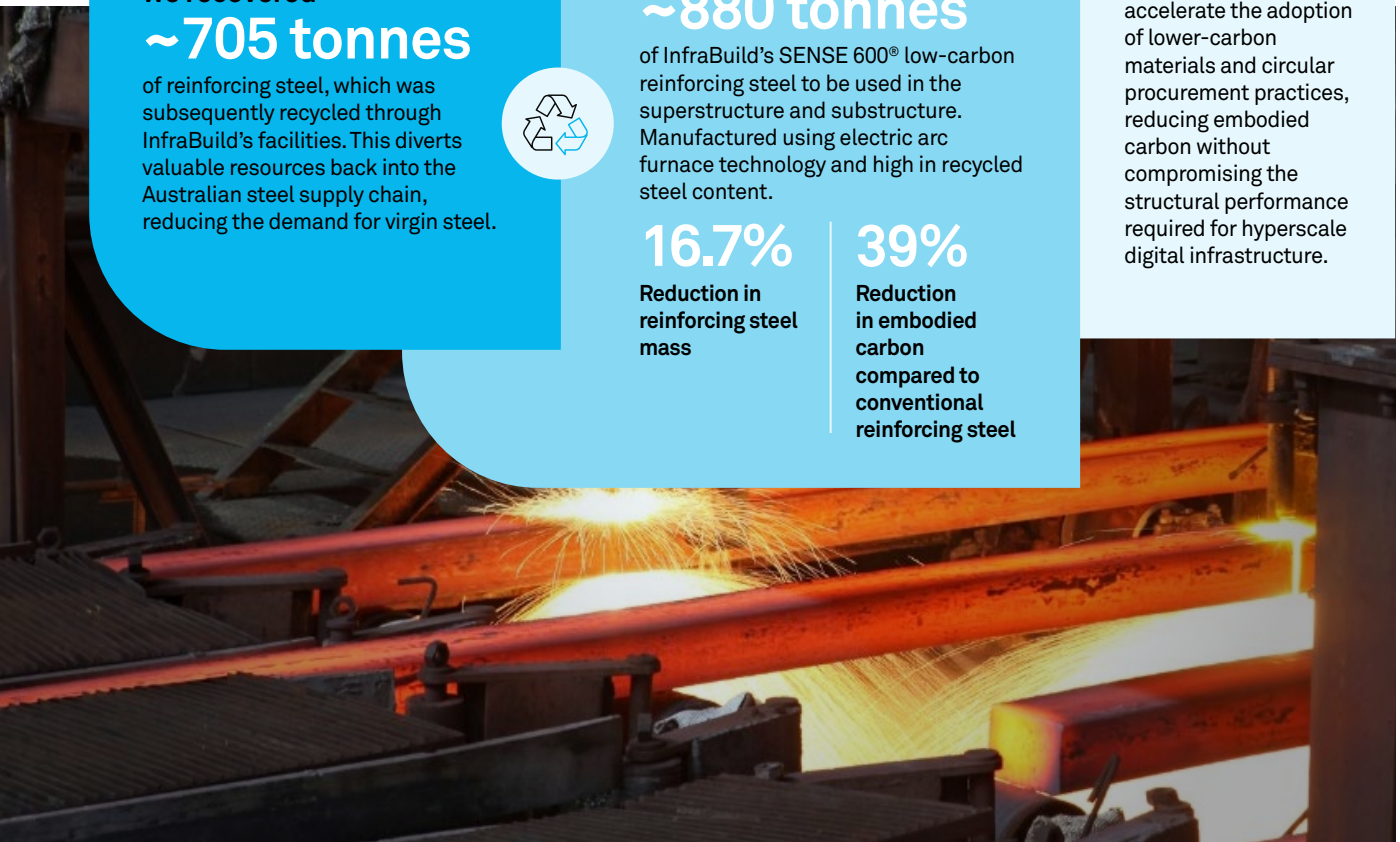
## ~880 tonnes

of InfraBuild's SENSE 600® low-carbon reinforcing steel to be used in the superstructure and substructure. Manufactured using electric arc furnace technology and high in recycled steel content.

**16.7%**
**Reduction in reinforcing steel mass**

**39%**
**Reduction in embodied carbon compared to conventional reinforcing steel**

The MEL2 project demonstrates how collaboration across the value chain can accelerate the adoption of lower-carbon materials and circular procurement practices, reducing embodied carbon without compromising the structural performance required for hyperscale digital infrastructure.



**In FY26, AirTrunk partnered with St Vincent de Paul Society Victoria (Vinnies) to turn superseded data centre backup batteries into tangible community benefit. Rather than becoming waste, batteries are collected by Vinnies to support their social impact programs.**

The initiative demonstrates circular economy principles in action: extending the value of operational assets beyond their original use while strengthening local communities.

By June 2026

## 79,292 kg

**of batteries had been collected, from a total identified volume of 166,554 kg**

Vinnies estimates the value generated by the donation to be the equivalent of more than

## 8,600 meals
## 1,100 home visits
## 840 welfare calls

**helping support people experiencing food insecurity, housing stress and cost-of-living pressures.**

# WATER RESILIENCE

## Our Commitment

Minimise water withdrawal and pursue alternative sources in water stressed regions. Optimise water productivity through deployment of measures to increase efficiency and enhance Water Usage Effectiveness (WUE), reducing energy use and carbon emissions.

## Why It Matters

Water is essential to data centre operations and also important to the communities and natural environments where we operate. We aim to manage water use responsibly, improve efficiency and support local water resilience.

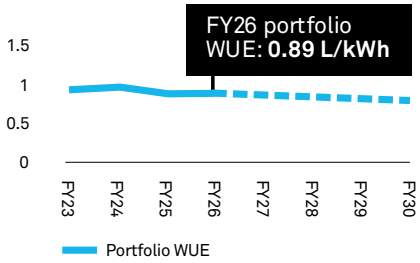
## How It Is Managed

Led by AirTrunk's Chief Customer & Innovation Officer, with support from AirTrunk's Energy & Land Strategy Team, including dedicated Water Infrastructure Managers.

### Target

**Reduce upper threshold of WUE limit by at least 0.1 for all water stress classifications by 2030.**

### Our FY26 Performance




- FY26 portfolio WUE is 0.89 L/kWh, continuing the trend of a strong WUE performance despite deployments in tropical regions.
- Portfolio netWUE is 0.60 L/kWh, recognising recycled water usage.

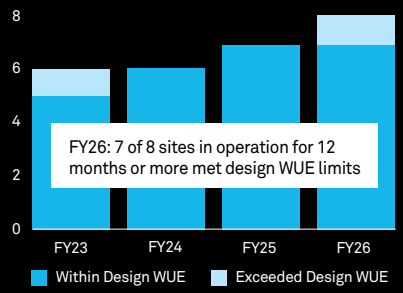
### Our Action Plan

- Continue to optimise water use.
- Further advance recycled water schemes in Malaysia and Australia for FY27.
- Promote the transition from potable water through the adoption of the nWUE metric.

### Target

**100% of campuses meet design-defined WUE limits based on regional water stress limits.**

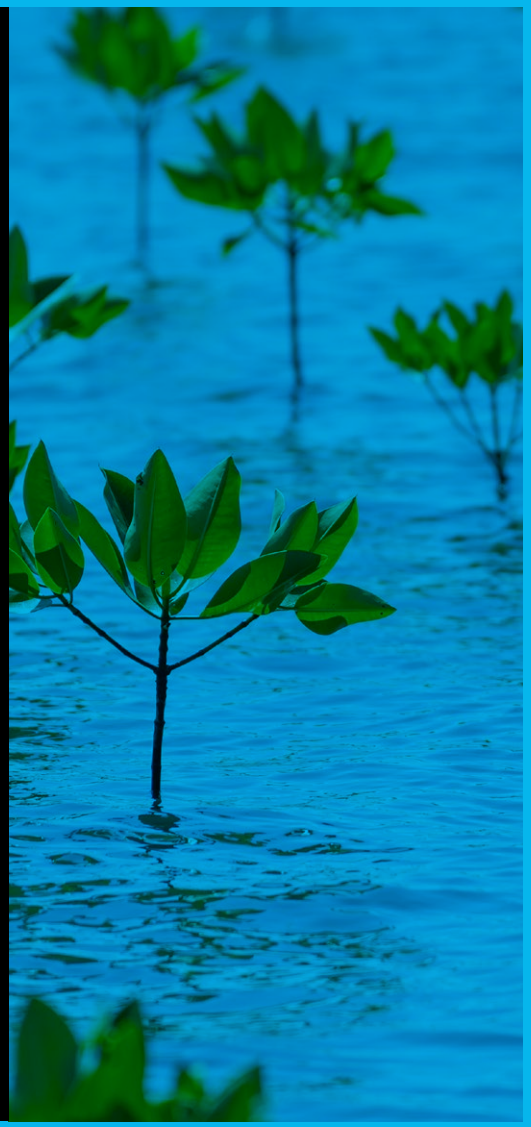
### Our FY26 Performance




- Existing data centres largely meet design WUE limits (7 out of 8).
- Metering improvements underway to support reporting.
- New OSK1 campus with minimal water use, relying mostly on air cooling.

### Our Action Plan

- Continue to assess site design with great consideration to local water reality.
- Further develop reduction and reuse systems to improve WUE.



# OUR WATER STRATEGY

## Reduce

**AirTrunk's water reduction strategy prioritises reducing demand through facility design, supported by ongoing operational optimisation.**

Where feasible, we deploy cooling technologies that minimise or eliminate water use, such as free-air cooling, while maintaining energy efficiency. We then pursue incremental WUE improvements across the portfolio through operational measures.

## Reuse

**Water reuse is an important part of AirTrunk's strategy to reduce freshwater withdrawals.**

Where feasible, wastewater generated by cooling operations is captured, treated and reused, reducing the need for additional water supplies. Our strategy incorporates water reuse into new developments where appropriate and plans to scale up water recovery systems at existing sites.

## Replace

**Replacing potable water with alternative water sources is core to our strategy.**

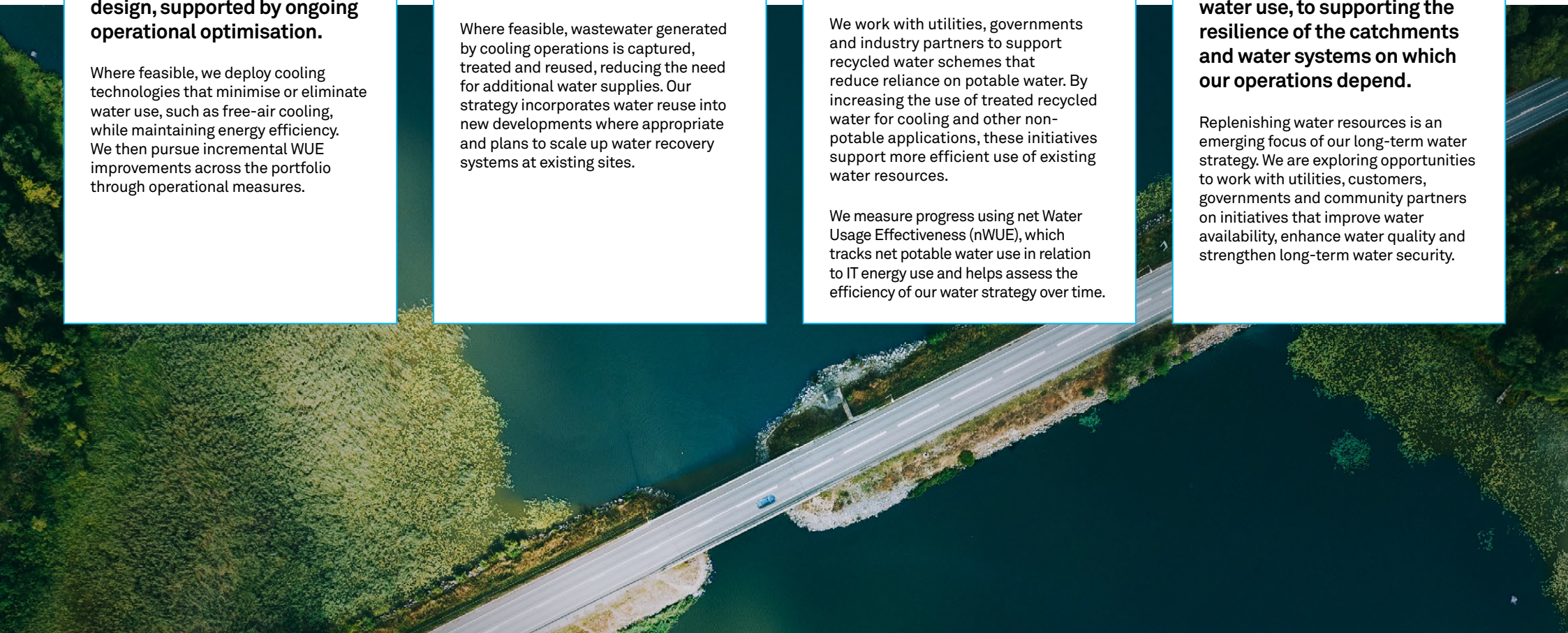
We work with utilities, governments and industry partners to support recycled water schemes that reduce reliance on potable water. By increasing the use of treated recycled water for cooling and other non-potable applications, these initiatives support more efficient use of existing water resources.

We measure progress using net Water Usage Effectiveness (nWUE), which tracks net potable water use in relation to IT energy use and helps assess the efficiency of our water strategy over time.

## Replenish

**We recognise that responsible water stewardship extends beyond reducing our own water use, to supporting the resilience of the catchments and water systems on which our operations depend.**

Replenishing water resources is an emerging focus of our long-term water strategy. We are exploring opportunities to work with utilities, customers, governments and community partners on initiatives that improve water availability, enhance water quality and strengthen long-term water security.



# WATER STRATEGY IN ACTION

## Water Recovery in Singapore

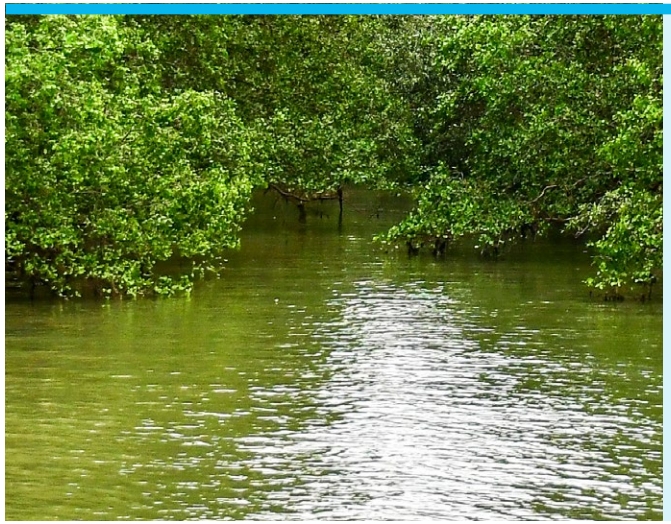
Our SGP1 campus implemented a Blowdown Recovery System which captures high-quality wastewater from the indirect evaporative chillers.

This wastewater is treated through multimedia filtration, pH control and biocide dosing before being reused in the cooling tower make-up water tank. The system is sized to provide up to 10% of campus water use.

After operating for more than one year, it has reduced NEWater demand by 1.5% to date, achieved more than 95% recovery and recorded zero downtime.





## Water Recycling in Johor Bahru

AirTrunk is partnering with Johor Special Water to develop a large-scale recycled water scheme for our Johor Bahru campuses. The project will treat wastewater for reuse in data centre operations, reducing reliance on potable water and supporting the long-term sustainability of our Johor Bahru operations.

The initiative is intended to strengthen regional water resilience, support government priorities and contribute to the industry's shift towards more circular use of resources. As development progresses, AirTrunk is working with relevant stakeholders to establish the infrastructure and delivery arrangements needed for a reliable and scalable recycled water supply.

## Design for Low Water Use

In planning a new Melbourne campus within a water-constrained catchment, AirTrunk's design was reshaped to better reflect local water availability and infrastructure limitations. An ultra-low-water cooling solution was selected to substantially reduce demand on the drinking water network, while alternative sources such as stormwater reuse and treated wastewater are also being investigated.

# NATURE AND BIODIVERSITY STEWARDSHIP

## Our Commitment

Deepen assessment of our impacts and dependencies on nature, and responsibly manage our footprint through avoidance, mitigation and restoration actions.

## Why It Matters

By protecting and restoring nature, we strengthen our climate resilience and safeguard vital resources for future generations.

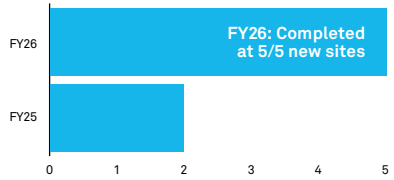
## How It Is Managed

Led by the Sustainability Team, with cross-functional support including from Site Selection, Design, Development and Energy & Land Strategy.

### Target

**Conduct biodiversity assessment for 100% of new sites to understand the local ecosystem and ecological health.**

### Our FY26 Performance




- All new sites acquired in FY26 were in industrial zones and supported by approved Environmental Impact Assessments.
- Biodiversity risk screening in practice, including rejecting a potential development site in Australia due to its anticipated biodiversity impacts.

### Our Action Plan

- Progress biodiversity assessments for 100% of new sites.
- Scale assessment of nature-related dependencies, impacts and risks across our sites and value chain.

### Target

**Conduct nature conservation or restoration projects in the markets that we operate, to positively contribute to local biodiversity, ecosystem health and community well-being.**

### Our FY26 Performance




- Expanded our portfolio of nature conservation and restoration partnerships, supporting community-led nature stewardship, mangrove conservation and wetland restoration.
- Strengthened collaboration with project partners and local communities to deliver biodiversity and ecosystem-resilience outcomes.

### Our Action Plan

- Advance nature-related conservation and restoration initiatives across our markets.

### Our Approach to Biodiversity

AirTrunk engages independent ecological specialists to assess ecological values, regulatory requirements and opportunities to avoid or minimise impacts where biodiversity sensitivities are identified through desktop reviews, field surveys and evaluations of biodiversity constraints.

By incorporating independent ecological expertise early in the development process, AirTrunk strengthens decision-making and better integrates biodiversity considerations into project planning.

More information on our Nature-Related Dependencies and Impacts can be found in our FY26 Resilience Report.



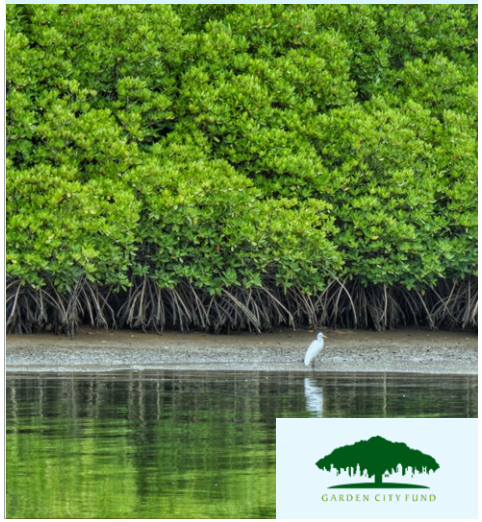

Go to FY26 Resilience Report

# CONSERVATION IN ACTION

## Supporting conservation of the upcoming Mandai

AirTrunk's partnership with Singapore's National Parks Board (NParks) and Garden City Fund supports the upcoming Mandai Mangrove and Mudflat Nature Park, a vital wetland for migratory shorebirds and mangrove horseshoe crabs.

The park will use nature-based solutions to strengthen the coastline and help mangroves adapt to rising sea levels.




## Foundation for National Parks and Wildlife

Through our partnership with the Foundation for National Parks & Wildlife, AirTrunk supports habitat restoration in New South Wales and Victoria, helping threatened species such as koalas, Powerful Owls and the Helmeted Honeyeater thrive in more connected landscapes.







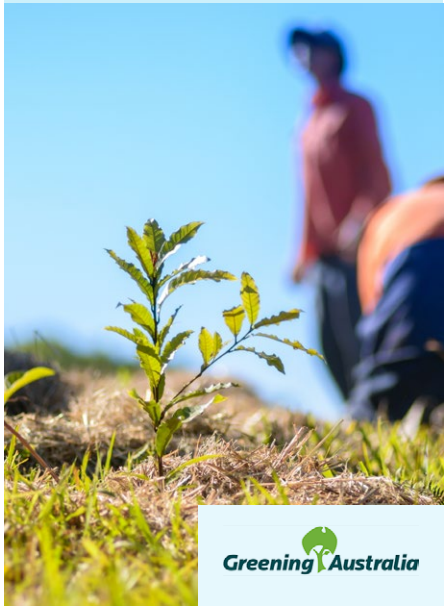
## Citizens of the Reef

Through our partnership with Citizens of the Reef, AirTrunk supports the Great Reef Census, combining volunteer analysis and AI to make reef monitoring more accessible and useful.

Our support is enabling the processing of more than 100,000 images and expanding the Global Coral Recognition System. Employees also volunteer to review imagery, helping reef managers make informed conservation decisions.

## Rewilding Sydney with Greening Australia

AirTrunk's partnership with Greening Australia supports the Nature in Cities program in Western Sydney, expanding native habitats, increasing tree canopy cover and creating greener, cooler spaces for local communities through nature-based solutions.



# WASTE MANAGEMENT

## Our Commitment

Minimise waste generation during the development and operation of our data centres and improve circularity and diversion rates across all sites.

## Why It Matters

Championing waste management conserves resources and minimises our impact on the natural environment.

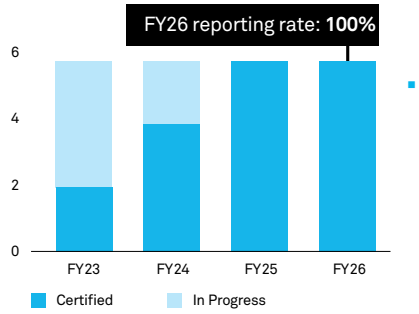
## How It Is Managed

Led by the Sustainability Team, with support from operational teams across the portfolio.

## Target

**100% of data centres* reporting on diversion rate.**

## Our FY26 Performance




100% of data centres* in AirTrunk portfolio report waste data.

## Our Action Plan

- Continue to identify 'circularity opportunities' in our procurement, design and construction activities to ensure continued minimisation of waste.
- Explore second-life opportunities for our equipment.

## Responsibly Managing our Waste

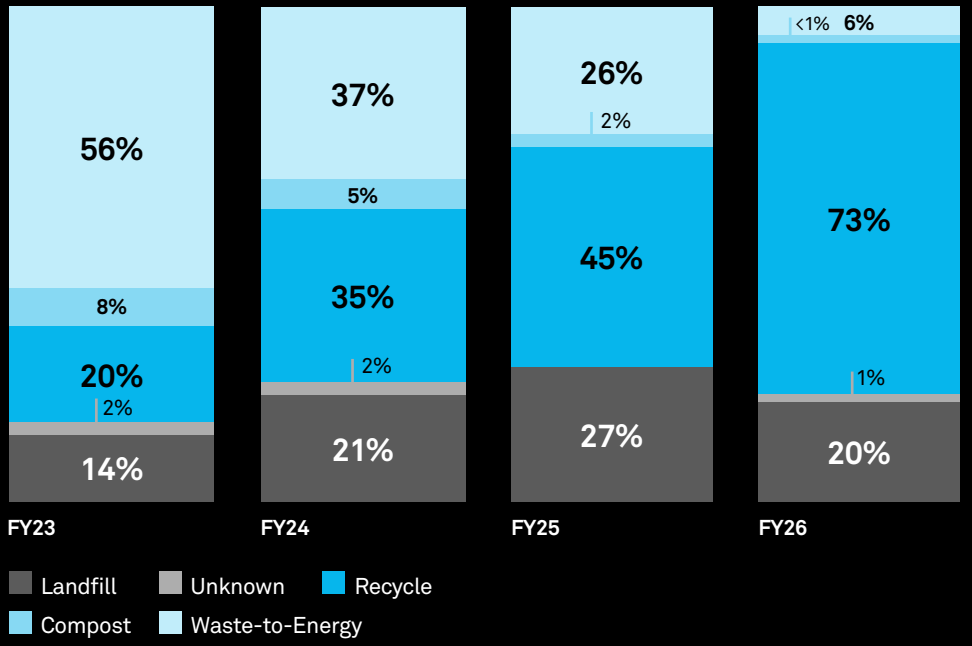
AirTrunk takes a comprehensive approach to waste management, focused on minimisation, reuse, and recycling across our operations.

Throughout FY26, we actively monitored waste streams across our data centres, working closely with operations teams and local suppliers to identify opportunities for process improvement.

This collaborative effort supported more informed decision-making and enhanced internal practices.

In FY26, we **diverted 79%** of operational waste from landfill across our global data centres.

## Waste Diversion




*Data centres with more than 24 months operation




Health and Safety
Talent Development, Diversity, Equity and Inclusion
Community Impact
Cyber Security and Data Protection

# PEOPLE

# HEALTH AND SAFETY

## Our Commitment

Make a difference in the lives of our people with industry-leading safety performance and a culture of care and resilience.

## Why It Matters

We integrate resilience principles across our processes, delivery phases, and operations to achieve consistently successful safety outcomes.

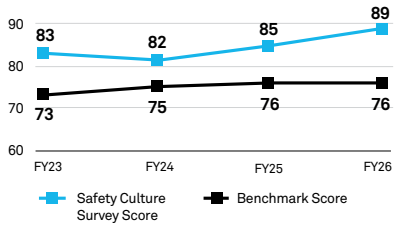
## How It Is Managed

Led by AirTrunk's Vice President of Safety, with support from Safety Professionals across all markets and a Health & Safety Committee that reflects all employees.

### Target

**Maintain a safety culture survey result above global benchmarks.**

### Our FY26 Performance




- Our 2026 Safety Culture survey returned a score of 89% across both contractors and AirTrunk staff. This was significantly higher than the industry benchmark* of 76%.
- AirTrunk employee participation increased from 85% (307) to 89% (426), while the number of contractors responding to the survey decreased from 2,926 in FY25 to 2,565 in FY26.

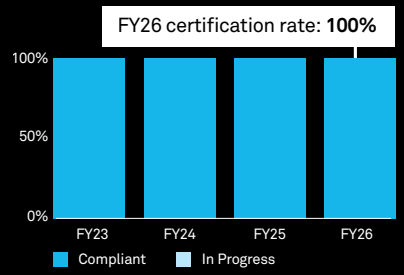
### Our Action Plan

- Analysis of existing survey and its continued relevancy to identifying improvement areas as scores near 100%.
- Iterate on current Safety Culture Survey and determining a new format to launch in FY27.

### Target

**Maintain ISO 14001 & ISO 45001 certifications across 100% of our operational data centres.**

### Our FY26 Performance




- 100% of existing sites have achieved recertification.
- Certification program underway for new locations.

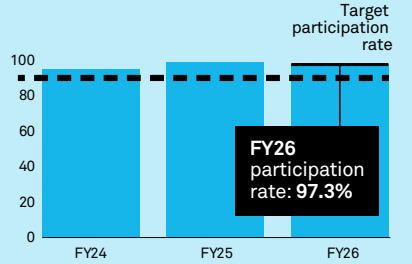
### Our Action Plan

- Expedite certification for newly launched sites.
- Build calendar of certification that aligns to AirTrunk's scale and launch schedule.

### Target

**Maintain senior leader safety walk participation of more than 90%.**

### Our FY26 Performance




- Executive and VPs (senior leaders) achieved 97.3% of the scheduled walks, with 72 leadership walks completed out of 74.
- Additional 54 walks were completed by senior management.

### Our Action Plan

- Drive more consistent completion of safety walks across individuals, ensuring all leaders meet their individual participation expectations.
- Define and expand existing 'safety walk' program to include 'safety interactions', taking a broader approach to leadership accountability of safety.

* Benchmark cohort comprised of EpiGroup administered surveys across Australian-based organisations only.

# SAFETY AT AIRTRUNK MANAGEMENT SYSTEM

At AirTrunk, safety is fundamental to how we operate and grow. During FY26, we continued to embed the Safety @ AirTrunk Management System (SAAMS) across our business. Through SAAMS, we continue to:

- Embed consistent safety standards across all regions.
- Build workforce capability through structured training.
- Strengthen leadership accountability and workforce engagement.
- Enhance governance through assurance and continuous improvement.
- Enhance participation, consultation and communication through local safety committees.
- Support the safe and sustainable growth of AirTrunk.

Aligned with ISO 45001, SAAMS provides an integrated framework of policies, procedures, standards and governance that enables us to manage health and safety risks, meet legal and customer requirements, and foster a proactive safety culture across our data centres, development projects and corporate offices.

## Safety Performance

AirTrunk's FY26 Total Recordable Injury Rate (TRIR) was

**0.20**,

significantly below the benchmark the Australia benchmark of 2.3*.

Safety leadership is managed through SAAMs, Global Minimum Standards and enterprise-wide training. These provide the governance, standards and role-based capabilities needed to identify risks, ensure critical controls are in place and keep people safe.

## FY26 Highlights

### Enterprise-wide implementation

FY26 marked the transition from framework development to enterprise-wide implementation of SAAMS, embedding core safety procedures and standardised safety practices across our operations.

### Global Minimum Standards

Our Global Minimum Standards were reviewed and uplifted to Version 3, strengthening alignment with global best practice, evolving requirements and operational learnings. These include uplifting our global occupational health and hygiene standards to ensure a high standard across all locations.

In FY26, we continued to strengthen the human side of safety leadership. Our approach recognises that complex work environments require teams to combine disciplined planning and critical controls with the ability to identify weak signals, speak up early, challenge assumptions and adapt when conditions change.

### Global Safety Training Framework

We introduced a new enterprise-wide Safety Training Framework to establish consistent learning pathways, role-based competency requirements and improved visibility of training compliance.

### Independent Assurance

AirTrunk maintained certification to ISO 45001:2018, ISO 9001:2015 and ISO 14001:2015 across all existing locations during FY26. AirTrunk endeavours to certify new sites in FY27.

Our Safety Principles include:

- Psychological Safety: Creating an environment where people feel safe to raise issues and surface emerging risks.
- Trust: Ensuring concerns are heard, explored and acted on.
- Courage: Empowering individuals to pause, reassess and act when something does not feel right.

## Piloting HeroCODE Safety Workshops



During FY26, AirTrunk piloted HeroCODE safety leadership workshops at JHB1 for operations and project teams. The sessions combined AirTrunk's safety systems with practical learning on behaviour, communication and psychosocial factors, reinforcing the importance of speaking up, reassessing risks and discussing safety openly.

*Industry Benchmark Rate: Total Recordable Injury Rates, 2021, Office of the Federal Safety Commissioner.

# TALENT DEVELOPMENT, DIVERSITY, EQUITY AND INCLUSION

## Our Commitment

Attract, grow and retain talented people, while creating a diverse, equitable and inclusive workplace where everyone can thrive.

## Why It Matters

As we continue to rapidly grow, we remain committed to attracting, growing and retaining high performing talent.

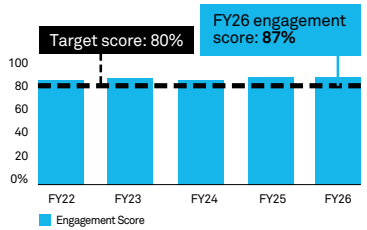
## How It Is Managed

Accountability for ensuring a highly engaged, diverse workforce is shared across all AirTrunk employees and leaders. Led by AirTrunk's Chief People Officer, the People & Culture team provides the frameworks, tools and support to help us achieve our goals.

### Target

**Maintain annual employee engagement score of 80% or above*.**

### Our FY26 Performance




- Achieved annual employee engagement score of 87%, exceeding the New Tech APAC industry benchmark by 12%.
- Achieved Great Place To Work® (GPTW) certification in all eligible regions, with an overall GPTW score of 92%.
- Ranked #4 in Australia's Best Workplaces™ in Technology, 2026.

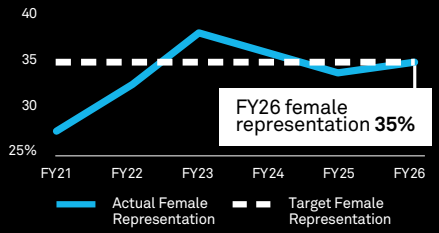
### Our Action Plan

- Scale leadership capability through an expanded Leadership Development Framework.
- Enhance the employee experience by evolving our Performance, Feedback and Talent Management frameworks.
- Expand learning and career development opportunities through continued adoption of Skills Framework and continued investment in AI capability building.

### Target

**Maintain at least 35% company-wide female representation and achieve 40% female representation by 2030.**

### Our FY26 Performance




- Achieved 35% overall female representation, with 39% of new hires being female in FY26.
- 43% female representation in Executive Leadership Team; 34% in Leadership.

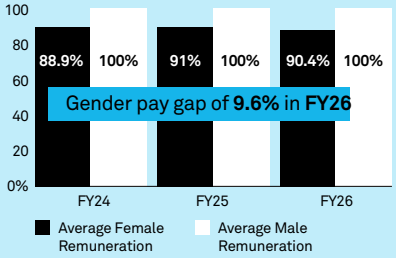
### Our Action Plan

- Expand partnerships with industry, education and community organisations to strengthen female talent pipelines in underrepresented disciplines.
- Continue enhancing our employee value proposition, with a focus on attracting diverse talent.
- Further embed inclusive hiring practices across recruitment.

### Target

**Report** our Gender Pay Gap and meet our Sustainability-Linked Loan Pay Gap target annually.**

### Our FY26 Performance




- Gender pay gap widened from 9.03% in FY25 to 9.6% in FY26, but this remains below our SLL threshold.

### Our Action Plan

- Continue to standardise pay scales across the business and within markets.
- Conduct regular benchmarking against industry and regional pay standards to remain competitive and equitable.
- Use of consistent career levelling framework to ensure alignment across roles internally and in consideration of the external market.

*The target has been updated to remove participation rate. In FY26, AirTrunk achieved a participation of 87%, which is strong by external benchmarks, despite rapid organisational growth. However, as AirTrunk continues to grow, maintaining this participation becomes more challenging while providing less meaningful organisational insights.
**This target has been updated to reporting the gender pay gap annually, rather than improving annually. AirTrunk still maintains a gender pay gap improvement goal via our SLL, which has a threshold which decreases annually till FY2030.

# TALENT DEVELOPMENT

## Amplify Your Impact

The pace of our industry creates an electric atmosphere at AirTrunk. From day one, AirTrunkers are trusted to contribute, innovate and make their mark. Few companies offer the scale, ambition and opportunity you'll find at AirTrunk. Our employee experience from attraction, hiring, development and growth, is summarised in our Employee Value Proposition.

### Grow to New Heights

At AirTrunk, growth comes from the pace of the industry and hands-on experience working on hyperscale challenges alongside experienced leaders.

- Grow through our Reflect & Grow continuous feedback framework
- Access skills development on demand with LinkedIn Learning
- Learn from accessible leaders and industry experts every day
- Work on hyperscale challenges enabling AI and digital technologies
- Support initiatives such as university partnerships, STEM mentoring, and apprenticeship programs to help develop next generation of talent
- Lead with capability and confidence through our Leadership Development Framework

**In 2026, 89% of AirTrunkers said AirTrunk motivates them to go beyond what they would elsewhere**

**"I've been given so much room to grow, take on complex projects and build teams in new regions."**
Gordon, Senior Project Manager

### Electric Atmosphere

We enjoy a fast moving, high energy, collaborative environment while solving complex problems.

- Prioritise social connection through weekly catered lunches and regular cultural and social events
- Celebrate success and align on strategic agenda through regular PowerUp sessions
- Enjoy collaborative workplaces designed to foster connection
- Feel the energy, learn and connect at our global AirTrunker offsite event – AirTrunk Connect.

**In 2026, 92% of AirTrunkers said they're proud to work for AirTrunk**

**"I enjoy the pace and complexity of the work. It's so rewarding to see your ideas turn into reality."**
Sara, Senior Design Manager

### See Your Impact

Every AirTrunker can clearly see the contribution they make to customers, society, community and the environment.

- Connect your work to a broader purpose
- Create positive impact for the communities where we live and work, through the Social Impact Program and Volunteer leave
- Embrace opportunities to join and lead Employee Resource Groups (ERGs)

**In 2026, 96% agreed that they understand how their work contributes to AirTrunk's goals; 92% said they had opportunities to get involved in community initiatives**

**"You can see the scale of what we're building. It's infrastructure powering AI and the next industrial revolution."**
Bennet, Senior Project Manager

### Positively Charged

We stay focused on safety, wellbeing and inclusion to support sustainable performance.

- AirFit Wellness Program that encompasses quarterly 'Recharge Days' and a monthly wellness allowance
- 24/7 access to counselling and holistic coaching support through our Employee Assistance Program, Intellect.
- Leading parental leave benefits
- Comprehensive international medical coverage

**"People here are open to new ideas, while giving me the space and support to learn and grow."**
Yinshi, Senior Data Analyst

## AI Leadership Academy

As AI continues to reshape the way organisations operate, AirTrunk launched the AI Leadership Academy in FY26 to equip senior leaders with the skills to lead AI-enabled transformation.

Developed in partnership with Accenture, the six-month program combined expert-led workshops, industry case studies, peer learning and practical application.

Participants developed AI use cases while strengthening their ability to integrate AI into decision-making, redesign work and create business value.

The Academy forms part of AirTrunk's broader investment in leadership capability, building the confidence and skills needed to drive innovation and support AI-ready teams as the business continues to scale.



## Developing Strategic Leaders through the Director Leadership Program

As AirTrunk continues to grow, we invest in developing leaders who can build high-performing teams and navigate increasing complexity.

In FY26, we launched our seven-month Director Leadership Program, combining Hogan psychometric assessments, coaching, a 2-day workshop, and regular peer coaching circles to strengthen leadership capability.

The pilot received outstanding feedback, with 100% of participants recommending the program and more than 95% reporting increased confidence in their leadership approach.

## Next Gen Talent Program

To support AirTrunk's long-term growth, we launched our Next Gen Talent Pilot Program, creating structured pathways to attract and develop emerging talent. The inaugural cohort was intentionally gender balanced, reflecting our commitment to building a diverse future talent pipeline.

Participants will complete rotational placements across multiple functions, gaining broad business exposure, hands-on experience and mentoring while building the technical and leadership capabilities needed for long-term careers in digital infrastructure.

By investing early in talent, we're strengthening our future workforce while expanding access to careers across our industry.



# DIVERSITY, EQUITY, AND INCLUSION

## Inclusive Hiring Practices

### Bias-aware interviewer training

Hiring managers complete Effective Interviewer Training focused on mitigating bias, supported by Inclusive Interviewing modules via LinkedIn Learning.

### Inclusive job descriptions

We use inclusive language tools to leverage AI to detect and neutralise biased language in job ads and descriptions, ensuring they appeal to a broad and diverse talent pool.

### Attractive and inclusive candidate materials

Our Employee Value Proposition and recruitment collateral are designed to reflect AirTrunk's inclusive culture and attract diverse talent.

### Skills-based hiring

The AirTrunk Skills Framework promotes fair, consistent, and role-relevant measurement by focusing on enterprise-critical skills.

## International Women's Day 2026

To mark International Women's Day 2026, the Women@AirTrunk Employee Resource Group hosted a conversation with executive communications coach and author Dr. Kate Mason, equipping employees with practical insight on inclusive communication.

We also launched a Double-Matched Giving campaign, with AirTrunkers raising more than $16,000 to support female-focused Social Impact partners across Australia, Singapore, Japan and Malaysia.

The funding will expand access to STEM education, digital literacy and employment opportunities for women and girls.

In Japan, we partnered with the Institute of Science Tokyo to host a Women in STEM Lunch & Learn, connecting students, researchers and industry leaders to inspire more women to pursue careers in digital infrastructure and technology.



## Measurement & Accountability

We continuously measure inclusion and belonging throughout the employee lifecycle through onboarding, engagement and exit surveys.

Our commitment to diversity includes linking our financial performance to meaningful targets through our Sustainability-Linked Loans (SLL), including our KPI to reduce the gender pay gap by FY30.

## Building a More Inclusive Digital Infrastructure Workforce



AirTrunk partnered with A W Edwards and the National Association of Women in Construction (NAWIC) to host a tour of our SYD3 campus. Women from across the construction industry heard from project leaders and learned about the design and delivery of hyperscale data centres.

The tour showcased careers in digital infrastructure, strengthened industry connections and encouraged greater participation of women in construction.

# COMMUNITY IMPACT

## Our Commitment

Amplify positive social impact and be a good neighbour that supports communities and natural ecosystems to flourish.

## Why It Matters

Investing in and engaging with communities contributes to positive economic, social and environmental futures for all.

## How It Is Managed

Led by AirTrunk's Associate Vice President of Social Impact and Community, with support from the Social Impact and Community team.

### Target

**Establish and maintain social impact projects in 100% of markets funded by the SLL within 12 months of funds becoming available.**

### Our FY26 Performance



- Target achieved with social impact partnerships established in all five markets funded through AirTrunk's Sustainability-Linked Loan (SLL), including Australia, Singapore, Malaysia, Japan and Hong Kong.

### Our Action Plan

- Continue expanding our portfolio of long-term partnerships aligned to AirTrunk's social impact pillars.
- Embed our impact measurement framework across all partnerships to strengthen evidence, learning and reporting.
- Increase opportunities for collaboration, capability building and knowledge sharing across our partner network.

### Target

**Launch "AirTrunk in the Community" plan across all data centres by FY30.**

### Our FY26 Performance

- Launched our global community commitments covering all markets.
- Completed stakeholder engagement plans in Australia and Japan.
- Hired three market-specific community engagement leaders across Singapore/Malaysia, New South Wales, and Victoria.

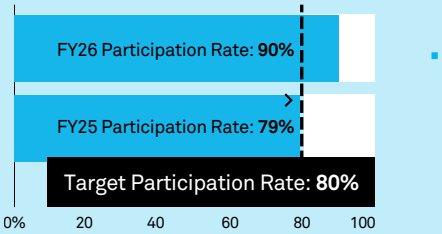
### Our Action Plan

- Continue to build team by adding community engagement leaders in Japan and India.
- Expand stakeholder engagement strategies across all markets.
- Continue listening to needs of local communities to ensure impactful response.

### Target

**Achieve annual direct engagement in social impact and community initiatives for over 80% of AirTrunk employees*.**

### Our FY26 Performance




90% of eligible* AirTrunk employees participated in at least one social impact or community initiative during FY26, exceeding our target of 80%.

### Our Action Plan

- Expand skills-based volunteering and capability-sharing opportunities with community partners.
- Continue embedding community engagement into AirTrunk's employee experience across all markets.
- Establish a regional Community Champions network to drive deep, locally relevant community impact.

* Permanent Employees with more than twelve months of employment at AirTrunk

# BUILDING STRONGER COMMUNITIES TOGETHER

**At AirTrunk, we're building infrastructure for the future. But we know that thriving digital economies also rely on thriving communities.**

As we've grown across the Asia-Pacific region, we've had the privilege of becoming part of local communities that have helped shape who we are as a business. With that comes a responsibility to contribute in ways that are meaningful, thoughtful and built for the long term.

This year marks an important milestone in that journey.

While our Social Impact Program is still in its early stages, we're proud to share the progress we've made alongside an incredible network of partners across our markets. These organisations bring deep local knowledge, trusted relationships and years of experience tackling complex social and environmental challenges. Our role isn't to direct that work. It's to stand beside them, learn from them and help strengthen what they're already doing.

One of the things we're most excited about is how, through our Sustainability-Linked Financing, stronger sustainability performance helps generate additional investment for communities. It's a model that reflects the way we think about long-term value: when our business performs sustainably, the benefits extend beyond our operations.

We're under no illusion that meaningful change happens quickly. Building strong partnerships takes time. Understanding what works takes humility. Measuring impact is something we'll continue to refine as we learn alongside our partners.

This chapter captures just a snapshot of that journey. We hope it reflects not only what has been achieved over the past year, but the kind of partnerships we're committed to building for many years to come.



**Carly Wishart**
**Managing Director**
Corporate & International
(Social Impact Oversight Committee Co-Chair)



**Prashant Murthy**
**Managing Director**
Capital & Strategy
(Social Impact Oversight Committee Co-Chair)



# OUR SOCIAL IMPACT PROGRAM

**Our Social Impact Program reflects our commitment to growing responsibly, ensuring our investment in digital infrastructure also creates lasting value for the communities in which we operate.**

By partnering with local organisations and stakeholders, we seek to strengthen community resilience, support environmental stewardship and contribute to positive social outcomes that endure beyond the delivery of our data centres.



## Why We Invest

Every AirTrunk data centre becomes part of a local community.

Our Social Impact Program invests in the people, places and environments where we operate, focusing on five areas: STEM education, digital inclusion, biodiversity and conservation, sustainable innovation, and disaster resilience.

We prioritise long-term partnerships with organisations that understand local needs. We contribute funding, expertise and connections to help strengthen their impact. As our program evolves, we will continue listening, learning and adapting our approach.

### Powered by ESG Financing

AirTrunk's Social Impact Program is funded through our Sustainability-Linked Financing framework – an approach that reflects our belief that commercial success and positive community outcomes can reinforce one another.

Through this model, achieving sustainability performance targets helps generate additional funding for community investment. Rather than treating social impact as something separate from the business, it embeds community investment within the way we grow.

## Impact Pillars

### STEM Education

Creating inclusive pathways into STEM by building skills, confidence and access to future career possibilities.

### Digital Inclusion

Expanding access to affordable technology, connectivity and digital skills to enable participation in the digital world.

### Biodiversity & Conservation

Protecting and restoring ecosystems to support biodiversity, water security and long-term climate resilience.

### Sustainable Innovation

Advancing scalable solutions in clean energy and water to strengthen resilient communities.

### Disaster Resilience & Response

Strengthening community preparedness, response and recovery to reduce the impact of natural disasters.

# OUR IMPACT IN FY26

**This report captures the impact of our first year of our Social Impact Program. While meaningful impact takes time, we are pleased to share this snapshot of our progress and look forward to deepening our partnerships and expanding our impact across the region.**

**A$5.76M**
Donated and committed through our Social Impact Program

**26**
Strategic partners

**5**
Regions and impact pillars

**A$693K**
Additional capital mobilised for partners

**100,000**
Benefitting from our Social Impact Program

**2,000**
Benefitting from our Social Impact Program

**90%**
Employee participation

**500+**
Volunteer hours

### STEM Education
**2,477**
Underrepresented students more engaged in STEM

### Sustainable Innovation
**34,675**
People accessing safe water

### Digital Inclusion
**4,886**
Underrepresented people with improved digital access and skills

### Disaster Resilience & Response
**58,156**
People better prepared for disasters and able to recover faster

### Biodiversity & Conservation
**20,073**
Hectares of nature better protected and regenerated

* All figures are based on data reported by our partners.

# IMPACT IN ACTION

## Preparing Young People for an AI-Enabled Future

**CLACK, a Social Impact Partner in Japan, is helping close that gap by equipping educators with the tools, knowledge and confidence to prepare students for an increasingly digital world.**

### Building capability together

Through its **mirAI for Japan** and **IT Bridge** programs, CLACK supports teachers to integrate AI into learning while introducing students to digital infrastructure and technology careers. AirTrunk supports this work through long-term investment, industry engagement and employee volunteering.

### Looking ahead

By supporting teachers today, CLACK is helping more students build the confidence, skills and opportunities they need to participate in tomorrow's digital economy.





## Innovation Meets Conservation

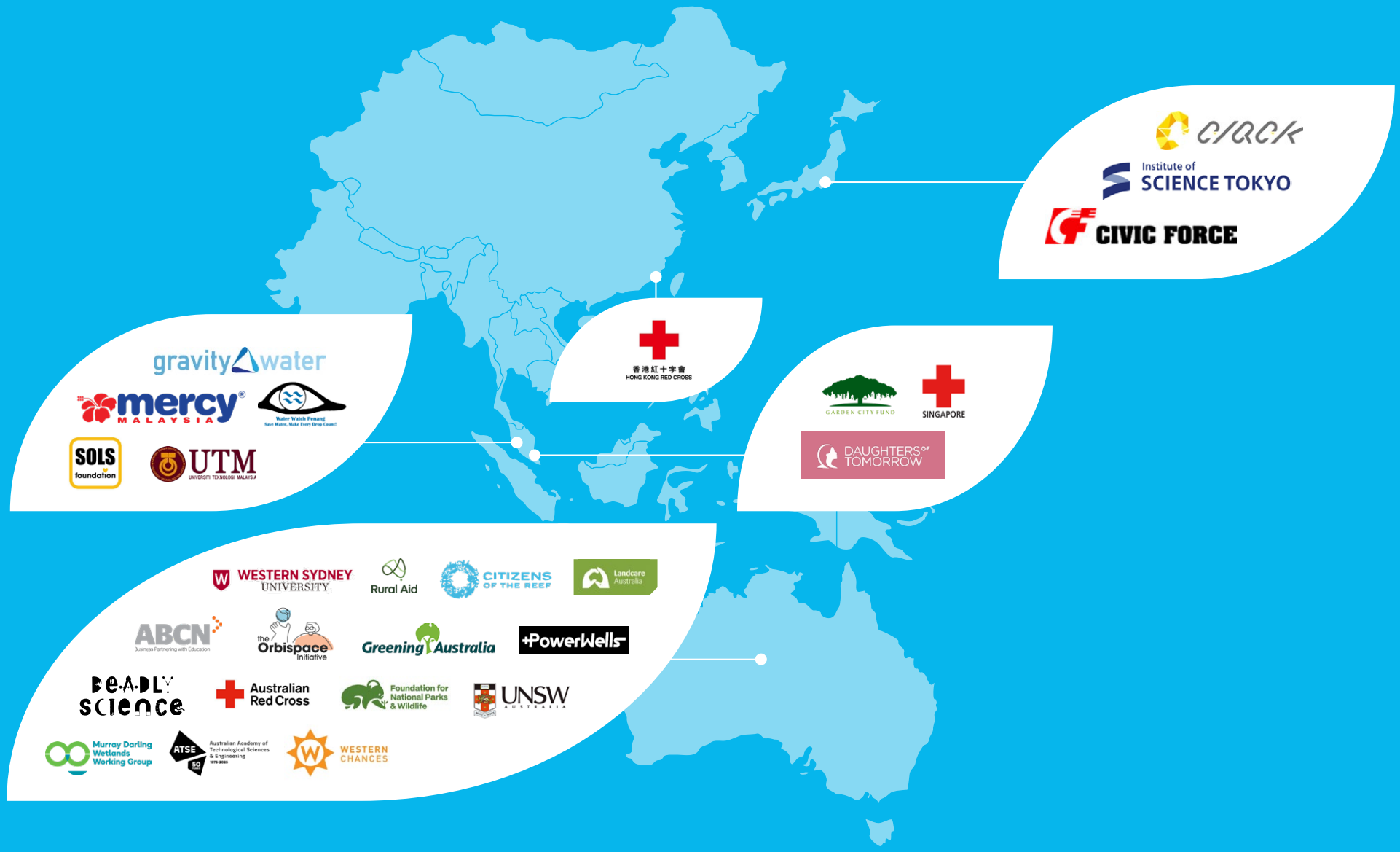
**Australia's unique ecosystems face growing pressure from invasive species, habitat loss and climate change. Monitoring these landscapes can be complex, time-intensive and expensive, particularly across large or remote environments.**

Landcare Australia's WildSeek combines community knowledge with AI, drones and ecological monitoring to help detect invasive species and assess landscape health. AirTrunk supports its expansion across priority conservation areas, improving access to data for restoration and creating opportunities for employee volunteering and knowledge sharing.

### Looking ahead

WildSeek shows how technology and local stewardship can work together to strengthen conservation and build healthier, more resilient ecosystems.

# OUR IMPACT PARTNERS



# AIRTRUNKERS IN ACTION

Strengthening communities means contributing our time, skills and resources where they can make the greatest difference. All permanent AirTrunk employees receive three days of paid volunteering leave each year, enabling them to support causes they care about and contribute to the communities where we live and work.

Through our volunteering programs, AirTrunkers share their professional expertise, collaborate with community organisations and contribute directly to local community needs. These experiences enable employees to use their skills in new ways, build connections across the business and see the practical impact of their contribution.

## Building Capacity Through Skilled Volunteering

In FY26, AirTrunk launched a skilled volunteering program with The Social Impact Hub. Over 10 weeks, 21 employees worked in cross-functional teams with Gravity Water, Daughters of Tomorrow and The Orbispace Initiative, delivering practical tools and recommendations to strengthen their programs and operations.

For Gravity Water, volunteers conducted market research, gathered customer insights and developed go-to-market recommendations to support the organisation's expansion into India.

*"Having technical and strategic support from highly qualified professionals is critical, and the AirTrunk community exceeded our expectations."*
**Danny Wright, Founder & Executive Director, Gravity Water**

The Daughters of Tomorrow team reviewed and refreshed digital literacy content, developing six structured learning modules and providing input into a new AI-focused program for younger participants.

For The Orbispace Initiative, volunteers designed an impact measurement process and built a prototype dashboard to help the organisation capture, analyse and communicate program data.

*"The best part of the program was the chance to contribute to something that makes a meaningful difference in the lives of others. I was fortunate that our project aligned closely with my interests in data and digital products, which also gave me valuable experience and exposure to AirTrunk's technology team."*
**Andrew Lui, Associate Technical Product Manager**



AirTrunkers in Melbourne planting seedlings with Greening Australia to support biodiversity and conservation at Limeburners Bay.



AirTrunkers in Johor participating in a beach clean-up with Reef Check Malaysia, removing debris from marine ecosystems.



AirTrunkers in Japan packing flood relief kits with Civic Force for people affected by the Chiba floods.



With ABCN, AirTrunkers mentoring students and providing a tour of our SYD1 data centre to inspire future careers in STEM.

# CYBER SECURITY AND DATA PROTECTION

## Our Commitment

Maintain a best-in-class control environment that ensures the availability of operational technology and protects data.

## Why It Matters

Robust cyber security is essential to safeguard data privacy, integrity, and availability. It enables rapid response to emerging threats and supports the resilience of critical infrastructure. This capability underpins trusted customer relationships and reinforces AirTrunk's role as a responsible contributor to the digital economy.

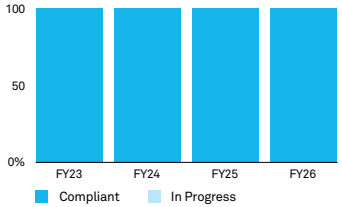
## How It Is Managed

Led by AirTrunk's Vice President of Technology, with support from the Technology and Cyber Security Team.

### Target

**100% sites in compliance with relevant international standards including ISO 27001, SOC2, PCI-DSS, and financial auditing standards, where there is a contractual or regulatory requirement.**

### Our FY26 Performance




- 100% of sites within the scope of the ISO 27001, SOC2, and PCI-DSS standards met their compliance requirements.

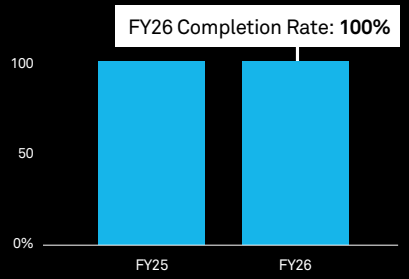
### Our Action Plan

- Continue to operate an effective Information Security Management System (ISMS) in compliance with requirements.
- Continue to perform internal and external audits as required.
- Educate new sites on how to meet the requirements.
- Automate compliance activities to improve quality, assure integrity, and reduce workload associated with audit activities.

### Target

**100% of staff with 'high cyber security risk' to undertake annual job-specific cyber security training.**

### Our FY26 Performance




- 100% of staff with 'high cyber security risk' completed their training in FY26.
- Job specific security training was introduced in FY26 and will continue as a regular activity.

### Our Action Plan

- Monitor training program uptake for existing staff to ensure compliance.
- Ensure new hires with identified high risk roles are enrolled in the cyber security training as part of their onboarding.
- Continue to develop cyber awareness to incorporate emerging threats to maintain employees' sense of 'chronic unease' with respect to cyber threats.

**Protecting information and maintaining a secure and resilient digital environment are fundamental to maintaining the trust of our customers, employees and business partners.**

AirTrunk is committed to managing information security and cyber security risks across the jurisdictions in which we operate, supported by appropriate governance, controls and processes.

Our Information Security and Cyber Security Policies are approved by senior leadership and reviewed annually to ensure they remain effective, reflect evolving cyber threats and align with applicable regulatory requirements. We continuously strengthen our controls, governance and monitoring practices to respond to the changing cyber risk landscape. These policies are available to all employees and underpin our approach to managing information security risks.

For more information, please refer to our publicly available Privacy Policy and Privacy Collection Statement.


Innovation
Partnership and Advocacy
Responsible Supply Chain
Transparency, Business Ethics and Integrity
PROGRESS

# INNOVATION

## Our Commitment

Pioneer ESG advancements through technology to drive scalable opportunities for sustainable growth in the APME region.

## Why It Matters

Innovation is fundamental to AirTrunk and is crucial for achieving sustainability. By fostering innovation, AirTrunk aims to enhance efficiency, circularity, scalability, performance, and collaboration.

## How It Is Managed

Led by AirTrunk's Vice President, Innovation & Intelligence, with support from the Customer Solutions & Innovation Team and in partnership with internal and external stakeholders.

## Target

**Release at least one innovation case study annually to support industry growth.**

## Our FY26 Performance




- Launched the "Financing the Future: Building Asia Pacific's Sustainable Digital Backbone" whitepaper, featuring case studies on our approach to sustainable finance.

## Our Action Plan

- Continue driving innovation and progress across every part of our business.
- Publish case studies that showcase AirTrunk's tangible impact, both independently and alongside our partners.
- Demonstrate learnings to the wider region and industry through multiple platforms.

## Target

**Operationalise two innovation initiatives* that strengthen long-term business resilience with measurable environmental and community benefits.**

## Our FY26 Performance

- Partnered with energy infrastructure players to develop large-scale BESS next to SYD3 campus.
- Launched technical assessment on centralised cryogenic plants for data centres with an Australian cryogenics and quantum computing player.
- Completed a portfolio wide review of AirTrunk's 24/7 carbon free energy (CFE) score by leveraging an automated energy intelligence platform.

## Our Action Plan

- Systematically assess and pilot emerging technologies using our innovation strategy framework.
- Consolidate and integrate innovation learnings into master planning, product development, and energy strategy.

## Target

**Embed AI-enabled optimisation capabilities into 100% of new data centre developments.**

## Our FY26 Performance

- Developed and began implementing AirTrunk's digital strategy, establishing Responsible AI principles to guide the safe, secure and sustainable use of AI.
- Established dedicated AI capabilities and foundational data infrastructure.
- Built and deployed an enterprise asset data streaming platform to enable AI-powered optimisation, including tools to improve cooling and energy efficiency.

## Our Action Plan

- Leverage AI to support the design, development and operation of future sites, working with partners to explore new technologies that optimise energy efficiency and power usage.
- Expand the application of Responsible AI to support our designers and operational engineers in delivering more sustainable, resilient and resource-efficient facilities, while maintaining appropriate human oversight.

*FY25 target focused on innovation within our campuses; target has been updated to allow for broader innovation beyond our campuses.

# OUR INNOVATION STRATEGY

AirTrunk's innovation strategy is focused on deepening our understanding of technologies and processes that advance our sustainability and decarbonisation goals. This includes transitioning to renewable energy, using water responsibly, reducing embodied carbon and waste, and embracing circular economy principles.

AirTrunk remains committed to exploring and adopting emerging technologies that help our industry, markets, and regions to navigate and mitigate these evolving challenges.

The Innovation Team at AirTrunk enables and accelerates the transition from exploratory concepts to operational reality. It focuses on piloting new initiatives that may eventually become the standard for our data centres.

The innovation approach follows three fundamental drivers:

**Responsible use of freshwater**

**Climate change mitigation**

**Responsible use of land and resources**

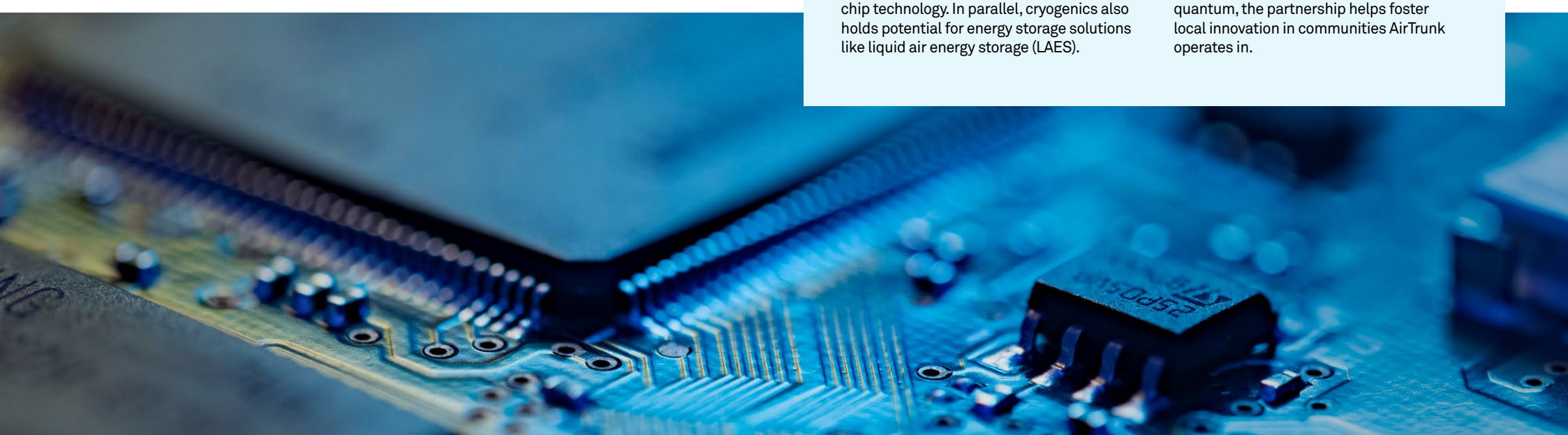
## Advancing Cryogenics for Quantum Computing

AirTrunk has partnered with Sydney-based deep-tech startup Emergence Quantum to study the integration of cryogenic cooling and quantum computing into next-generation data centres. The collaboration combines expertise in cryogenic computing, thermal engineering, and quantum technologies with data centre architecture and real-world techno-economic modelling.

**Improved Computing Performance and Efficiency:** Cryogenic cooling could enable today's silicon chips to operate faster and more efficiently, delivering greater computing performance with incumbent chip technology. In parallel, cryogenics also holds potential for energy storage solutions like liquid air energy storage (LAES).

**Building Quantum-Ready Infrastructure:** The partnership will assess how large-scale cryogenic systems can be embedded into the broader data centre campus. This creates a pathway to prepare AirTrunk's infrastructure for future quantum computing technologies regardless of underlying modalities.

**Broader Sustainability and Shared-Value Benefits:** The collaboration also explores the potential for cryogenics to reduce cooling-water requirements and compute power needs. By bringing together Australian expertise in cryogenics and quantum, the partnership helps foster local innovation in communities AirTrunk operates in.



# PARTNERSHIP AND ADVOCACY

## Our Commitment

Drive change through shared responsibility and collaborative action to ensure the sustainable future of APME.

## Why It Matters

Partnership and advocacy play pivotal roles in enhancing the effectiveness of our sustainability strategy. Through collaboration we improve the overall impact of our work and are better positioned to address the sustainability opportunities and challenges of the data centre industry.

## How It Is Managed

Led by AirTrunk's Vice President, Corporate Affairs, with support from the Customer, Sustainability, Social Impact and Community, and Energy & Land Strategy teams.

### Target

**Advocate for and support progressive policies that accelerate sustainability and innovation in the data centre industry.**

### Our FY26 Performance

- Continued engaging governments, including Australia, Malaysia and Singapore, on the role data centres play in digital growth and sustainability.
- Advocated for policy settings that support low-carbon, resilient infrastructure investment, including green financing taxonomies.
- Contributed to industry dialogues to help shape practical standards that balance ambition with operational realities.

### Our Action Plan

- Strengthen our evidence base to demonstrate the role of sustainable data centres in digitalisation, decarbonisation and resilience.
- Help shape the next generation of industry standards so they remain ambitious, practical and aligned with operational realities.

### Target

**Establish at least one customer ESG partnership to amplify our impact.**

### Our FY26 Performance

- Partnered with the Microsoft Data Centre Academy and Victoria University to provide technical training, industry insights and site visits, helping prepare students for careers in the digital infrastructure sector.
- Worked with customers to support recycled water supply schemes as well as research around water replenishment opportunities.

### Our Action Plan

- Identify new customer collaboration opportunities across key impact areas, including energy, water, skills development and community investment.
- Work with customers to co-develop ESG initiatives that demonstrate shared value beyond AirTrunk's own operations.
- Share learnings from customer partnerships through industry platforms to encourage broader adoption of practical sustainability solutions.

### Target

**Forge ecosystem partnerships and engage in at least two research or action programs per year.**

### Our FY26 Performance

- Contributed to MECLA whitepaper on reducing embodied carbon in data centre development.
- Contributed to the development of the Sustainable Digital Infrastructure Accord (SDIA) with Asia-Pacific Data Centre Alliance (APDCA).
- Commissioned "Data Centres as Enabling Infrastructure" Mandala Report with Data Centres Australia.

### Our Action Plan

- Strengthen engagement with industry groups, customers, and policy makers to promote recognition of sustainable data centre practices across key APAC markets.
- Lead or participate in at least two new ecosystem research or action programs focused on priority sustainability topics.

# PARTNERSHIP AND ADVOCACY AT AIRTRUNK

**AirTrunk recognises that advancing sustainable digital infrastructure requires collaboration beyond our own operations. We partner across industry, government, academia and the community to address shared challenges and support responsible growth.**

Our partnerships focus on areas where collective action can drive greater impact, including clean energy, water stewardship, embodied carbon, responsible supply chains, workforce development and evidence-based policy.

In FY26, we continued to strengthen these partnerships by contributing industry expertise, supporting research and helping shape the policies and market conditions needed for sustainable data centre growth.

## FY26 Partnership Highlights

Contributed to industry research on data centres as enabling infrastructure in Australia, helping support a more evidence-based discussion on digital infrastructure, energy, water and economic value.

Shared AirTrunk's embodied carbon learnings through MECLA's data centre report, supporting broader industry action on Scope 3 emissions and low-carbon construction.

Continued to support APDCA and regional industry engagement to advance sustainable data centre development across APAC.

Engaged with government, industry groups, customers and partners on the role of data centres in enabling digital growth, clean energy investment and responsible infrastructure development.

## Our Advocacy Efforts in FY26

**Our advocacy efforts support the interests of AirTrunk's business, our customers and investors, and the wellbeing of the communities where we operate.**

### Raise awareness of data centres as enabling infrastructure

We advocate for a better understanding of the role data centres play in supporting cloud services, AI, digital access, business productivity and essential services.

### Support evidence-based policy and industry standards

We engage with governments, regulators and industry groups to support policy settings and standards that enable responsible data centre growth.

### Accelerate clean energy and resource stewardship

We support policies and partnerships that enable renewable energy procurement, grid investment, water resilience and efficient use of resources.

### Build capability across the digital infrastructure ecosystem

We work with partners to support industry knowledge-sharing, supplier engagement, skills development and inclusive pathways into the digital economy.

# RESPONSIBLE SUPPLY CHAIN

## Our Commitment

Ensure best-in-class supply chain through responsible sourcing, transparency and continuous improvement.

## Why It Matters

We are committed to making a positive impact across the full lifecycle of our data centres and services. Building a responsible and resilient supply chain is central to this goal, ensuring that environmental and social considerations are embedded from sourcing to delivery.

## How It Is Managed

Led by AirTrunk's Vice President of Supply Chain & Procurement, with support from the Product, Development and Sustainability teams.

### Target

**Incorporate ESG criteria into the evaluation process for 100% of data centre equipment and construction tenders over $10M by 2027.**

### Our FY26 Performance

100% of data centre equipment and construction tenders over $10M incorporated ESG criteria during FY26.

Sustainability and Community Impact performance as part of evaluation criteria for OSE Long Term Agreement (LTA) tenders.

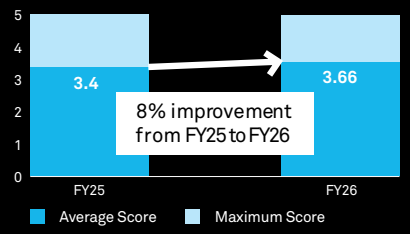
### Our Action Plan

- Work closely with LTA selected suppliers for long term co-benefits in sustainability and community impact.
- Develop improvement plans to drive sustainability outcomes in selected suppliers.

### Target

**Achieve year-on-year improvement in the average sustainability performance score of suppliers in the Supplier Relationship Management (SRM) program.**

### Our FY26 Performance




- 8% improvement in the average sustainability performance score of suppliers in the SRM program, from FY25.
- Combined average uplift from 3.4/5 in FY25 to 3.66/5 in FY26.

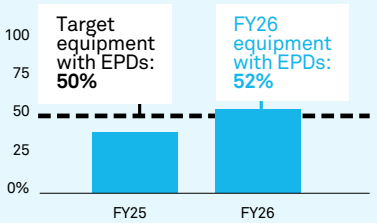
### Our Action Plan

- Refine supplier sustainability metrics to reflect increasing maturity and performance expectations.
- Collaborate with strategic suppliers on long-term sustainability and community initiatives.
- Celebrate leading sustainability performance through supplier recognition and awards.

### Target

**Obtain Environmental Product Declarations (EPDs) or equivalents for 50% of data centre equipment sourced each year.**

### Our FY26 Performance




- 52% of data centre equipment sourced with EPDs or equivalent.
- Maintained EPD performance despite an increase in data centre equipment suppliers.

### Our Action Plan

- Enhance supplier carbon data to improve emissions measurement and decision-making.
- Collaborate with suppliers to accelerate embodied carbon reduction across the value chain.
- Strengthen supplier engagement to drive product innovation and lower-carbon outcomes.

# OUR RESPONSIBLE SUPPLY CHAIN COMMITMENT

**Responsible procurement is integral to how AirTrunk delivers digital infrastructure. Sustainability considerations are embedded throughout our sourcing and procurement processes, helping manage risk, strengthen resilience and create long-term value.**

### Responsible Supplier Engagement

AirTrunk embeds sustainability in supplier due diligence, monitoring and collaboration to support responsible procurement and resilient supply chains.

### Supplier Qualification and Procurement

New suppliers undergo Know Your Supplier due diligence, ESG-based tender assessment and must comply with AirTrunk's Supplier Code of Conduct.

### Monitoring and Assurance

AirTrunk deploys third-party tools to monitor ESG and modern slavery risks. In FY26, we expanded assurance through supplier visits, OSE factory audits and a pilot quality and manufacturing program.

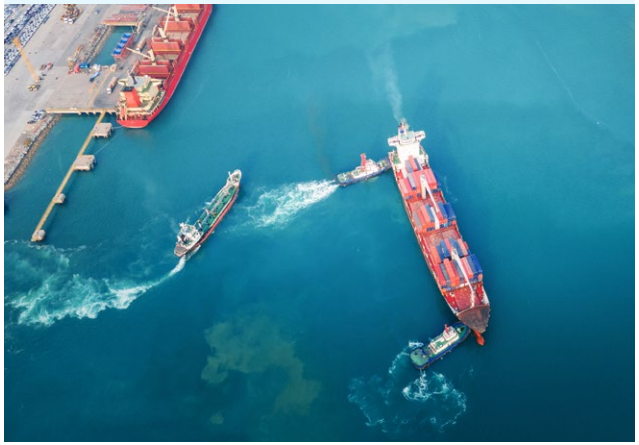
### Partnering for Improvement

We work with suppliers to improve sustainability, develop lower-carbon products and strengthen carbon data, helping reduce embodied carbon across our developments.



## Piloting Dedicated Vessels to Ensure Supply Success

To overcome global supply chain constraints, AirTrunk chartered a dedicated vessel to transport critical infrastructure for a major development. The approach gave us greater control over delivery timelines, reduced exposure to shipping disruptions and helped keep construction on schedule. As demand for digital infrastructure grows, innovative logistics solutions are becoming an important part of building resilient, reliable supply chains.



# TRANSPARENCY, BUSINESS ETHICS AND INTEGRITY

## Our Commitment

Act ethically, with integrity and accountability in all business activities.

## Why It Matters

Operating with transparency and integrity, as well as maintaining ethical business standards ensure we are a respected partner to our stakeholders, the public, and our employees.

## How It Is Managed

Led by Group Company Secretary, supported by the Sustainability, Legal, and Risk teams.

### Target

**Conduct annual ESG training for Directors to support effective oversight of sustainability-related risks and opportunities.**

### Our FY26 Performance

Delivered a dedicated Board-level training session focused on Climate Risk, covering current risks and opportunities affecting AirTrunk, anticipated financial impacts, risk management, and governance responsibilities.

Expanded skills assessments to include Climate- and Nature-related risk capabilities.

### Our Action Plan

- Further develop leadership training on supply chain assurance, sustainability data governance and human rights.
- Continue building Board capability on sustainability reporting, climate transition and nature-related risks.

### Target

**Maintain ESG transparency and accountability by following global best practices.**

### Our FY26 Performance

Launched IFRS-aligned FY26 Resilience Report with independent limited assurance.

Maintained our Platinum EcoVadis medal status for the third year, landing in the top 1% of submissions.

Achieved GRESB 5-Star rating, with a score of 100/100.

### Our Action Plan

- Continue enhancing sustainability disclosures through stronger data governance, independent assurance and alignment with evolving global reporting standards.
- Advance social reporting by expanding disclosures on community investment, workforce and supply chain performance.



# OUR CORPORATE GOVERNANCE

We recognise that having strong corporate governance is essential to maintaining our investors' and stakeholders' trust in our company. We conduct our business responsibly, ethically and with integrity, while ensuring the effective functioning of the respective Board, Board committees and the company.

Our business is structured with two Boards, with AirTrunk Australia Group Holding Company Pty Limited serving as the Main Board for Australian real estate management related matters while Amidala Cayman Holdings I Limited serves as the Main Board for rest of world real estate-related matters (respectively, the Board) and including other Australian subsidiary entities and rest of world subsidiary entities (together, the Group). As of the date of this report, ROW refers to Japan, Singapore, Malaysia, Hong Kong and India.

**Our Australia Board** is comprised of:

- 1 Executive Director
- 6 Investor Nominee Directors
- 2 Non-executive Directors
- The Chair of our Australian Board is a Non-Executive Director.

**Our 'Rest of World' Board** is comprised of:

- 1 Executive Director
- 8 Investor Nominee Directors
- 2 Professional Non-executive Directors

Each respective Board maintains a Board Skills Matrix to assess the collective capabilities, experience and diversity of perspectives of its Directors across 9 key competency areas, including: Leadership, Strategy and Commercial Acumen, Industry Experience, People and Culture, Risk, Legal and Governance, Finance and Accounting, Customer and Stakeholders, and Climate and Nature-related risks.

The matrix is informed by Directors' self-assessments and supports the Board in maintaining an appropriate balance of competencies aligned with the Group's strategic priorities and governance needs.

**Our Directors** leverage their diverse backgrounds, skills, and industry experience to provide effective oversight to the Company's strategy, risk management and performance, contributing to AirTrunk's long-term success.

Following the change in ownership of AirTrunk in FY25, the respective Boards refreshed the Board Skills Matrix based on Directors' self-assessment of their capabilities and experience across the key competency areas. The matrix was also updated to include climate and nature-related risk capability as an additional competency area, ensuring the Board remains equipped to oversee evolving sustainability-related risks and opportunities in line with regulatory and stakeholder expectations*.

**Conflicts of interest** are managed in accordance with AirTrunk's governance procedures and in compliance with local company laws. At Board level, each Director is required to disclose any actual, potential or perceived conflicts of interest, including the nature and extent of such conflicts. Where appropriate, the affected Director may abstain from discussions and voting on the relevant matter and/or be excluded from attendance at the meeting.

The AirTrunk company secretarial team maintains a conflict-of-interest register that records AirTrunk's Directors external directorships and other relevant interests. The register is reviewed and updated regularly to support the effective identification, disclosure and management of actual, potential or perceived conflicts of interest.

## Our Board Committees

To ensure effective oversight over AirTrunk's business activities, there are three delegated Board committees, each with clearly defined roles and responsibilities covering key aspects of our business:

- **Audit and Risk Committee:** Supports the Board in discharging its responsibilities in relation to financial reporting, financial risk management, external audit, external audit, internal audit, enterprise risk management, tax risk management, compliance and policy frameworks.
- **People and Culture Committee:** Supports the Board in discharging its responsibilities in relation to people and culture policies, including workforce-related risks, remuneration and performance management.
- **Safety, Sustainability, Operations and Construction Committee:** Supports the Board in discharging its responsibilities in relation to health and safety, sustainability, operations and construction-related matters.

## Board ESG Training

In FY26, our Board of Directors participated in ESG training to strengthen its governance and oversight of material sustainability topics.

The program covered the current climate-related risks and opportunities affecting AirTrunk, anticipated financial impacts, climate risk assessment and management, and the Board's governance and oversight responsibilities.

This training strengthened the Board's capability to effectively oversee material sustainability-related risks and opportunities, supporting informed decision-making and ensuring alignment with global standards and stakeholder expectations.

Looking ahead, areas identified for further leadership and Board capability development include supply chain assurance, sustainability data governance, human rights, sustainability reporting, climate transition and nature-related risks.

* The FY26 Board capability assessment was in progress as at 30 June 2026.

# OPERATING WITH INTEGRITY

## Policies that Guide Us

Our corporate conduct policies underpin our commitment to ethical, responsible business with integrity.

To support this commitment, we have established policies that set clear expectations for all employees and/or suppliers, including:

- Appropriate Workplace Behaviour
- Supplier Code of Conduct
- Anti-Bribery and Anti-Corruption
- Gifts and Entertainment
- Anti-Competitive Conduct
- Sanctions
- Code of Ethics and Business Conduct
- Modern Slavery
- Human Rights
- UNGC Principles
- Whistleblowing Policy
- Record Retention Policy

In FY26, we updated Group-wide policies to reflect our growth and legal requirements in India, Malaysia and Australia, covering areas such as anti-bribery, privacy, workplace behaviour and inclusion. Revised policies were shared through our intranet and targeted communications.

## Reporting our Progress

AirTrunk maintains robust reporting processes to improve disclosures, build stakeholder trust and strengthen business resilience. External frameworks help us benchmark performance and identify opportunities to improve.

### EcoVadis

Through EcoVadis, we assess and benchmark our sustainability performance while promoting ESG improvements across our value chain. In FY26, AirTrunk retained its Platinum medal, placing us among the top 1% of companies assessed globally.

### UNGC CoP

Our annual Communication on Progress reaffirms our commitment to the Ten Principles of the UN Global Compact and demonstrates our progress in advancing sustainable and responsible business practices that contribute to the UN Sustainable Development Goals (SDGs).

### GRESB

Our annual GRESB submissions provide transparency to our shareholders and peers on our sustainability progress year on year.

In FY26, AirTrunk maintained a GRESB 5-Star rating, scoring 100/100 and achieved the top ranking across all Infrastructure assessments.

### RE100

As a member of RE100, we are committed to advancing the transition to renewable electricity.

In FY26, we reported our first year of data, providing transparency on our progress towards our renewable electricity commitments.



# APPENDIX

# APPENDIX 1 SUSTAINABILITY DATA

## Planet Indicators

| Energy Transition | Unit | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|
| **Operating Power Usage Effectiveness (PUE)** | | **1.37** | **1.35** | **1.32** | **1.32[1]** | **1.32[1]** | **1.28** |
| **Total energy consumption** | **MWh** | **–** | **–** | **–** | **983,483[1]** | **1,413,752[1]** | **2,627,235** |
| **Electricity consumption matched with renewable energy** | **%** | **–** | **60%** | **55%** | **74%[1]** | **72%[1]** | **73%** |
| Energy consumption committed to be matched with renewable energy by customers | % | – | 46% | 40% | 47% | 45% | 55% |
| Renewable energy sourced by AirTrunk | % | – | 14% | 15% | 27% | 27% | 18% |
| **Electricity consumption not matched with renewable energy** | **%** | **–** | **40%** | **45%** | **26%** | **28%** | **27%** |

| Net Zero Carbon | | Unit | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|---|
| **Total Scope 1 emissions** | | **$tCO_2e$** | **562[1]** | **1,442[1]** | **2,958[1]** | **3,232[1]** | **5,959[1]** | **11,459** |
| **Total Scope 1 carbon offsets acquired** | | **$tCO_2e$** | **562[1]** | **1,442[1]** | **2,958[1]** | **3,232[1]** | **5,959[1]** | **11,459** |
| **Total Scope 2 emissions (location-based)** | | **$tCO_2e$** | **156,616[1]** | **294,930[1]** | **166,702[2]** | **191,952[1]** | **319,289[1]** | **197,572** |
| **Total Scope 2 emissions (market-based)** | | **$tCO_2e$** | **155,027[1]** | **257,893[1]** | **166,609[2]** | **191,848[1]** | **319,120[1]** | **196,468** |
| **Total Scope 3 emissions (location-based)** | | **$tCO_2e$** | **-** | **143,190** | **352,420** | **594,593** | **1,156,413** | **2,252,050** |
| **Total Scope 3 emissions (market-based)** | | **$tCO_2e$** | **-** | **143,190** | **76,963** | **191,930** | **633,961** | **1,150,823** |
| Category 1 | Purchased Goods and Services [NEW] | $tCO_2e$ | – | – | – | – | – | 31,276 |
| Category 2 | Embodied Carbon – Building Elements | $tCO_2e$ | – | 130,108[2] | 45,518[1] | 57,217[1] | 223,736[1] | 124,560 |
| Category 2 | Embodied Carbon – MEP Systems Specific to Data Centre | $tCO_2e$ | – | 11,926[2] | 29,289[1] | 133,104[1] | 213,611[1] | 256,991 |
| Category 3 | Fuel- and Energy-Related Activities | $tCO_2e$ | | – | – | – | 193,777[1] | 378,521 |
| Category 6 | Business travel | $tCO_2e$ | – | 412[1] | 2,087[1] | 1,374[1] | 2,400[1] | 4,058 |
| Category 7 | Employee commuting | $tCO_2e$ | – | 59[1] | – | 211[1] | 395[1] | 538 |

1. Comparative value subject to limited assurance in the reporting period in which it was originally reported. The scope and criteria of the prior-year assurance engagement may differ from those applicable to FY26. Refer to the relevant prior-year Sustainability Report and independent assurance reports available at AirTrunk's Insights & Reports.
2. Comparative value has been restated or otherwise changed since it was originally subject to assurance. The restated value has not been subject to assurance unless otherwise indicated.

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Category 7 | Working from home | $tCO_2e$ | – | 57[1] | 69[1] | 24[1] | 42[1] | 39 |
| Category 13 | Indirect Emissions from Customer Electricity Consumption (Location-based) | $tCO_2e$ | – | – | 275,457[2] | 402,663[1] | 522,452[1] | 1,456,067 |
| Category 13 | Indirect Emissions from Customer Electricity Consumption (Market-based) | $tCO_2e$ | – | – | 0 | 0 | 0 | 354,840 |
| **Carbon Usage Effectiveness (CUE)** | | **$tCO_2e$ / MWh** | **–** | **–** | **–** | **0.20[1]** | **0.23[1]** | **0.21** |
| **Embodied Carbon Ratio (ECR) Threshold** | | **$tCO_2e$ / kW IT** | **–** | **–** | **–** | **–** | **2.8** | **2.5** |
| **Embodied Carbon Ratio (ECR)** | | **$tCO_2e$ / kW IT** | **–** | **–** | **–** | **–** | **2.48** | **2.36** |

| Water Resilience | Unit | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|
| **Water Withdrawal** | **kL** | **–** | **–** | **–** | **708,783[1]** | **873,556[1]** | **1,800,569** |
| **Recycled Water** | **%** | **–** | **–** | **58%** | **53%** | **55%** | **33%** |
| **Municipal Water** | **%** | **–** | **–** | **42%** | **47%** | **45%** | **67%** |
| **Water Usage Efficiency (WUE)** | **L/kWh** | **0.73[1]** | **0.83** | **0.94** | **0.97[1]** | **0.89[1]** | **0.89** |
| **Net Water Usage Effectiveness (nWUE)** | **L/kWh** | **–** | **–** | **–** | **–** | **0.40** | **0.60** |
| **Regional Water Withdrawal by Water Stress Level** | | | | | | | |
| Extreme | % | – | – | – | 0% | 0% | 0% |
| High (MEL, SYD) | % | – | – | – | 38% | 30% | 38% |
| Medium-High or lower (HKG, JHB, OSK, SGP, TOK) | % | – | – | – | 62% | 70% | 62% |

| Waste Management | Unit | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|
| **Waste Generated** | **tonne** | **–** | **–** | **26.82** | **49.5** | **100.8** | **392.6** |
| **Breakdown by type** | | | | | | | |
| Hazardous | tonne | – | – | – | 2.1 | 5.7 | 271.1 |
| Non-hazardous | tonne | – | – | – | 47.4 | 95.1 | 121.5 |

1. Comparative value subject to limited assurance in the reporting period in which it was originally reported. The scope and criteria of the prior-year assurance engagement may differ from those applicable to FY26. Refer to the relevant prior-year Sustainability Report and independent assurance reports available at AirTrunk's Insights & Reports.
2. Comparative value has been restated or otherwise changed since it was originally subject to assurance. The restated value has not been subject to assurance unless otherwise indicated.

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Breakdown by waste streams** | | | | | | | |
| Office waste | tonne | – | – | – | 35.9 | 45.1 | 52.5 |
| Building maintenance waste | tonne | – | – | – | 13.6 | 55.7 | 340.1 |
| **Waste Breakdown per End-of-Life** | | | | | | | |
| Landfill | % | – | – | 13.9% | 21.9% | 26.6% | 19.7% |
| Compost | % | – | – | 8.1% | 5.2% | 2.5% | <1% |
| Recycle | % | – | – | 19.8% | 35.3% | 44.8% | 73.0% |
| Waste-to-Energy (WTE) | % | – | – | 56.8% | 35.5% | 25.8% | 6.0% |
| Unknown | % | – | – | 1.4% | 2.1% | 0.3% | 1.3% |
| **Diversion Rate from Disposal (Recycling and Compost)** | % | – | – | **27.9%** | **40.5%** | **47.2%** | **73.0%** |
| **Diversion Rate from Landfill (Recycling, Compost, WTE)** | % | – | – | **85%** | **76%** | **73%** | **79%** |

## People Indicators

### Talent Development, Diversity, Equity, and Inclusion

| Employee Information[3] | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|
| **Headcount** | | | | | | |
| **Total headcount as of 30 June** | **146** | **187** | **235** | **329** | **502** | **678** |
| Of which permanent employees | 144 | 185 | 225 | 312 | 472 | 657 |
| Of which fixed-term employees | 2 | 2 | 10 | 17 | 30 | 21 |
| **Total permanent employees by gender** | | | | | | |
| Men | 105 | 126 | 140 | 201 | 316 | 425 |
| Women | 39 | 59 | 85 | 111 | 156 | 231 |
| Nonbinary | – | – | – | – | – | 1 |
| **Total permanent employees by region** | | | | | | |

3. All figures except Headcount are based on permanent employees.

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Australia | | 87 | 108 | 127 | 168 | 259 | 380 |
| Singapore | | 36 | 46 | 56 | 71 | 106 | 133 |
| Japan | | 14 | 24 | 34 | 49 | 69 | 89 |
| Hong Kong | | 7 | 7 | 7 | 11 | 14 | 15 |
| Malaysia | | 0 | 0 | 1 | 13 | 24 | 39 |
| Remote | | – | – | – | – | – | 1 |
| **Total employees by employment type and by gender** | | | | | | | |
| Full-time (Men) | | 105 | 126 | 140 | 201 | 316 | 425 |
| Part-time (Men) | | 0 | 0 | 0 | 0 | 0 | 0 |
| Full-time (Women) | | 37 | 57 | 83 | 110 | 155 | 226 |
| Part-time (Women) | | 2 | 2 | 2 | 1 | 1 | 5 |
| Full-time (Non-binary) | | – | – | – | – | – | 1 |
| **Total employees by management level** | | | | | | | |
| Leadership[4] | | 36 | 39 | 46 | 79 | 95 | 231 |
| Individual contributor | | 108 | 146 | 179 | 233 | 377 | 426 |

| Diversity and Inclusion[3] | | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|
| **Gender mix by management level (% women)** | | | | | | | |
| Board (Prior to FY25) | % | 38% | 38% | 50% | 62.5% | – | – |
| Board (AU)[5] | % | – | – | – | – | 11% | 11% |
| Board (Rest of World)[5] | % | – | – | – | – | 9% | 18% |
| Executives | % | – | – | – | 28.6% | 42.9% | 42.9% |
| Leadership | % | 22% | 25% | 28% | 32.9% | 33.0% | 33.6% |
| Individual contributor | % | 28% | 35% | 47% | 36.5% | 32.9% | 35.9% |

3. All figures except Headcount are based on permanent employees.
4. Based on AirTrunk's career framework developed in FY24, Leadership is defined as Directors and levels above – those responsible for establishing strategic plans for a function or multi-departments.
5. Note: As of FY25 there are two Boards, Amidala AU Hold TC Pty Ltd (AU) and Amidala Cayman Holdings Limited (Rest of World).

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Total employees | % | 27% | 32.6% | 37.8% | 35.6% | 33.1% | 35.2% |
| **Total employees by age group** | | | | | | | |
| <30 years old | | 16 | 19 | 17 | 30 | 43 | 55 |
| 30-49 years old | | 114 | 145 | 186 | 247 | 371 | 513 |
| >50 years old | | 14 | 21 | 22 | 35 | 58 | 89 |
| **Return rate for employees who took parental leave (%)** | | | | | | | |
| Men | % | 100% | 100% | 100% | 100% | 100% | 100% |
| Women | % | 100% | 100% | 100% | 100% | 100% | 100% |
| Total employees | % | 100% | 100% | 100% | 100% | 100% | 100% |
| **Promotions by gender** | | | | | | | |
| % of women promoted (of annual promotions) | % | – | – | – | 57% | 46% | 30% |
| **Gender pay gap** | | | | | | | |
| Gender pay gap[6] | % | – | – | – | 11.1% | 9.03% | 9.6% |

| New Employee Hires | | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|
| **New employee hires** | | | | | | | |
| Total new employee hires | | 58 | 61 | 68 | 108 | 199 | 257 |
| **New employee hires by age group** | | | | | | | |
| <30 years old | | 8 | 10 | 10 | 20 | 25 | 30 |
| 30-49 years old | | 43 | 42 | 55 | 77 | 155 | 197 |
| >50 years old | | 7 | 9 | 3 | 11 | 19 | 29 |
| **New employee hires by gender** | | | | | | | |
| Men | | 44 | 34 | 31 | 73 | 143 | 156 |
| Women | | 14 | 27 | 37 | 35 | 56 | 100 |
| Non-binary | | – | – | – | – | – | 1 |

6. Average remuneration of male permanent employees minus the average remuneration of female permanent employees, divided by the average remuneration of male permanent employees, in markets with more than 50 employees.

| | | | | | | |
|---|---|---|---|---|---|---|
| **New employee hires by region** | | | | | | |
| Australia | 25 | 32 | 36 | 51 | 109 | 154 |
| Singapore | 15 | 15 | 16 | 19 | 49 | 45 |
| Japan | 13 | 12 | 15 | 19 | 22 | 33 |
| Hong Kong | 5 | 2 | 0 | 6 | 6 | 7 |
| Malaysia | 0 | 0 | 1 | 13 | 13 | 18 |

| Employee Turnover | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|
| **Employee turnover** | | | | | | |
| Total employee turnover | 7 | 20 | 28 | 21 | 46 | 71 |
| **Employee turnover by age** | | | | | | |
| <30 years old | 0 | 3 | 3 | 4 | 3 | 0 |
| 30-49 years old | 7 | 13 | 21 | 14 | 37 | 58 |
| >50 years old | 0 | 4 | 4 | 3 | 6 | 13 |
| **Employee turnover by gender** | | | | | | |
| Men | 4 | 13 | 17 | 12 | 30 | 46 |
| Women | 3 | 7 | 11 | 9 | 16 | 25 |
| **Employee turnover by region** | | | | | | |
| Australia | 2 | 12 | 16 | 12 | 21 | 29 |
| Singapore | 2 | 4 | 7 | 4 | 12 | 19 |
| Japan | 0 | 2 | 5 | 3 | 5 | 13 |
| Hong Kong | 3 | 2 | 0 | 0 | 1 | 6 |
| Malaysia | 3 | 2 | 0 | 0 | 7 | 4 |

| Training | | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|
| **Average training hours per employee** | | **–** | **–** | **–** | **10.1** | **12.9** | **11.3** |
| **Employees who receive regular performance and career development reviews** | **%** | **–** | **–** | **–** | **100%** | **100%** | **100%** |
| **Employee Engagement** | | | | | | | |
| % of employees that participated in annual survey | % | – | 99% | 97% | 96% | 90% | 87% |
| Overall engagement score | % | – | 82% | 83% | 83% | 85% | 87% |

| Contractors | | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|
| Working hours | | – | 3,938,225 | 2,707,474 | 6,384,577 | 11,980,820[7] | 12,636,883 |

| Health and Safety | | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|
| Total Recordable Incident Rate (TRIR) – Employees | | 0 | 0 | 0 | 0.39[7] | 0.70[7] | 0.17 |
| Total Recordable Incident Rate (TRIR) – Contractors | | 0.43[7] | 0.41 | 0.44[7] | 0.72[7] | 0.37[7] | 0.21 |
| Lost Time Incident Rate (LTIR) – Employees | | 0 | 0 | 0 | 0.39[7] | 0 | 0 |
| Lost Time Incident Rate (LTIR) – Contractors | | 0.14 | 0.05 | 0.07 | 0.22[7] | 0.18[7] | 0.11 |
| Total number of fatalities | | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of cases of recordable work-related ill health | | – | – | 0 | 0 | 0 | 0 |
| Total number of health and safety regulatory notices issued | | 0 | 0 | 0 | 0 | 0 | 0 |
| Safety culture survey score | % | – | – | – | 82% | 85% | 89% |
| Executive safety walk participation | % | – | – | – | 94% | 100% | 100% |
| % of employees completing Health and Safety training | % | – | – | – | - | 93% | 97% |

| Community Impact | | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|
| % of our markets with minimum of one social impact or CSR activity | % | 100% | 100% | 100% | 100% | 100% | 100% |

7. Past years' Health and Safety data have been restated following an internal review.

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| % of eligible employees who participated in at least one social impact or CSR event in the FY | % | – | – | – | – | 79% | 90% |
| Total volunteering hours | | – | – | – | – | 645 | 500 |
| Total funds donated and committed in the FY towards social impact and community initiatives | AUD | – | – | – | – | 1,062,562 | 5,760,629 |

| Cyber Security and Data Protection | | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|
| Completion of security awareness training | % | 100% | 98% | 100% | 100% | 100% | 100% |
| Cyber security incidents impacting customers | | 0 | 0 | 0 | 0 | 0 | 0 |
| Regulatory notices/fines around data privacy and confidentiality | | 0 | 0 | 0 | 0 | 0 | 0 |

## Progress Indicators

| Responsible Supply Chain | | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|
| % of strategic suppliers who signed the supplier code of conduct | % | – | – | – | – | 100% | 100% |
| % of new development suppliers that were screened using ESG criteria | % | – | – | 100% | 100% | 100% | 100% |
| % of existing development suppliers that were assessed using ESG criteria | % | – | – | 33% | 100% | 100% | 100% |
| % of strategic suppliers onboarded to the SRM Program | % | – | – | – | 50% | 100% | 100% |

| Transparency, Business Ethics and Integrity | | FY21 | FY22 | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|---|---|
| Completion of workplace behaviour training | % | – | – | 100% | 100% | 100% | 100% |
| Confirmed incidents of corruption | | – | – | 0 | 0 | 0 | 0 |

# APPENDIX 2 METRICS METHODOLOGY

## BASIS OF REPORTING

### Reporting Period

The reporting period covers AirTrunk's activities in the financial year 1 July 2025 to 30 June 2026 (FY26).

### Scope and Consolidation

The scope of consolidation for PLANET, PEOPLE and PROGRESS reporting covers all active data centres and offices in operation as of 30 June 2026, unless otherwise stated. Operations that started in FY26 reported data from their respective startup date.

Exceptions:

- PUE, WUE and water withdrawal covers all active data centres operational for at least 12 months;

The list of data centres and offices included in the FY26 reporting scope can be found in the "About the Report" section.

AirTrunk will restate disclosed metrics in previous years where a methodology change or restatement is required. Refer to the footnotes in Appendix 1 as a guide to metrics which were previously restated.

## CHANGES AFFECTING THE ESG PERFORMANCE DATA IN FY26

Past year Health and Safety data have been restated in FY26, including metrics such as Total Recordable Incident Rate and Lost Time Incident Rate.

Following a retrospective validation of historical safety data, inconsistencies were identified in the underlying incident records, classifications and calculations across previous reporting periods, including FY25. The affected historical values have therefore been restated to reflect the latest validated dataset and current reporting methodology. Supporting records and calculations have been retained for audit purposes, and reporting controls have been strengthened to improve data traceability and consistency going forward.

## PLANET INDICATORS

### Energy Transition

#### Operating Power Usage Effectiveness (PUE)

Based on the Green Grid PUE definition, this metric reflects the ratio of total facility energy consumption measured at high-voltage utility meters to IT energy consumption at low-voltage data hall meters. Transformation losses and other loads contributing to facility energy consumption, such as technical and office spaces, are included in the PUE calculation. Operating PUE is calculated as site total power consumption (MWh), minus any power consumption used for construction activities, divided by site IT power consumption (MWh). AirTrunk's site IT power consumption is the sum of its data hall IT energy consumption. All IT equipment is for tenant use. In FY26, BOM1 and HKG2 are excluded as they have less than 12 months of operation.

#### Total Energy Consumption

Energy consumption encompasses electricity and diesel fuel from back-up generators used during operations and testing, consumed at AirTrunk data centres and offices in scope, based on utility invoices. There are no other energy sources applicable. During development works on AirTrunk's sites, electricity used for construction is on-billed to the developers and excluded from AirTrunk's electricity consumption.

#### Electricity Consumption Matched with Renewable Energy

- Electricity consumption matched/to be matched with renewable energy by customers for their consumption with AirTrunk is calculated as the sum of customer electricity consumption at sites where they have provided an attestation letter or a public statement, divided by total site electricity consumption. For time periods not currently covered by attestation, we assume that customers will provide equivalent attestation letters or public statements in the future. In case of any changes, an annual restatement will be made.
- Renewable energy sourced by AirTrunk refers to electricity matched by AirTrunk through instruments such as green supply agreements including the Australian Renewable Power Percentage, Energy Attribute Certificates (EACs), and Power Purchase Agreements (PPAs). It is calculated as the sum of renewable electricity procured by AirTrunk divided by total site electricity consumption.
- Electricity consumption not matched with renewable energy is calculated as the remainder of site electricity, which is not covered by renewable energy, procured either by customers or by AirTrunk, divided by total site electricity consumption.

#### Energy Production from Diesel

- Energy production comprises electricity generated by backup diesel generators. Electricity generated (kWh) is calculated by dividing diesel consumption (L) by the applicable diesel fuel consumption rate (L/kWh) specified in AirTrunk's global OSE Generator Specifications.

### Carbon Management

AirTrunk partially applies elements of the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) (GHG Protocol) which serves as the global standard for emissions accounting. The GHG Protocol has been applied as follows:

- The application of the operational control approach is limited to determining which facilities are captured under the reporting boundary. The exception to the GHG Protocol approach is the allocation of customer electricity, where the electricity consumption is allocated based upon whether the customer has taken responsibility over the reporting of electricity of leased data halls, for example within public reporting and through providing attestations to AirTrunk. AirTrunk engages with customers to determine allocations of electricity, including reviewing customers' public disclosures.
- The measurement of scope 1, scope 2 and scope 3 GHG emissions

AirTrunk views this as a conservative approach to accounting for Scope 2 GHG emissions, and this method ensures that all electricity consumed at AirTrunk's operations is reported as Scope 2 emissions by either AirTrunk or our customers.

Where a customer has determined that the electricity consumption from leased spaces is not in their organisational boundary and therefore excluded from reported Scope 2 GHG emissions, AirTrunk reports their electricity consumption as Scope 2 GHG emissions. Where a customer has determined the electricity consumption from leased spaces is within their organisational boundary and therefore included in their Scope 2 GHG emissions, AirTrunk reports this under Scope 3 GHG emissions.

Sites considered to be under AirTrunk's operational control are those where the company has full authority to introduce and implement its operating policies. This comprises all operating data centres and office spaces. Emissions from these sites are included in the total Scope 1 and Scope 2 emissions. The operational control approach was selected as it best reflects AirTrunk's ability to influence and manage emissions from day-to-day operations. This method aligns with AirTrunk's internal risk management and reporting, providing users of the Sustainability Report with a transparent and decision-useful view of AirTrunk's reportable emissions.

There have been no changes to the measurement approach, inputs and assumptions.

AirTrunk prioritises the use of primary data when measuring Scope 3 greenhouse gas emissions, where such data is available and practicable.

Primary data includes information obtained directly from AirTrunk's records, suppliers and other value chain partners that relates to specific activities within AirTrunk's value chain, such as meter readings, utility bills, supplier-specific activity data and supplier-specific emission factors. Where primary data is unavailable, AirTrunk uses secondary data, including industry-average, market-specific or spend-based emission factors, selected to best represent the relevant activity, jurisdiction and technology.

### Scope 1 Emissions

Scope 1 emissions arise from the combustion of diesel fuel for backup generators, transformer gas leakages (SF6) and losses of refrigerants (HFCs) from chillers. Emissions from diesel combustion and SF6 leakages are calculated using emission factors from the Australian National Greenhouse Accounts Factors and DEFRA.

SF6 emissions are estimated using default annual leakage rates from the National Greenhouse and Energy Reporting (Measurement) Determination.

Emissions from refrigerant gases are calculated based on the Simplified Material Balance Method, published by the U.S. EPA Centre for Corporate Climate Leadership's GHG guidance. The Global Warming Potentials (GWPs) applied are based on the latest IPCC Assessment Reports.

### Scope 2 Emissions: Location-based Method

Scope 2 emissions refer to indirect GHG emissions from electricity consumption. Electricity consumption is based on energy invoices paid at AirTrunk sites. Scope 2 location-based method reflects the average GHG emissions intensity from grids on which energy consumption occurs, and it is calculated using the national grid-average emission factor data.

The emission factors are updated annually in accordance with each country-specific source.

Source of emission factors: National Greenhouse Account Factors for Australia, Energy Market Authority (EMA) for Singapore, CLP Power Hong Kong for Hong Kong, TEPCO for Japan, Energy Commission for Malaysia and Central Electricity Authority (CEA) for India. For our India operations, Scope 2 emissions data for FY26 was reported from April 2026 to June 2026.

### Scope 2 Emissions: Market-based Method

Scope 2 market-based method includes consideration of contractual arrangements under which AirTrunk procures power from specific suppliers or sources, such as green tariff and renewable energy certificates (RECs).

A hierarchy of market-based electricity emission factors is established in order of preference: emission factor from direct energy contracts, emission factor from energy attribute certificates, supplier-specific emission factor, residual mix factor, national or regional emission factor.

The emission factors are ranked based on data availability and accuracy for the calculation of market-based emissions. For electricity consumption that is matched with renewable energy through the retirement of Energy Attribute Certificates (EACs), an emission factor of 0 kgCO2e/kWh has been applied. For Australian locations, the National Greenhouse Accounts residual mix factor has been used. For the remaining unmatched electricity at each site, the same grid emission factor applied under the Scope 2 location-based method has also been used for the market-based method.

Since FY23, customers that assume operational control for their electricity consumption and attest to AirTrunk's requirements have their associated emissions reclassified to Scope 3 Indirect Emissions from Customer Electricity Consumption.

### Scope 3 Emissions

The scope 3 categories are categorised based on the categories described in the Scope 3 Standard Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).

| Scope 3 Categories | Applicability for AirTrunk |
|---|---|
| Category 1 – Purchased goods and services | Emissions from purchased goods and services include upstream emissions from operational expenditure incurred by AirTrunk, including consultancy and legal services, facilities management, insurance, marketing and public relations, and other miscellaneous expenditure. |
| Category 2 – Capital Goods (Embodied Carbon) | Emissions from capital goods refer to embodied carbon emissions from the construction of buildings and from the plant and equipment acquired by AirTrunk in all our data centres and offices. AirTrunk does not account for emissions associated with the construction of acquired assets. |
| Category 3 – Fuel- and Energy-related Activities (not included in Scope 1 or Scope 2) | Emissions from fuel and energy-related activities refer to upstream emissions and transmission and distribution losses from Scope 1 and Scope 2 activity data. |
| Category 4 – Upstream Transportation and Distribution | Emissions from upstream transportation and distribution are estimated at less than 1% of total Scope 3 emissions. Efforts will be made to collect and report associated emissions data in future reporting periods. |
| Category 5 – Waste Generated in Operations | Not relevant. Our office and general waste have a negligible impact on AirTrunk's overall emissions profile. |
| Category 6 – Business Travel | Business travel emissions include corporate flights, hotel nights and taxi bookings for business purposes. |
| Category 7 – Employee Commuting | Employee commuting emissions include employee commute and employees working from home. |
| Category 8 – Upstream Leased Assets | Not relevant, AirTrunk owns and operates all of its facilities and has no upstream leased assets. |
| Category 9 – Downstream Transportation and Distribution | Not relevant. All transportation between customers' sites and our data centres (i.e. delivery of equipment) is organised by our customers and is beyond our operational control, including end-of-life management of equipment. |

| Scope 3 Categories | Applicability for AirTrunk |
|---|---|
| Category 10 – Processing of Sold Products | Not relevant. AirTrunk does not sell products for use or resale. |
| Category 11 – Use of Sold Products | Not relevant. AirTrunk does not sell products for use or resale. |
| Category 12 – End of Life Treatment of Sold Products | Not relevant. AirTrunk does not sell products for use or resale. |
| Category 13 – Downstream Leased Assets | Downstream leased assets emissions refer to indirect emissions from customer electricity consumption. |
| Category 14 – Franchises | Not relevant. AirTrunk does not operate any franchises. |
| Category 15 – Investments | Not relevant. AirTrunk does not make investments beyond its own operations. |

AirTrunk's measurement of Scope 3 greenhouse gas emissions relies upon a range of inputs. In calculating our Scope 3 emissions we have prioritised the following inputs and assumptions;

- Data based on direct measurement.
- Data from specific activities within our value chain.
- Data that represents the jurisdiction of, and the technology used for the activity and its greenhouse gas emissions.
- Data that has been verified.

### Scope 3 Emissions (Category 1): Purchased Goods and Services

Emissions were calculated using the GHG Protocol spend-based method, which applies country-specific emission factors to AirTrunk's expenditure data. The scope of included spend was determined by reviewing AirTrunk's full operational expenditure and excluding expenses already captured in other emission categories to prevent double counting. This includes capital expenditure (captured under Category 2: Capital Goods), fuel purchases (captured under Scope 1) and travel-related expenditure (captured under Category 6: Business Travel).

Emission factors were sourced from the Open Consumption-based Emissions Database (CEDA CC BY-SA.4.0) by Watershed and applied based on country of expenditure.

### Scope 3 Emissions (Category 2): Capital Goods (Embodied Carbon)

Embodied Carbon – Building Elements refers to the emissions from the construction of buildings. For core and shell embodied carbon, we apply an emission factor per $m^2$ of built space, and for Owner-Supplied Equipment (OSE) fit out embodied carbon, an emission factor per MW of fitted out data hall capacity is applied.

Embodied Carbon – MEP Systems Specific to Data Centres refers to the emissions from the plant and equipment deployed by AirTrunk in all our data centres and offices. The calculation uses an emission factor that is applied to the total MW of equipment deployed.

AirTrunk analysed the embodied carbon of our new campuses, supported by external embodied carbon experts. Using detailed construction bills of materials and market-specific emission factors, AirTrunk built a profile for our core and shell, as well as MEP. Material and product embodied carbon data are obtained from various sources, with the hierarchy of preference and accuracy as follows: Product Specific Environmental Product Declarations (EPD), Industry Wide EPD, International Benchmark Data and the CIBSE TM65 methodology.

Carbon calculations have been carried out in accordance with EN15978:2011 Sustainability of construction works – Assessment of environmental performance of buildings – Calculation method.

Based on our embodied carbon studies, AirTrunk and our consultants determined the baseline factor of our standard building.

AirTrunk then projects our baseline factor to our FY26 data centre developments using a market factor derived from the conditions for each design, including greenfield or brownfield development, single or multi-story development and mechanical refrigeration or refrigerant-free cooling.

### Scope 3 Emissions (Category 3): Fuel and Energy-related Activities (not included in Scope 1 or Scope 2)

This category captures upstream emissions associated with the extraction, production, and transportation of fuels and purchased electricity consumed by AirTrunk, which are not already captured in Scope 1 or Scope 2. It comprises of three components: upstream emissions of fuels consumed in Scope 1, upstream emissions of purchased electricity, and transmission and distribution (T&D) losses.

Emissions were calculated from the same activity data used for Scope 1 and Scope 2 calculations, ensuring consistency across categories. The calculation applies well to-tank and transmission and distribution loss factors to electricity consumption, using emission factors from the IEA Life Cycle Upstream Emission Factors 2023, by market. Upstream emission factors of purchased fuels were sourced from the UK Government GHG Conversion Factors for Company Reporting (Department for Energy Security & Net Zero).

### Scope 3 Emissions (Category 6): Business Travel

Business travel calculation includes corporate flights, hotel nights stayed and taxi bookings for business purposes for AirTrunk employees.

In FY26, AirTrunk used actual data in calculations for flights and hotels where possible. Distance data was used for calculations in most markets. Where distance data was unavailable, AirTrunk used spend-based data.

Source of emission factors: Flight emissions, IATA CO2 Connect with UK BEIS RF with WTT, hotel emissions UK BEIS, taxi emissions Ministry of the Environment New Zealand, 2025. Spend-based emissions were calculated using AirTrunk's average spend/$tCO_2e$ for flights and hotels.

### Scope 3 Emissions (Category 7): Employee Commuting

Employee commuting emissions are calculated using GHG Protocol's Distance-based method, which involves determining the distance and mode of business trips, then applying the appropriate emission factor for the mode used.

In FY26, AirTrunk conducted an employee survey to collect information on their commute type, number of work-from-office days in a year, mode of transportation, and distance travelled by selected mode of transportation. Source of applied emission factors: Ministry of the Environment New Zealand, 2025. For any missing survey results, the average of the employees' respective market is applied. The calculation includes rideshare bookings, fuel consumption for travel and public transport for business purposes.

Employee working from home calculation is based on employee survey results, determining how many days on average employees works from home per year. For any missing survey results, the average of the employees' respective market is applied. A standard factor is applied to each employee per day. Source: Ministry of the Environment New Zealand, 2025.

This factor takes into account the IT consumption using a computer plus monitors, general consumption such as heating and lighting, using appliances such as kettles and water, wastewater and waste generation.

### Scope 3 Emissions (Category 13): Downstream Leased Assets – Indirect Emissions from Customer Electricity Consumption

Starting FY23, Scope 2 emissions related to customer electricity consumption at AirTrunk data centres where customer ownership which has been confirmed, are reclassified to Scope 3.

AirTrunk reports "Indirect Emissions from Customer Electricity Consumption" using the Scope 2 location-based methodology when customers take ownership of the electricity consumption. AirTrunk also reports emissions using the market-based method to reflect customer's matching of electricity consumption with renewable energy, which AirTrunk verifies through customer procurement data the following year.

### Carbon Usage Effectiveness (CUE)

CUE describes the carbon intensity of electricity use at our operating data centres. It is the ratio of the total $CO_2$ emissions caused by total data centre electricity consumption to the total data centre electricity consumption ($tCO_2e$/MWh).

To present a meaningful representation of AirTrunk's portfolio market-based electricity position, CUE is calculated across all electricity consumption included in our Scope 2, Scope 3, and customer's renewable matching.

### Carbon Offsets

AirTrunk purchases carbon offsets to address residual Scope 1 emissions. Each carbon offset represents an avoidance or removal unit of GHG emissions, measured in Australian Carbon Credit Units (ACCU) or through Verified Carbon Units (VCUs). AirTrunk ensures that those offsets are high-quality and deliver "additionality" where the carbon reduction would not have happened in the absence of the carbon offsets. The project assessment criteria also includes external ratings, due diligence on brokers, geographic proximity to AirTrunk's operating markets, project continuity, and community and environmental co-benefits.

### Embodied Carbon Ratio (ECR)

Portfolio ECR is calculated as the embodied carbon emissions from the construction of data centres (in $tCO_2e$), divided by IT equipment power (kW IT).

Timing discrepancies between shell completion and data hall fit-out may lead to mismatches between the numerator and denominator in ECR. Thus, embodied carbon from shell is recognised and allocated to its data halls when they are delivered, either in whole or partially, by MW share. ECR is then calculated as the sum of apportioned shell emissions and data hall emissions divided by the IT capacity of the data halls.

The apportionment of shell emissions to match data hall delivery ensures that both emissions and IT capacity are temporally aligned, avoiding distortions where large shells are delivered before associated halls are completed.

ECR is calculated on a cumulative basis starting from FY24, to minimise year-on-year fluctuations due to deliveries in different markets, each with its own set of emission factors.

### Embodied Carbon Ratio (ECR) Threshold

AirTrunk's ECR Threshold is a portfolio-wide maximum threshold, and it acts as a design and procurement target. It will be reviewed annually and progressively reduced, as lower-carbon alternatives become commercially viable.

## Water Resilience

### Water Withdrawal

Water is reported as the sum of all water withdrawn at AirTrunk data centres based on monthly, bi-monthly or quarterly utility bills. Where bills are not available, estimations are made based on average monthly Water Usage Efficiency (WUE) over previous two years and applied to actual IT loads at site. Sites with less than 12 months operation are excluded - in FY26, BOM1 and HKG2 are excluded.

### Recycled Water

Recycled water refers to procurement of NEWater at SGP1, which is reclaimed wastewater produced by Singapore's Public Utilities Board. This is represented as a percentage of our total water withdrawal.

### Water Usage Efficiency (WUE)

WUE (Green Grid & ISO/IEC CD 30134) is an industry recognised metric that assesses water consumption in relation to the energy consumed within a facility. WUE is calculated by site water consumption minus water used during construction (L), divided by site IT power consumption (kWh). In FY26, BOM1 and HKG2 are excluded as they have less than 12 months of operation.

### Net Water Usage Efficiency (nWUE)

nWUE is a metric that AirTrunk has introduced in FY25, which excludes recycled water consumption, in order to isolate AirTrunk's impact on potable water supplies. nWUE is calculated as site potable water consumption (L) divided by site IT power consumption (kWh).

### Water Withdrawal by Water Stress Level

Water is reported as the percentage of water withdrawn by water stress levels as defined in the World Resources Institute, Aqueduct Water Risk Atlas.

The thresholds considered for water stressed areas are 'High' and 'Extremely High'.

## Waste Management

### Waste Generated

Waste generated refers to all non-construction waste generated at site under AirTrunk's control, which includes general, recycling, and organic waste. In FY26, the reporting scope covers all operating data centres, excluding HKG2 and BOM1.

### Diversion Rate

Diversion rate from disposal refers to waste diverted from landfills and incinerators.

The diversion rate from landfill measures waste diverted specifically from landfill, which also includes waste sent for waste-to-energy (WTE) treatment.

# PEOPLE INDICATORS

## Talent Development, Diversity, Equity and Inclusion

All PEOPLE figures are based on permanent employees, except headcount, which also includes fixed-term employees.

Permanent employees exclude fixed term contract employees, consultants and contractors.

### Headcount

Number of employees with an employment contract with AirTrunk who are on payroll regardless of the type of contract as of 30 June, including permanent and fixed-term employees. The number of employees is based on registrations in AirTrunk's HR systems.

### Total Employees by Management Level

Based on AirTrunk's career framework developed in FY24, Leadership is defined as Directors and levels above - those responsible for establishing strategic plans for a function or multi-departments. Individual contributor refers to all other employees.

### Proportion of Women

The ratio of permanent women employees (excluding fixed term contract employees, consultants and contractors) on the last day of the financial year, divided by the total number of permanent employees on the last day of the financial year.

### Gender Pay Gap

The pay equality ratio is calculated as average remuneration of male permanent employees minus the average remuneration of female permanent employees, divided by the average remuneration of male permanent employees.

This is calculated for 'significant locations' or markets of more than 50 employees on the first day of the financial year.

### Return Rate for Employees who took Parental Leave (%)

The percentage of employees that did return to work after parental leave out of total employees due to return to work after taking parental leave.

### New Employee Hires

New employee hires refer to permanent employees hired during the reporting year. A permanent contract from a previous temporary contract is considered as a new hire.

### Employee Turnover

Employee turnover refers to the number of permanent employees who left AirTrunk during the reporting year, voluntarily or involuntarily due to dismissal.

### Training Hours

Average hours of training that the organisation's employees have undertaken during the reporting year.

### Employee Engagement Survey

Participation rate represents the percentage of employees who participated in the annual employee engagement survey. The overall engagement score refers to the average engagement score from the annual employee engagement survey, reported as a percentage based on aggregated employee responses.

### Contractors

Includes construction contractors at our data centres in development, and operations contractors at our data centres in operation, such as security and facility management teams.

## Health and Safety

### Total Recordable Incident Rate (TRIR)

TRIR provides the number of recordable injuries per 200,000 work hours. Recordable injuries refer to medical treatments, restricted work injuries and lost time injuries. AirTrunk uses incident rates as a guide only.

### Lost Time Incident Rate (LTIR)

LTIR provides the number of injuries resulting in more than 1 day lost per 200,000 work hours.

### Fatalities

Fatality events refer to any death associated with the conduct of work for AirTrunk work scopes.

### Recordable Work-Related Ill Health

Recordable work-related ill health refers to acute, recurring, and chronic health problems caused or aggravated by work conditions or practices.

### Regulatory Notices

Regulatory notices refer to any notice issued to AirTrunk by a Regulator or Statutory Authority for any breach of legislation, licenses or permits associated with AirTrunk work scopes in the local jurisdiction.

### Safety Culture Survey

The safety culture survey is conducted annually across our employees and contractors, with the average score reported as a percentage.

### Executive Safety Walk Participation

Executive safety walk participation is reported as the percentage of Executives who completed leadership safety engagement walks, out of the total planned Executive safety walks.

### % of Employees Completing Health and Safety Training

Employees and contractors as of 30 June of the reporting year who have received and acknowledged the mandatory baseline and refresher health and safety training within the required deadlines. The training covers key principles like duty of care, hazard identification, risk assessment, and practical control measures.

## Community Impact

### % of our Markets with Minimum of one CSR Activity

Refers to community engagement and CSR programs in markets where our data centres have been operating for more than 12 months.

### % of Eligible Employees who Participated in at Least One Social Impact or CSR Event

Percentage of permanent employees with more than twelve months of employment who participated in at least one social impact or community initiative during the reporting period.

### Total Funds Donated and Committed Towards Social Impact and Community Initiatives

Total funds donated and committed by the social impact fund, including hyperlocal community initiatives, during the reporting year.

## Cyber Security and Data Protection

### Completion of Security Awareness Training

Employees and contractors as of 30 June of the reporting year who have received and acknowledged annual security awareness training within the required deadlines.

### Cyber Security Incidents Impacting Customers

Refers to any cyber security-related leaks, thefts or loss of customer data.

### Regulatory Notices/Fines around Data Privacy and Confidentiality

Written statements received from regulatory or similar official body that identify breaches of customer privacy.

# PROGRESS INDICATORS

## Responsible Supply Chain

### % of Strategic Suppliers who Signed the Supplier Code of Conduct

The percentage of strategic suppliers who have formally signed and acknowledged the Supplier Code of Conduct, out of the total number of strategic suppliers.

### % of New/Existing Development Suppliers that were Screened/ Assessed using ESG Criteria

New/existing development suppliers screened or assessed using ESG criteria out of the total number of new/existing development suppliers with valid contracts. Development suppliers denote those suppliers, most notably development contractors, equipment suppliers and consultants, who actively contribute to the design, supply, construction and commissioning of data centre projects, in the lead up to customer RFS.

### % of Strategic Suppliers that were Onboarded to the SRM Program

Strategic suppliers that were onboarded to the Supplier Relationship Management (SRM) Program out of the total number of strategic suppliers with valid contracts. Strategic suppliers denote those in which the supply of goods and services are deemed undeniably critical to the success of AirTrunk's business, including key development contractors and equipment suppliers.

## Transparency, Business Ethics and Integrity

### Completion of Workplace Behaviour Training

Employees as of 30 June of the reporting year who have received and acknowledged workplace behaviour training within the required deadlines.

### Confirmed Incidents of Corruption

Confirmed incidents of corruption are the number of cases recorded in AirTrunk's whistleblower system during the year.

# APPENDIX 3 GRI CONTENT INDEX

This report has been prepared in accordance with the GRI Standards and its latest Universal Standards. Our GRI Content Index specifies each of the GRI Standards disclosures included in this Sustainability Report FY26.

| | |
|---|---|
| **Statement of use** | AirTrunk has reported in accordance with the GRI Standards for the period 1 July 2025 to 30 June 2026 (FY26). |
| **GRI 1 used** | GRI 1: Foundation 2021 |
| **Applicable GRI Sector Standard(s)** | None |

| | | | Omission | | |
|---|---|---|---|---|---|
| **GRI Standard** | **Disclosure** | **Page** | **Requirement(s) Omitted** | **Reason** | **Explanation** |
| **General Disclosures** | | | | | |
| GRI 2: General Disclosures 2021 | 2-1 Organisational details | 4-5 | | | |
| | 2-2 Entities included in the organisation's sustainability reporting | 4-5, 68 | | | |
| | 2-3 Reporting period, frequency and contact point | 4-5, 68 | | | |
| | 2-4 Restatements of information | 68 | | | |
| | 2-5 External assurance | 4, 80-82 | | | |
| | 2-6 Activities, value chain and other business relationships | 4-5, 52-55 | | | |
| | 2-7 Employees | 62-63 | | | |
| | 2-8 Workers who are not employees | 66 | | | |
| | 2-9 Governance structure and composition | 12, 57 | | | |
| | 2-10 Nomination and selection of the highest governance body | 12, 57 | | | |
| GRI 2: General Disclosures 2021 | 2-11 Chair of the highest governance body | 12, 57 | | | |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | 12, 57 | | | |
| | 2-13 Delegation of responsibility for managing impacts | 12, 57 | | | |

| GRI Standard | Disclosure | Page | Omission | | |
|---|---|---|---|---|---|
| | | | Requirement(s) Omitted | Reason | Explanation |
| GRI 2: General Disclosures 2021 | 2-14 Role of the highest governance body in sustainability reporting | 12 | | | |
| | 2-15 Conflicts of interest | 57 | | | |
| | 2-16 Communication of critical concerns | 12, 57-58 | | | |
| | 2-17 Collective knowledge of the highest governance body | 12, 57 | | | |
| | 2-18 Evaluation of the performance of the highest governance body | 12 | a, b, c | Confidentiality constraints | As a privately owned group, AirTrunk does not publish any information regarding the remuneration or performance of its Board. |
| | 2-19 Remuneration policies | 12 | a, b | | |
| | 2-20 Process to determine remuneration | | a, b | | |
| | 2-21 Annual total compensation ratio | | a, b, c | | |
| | 2-22 Statement on sustainable development strategy | 3, 9-11 | | | |
| | 2-23 Policy commitments | Disclosed throughout the Sustainability Report FY26 across our 3 pillars: Planet, People, Progress. Website: Policies & Reports | | | |
| GRI 2: General Disclosures 2021 | 2-24 Embedding policy commitments | Disclosed throughout the Sustainability Report FY26 across our 3 pillars: Planet, People, Progress. Website: Policies & Reports | | | |
| | 2-25 Processes to remediate negative impacts | Disclosed throughout the Sustainability Report FY26 across our 3 pillars: Planet, People, Progress. Website: Policies & Reports | | | |
| | 2-26 Mechanisms for seeking advice and raising concerns | Website: Global Whistleblowing Policy | | | |
| | 2-27 Compliance with laws and regulations | In FY26, there were no instances of non-compliance with laws in any material respect. | | | |
| | 2-28 Membership associations | 16 | | | |
| | 2-29 Approach to stakeholder engagement | 13 | | | |
| | 2-30 Collective bargaining agreements | None of AirTrunk's employees are covered by collective bargaining agreements, as of 30 June 2026. | | | |
| **Material Topics** | | | | | |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | 8 | | | |
| | 3-2 List of material topics | 8-10 | | | |
| **Energy Transition** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8, 9, 19-21, 60 | | | |

| GRI Standard | Disclosure | Page | Omission | | |
|---|---|---|---|---|---|
| | | | Requirement(s) Omitted | Reason | Explanation |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organisation | 19-21, 60 | | | |
| | 302-2 Energy consumption outside of the organisation | 19-21, 23, 60 | | | |
| | 302-3 Energy intensity | 19-21, 60 | | | |
| | 302-4 Reduction of energy consumption | 19-21, 60 | | | |
| | 302-5 Reductions in energy requirements of products and services | 19-21, 60 | | | |
| **Net Zero Carbon, Climate Resilience and Adaptation, Green Building and Embodied-Carbon** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8-9, 22-27, 60-61 | | | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | 22-27, 60-61 | | | |
| | 305-2 Energy indirect (Scope 2) GHG emissions | 22-27, 60-61 | | | |
| | 305-3 Other indirect (Scope 3) GHG emissions | 22-27, 60-61 | | | |
| | 305-4 GHG emissions intensity | 22-27, 60-61 | | | |
| | 305-5 Reduction of GHG emissions | 22-27, 60-61 | | | |
| | 305-6 Emissions of ozone-depleting substances (ODS) | | a, b, c, d | Not applicable | We do not produce, import or export ODS. |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | | a, b, c | Not applicable | We do not emit significant NOx, SOx and other air emissions. |
| **Water Resilience** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8-9, 28-30, 61 | | | |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | 28-30, 61 | | | |
| | 303-2 Management of water discharge-related impacts | 29<br>There is minimal water discharge from our data centres. Water discharged complies with regulatory discharge limits and contractors are required to have Earth Control Measures (ECM) in place to treat wastewater prior to discharge. Wastewater is estimated or metered by the local water authority. | | | |
| GRI 303: Water and Effluents 2018 | 303-3 Water withdrawal | 28-30, 61 | | | |
| | 303-4 Water discharge | | a, b, c, d, e | Not applicable | There is minimal water discharged as most of our water is used within evaporative heat rejection systems. It was not considered as a material topic and therefore not publicly reported. |

| | | | Omission | | |
|---|---|---|---|---|---|
| GRI Standard | Disclosure | Page | Requirement(s) Omitted | Reason | Explanation |
| GRI 303: Water and Effluents 2018 | 303-5 Water consumption | Most of our water is used within evaporative heat rejection systems. | | | |
| **Nature and Biodiversity Stewardship** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8-9, 31-32<br>FY26 Resilience Report: Throughout the report | | | |
| GRI 101: Biodiversity 2024 | 101-1 Policies to halt and reverse biodiversity loss | 9, 31-32<br>FY26 Resilience Report: 5, 8, 10, 16, 22, 29, 35, 47-52 | | | |
| | 101-2 Management of biodiversity impacts | 25, 31-32<br>FY26 Resilience Report: 10-13, 19, 26, 32, 39, 43, 47, 55, 57-58 | b, d | b: Not applicable<br>d: Information unavailable/ incomplete | AirTrunk predominantly purchases land that is already industrial or semi-industrial and ready for development; hence minimal vegetation clearing is required. There are currently no areas within AirTrunk's operations requiring restoration or rehabilitation. Site-level biodiversity assessments have been conducted; however, biodiversity management plans remain an area for future development. |
| | 101-3 Access and benefit-sharing | | a, b | Not applicable | As a data centre operator, AirTrunk's operations do not involve the use of genetic resources. |
| | 101-4 Identification of biodiversity impacts | 31-32<br>FY26 Resilience Report: 55, 70, 75 | a | Information unavailable/ incomplete | Value chain screening is conducted at segment level and does not identify specific products and services with the most significant actual and potential biodiversity impacts. |
| | 101-5 Location with biodiversity impacts | 31-32<br>FY26 Resilience Report: 55, 70 | a, b, c, d | Information unavailable/ incomplete | Site-level biodiversity assessment has been conducted; individual location and size of corresponding sites are not disclosed. See 101-4 for 101-5d omission reason. |
| | 101-6 Direct drivers of biodiversity loss | 31-32<br>FY26 Resilience Report: 47 | a, b, c, d, e, f | a, d, f: Not Applicable<br>c, e: Information unavailable/ incomplete<br>b: Confidentiality Constraints | See 101-2 and 101-4 for 101-6a and 101-6e omission reasons. Water withdrawal and consumption data are reported at Group level; pollutants are not separately measured or consolidated. AirTrunk's operations and value chain do not involve activities that could introduce or spread invasive alien species. |

| | | | Omission | | |
|---|---|---|---|---|---|
| GRI Standard | Disclosure | Page | Requirement(s) Omitted | Reason | Explanation |
| GRI 101: Biodiversity 2024 | 101-7 Changes to the state of biodiversity | | a, b | Not Applicable | See 101-2 for omission reason. |
| | 101-8 Ecosystem services | 31-32<br>FY26 Resilience Report: 11-13, 19, 26, 32, 39, 47, 55 | a, b | Information unavailable/ incomplete | The FY26 Resilience Report identifies water availability and quality as a key operational dependency. Potential community and broader stakeholder impacts are also disclosed in the report. |
| **Waste Management** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8-9, 27, 33, 61-62 | | | |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | 27, 33, 61-62 | | | |
| | 306-2 Management of significant waste-related impacts | 27, 33, 61-62 | | | |
| | 306-3 Waste generated | 27, 33, 61-62 | | | |
| | 306-4 Waste diverted from disposal | 27, 33, 61-62 | | | |
| | 306-5 Waste directed to disposal | 27, 33, 61-62 | | | |
| **Health and Safety** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8-9, 35-36, 66 | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | 35-36 | | | |
| | 403-2 Hazard identification, risk assessment, and incident investigation | 35-36 | | | |
| | 403-3 Occupational health services | 35-36 | | | |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | 35-36 | | | |
| | 403-5 Worker training on occupational health and safety | 35-36, 66 | | | |
| | 403-6 Promotion of worker health | 35-36, 38 | | | |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 35-36 | | | |
| | 403-8 Workers covered by an occupational health and safety management system | 35-36 | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-9 Work-related injuries | 35-36, 66 | | | |
| | 403-10 Work-related ill health | 35-36, 66 | | | |
| **Talent Development, Diversity, Equity and Inclusion** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8-9, 37-40, 62-66 | | | |

| GRI Standard | Disclosure | Page | Omission | | |
|---|---|---|---|---|---|
| | | | Requirement(s) Omitted | Reason | Explanation |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | 37-40, 64-65 | | | |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 37-40 | | | |
| | 401-3 Parental leave | 64 | | | |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | 66 | | | |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | 37-40 | | | |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | 66 | | | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | 57, 62-65 | | | |
| | 405-2 Ratio of basic salary and remuneration of women to men | 64 | a | Confidentiality constraints | The breakdown of the gender pay ratio by employee category or location is not disclosed due to confidentiality; only group-level data is provided. |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | In FY26, there were no reported incidents of discrimination. | | | |
| **Community Impact** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8, 10, 14, 41-47, 67 | | | |
| GRI 413: Local Communities 2016 | 413-1 Operations with local community engagement, impact assessments, and development programs | 14, 41-47, 67 | | | |
| | 413-2 Operations with significant actual and potential negative impacts on both local communities | In FY26, there were no operations with significant negative impacts on local communities. | | | |
| **Human Rights / Modern Slavery** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8, 54-55, 58 | | | |
| GRI 408: Child Labour 2016 | 408-1 Operations and suppliers at significant risk for incidents of child labour | 54-55, 58 | | | |
| GRI 409: Forced or Compulsory Labour 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour | 54-55, 58 | | | |
| **Cyber Security and Data Protection** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8, 10, 48, 67 | | | |

| GRI Standard | Disclosure | Page | Omission | | |
|---|---|---|---|---|---|
| | | | Requirement(s) Omitted | Reason | Explanation |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | 48, 67 | | | |
| **Innovation** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8, 10, 50-51 | | | |
| **Partnership and Advocacy** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8, 10, 52-53 | | | |
| **Responsible Supply Chain** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8, 10, 54-55, 67 | | | |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | 54-55, 67 | | | |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | 54-55, 67 | | | |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria | 54-55, 67 | | | |
| | 414-2 Negative social impacts in the supply chain and actions taken | 54-55, 67 | | | |
| **Transparency, Business Ethics and Integrity** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8, 10, 56-58, 67 | | | |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | AirTrunk assesses governance risks, including bribery and corruption, as part of its Enterprise Risk Management (ERM) Framework. | | | |
| | 205-2 Communication and training about anti-corruption policies and procedures | 56-58, 67 | | | |
| | 205-3 Confirmed incidents of corruption and actions taken | 67 | | | |
| **Sustainable Finance** | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | 8, 15 | | | |

# APPENDIX 4 KPMG ASSURANCE STATEMENT

**Independent Practitioners' Limited Assurance Report**
to the Directors of AirTrunk Operating Pty Limited

## Report on Specified Sustainability Information presented in the AirTrunk Sustainability Report FY26

### Limited Assurance Conclusion

We have conducted a limited assurance engagement on the following Specified Sustainability Information presented in the Sustainability Report FY26 of AirTrunk Operating Pty Limited (AirTrunk) for the year ended 30 June 2026, prepared in accordance with AirTrunk's management measurement methodologies (the Criteria). The Criteria is provided in "Appendix 2: Metrics methodology" of the Sustainability Report FY26.

| Specified Sustainability Information | Unit | FY26 |
|---|---|---|
| Total Scope 1 emissions | $tCO_2e$ | 11,459 |
| Total Scope 1 carbon offsets acquired | $tCO_2e$ | 11,459 |
| Total Scope 2 emissions (location-based) | $tCO_2e$ | 197,572 |
| Total Scope 2 emissions (market-based) | $tCO_2e$ | 196,468 |
| Total Scope 3 emissions (location-based) | $tCO_2e$ | 2,252,050 |
| Category 1 – Purchased Goods and Services | $tCO_2e$ | 31,276 |
| Category 2 – Embodied Carbon – Building Elements | $tCO_2e$ | 124,560 |
| Category 2 – Embodied Carbon – MEP Systems Specific to Data Centre | $tCO_2e$ | 256,991 |
| Category 6 – Business Travel | $tCO_2e$ | 4,058 |
| Category 7 – Employee Commuting | $tCO_2e$ | 538 |
| Category 7 – Working from home | $tCO_2e$ | 39 |
| Category 13 – Indirect emissions from customer electricity consumption (location-based) | $tCO_2e$ | 1,456,067 |
| Category 3 – Fuel- and Energy-Related Activities | $tCO_2e$ | 378,521 |
| Carbon Usage Effectiveness (CUE) | $tCO_2e$/MWh | 0.21 |
| Total Energy Consumption | MWh | 2,627,235 |
| Electricity consumption matched with renewable energy | % | 73 |
| Operating Power Usage Effectiveness (PUE) | Rate | 1.28 |
| Water Usage Effectiveness (WUE) | L/kWh | 0.89 |
| Water Withdrawal | kL | 1,800,569 |
| Gender Pay Gap | % | 9.6 |
| Gender mix by management level (% women) – Total employees | % | 35.2 |

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the Specified Sustainability Information presented in the Sustainability Report FY26 of AirTrunk Operating Pty Limited for the year ended 30 June 2026 is not prepared, in all material respects, in accordance with the Criteria.

### Basis for Conclusion

We conducted our limited assurance engagement in accordance with Australian Standard on Sustainability Assurance (ASSA) 5000 *General Requirements for Sustainability Assurance Engagements* issued by the Australian Auditing and Assurance Standards Board (AUASB).

The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ASSA 5000 are further described in the "Practitioner's Responsibilities" section of our report.

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We comply with the independence and other ethical requirements of APES 110 *Code of Ethics for Professional Accountants* (including Independence Standards) issued by the Accounting Professional & Ethical Standards Board Limited.

Our firm applies Auditing Standard ASQM1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, issued by the AUASB. This standard requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

## Emphasis of Matter – basis of preparation and restriction on use

We draw attention to "Appendix 2: Metrics methodology" of the Sustainability Report FY26, which describes the Criteria used in the preparation of the Specified Sustainability Information. In particular, AirTrunk has partially applied elements of the *Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004)*, in its application of the operational control approach in measuring Scope 2 greenhouse gas emissions.

This report has been prepared solely for the Directors of AirTrunk, who have voluntarily requested independent assurance over the Specified Sustainability Information of AirTrunk. Accordingly, this report may not be suitable for another purpose. We disclaim any assumption of responsibility for any reliance on this report, to any person other than the Directors of AirTrunk, or for any other purpose than that for which it was prepared.

Our conclusion is not modified with respect to these matters.

## Other Matter

The Sustainability Report FY26 includes comparative information for prior reporting periods. Our conclusion relates only to the Specified Sustainability Information for the year ended 30 June 2026 and does not extend to the comparative information presented in the Sustainability Report FY26. Accordingly, we do not express a conclusion or any other form of assurance on that comparative information.

As identified by the footnotes to Appendix 1: Sustainability Data, certain comparative amounts were subject to limited assurance in the reporting periods in which they were originally reported. Those engagements were performed separately by us or another assurance practitioner and had different scopes and criteria. Readers should refer to the relevant prior-year Sustainability Reports and independent assurance reports available on AirTrunk's website for further details.

Our conclusion is not modified in respect of this matter.

## Other Information

Management of AirTrunk is responsible for the other information. The other information comprises the Sustainability Report FY26 but does not include the Specified Sustainability Information and our assurance report thereon. Our limited assurance conclusion on the Specified Sustainability Information does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our limited assurance engagement on the Specified Sustainability Information, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the Specified Sustainability Information, or our knowledge obtained in the assurance engagement, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Responsibilities for the Specified Sustainability Information

Management of AirTrunk is responsible for:

- The preparation of the Specified Sustainability Information in accordance with the Criteria; and
- Designing, implementing and maintaining a system of internal control that it determines is necessary to enable the preparation of the Specified Sustainability Information in accordance with the Criteria that is free from material misstatement, whether due to fraud or error.

## Inherent Limitations

Inherent limitations exist in all assurance engagements due to the selective testing of the information being examined. It is therefore possible that fraud, error or material misstatement in the Specified Sustainability Information may occur and not be detected. Non-financial data may be subject to more inherent limitations than financial data, given both its nature and the methods used for determining, calculating, and estimating such data. The precision of different measurement techniques may also vary. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, evaluation and measurement techniques that can affect comparability between entities and over time.

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Greenhouse gas quantification is subject to inherent uncertainty due to the nature of the information and the uncertainties inherent in: (i) the methods used for determining or estimating the appropriate amounts, (ii) information used to determine emission factors and (iii) the values needed to combine emissions of different gases. In particular, Scope 3 emissions may be based on information obtained from third parties, industry datasets, proxy data, modelling techniques and assumptions relating to activities occurring outside the reporting entity's direct control, which may result in a greater degree of uncertainty than for Scope 1 and Scope 2 emissions.

## Practitioner's Responsibilities

Our objectives are to plan and perform the engagement to obtain limited assurance about whether the Specified Sustainability Information is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error, and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of intended users taken on the basis of the Specified Sustainability Information.

As part of limited assurance engagements in accordance with ASSA 5000, we exercise professional judgment and maintain professional scepticism throughout the engagement. We also:

- Perform risk assessment procedures, including obtaining an understanding of internal controls relevant to the engagement, to identify and assess the risks of material misstatement, whether due to fraud or error, at the disclosure level but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control.
- Design and perform procedures responsive to the assessed risks of material misstatement at the disclosure level in the Specified Sustainability Information.

The risk of not detecting a material misstatement due to fraud is higher than for one due to error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

## Summary of the Work Performed for the Limited Assurance Engagement

A limited assurance engagement involves performing procedures to obtain evidence about the Specified Sustainability Information. The nature, timing and extent of procedures selected depend on professional judgement, including the assessed risks of material misstatement at the disclosure level, whether due to fraud or error. In conducting our limited assurance engagement, we:

- Enquired with relevant management personnel to understand the internal controls, governance structure and reporting processes;
- Performed a site visit to data centre MEL1, Victoria;
- Assessed reporting boundaries;
- Performed walkthroughs of key data sets;
- Assessed the suitability of the Criteria, including key assumptions;
- Recalculated datasets relating to GHG emissions, energy, water and usage effectiveness metrics;
- Tested the arithmetic accuracy of a sample of calculations of the Greenhouse Gases Inventory;
- Assessed the emission factor sources and reperformed emission factor calculations;
- Agreed, on a sample basis, Specified Sustainability Information back to underlying sources. This includes testing a sample of invoices for Scope 1 diesel emissions; Scope 2 electricity; material Scope 3 categories including Purchased Goods and Services, Embodied Carbon, Capital Goods, Business Travel, Employee Commuting, Working from Home; customer attestations for indirect emissions from customer electricity consumption, and employee data to payroll records; and
- Reviewed the Sustainability Report FY26 in its entirety for consistency with our overall knowledge obtained during the assurance engagement.

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SE Newman

Sarah Newman
Partner
Melbourne
28 October 2026