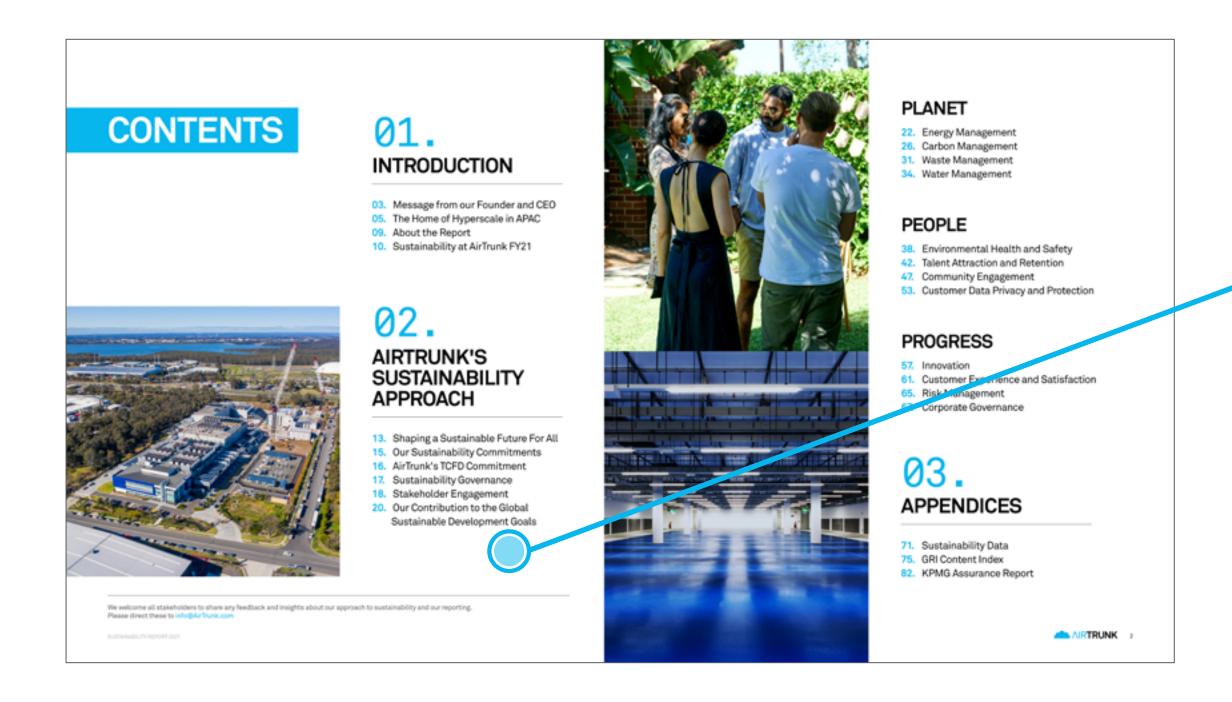
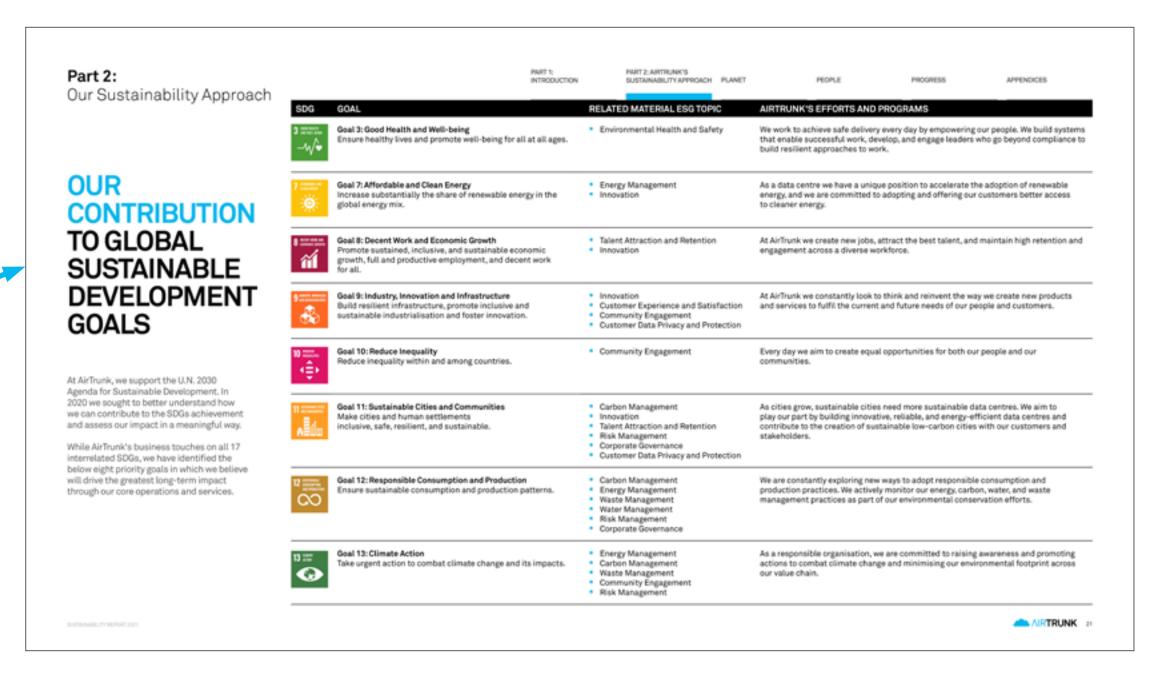




REPORT FY21

This is an interactive PDF designed to enhance your experience. The best way to view this report is with Adobe Reader. Click on the links within the content to help you navigate the report.





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AirTrunk acknowledges the Traditional Owners of Country throughout Australia and recognises their continuing connection to land, water and community. We pay our respects to their Elders past, present and emerging.

### 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.

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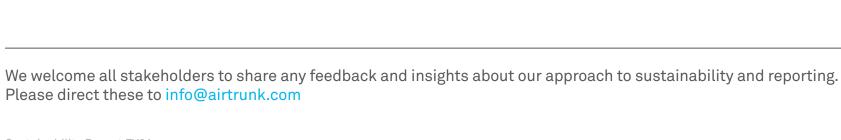
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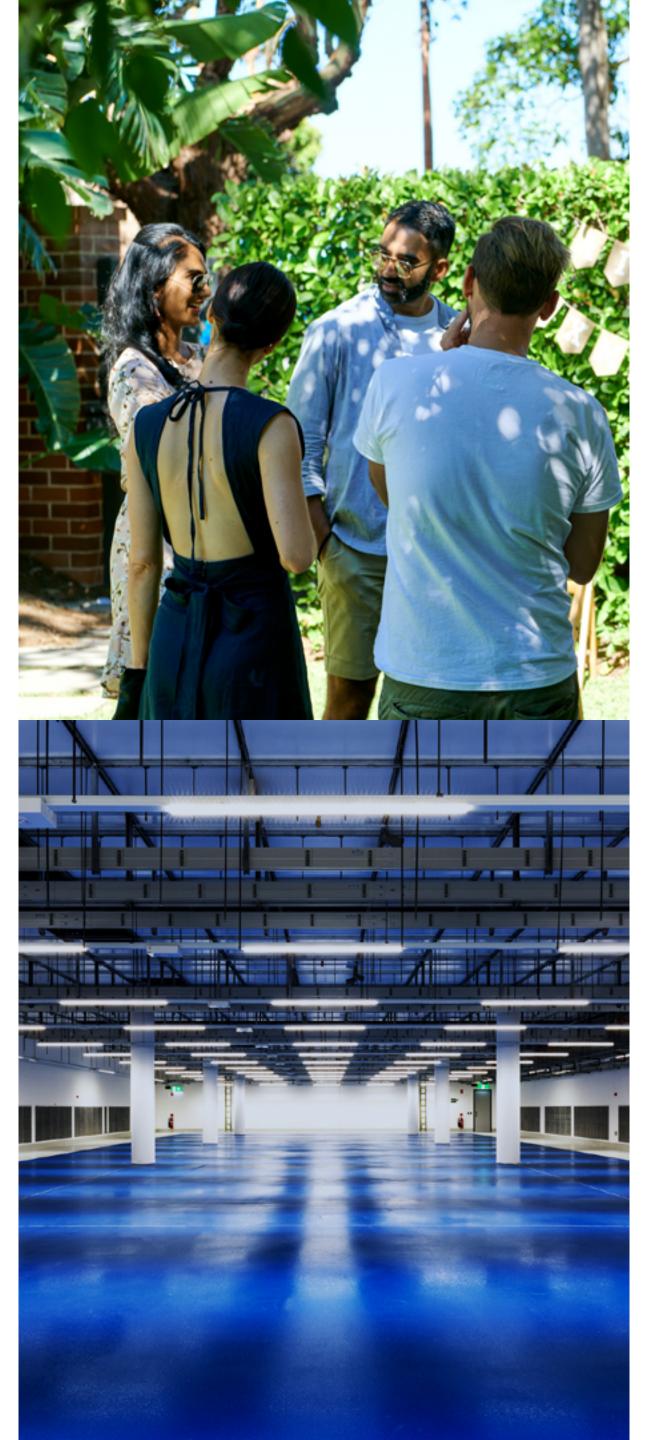
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Introduction

# **MESSAGE FROM OUR FOUNDER AND CEO**



Less than a decade ago, data centres were unrecognisable from what they are today. Companies stored their data on premise and colocation data centres were just emerging.

The signs of change were there – increasing smartphone adoption, mobile banking and shopping, social networking, and digitisation. At AirTrunk, we anticipated a different future for data centres. A future in the cloud, one that is measured in megawatts, not kilowatts. We saw a future of unprecedented growth and a gap in what was currently on offer.

AirTrunk was borne from an ambitious vision of what was to come. The big tech players would need fast, flexible, and scalable solutions across the Asia-Pacific region. They would need a platform of hyperscale data centres to enable this future growth.

The growth was well-underway before COVID-19 devastatingly swept the globe. The pandemic hyper-accelerated digitisation and the shift to the cloud. In what seemed like an instant, people across the globe transitioned our work and interactions online. AirTrunk has remained focused on providing the critical digital infrastructure for global tech companies to meet these unprecedented demands.

As the pioneers of hyperscale data centres in the Asia Pacific, we were ready. Our business model since day one has been focused on delivering for our customers with speed, scalability, flexibility, safety, security and sustainability.

We believe that when it comes to sustainability, now is the time for change, now is the time to act.

As we strive towards a progressive and sustainable future, it is our collective responsibility to always search for new ways to reduce our carbon footprint, increase resource efficiencies, and enhance the lives of people and communities for generations to come.

Our goal is to set the standard in sustainability by establishing bold and measurable commitments across three key pillars - Planet, People and Progress.

To ensure we make the greatest positive impact possible and hold ourselves to account, we are reinforcing our ESG commitments in our inaugural FY21 Sustainability Report.

This is just the beginning for AirTrunk. We are excited to share the progress we made in FY21 and the ambitious plans we have for FY22, including developing our roadmap to a Net Zero future.

MMule

**Robin Khuda** Founder & CEO AirTrunk



# THE HOME OF HYPERSCALE IN APAC

## **About AirTrunk**

AirTrunk is a best-in-class hyperscale data centre specialist creating a platform for cloud, content, and large enterprise customers across the Asia-Pacific region. The company develops and operates data centre campuses with industry leading reliability, technology innovation and energy efficiency.

AirTrunk's unique capabilities, designs and construction methodologies allow it to provide customers with a scalable and sustainable data centre solution at a significantly lower build and operating cost than the market.

Founded in 2015, AirTrunk is a private company, well capitalised to fund its development of data centres across Asia Pacific.

In 2020, a consortium led by Macquarie Asia Infrastructure Fund 2 (MAIF2) and including Public Sector Pension Investment Board (PSP Investments), acquired a major stake in the business, investing alongside AirTrunk's Founder and CEO Robin Khuda. MAIF2 is managed by Macquarie Infrastructure and Real Assets, one of the world's leading alternative asset managers and part of the ASX-listed Macquarie Group Limited (ASX:MQG).





## The Data Centres of Tomorrow **Built Sustainably Today**

Sustainability is at the heart of our company purpose:

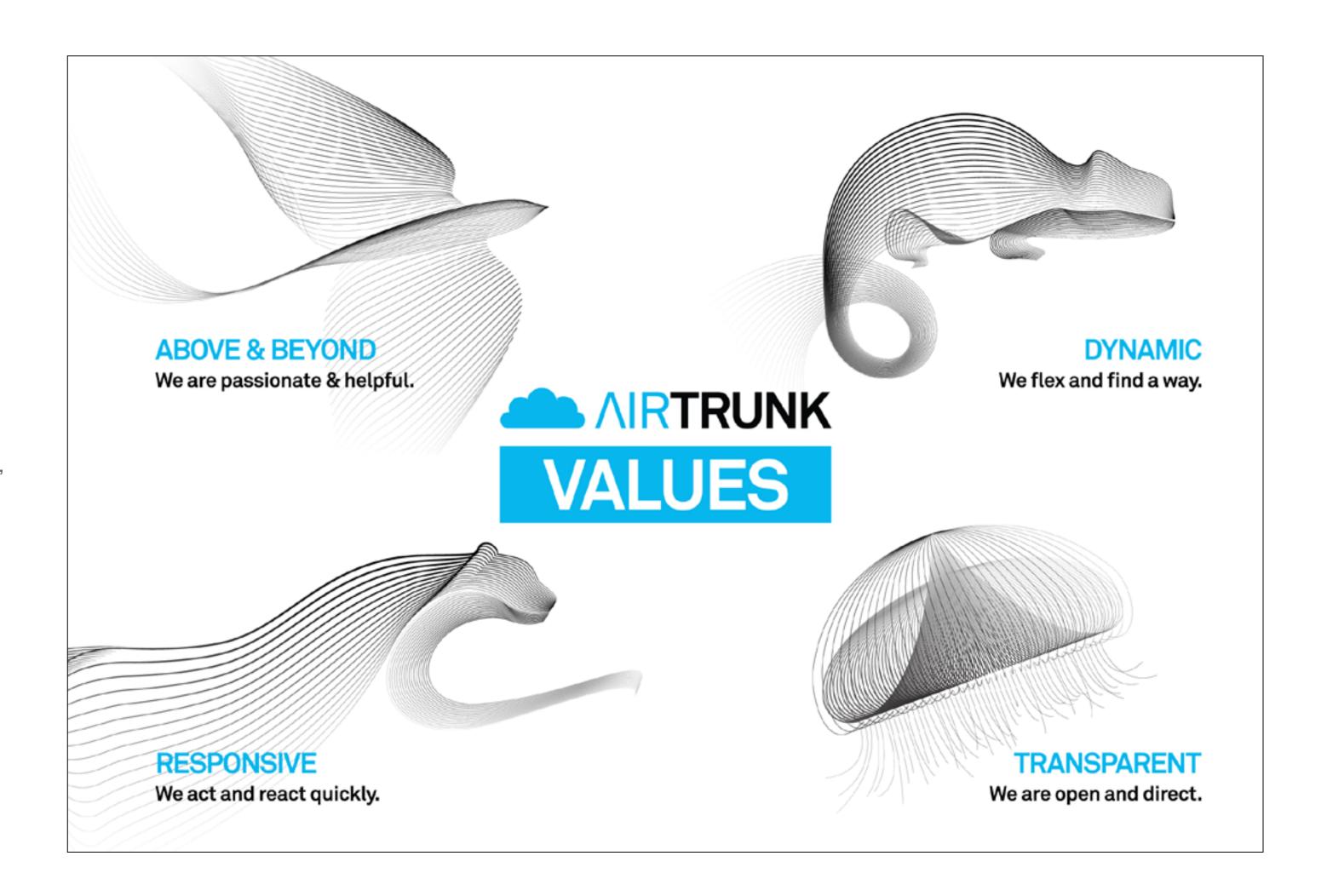
## To scale and sustain the relentless growth of Asia-Pacific's digital future

AirTrunk is striving to enable the sustainable growth of the cloud, while safeguarding communities and the planet.

AirTrunk plans to achieve its purpose through the vision: to continually redefine and deliver the hyperscale data centres of tomorrow. AirTrunk constantly evolves and drives improvement across its design, development, and operations by setting new standards for the future of data centres.

Just as AirTrunk is powering our customers, AirTrunk is powered by our people.

Our values guide us as we work and interact with one another, our customers, the community, and other stakeholders.





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**Progress** 

People

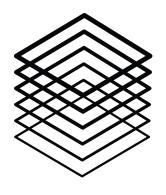
## **Committed to our Customers**

At AirTrunk, we design, deliver, and operate the data centres of tomorrow to meet the needs of the world's leading technology companies.

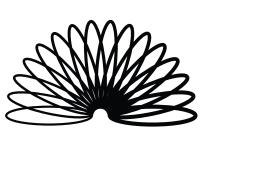
Our customers are changing the way people interact, transact, and learn. As they shape the way we live from the cloud, they are relying on us, on the ground, to support a data-driven future. That is why we put our customers at the centre of everything we do, because their success is key to our success.

Every AirTrunker is committed to delivering the best experience for our customers. It is this relentless focus on our customers that has helped AirTrunk become the leading hyperscale data centre platform in Asia Pacific, built on a foundation of trust, deep relationships, and a commitment to truly understanding our customers.

Our customer value proposition focuses on four key areas. We are:







FLEXIBLE + **COST-EFFICIENT** 



**SECURE** 



Our operating model is centred on strong customer engagement throughout seven key phases:



## Powered by our People

No matter their past experiences or walk of life, AirTrunkers share one trait - a passion for progress.

Regardless of their role, AirTrunkers constantly find new and better ways to achieve our customers' goals, reimagining and delivering new standards of excellence. They create progress for our industry – at a scale and pace unmatched.

AirTrunk has developed a suite of programs to guide and support our AirTrunkers throughout the employee lifecycle, keeping them positively charged and highly engaged. Our people programs are designed to unlock the full potential of our team.

The five stages of our employee lifecycle are:



**ATTRACT** 



**ONBOARD** 

















SGP1

## **Data Centred in APAC**

AirTrunk is headquartered in Sydney, with regional headquarters in Singapore and Tokyo supported by local teams.

AirTrunk's data centre platform currently includes six hyperscale facilities across Asia Pacific – in Australia, Singapore, Hong Kong, and Japan.

## **AirTrunk Partnerships**

AirTrunk works with world-class partners to provide industry-leading solutions for our customers. We engage with multiple suppliers and thirdparty business partners (including contractors) who are typically located in the countries in which we operate across Asia Pacific. Most of our procurement activities involve goods and services required to develop and construct data centres, or the operation and maintenance of existing facilities.









SYD2

SYDNEY, AUSTRALIA

**OPERATIONAL** 





TOK1 TOKYO, JAPAN UNDER DEVELOPMENT



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Introduction

# **ABOUT** THE REPORT

AirTrunk presents its inaugural Sustainability Report for FY21, highlighting our commitment to delivering value to all our stakeholders, and our progress towards integrating sustainable practices across our operations. Sustainability indicators and performance are summarised in Appendix 1.

AirTrunk's goals are aligned to the long-term global goals of society, as articulated in the United Nations Sustainable Development Goals (SDGs). We aim to create long-term sustainable value, while driving positive outcomes for business, society, and the planet. In this Sustainability Report, AirTrunk provides an account of the company's ambitions, performance, and challenges.

KPMG was engaged to independently assure a selection of our carbon management disclosures. The independent limited assurance report can be read in Appendix 3.

## Reporting Period and Scope

The information in this report covers all AirTrunk operations (headquarters, offices, and data centres), from 1 July 2020 to 30 June 2021, unless otherwise stated. The report is to be read in conjunction with our sustainabilityrelated disclosures on our website.

The reporting scope for Planet metrics includes data centres and offices with more than 12 months operational data as shown below.

REPORTING SCOPE

			(F)	<b>@</b> <b>@</b>	
CATEGORY	LOCATION	OPENING DATE	PLANET	PEOPLE	PROGRESS
	SYD1	Sep 2017	<b>~</b>	<b>✓</b>	<b>~</b>
	MEL1	Nov 2017	<b>~</b>	<b>✓</b>	<b>✓</b>
Data	SGP1	Dec 2020	×	<b>✓</b>	<b>✓</b>
Centres	HKG1	Dec 2020	×	<b>✓</b>	<b>✓</b>
	SYD2	Mar 2021	×	<b>✓</b>	<b>✓</b>
	TOK1	Nov 2021	×	<b>✓</b>	<b>✓</b>
	SYD-HQ	Apr 2018	<b>~</b>	<b>✓</b>	<b>✓</b>
Head Offices	SGP-HQ	Aug 2019	<b>~</b>	<b>✓</b>	<b>✓</b>
	<b>HKG-HQ</b> (same building as HKG1)	Dec 2020	×	<b>✓</b>	<b>✓</b>
	TOK-HQ	Aug 2021	×	<b>✓</b>	<b>✓</b>

## **Reporting Framework**

This report has been prepared in accordance with the Global Reporting Initiative Standards (GRI Standards): Core option. The GRI Content Index can be found at the end of this report in Appendix 2.

Earlier this year, we conducted a materiality assessment to ensure we responded to the environmental, social and governance (ESG) issues of greatest significance to our stakeholders, society, as well as the long-term sustainability of our business.

Each year, we will report on our sustainability performance in the context of emerging global trends, key stakeholder interests, sustainability best practices and our corporate environment.

In our effort to align our sustainability reporting with non-financial frameworks and voluntary best practices, we have used the Sustainability Accounting Standards Board (SASB) Standards as a reference and considered CDP and GRESB to guide our ESG performance disclosures.



# **SUSTAINABILITY AT AIRTRUNK FY21**

### **OUR SUSTAINABILITY ACHIEVEMENTS**



Opened Singapore's largest & most efficient independent data centre, SGP1.

**Achieved Operating** PUE of 1.37 in FY21 and set ambitious target range of 1.23-1.28. Our designs enable annual averages as low as 1.14.

Implemented two successful efficiency pilots in SYD1 and MEL1.

Achieved carbon neutrality for 100% of AirTrunk corporate emissions for FY21.1

Fully offset our estimated historical Scope 1 emissions from 2017 for SYD1 and MEL1.

Commenced Zero Waste to Landfill pilot program in HKG1, MEL1 and SGP1.

Provided renewable energy sourcing options to our customers including direct contracting.

Appointed a Head of Energy & Climate to our Leadership team.





MEL1 achieved 1M work hours with zero LTIs. SGP1 achieved 2M work hours with zero LTIs.<sup>2</sup>

Zero major cyber security incidents. Established community engagement & CSR programs in 100% of the markets where our data centres have been operating for more than 12 months.

98% of employees state they are proud to work for AirTrunk (Pulse Survey 2021).

Launched a Diversity & Inclusion program including AirTrunk Women in Leadership.

Published inaugural FY20 Modern Slavery Statement.

**Extended COVID-19** support to our communities and employees.

Appointed a Chief Safety Officer to our Executive team.

**PEOPLE** 



Launched new data centres: HKG1 (20+MW), SGP1 (60+MW), and SYD2 North (110+MW).

Progressed our TOK1 data centre development (300+MW),opening soon.

Launched an innovative "Kit of Parts" program to increase off-site manufacturing and improve efficiency, quality & safer practices, reducing rework & waste.

Established five enterprise-wide process improvement initiatives for better management, governance, and standardisation.

Inaugural Sustainability Report aligned with GRI Standards. Improved FY21 GRESB and CDP disclosures.

Appointed a Head of Risk & Sustainability to our Leadership Team.

### Notes:

- 1. Carbon neutrality for AirTrunk's corporate emissions means that we have achieved carbon neutral operations for Scope 1 emissions at SYD1 and MEL1 data centres and Scope 2 emissions for electricity consumption at our SGP-HQ and SYD-HQ as well as at our SYD1 and MEL1 data centres for consumption that is not passed through to our customers. AirTrunk locations will be included upon reaching 12 months of operation.
- 2. Lost Time Injury (LTI).

Introduction

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# **AWARDS AND** RECOGNITION

Achieved the

## **Highest security** and quality certification

in 100% of our data centres: PCI DSS, ISO:27001 and SOC 2 Type II.

Built to

## SCEC Zone 3 or higher

in SYD1, MEL1 and SYD2 data centres in Australia. Achieved

## **BCA Green Mark Platinum Rating**

for SGP1 data centre in 2020.

Won

## Digital Infrastructure Deal of the Year (Asia)

in TMT Awards in 2020.

Won

## **Asia Pacific** Telecoms Deal of the Year 2020

in IJ Global Awards in June 2021.

Awarded

## **BCA Green Mark Platinum Rating**

for SGP-HQ.



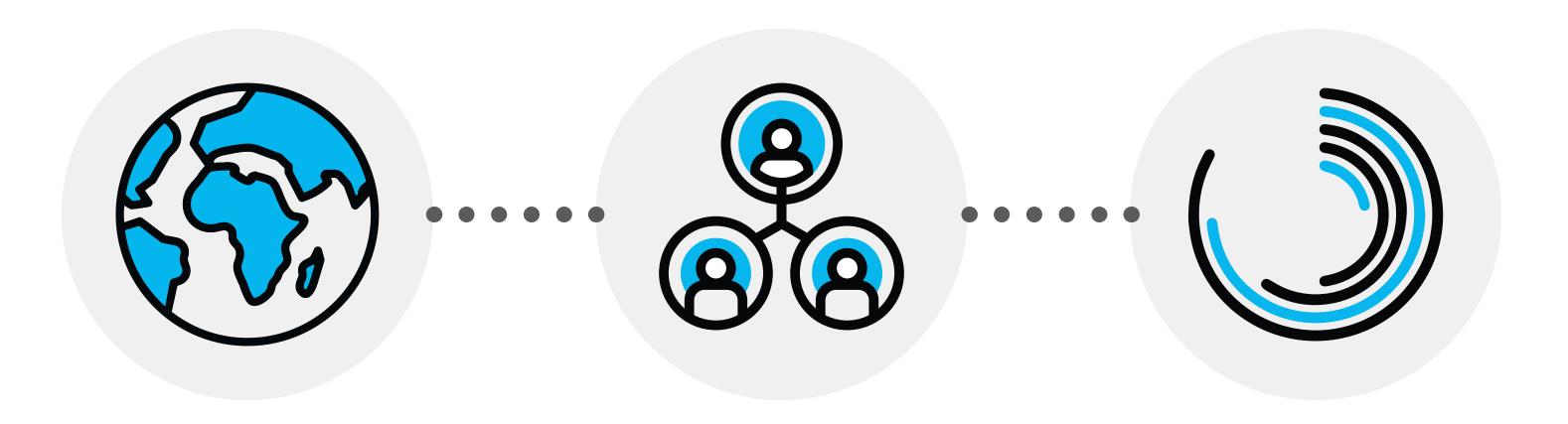




# **SHAPING A** SUSTAINABLE **FUTURE FOR ALL**

At AirTrunk, we design, build, and operate the critical infrastructure that enables our customers to drive transformational change. And with such change, comes great responsibility. We are responsible for ensuring a sustainable future for our people, customers, and communities, for generations to come.

Aligned to the United Nations SDGs and the Paris Climate Agreement, AirTrunk's sustainability strategy is our long-term commitment to the planet, people, and progress.



## 01. **PLANET**

We're always looking to find better ways to reduce our impact on the planet and manage resources responsibly.

We're continuously improving our design and operations to maximise efficiency and targeting carbon neutrality at all AirTrunk offices and data centres.

# 02. **PEOPLE**

We believe in enhancing the lives of our team, customers and the wider community.

We strive to uplift all people, by making a positive social impact in the communities in which we operate.

# **PROGRESS**

Through innovation, growth and transparency, we're helping shape a progressive and sustainable future.

Based on a foundation of clear principles and sound governance, we're challenging the status quo to come up with new and better ways.



Our Sustainability Approach

Part 1: Introduction

Part 2: Our Sustainability Approach Planet

## Materiality

For an organisation to create sustainable value, it is essential to identify which issues are material to the business - in order to allocate resources towards corporate purpose.

In 2020, AirTrunk conducted a materiality assessment, identifying matters that impact our business, our stakeholders, and our communities. It was a company-wide effort incorporating feedback from internal and external stakeholders and using the Sustainability Accounting Standards Board (SASB) industry standards as a foundation.

AirTrunk's Sustainability Committee then reviewed the results to confirm AirTrunk's FY21 material topics.

## **MATERIAL TOPICS**

**PLANET** 









Energy Management Carbon Management

Waste Management Water Management

**PEOPLE** 







**Environmental Health and Safety**  **Talent Attraction** and Retention

Community Engagement **Customer Data Protection** and Cyber Security

**PROGRESS** 





Innovation

**Customer Experience** and Satisfaction

Risk Management

Corporate Governance

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# **OUR** SUSTAINABILITY **STRATEGY**

By sharing our strategy to sustainability, we hope to be a catalyst for change in our own industry and beyond. In the spirit of transparency, we will not wait for perfect results to share our efforts and progress.

**PLANET** 

Energy Management

Continue to deliver the lowest PUE in the region through efficient designs, developments and operations.

(۲۵) Carbon

Management

Set emission reduction targets to align with the Paris Agreement in 2022.

Waste Management Water Management

Achieve a waste-free office in 2022 by reducing waste we generate and diverting it from landfills.

Optimise water efficiency through water conservation strategies for all operating data centres.

**PEOPLE** 

**Environmental Health and Safety** 



**Talent Attraction** and Retention



Community Engagement



**Customer Data Protection** and Cyber Security



Provide a safe working environment where all employees, customers and contractors can thrive.

Attract, empower and grow a diverse team who is constantly raising the bar.

Better our local communities through job creation, digital development and community partnerships.

Ensure best-in-class control environment to secure and protect our customer data.

**PROGRESS** 

**Innovation** 



**Customer Experience** and Satisfaction



Risk Management



Corporate Governance



Focus on innovation and growth across APAC and work across an increasing number of markets.

Meet or exceed our customer commitments for projects and services while achieving the highest quality standards.

Remain ahead of trends. proactively manage risks and take advantage of opportunities. Conduct operations lawfully, ethically and responsibly in accordance with internationally accepted principles.



# **OURTCFD** COMMITMENT

The urgency of climate change requires everyone to rethink how to plan for the future.

AirTrunk has developed a two-year roadmap to adopt the <u>Task Force on Climate-Related</u> Financial Disclosures (TCFD) framework and is actively implementing its recommendations across four pillars - governance, strategy, risk management, and metrics and targets.

In FY22, AirTrunk plans to conduct a first level analysis to further understand the potential climate-related risks and opportunities, and gain an appreciation for how risks and opportunities may manifest in different climate futures.

In FY23, AirTrunk will deep dive into quantitative risk analysis including the identification of material climate-related risks to the business, their quantification through scenario analysis, and the identification of their strategic implications. This analysis will cover all AirTrunk operations throughout the Asia-Pacific region.

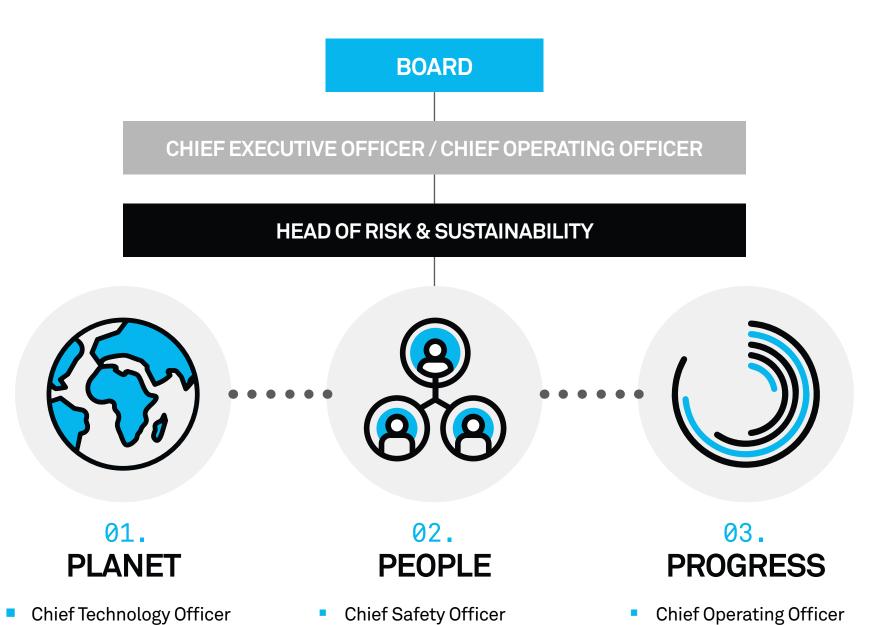


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# SUSTAINABILITY **GOVERNANCE**

We strive to embed sustainability and prioritise it within every aspect of our business. We have set up a clear governance structure to manage our prioritised ESG issues and to deliver long-term value for our stakeholders. We know that change takes real, collaborative, and consistent effort by every member of staff, and every stakeholder.

Our Board is accountable for AirTrunk's ESG performance. AirTrunk's Sustainability Committee is comprised of representatives across the company who lead the delivery of our Planet, People and Progress ambitions. The Committee is chaired by our Head of Risk & Sustainability who directly reports to AirTrunk's Chief Operating Officer, Chief Executive Officer, and the Board.



Chief Marketing Officer

Head of ICT

Head of People & Culture

Chief Operating Officer

Energy Team

Head of Energy & Climate

- Chief Technology Officer
- Chief Financial Officer
- Chief Legal Officer
- Head of Risk & Sustainability



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# STAKEHOLDER **ENGAGEMENT**

We cannot achieve sustainability goals alone. Stakeholder collaboration and engagement are key to ensuring we deliver on our sustainability commitments. We know the decisions we make affect our employees, customers, investors, partners, governments, regulators, suppliers, and the communities in which we live and work. Therefore, we engage stakeholders early to listen to their concerns and ambitions, and where appropriate and relevant to our business, incorporate their feedback into our planning and actions.



STAKEHOLDER GROUP	KEY INTEREST	KEY ENGAGEMENT METHOD
Customers	Experience and Satisfaction	<ul> <li>Customer surveys;</li> <li>Service delivery program tailored to each customer;</li> <li>Regular, transparent customer communications and reporting;</li> <li>Monthly and Quarterly Business Reviews;</li> <li>Managing customer confidentiality and data privacy;</li> <li>Assisting customers in achieving their sustainability goals;</li> <li>AirTrunk Sustainability Report;</li> <li>AirTrunk website;</li> <li>AirTrunk policies.</li> </ul>
	Employee Well-being	<ul> <li>Annual AirTrunk Employee Engagement Survey;</li> <li>Monthly all-staff townhalls;</li> <li>AirFit wellness program;</li> <li>AirTrunk Intranet;</li> <li>Internal social media platform;</li> <li>Perks and benefits i.e. team lunches, staff off-sites and recharge days.</li> </ul>
Employees	Employee Development	<ul> <li>AirTrunk onboarding training series;</li> <li>Skills training programs;</li> <li>Goal setting and performance reviews;</li> <li>Peer feedback;</li> <li>Community programs.</li> </ul>
	Health and Safety	<ul> <li>EHS committees;</li> <li>Designated safety representatives across all AirTrunk locations;</li> <li>Consultation, communication, and coordination;</li> <li>Contractor and stakeholder partnering;</li> <li>Reporting and escalation channels;</li> <li>Sharing lessons learnt.</li> </ul>
	Governance	<ul> <li>Management team meetings;</li> <li>Organisational KPIs;</li> <li>Strategic focus groups;</li> <li>AirTrunk company policies.</li> </ul>

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## Part 2: Our Sustainability Approach

# **STAKEHOLDER ENGAGEMENT**

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STAKEHOLDER GROUP	KEY INTEREST	KEY ENGAGEMENT METHOD
Investors	Transparency and Timely Information on Business Performance	<ul> <li>Investor briefings and updates with an environmental and social focus;</li> <li>Financial reporting and disclosures;</li> <li>AirTrunk website;</li> <li>AirTrunk Sustainability Report.</li> </ul>
Partners  Partnerships  AirTrunk we		<ul> <li>Regular engagement on matters relevant to our partners;</li> <li>AirTrunk website;</li> <li>AirTrunk Sustainability Report.</li> </ul>
0	Compliance	Reporting of compliance to regulatory requirements.
Government and regulators	Contribution to National Objectives	<ul> <li>Regular dialogue, consultative meetings, and briefings with government.</li> </ul>
Suppliers	Compliance with Laws and AirTrunk's Policies	<ul> <li>Supplier Code of Conduct (Newly launched);</li> <li>Procurement policy and tendering procedures;</li> <li>Pre-qualification and vendor onboarding procedures;</li> <li>Compliance audits;</li> <li>Supplier evaluation;</li> <li>Voice of supplier program.</li> </ul>
Communities	Contribution to Community	<ul> <li>Close consultation with government, local councils, charities and community groups;</li> <li>CSR programs and local community engagement;</li> <li>Volunteering activities at various charities and organisations.</li> </ul>

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## Part 2:

Our Sustainability Approach

# **OUR CONTRIBUTION TO GLOBAL** SUSTAINABLE **DEVELOPMENT GOALS**

In 2020, we sought to better understand how we could contribute to the SDGs achievement and assess our impact in a meaningful way.

While AirTrunk's business touches on all 17 interrelated SDGs, we have identified eight priority goals that will drive the greatest longterm impact.

SDG	GOAL	RELATED MATERIAL ESG TOPIC	AIRTRUNK'S EFFORTS AND PROGRAMS
3 GOOD HEALTH AND WELL-BEING	Goal 3: Good Health and Well-being Ensure healthy lives and promote well-being for all at all ages.	<ul> <li>Environmental Health and Safety</li> <li>Talent Attraction and Retention</li> </ul>	We work to achieve safe delivery everyday by empowering our people. We build systems that enable successful work, and we develop and engage leaders who go beyond compliance to build resilient approaches to work.
7 AFFORDABLE AND CLEAN ENERGY	Goal 7: Affordable and Clean Energy Increase substantially the share of renewable energy in the global energy mix.	<ul><li>Energy Management</li><li>Innovation</li></ul>	We are committed to adopting and offering our customers better access to cleaner energy in all of our markets.
8 DECENT WORK AND ECONOMIC GROWTH	Goal 8: Decent Work and Economic Growth Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.	<ul> <li>Talent Attraction and Retention</li> <li>Innovation</li> </ul>	We create new jobs, attract the best talent, and maintain high retention and engagement across a diverse workforce.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Goal 9: Industry, Innovation and Infrastructure Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.	<ul> <li>Innovation</li> <li>Customer Experience and Satisfaction</li> <li>Community Engagement</li> <li>Customer Data Protection and Cyber Security</li> </ul>	We constantly seek to reinvent the way we create products and services to fulfil the current and future needs of our people and customers.
10 REDUCED INEQUALITIES	Goal 10: Reduce Inequality Reduce inequality within and among countries.	<ul> <li>Community Engagement</li> <li>Talent Attraction and Retention</li> </ul>	We attract, empower and grow a diverse team. We make a positive contribution in local communities in which we operate data centres through job creation, digital development, community investment and engagement.
11 SUSTAINABLE CITIES AND COMMUNITIES	Goal 11: Sustainable Cities and Communities Make cities and human settlements inclusive, safe, resilient, and sustainable.	<ul> <li>Carbon Management</li> <li>Innovation</li> <li>Talent Attraction and Retention</li> <li>Risk Management</li> <li>Corporate Governance</li> <li>Customer Data Protection and Cyber Security</li> </ul>	We build innovative, reliable, and energy-efficient data centres and contribute to the creation of sustainable low-carbon cities with our customers and stakeholders.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Goal 12: Responsible Consumption and Production Ensure sustainable consumption and production patterns.	<ul> <li>Carbon Management</li> <li>Energy Management</li> <li>Waste Management</li> <li>Water Management</li> <li>Risk Management</li> <li>Corporate Governance</li> </ul>	We are constantly exploring new ways to adopt responsible consumption and production practices. We actively monitor our energy, carbon, water, and waste management practices as part of our environmental conservation efforts.
13 CLIMATE ACTION	Goal 13: Climate Action  Take urgent action to combat climate change and its impacts.	<ul> <li>Energy Management</li> <li>Carbon Management</li> <li>Waste Management</li> <li>Community Engagement</li> <li>Risk Management</li> </ul>	We are committed to raising awareness and promoting actions to combat climate change and minimising our environmental footprint across our value chain.

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WHY As a result, most of a data centre's carbon emissions stem from emissions It has been estimated that data centres account for approximately 1% of global electricity consumption and this is projected to increase with the related to electricity consumption (captured under reported Scope 2 IT MATTERS? digitisation of our economies.<sup>3</sup> emissions). Managing energy is therefore paramount to managing carbon. Power grids still rely at least in part on thermal power sources and thus emit This puts energy management at the heart of everything we do at AirTrunk in carbon in the process of generating electricity. order to deliver the most energy-efficient data centres possible. PUE and energy efficiency are managed across the lifecycle of our data The single most important metric for managing energy is Power Usage HOW Effectiveness (PUE), a widely adopted metric in the data centre industry. centres. Starting with the design process, AirTrunk advises its customers **DOES AIRTRUNK** on the most energy-efficient configuration; our engineers recommend the MANAGE THIS? best cooling solution for the local climate; and we select the most efficient PUE measures the ratio between total facility energy consumed and the IT equipment energy consumed. A lower PUE value indicates less energy technology solutions. is required to operate the IT servers and the data centre is operating more We test the energy efficiency of our facilities during the commissioning efficiently. AirTrunk optimises, measures, and continuously improves on our annual average PUE. process and continuously monitor performance throughout the operations period. In addition, we run innovation and continuous improvement programs to further raise energy efficiency at all our operating facilities. To manage energy efficiency by building and operating hyperscale data To set the benchmark for best-in-class PUE across the Asia-Pacific markets WHAT centres that achieve industry leading PUE outcomes. in which we operate and to continuously improve our performance. IS OUR COMMITMENT? **PERFORMANCE: WHAT** Achieve an annual average operating PUE range between 1.23-1.28 across Annual average operating PUE for FY21 is 1.37 for our locations that have IS OUR TARGET our stabilised portfolio. operated for more than 12 months. We are on track to achieve our target AND PERFORMANCE? range as the portfolio stabilises. We commit to transparent reporting of performance metrics and performance targets in order to provide better benchmarks for our industry on energy efficiency in Asia Pacific. WHO Under the leadership of AirTrunk's Head of Energy & Climate, our dedicated Our PUE commitments are sponsored and reviewed by AirTrunk's Chief **MANAGES THIS** Energy team manages energy efficiency across our portfolio, daily. Technology Officer and Chief Operating Officer. AT AIRTRUNK? **WHAT** Notes: 3. According to estimates of the International Energy Agency, data centres SDGS DOES IT consumed about 200TWh globally which was 0.8% of global electricity in 2019. **CONTRIBUTE TO?** 

### Energy Management

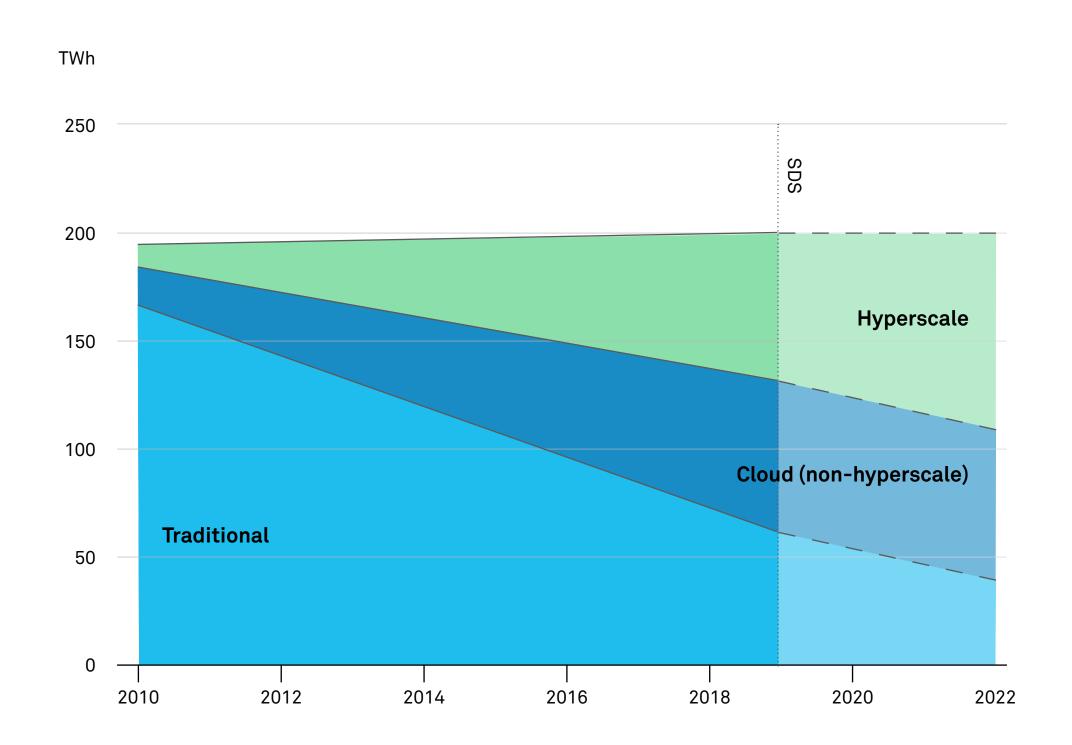


# HYPERSCALE **KEEPING A LID ON ENERGY CONSUMPTION**

Between 2010 and 2019, global internet traffic increased more than twelvefold. Global data centre workloads increased 7.5-fold in the same period. Electricity consumption from data centres, however, barely increased at all.4

How is this possible? Because data centres have, on average, become dramatically more efficient. These efficiency gains can be directly traced to the growing influence of hyperscale data centres which are increasingly replacing less efficient, legacy facilities and enterprise deployments. According to the International Energy Agency, "energy demand remains flat owing to strong efficiency improvements and a shift to cloud and hyperscale data centres".5

- 4. International Energy Agency.
- 5. International Energy Agency



AirTrunk is contributing to this shift by deploying hyperscale data centres that offer customers massive efficiency gains in Asia-Pacific markets. In addition, the shift of server workloads to the cloud is also dramatically increasing the IT productivity per kWh of energy consumed. In other words, not only are our hyperscale facilities enabling more IT workload for each kWh, but the compute efficiency of the IT workload itself is increasing. We estimate our cloud-driven hyperscale facilities deliver 2.8-times the compute power for the same unit of energy consumed, compared to an enterprise or colocation environment.

# SETTING APAC BENCHMARKS FOR HYPERSCALE EFFICIENCY

The scale of our deployments allows AirTrunk to achieve better efficiency results. We work closely with our customers to design the electrical and mechanical configurations for optimal PUE performance in the local climatic conditions and, together, deliver innovation. We have, as one example, adopted elevated supply air temperatures that reduce cooling requirements and reduce electrical losses through efficient UPS design.

Given our exclusive focus on hyperscale deployments, the design PUE of our data centres far exceeds common industry benchmarks. AirTrunk facilities can achieve annual average PUEs as low as 1.14 as shown in the figure on the right.

The AirTrunk PUE band shows the average annual operating PUE values our facilities achieve. We do not report the best instantaneous performance as this has limited influence on actual energy consumption over time. The actual average PUE number will depend on several factors:

### Utilisation of the facility

The higher the utilisation of the IT servers in a facility, the better the overall energy efficiency. This means we will achieve best PUE performance as the server utilisation in our new data centres stabilises. We are showing our PUE performance as a curve at different utilisation points.

### Climatic conditions

Cooling requirements and energy consumption closely track ambient temperatures. In tropical locations such as Singapore, the average annual PUE will naturally be higher than in temperate Melbourne, Australia. When comparing PUE performance, we thus show a PUE band for our facilities across different climates.

### **Customer deployment**

Within the same data centre, we host customers with bespoke cloud architecture, server deployments and utilisation profiles. Given our hyperscale focus and close engagement with our customers, we are able recommend and implement efficiency-driven choices into the facility design from day one.

These average annual PUE values are quoted in accordance with the Green Grid PUE definition.6 This reflects the ratio of total facility energy consumption at high-voltage utility meters to IT energy consumption at low-voltage data hall meters. For the period FY21, our average annual PUE was 1.37 and falls within the PUE band shown on the right.

It is worth noting that since AirTrunk receives power at extra high voltages through on-site substations (at 66kV or higher), this PUE calculation includes transformation losses inside the PUE averages. Other loads that contribute to the facility energy consumption include technical and office spaces, which are also included in the PUE calculations.

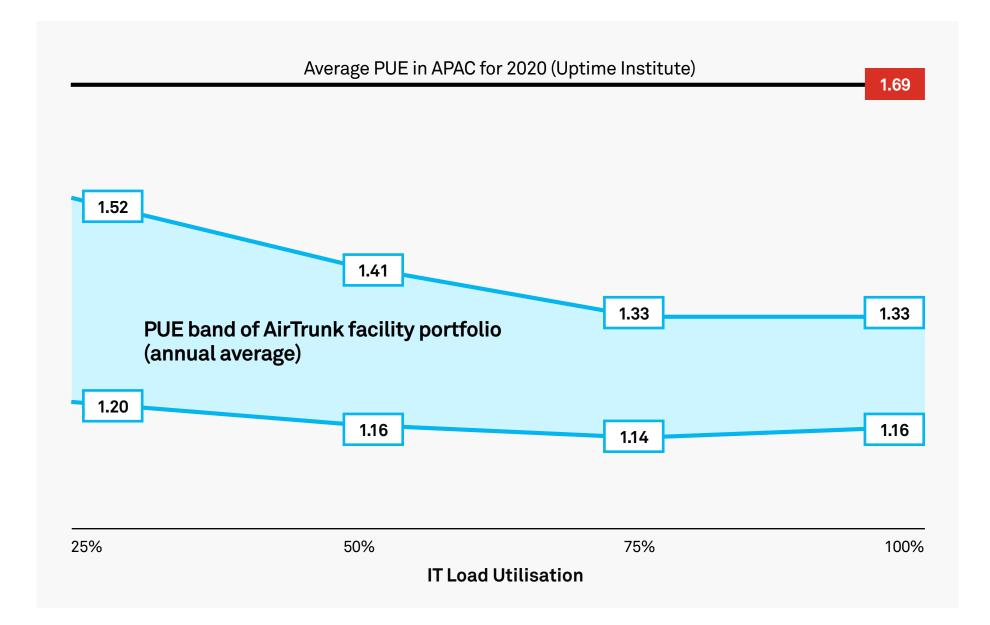
Green Grid also offers a narrower definition known as partial PUE (pPUE). In this narrower definition, only the plant and equipment serving the IT data halls are considered and substation losses and office spaces are excluded.

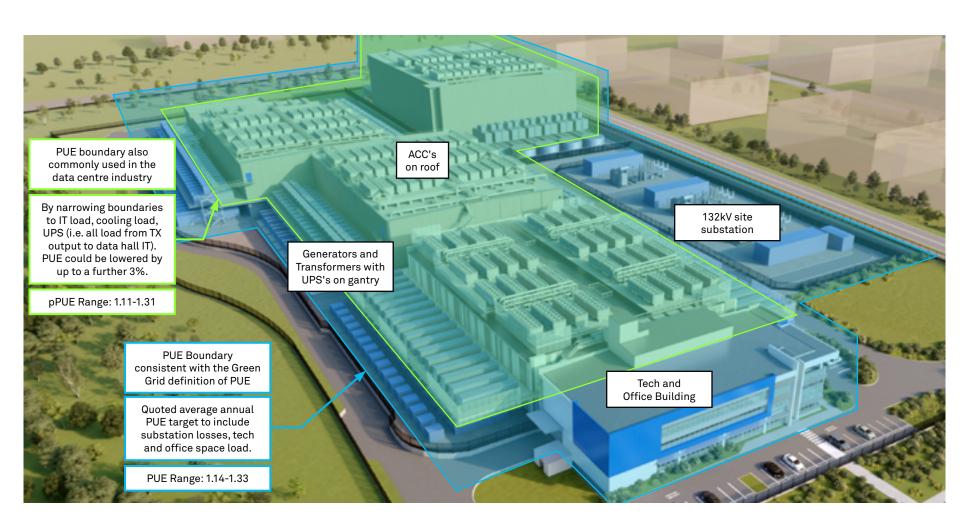
If AirTrunk had adopted this narrower definition of PUE the resulting PUE band would reduce by a further 3% i.e. achieving a pPUE as low as 1.11.

This demarcation is demonstrated in the figure on the right.

### Notes:

6. The Green Grid, OUE: A Comprehensive Examination of the Metric, White Paper #49.





Energy Management

# DRIVING DOWN PUETHROUGH **CONTINUOUS IMPROVEMENT**

Throughout FY21, several energy saving initiatives were implemented to proactively manage PUE while customer loads were ramping up, including:

- Proactive maintenance through monitoring of efficiency performance;
- Operational setpoint optimisation;
- Improved operational cooling efficiency dependant on load utilisation;
- Customer-specific energy-efficiency pilot programs.

AirTrunk continues to drive innovative thinking in operations in order to achieve industryleading PUE performance in our facilities. Through analysis of extensive operational data and careful piloting of new initiatives, we can quantify and validate the impact as well as the risks of any changes before we roll them out.

Following our efficiency innovation pilots in FY21, we improved the PUE of our SYD1 facility by 0.05 through operational improvements and provided significant energy savings to our customers.

We are setting ourselves ambitious targets to continuously improve our performance. We are targeting an annual average PUE range between 1.23 – 1.28 across our stabilised portfolio.

For further examples of AirTrunk's energy efficiency initiatives, see **Innovation**: Our Energy Saving Initiatives.



**△** ∧IR**TRUNK** 26 Sustainability Report FY21



Our Sustainability Approach Planet Introduction **Progress Appendices** People The Intergovernmental Panel on Climate Change (IPCC) stated global Carbon management is everyone's responsibility. As designers, builders, and WHY emissions must be halved by 2030 and reach net zero by 2050 to avoid operators of the critical infrastructure to enable the digital economy, we are IT MATTERS? climate catastrophe. The urgency of climate actions has called for more responsible for ensuring a sustainable future for our people, customers, and effective carbon management from all sectors. communities for generations to come. More and more countries are adopting ambitious climate targets which will translate to more stringent regulatory requirements for carbon emissions. HOW AirTrunk measures Scope 1 and Scope 2 emissions. We report these Since 2020, AirTrunk has participated in the annual CDP Climate Change emissions for locations that have been operational for at least 12 months. Assessment and discloses its carbon management activities to all **DOES AIRTRUNK** We measure both CO2 emissions and other GHG emissions converted to CO2 stakeholders. MANAGE THIS? equivalents (CO2e) and use 'carbon' as a shorthand for CO2e. To develop leadership and expertise in effectively managing carbon, While we expect Scope 2 emissions from electricity consumption to be the AirTrunk's senior leaders and employees across all functions will be main driver of carbon emissions in our business, we plan to include Scope 3 completing a Climate Action Program. This will ensure AirTrunkers are fully competent on the global carbon action requirements, the role of carbon in emissions in our future reporting. our operations and the actions we need to take. WHAT AirTrunk has successfully achieved carbon neutrality for our corporate We will set emission reduction targets to align with the Paris Agreement emissions in FY21. This includes: which will expand beyond our corporate emissions to include Scope 2 IS OUR COMMITMENT? Scope 1 emissions at SYD1 and MEL1 data centres. emissions for electricity consumption passed through to customers. Scope 2 emissions for electricity consumption at SGP-HQ and SYD-HQ. Scope 2 emissions for SYD1 and MEL1 data centres for consumption Our emission targets and Net Zero roadmap will be developed in 2022 to guide us through the transition to ensure abatement measures are that is not passed through to customers. vigorously assessed and readied for implementation. We will also continue to explore alternative energy sources in each of our markets, including green hydrogen. WHAT TARGET: **PERFORMANCE:** Maintain carbon neutrality for all corporate emissions. FY21 Scope 1 emissions: 562 tCO2e. IS OUR TARGET Set emission reduction targets aligned with the Paris Agreement. FY21 Total carbon offset: 562 tCO2e. AND PERFORMANCE? Develop Net Zero roadmap in 2022. FY21 Scope 2 emissions (market-based): 155,027 tC02e. Provide customers with renewable energy supply choices at all facilities FY21 Scope 2 emissions (location-based): 156,616 tCO2e. with the goal of fully matching customer Scope 2 emissions. Refer to Appendix 1 for details. WHO Our dedicated Technology and Energy Team manages carbon under the Our carbon commitments are sponsored and reviewed by the **MANAGES THIS** leadership of AirTrunk's Head of Energy & Climate. Chief Technology Officer and Chief Operating Officer. AT AIRTRUNK? **WHAT** SDGS DOES IT

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## **Carbon Neutrality**

## **Scope 1 Emissions**

Our reported Scope 1 emissions include direct emissions from our operations. The main components are the combustion of diesel fuel for backup generators, any fugitive emissions from refrigerants used in cooling equipment, as well as specialty gases present in our transformers and substations. We convert the measured consumption of these items into carbon emissions using recognised emission factors.<sup>7</sup>

In FY21, we had Scope 1 emissions of 562 tCO2e. While we expect our Scope 1 emissions to increase with new facilities commissioned and customer load increasing, we are working to reduce the Scope 1 intensity of our operations. This for example, includes the study of renewable fuels and the use of low global warming potential refrigerants and alternative specialty gases.

Our continued focus is to reduce our carbon emissions footprint and to offset the residual emissions using high quality, meaningful and measurable carbon credit offsets available in the market. Since our operational emissions mainly occurred in Australia before FY21, we have sourced 100% of the carbon offsets locally in Australia from high-quality projects. As our footprint diversifies with other Asia-Pacific sites becoming operational, we may diversify the sourcing, but will continue to seek regional matching and high-quality projects.

In addition to the FY21 offsets, AirTrunk has also offset 100% of our estimated Scope 1 historical emissions<sup>8</sup> since the launch of our first data centre in Australia in 2017.

In total AirTrunk sourced 1,410 Australian Carbon Credit Units (ACCU) carbon offsets for historical emissions (824 tCO2e) and current FY21 emissions (562 tCO2e) from two of the highest quality projects in Australia. Each credit is verified and assessed to certify the impact of carbon reduction or removal of GHG emissions. Regulated by Clean Energy Regulator ('CER') at the **Emissions Reductions Fund offset** standard, these carbon emission offsets are eligible under the Climate Active Carbon Neutral Standard.

The two certified Emissions Reduction Fund ACCU projects are Indigenous Fire Management and Bush Regeneration.

COMMODITY STANDARD	COMMODITY TYPE	COMMODITY PROJECT TYPE	COMMODITY LOCATION	QUANTITY	PER CENT QUANTITY
Emissions Reduction Fund	ACCU	Indigenous Fire Management	Australia	1 / 10 l lnita	50%
Emissions Reduction Fund ACCU		Bush Regeneration	Australia	1,410 Units	50%

### Notes:

- 7. Refer to Appendix 1 for details.
- 8. Our historical emissions were estimated using our current year as the baseline and then retrospectively allocating emissions for past years based on our contracted capacity in each period.



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## PROJECT 1:

## INDIGENOUS FIRE MANAGEMENT

### Location:

Northern Territory, Australia.

### The Project:

Arnhem Land in the Northern Territory is prone to extreme, devastating wildfires that affect the landscape, people, plants, and animals. Aboriginal Traditional Owners and rangers utilise customary fire knowledge to accomplish highly sophisticated landscape-scale fire management. Controlled burns are conducted early in the dry season to reduce fuel on the ground and establish a mosaic of natural firebreaks, preventing bigger, hotter, and uncontrolled wildfires later in the season.

### Percentage of Units:

50% of 1,410 Units.

### **Key Benefits & Impacts:**

- Local employment.
- Community development.
- Biodiversity protection.
- Ancient culture site protection.

The project meets the following Sustainable Development Goals:

































## PROJECT 2: **BUSH REGENERATION**

### Location:

Western New South Wales, Australia.

### The Project:

Widespread land clearing has significantly impacted local ecosystems. This degradation and loss of plant species threatens the food and habitat on which other native species rely. This Native Forest Regeneration project works with landholders to regenerate and protect native vegetation. The area harbours various indigenous plant species which provide important habitat and nutrients for native wildlife. The project avoids emissions caused by land clearing and achieves key environmental and biodiversity benefits.

### Percentage of Units:

50% of 1,410 Units.

### **Key Benefits & Impacts:**

- Local employment.
- Emissions reduction.
- Biodiversity protection.

The project meets the following Sustainable Development Goals:















Pictures provided by TEM depicting the native landscapes in which bush regeneration is conducted.

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## **Scope 2 Emissions**

Our reported Scope 2 emissions include the total indirect emissions from consumption of electricity at our facilities. We convert the electricity consumption into carbon emissions using the prevailing grid emissions factors from the local electricity grid (location-based method).

In FY21, we had market-based Scope 2 emissions of 155,027 tCO2e and location-based Scope 2 emissions of 156,616 tCO2e. This includes both electricity consumption for AirTrunk corporate use at head offices and data centres, and customer Scope 2 emissions for passed-through electricity.

We achieve carbon neutrality on our corporate Scope 2 emissions at SGP-HQ and SYD-HQ and SYD1 and MEL1 data centres by sourcing sufficient renewable energy through our utility supply agreements on a portfolio basis.

For customer Scope 2 emissions, AirTrunk provides renewable energy supply choices at all facilities. We work with utility providers, energy retailers and renewable project developers to offer our customers innovative and commercially attractive supply options. We do this in close alignment with our customer's procurement objectives for renewable energy.

At the same time, we support customers who choose to selfprocure renewables to offset their Scope 2 emissions in our facilities. Many of our customers are global leaders in renewables and are driving massive investments into clean energy through group-wide procurement efforts. We support this by providing Quarterly Carbon Reviews with granular breakdowns of energy consumption and associated emissions by location, which then enables matching. We also provide our customers with the option to directly contract with energy suppliers where regulation allows.

We work closely with customers to provide them with renewable energy supply choices at all facilities with the goal of fully matching customer Scope 2 emissions.





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WHY IT MATTERS?	——	Inappropriate handling of waste can result in the contamination of air, water, and soil, which in turn can cause harm to the environment as well as communities.	Effective waste management is essential for the communities in which we operate to thrive sustainably.
HOW DOES AIRTRUNK MANAGE THIS?	——	We constantly look for opportunities to better identify, manage, reduce, and dispose of our waste in more responsible and sustainable ways.	We are working with recycling and composting partners to achieve zero waste to landfill from all our offices and data centres.
		AirTrunk is working on strategies to minimise contamination in our waste streams and create diversion pathways that minimise waste to landfills.	
WHAT IS OUR COMMITMENT?	——	Launch zero waste to landfill for our data centres and achieve certification.	
WHAT IS OUR TARGET AND PERFORMANCE?	—	<ul> <li>TARGET:</li> <li>Achieve a waste-free office in 2022 by reducing the waste we generate and divert it from landfills.</li> <li>Achieve zero waste to landfill certification in at least one market (Singapore, Australia or Hong Kong) by December 2022.</li> </ul>	<ul> <li>PERFORMANCE:</li> <li>In FY21, we implemented new waste initiatives to achieve our waste-free targets for our offices in 2022.</li> <li>We also initiated a program in MEL1, SGP1, HKG1 data centres to achieve zero waste to landfill certification (UL2799).</li> </ul>
WHO MANAGES THIS AT AIRTRUNK?	——	Waste management is owned by all AirTrunk employees. We aim to foster a sustainable culture from the top-down.	Our sustainability team assists in the creation of objectives which are relayed to site managers for implementation.
WHAT SDGS DOES IT CONTRIBUTE TO?		12 RESPONGIBLE CONSUMPTION AND PRODUCTION  COO  13 CLIMATE  14 ACTION	



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Waste Management

# **ACHIEVING A ZERO WASTE** TO LANDFILL OFFICE IN 2022

In accordance with the principles of the circular economy, we adopt a preventive approach to achieve the maximum reduction in the environmental impact of waste produced at our offices. Our aim is to achieve a waste-free office in 2022. We will do this by reducing and diverting waste through the following framework:

## This is the most crucial part of our waste management strategy.

The largest impact we can have on waste management is to avoid the generation of waste. At AirTrunk, we want waste to be avoided where it is not needed.

# AVOID

## You can't manage what you don't measure.

The journey starts by tracking, understanding, and analysing our waste generation, which provides valuable data helping us to reduce our waste.

When waste cannot be avoided, an effort will be made to reduce the quantity.

## REDUCE

## When a product reaches the end of life at AirTrunk it may not be the end of life for the product.

We will encourage our offices and data centres to sort, collect, quantify, monitor, and reuse waste. We will find avenues in which items deemed to be waste can be reused elsewhere or donated.

## REUSE

## We are aiming to reduce waste sent to landfill by:

- Creating an effective waste management and disposal program at our offices and data centres.
- Monitoring and analysing our waste and recycling disposal patterns for continuous improvement.

DISPOSE

Our goal at AirTrunk is to create a zero waste to landfill office in 2022.

**ACHIEVING** WASTE TO LANDFILL



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Waste Management

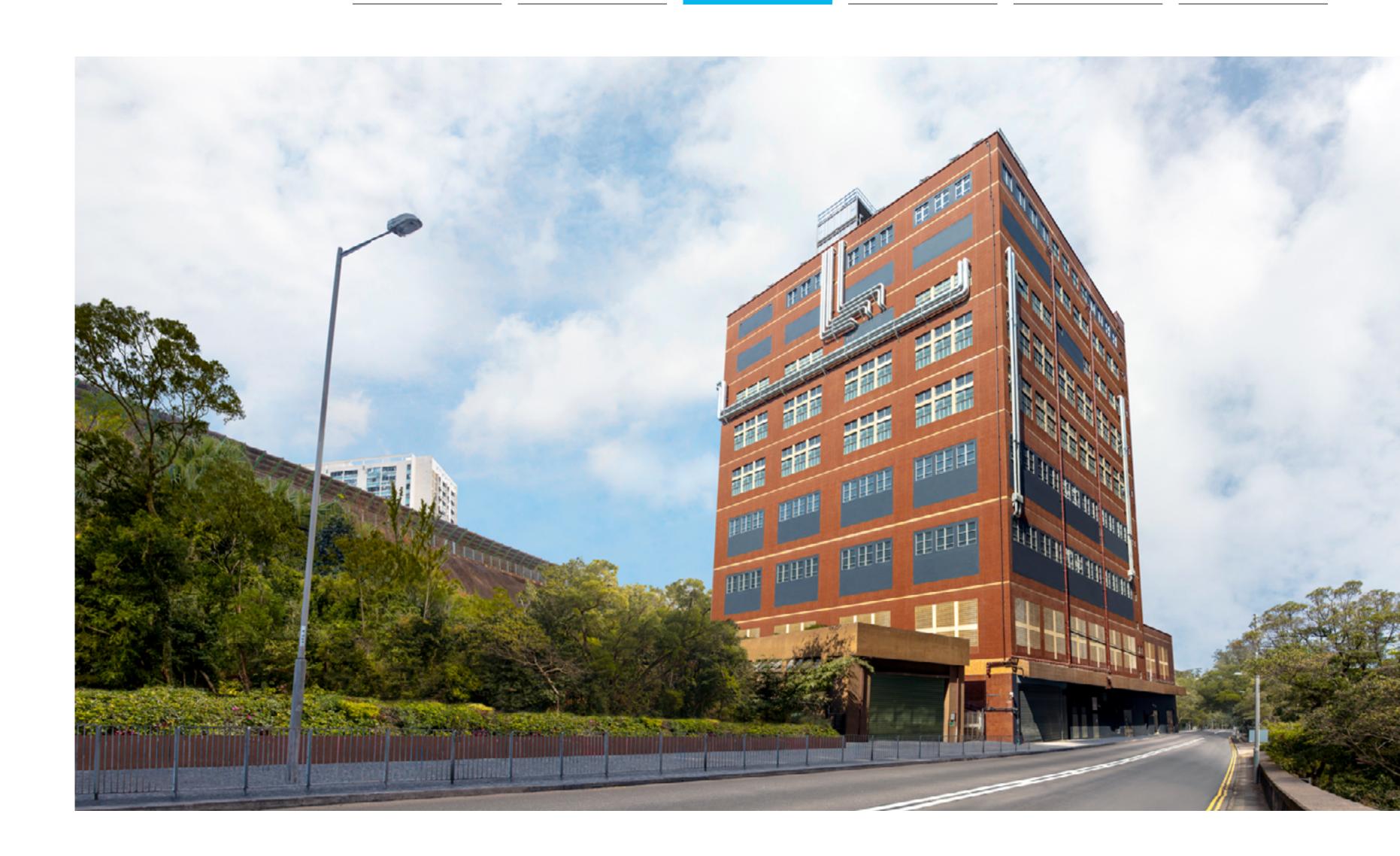
# **OUR ZERO WASTE** TO LANDFILL PILOT

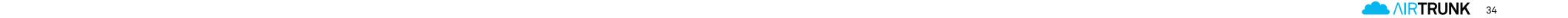
In 2020, we launched a waste management program to track and record our waste generation monthly at each of our offices and data centres. This monthly tracker helps us understand how much waste is generated by location and identify areas where waste reduction and sustainable disposal programs could be implemented.

In 2021, we initiated a program in our MEL1, SGP1, HKG1 data centres to achieve certification for UL2799. UL requires at least 90% diversion through methods other than 'waste to energy' to achieve Zero Waste to Landfill<sup>9</sup> designations. UL2799 Landfill Waste Diversion Validation is an important step for AirTrunk to commence categorising and validating the amount of waste going to landfill. Using lessons learnt from this pilot program, we will expand our waste-free ambitions to AirTrunk's other data centres.

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9. Silver 90-94%, Gold 95-99% and Platinum 100%.





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WHY IT MATTERS?	—————	Water is the source of life in communities, environments and technology, and AirTrunk is committed to ensuring the responsible use and protection of this critical resource.	The mismanagement of water can lead to excessive irrigation affecting environments; and hygiene-related diseases which can affect communities worldwide.
HOW DOES AIRTRUNK MANAGE THIS?		AirTrunk's water usage is predominantly driven by the mechanical systems that provide cooling to the IT infrastructure.  Starting with the design process, a technical solution is developed that considers both instantaneous and annual energy and water use to ensure a balanced approach that also satisfies the operational needs of our customers. Water usage monitoring is then carried out as part of data centre operations to continually monitor and generate data on water consumption.	We are constantly exploring new ways to adopt responsible consumption and production practices. We actively monitor our water management practices as part of our environmental conservation efforts.
WHAT IS OUR COMMITMENT?	—	Use water consciously and deliberately in our data centres to deliver significant energy savings and carbon reduction.	Optimise water efficiency through water conservation strategies for all operating data centres across Asia Pacific.
WHAT IS OUR TARGET AND PERFORMANCE?	——O	<ul> <li>TARGET:         <ul> <li>Undertake initiatives and trials in SYD1 and MEL1 to understand the relationship between water and power consumption, enabling optimisation and improved efficiencies moving forward.</li> </ul> </li> </ul>	<ul> <li>PERFORMANCE:</li> <li>To measure our performance, we use Water Usage Effectiveness (WUE), an industry-recognised metric that assesses water consumption in relation to the energy consumed within a facility. The FY21 weighted average WUE is 0.73 l/kWh across SYD1 and MEL1.</li> </ul>
WHO MANAGES THIS AT AIRTRUNK?	——	WUE is managed across the lifecycle of our data centres.	Our dedicated engineering team manages WUE under the leadership of AirTrunk's Chief Technology Officer.
WHAT SDGS DOES IT CONTRIBUTE TO?	—	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	



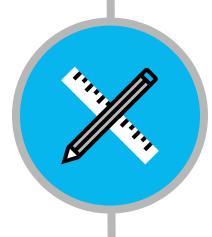
#### Water Management

## **OUR WATER EFFICIENCY STRATEGY**

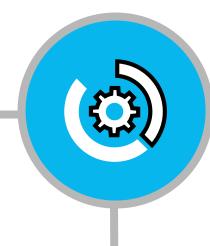
Strong water stewardship is important to us at AirTrunk. There are a number of ways we promote the responsible and sustainable use of water. These include:



Monitoring water withdrawal, consumption and disposal across our facilities using multilayered metering strategies. The information collected is used in conjunction with energy data to ensure the engineering practices we adopt are best in class and provide a holistic approach towards sustainability, aiming to exceed industry standards.



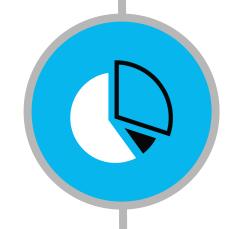
Deploying high-efficiency equipment that achieves a balance between energy consumption and water consumption. An example of this is the MEL1 facility that utilises elevated operating temperatures to take advantage of the local climate to reduce both water and power consumption directly, using hybrid dry-cooling technologies.



Implementing intelligent control systems to automatically define and respond to "out of range" usages, enabling operators to actively target areas for optimisation.



Consuming non-potable municipal supplies where possible and recovering rainwater (grey water) in addition to compliance with local codes and requirements. In Singapore, we utilise NEWater as the primary means of cooling make up water. This is provided by a dedicated network, operated and managed by the public utility company (PUB).



Collecting data on water withdrawals and total water resources and monitoring the level of water stress in the areas we operate.

Promoting the responsible use of water at AirTrunk by raising awareness of our current and future water management strategy. Where possible, we utilise opportunities to ensure water usage is responsible and minimised.





Water Management

## SUSTAINABLE USE OF **OUR FINITE RESOURCES**

AirTrunk's bespoke elevated temperature, refrigerant-free mechanical system deployed in MEL1 was developed with the primary goal of minimising energy consumption. It is a clean and highly-efficient solution.

The elimination of the refrigeration cycle from the heat rejection process has vastly improved efficiency and reduced the total carbon footprint of the deployment.

To achieve this, evaporative cooling is required. Open-circuit evaporative cooling is a reliable and trusted technology (particularly for data centres) whereby the process of evaporating water is the primary mechanism of heat rejection. Traditional open-circuit evaporative cooling systems enable very high-density heat rejection and are generally efficient from an energy perspective; however, this comes at the expense of water consumption.

Rather than adopting this typical strategy, AirTrunk opted to pioneer cutting-edge hybrid-cooling technology at MEL1, combining dry-cooling with an evaporative trim. This way, the advantage of the temperate climate is fully realised in such a way that water is not required in the heat rejection process for a significant portion of the year.

The deployed system uses more than 11 times less water annually than a traditional evaporative cooling system.

Through this, AirTrunk has carefully considered the fine balance between water and power consumption to ensure a technical solution that satisfies the requirements of our customers, and ensures the sustainable use of our finite resources.



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WHY IT MATTERS?	——	AirTrunk's success is founded upon the safety and health of our people. We strive to ensure that the people engaged on all our projects, across construction and operations, go home safely each day.	
HOW DOES AIRTRUNK MANAGE THIS?		AirTrunk aims to achieve the highest safety standards everyday in a way that positively impacts the health, safety and well-being of everyone associated with our business.  By fostering safe work environments, we make a positive social impact in the communities in which we operate and have a more fulfilled and happier workforce.  AirTrunk actively engages with our workers and partners to create a safe working environment, recognising that our people are best placed to identify and mitigate risks and hazards.	We focus on training, coaching, mentoring and oversight to ensure safe execution of our projects and operations. Our EHS management system is aligned to the ISO45001:2018 Occupational Health and Safety standard. We conduct safety maturity modelling to inform our safety strategy and initiatives.
WHAT IS OUR COMMITMENT?	——————————————————————————————————————	Working with our people, customers, delivery partners and suppliers, AirTrunk aims to achieve industry-leading safety performance that demonstrates EHS leadership in the data centre sector.  We will continually empower our people to achieve safe outcomes everyday.	We will continue building our systems to enable successful work that adapts to risks and challenges.  We will consistently develop engaged leaders who go beyond compliance to build a resilient approach to work.
WHAT IS OUR TARGET AND PERFORMANCE?		<ul> <li>TARGET:</li> <li>Maintain our commitment to safe delivery everyday by continuing to strive for elimination of injuries across our projects and operations.</li> <li>O regulatory notices issued.</li> </ul>	PERFORMANCE:  Total Recordable Incident Rate (TRIR) – Employees: 0  Total Recordable Incident Rate (TRIR) – Contractors: 0.50  Lost Time Incident Rate (LTIR) – Employees: 0  Lost Time Incident Rate (LTIR) – Contractors: 0.14  Total number of fatalities: 0  Total number of health and safety regulatory notices issued: 0  Refer to Appendix 1 for details.
WHO MANAGES THIS AT AIRTRUNK?	—	Safety is a shared responsibility across AirTrunk, integrated and embedded within all functions, activities, and processes.	Our Chief Safety Officer, with the leadership of our Chief Executive Officer and the support of the EHS Board Committee, leads our safety commitments
WHAT SDGS DOES IT	——O	3 GOOD MEALTH  ———————————————————————————————————	

People

Environmental Health and Safety

## **GLOBAL LEADER IN SAFETY**

We achieved exemplary safety performance in FY21 due to the collaborative efforts of our leaders and workers across all our projects and operations. Our goal is to be a global leader in safety for our industry. AirTrunk recognises that our people are ideally placed to identify, report and mitigate risks and hazards arising from our projects and operations. Our number one priority is to empower our people to take action to create a safe and healthy work environment for all.

AirTrunk's EHS management system is aligned to the ISO45001:2018 Occupational Health and Safety standard. We focus on leading indicators and mechanisms for early risk identification and mitigation, including:

- Risk-specific inspections;
- Internal and external audits;
- High-risk activity (HRA) planning workshops and control verifications;
- Leadership engagement walks;
- Virtual safety walks;
- EHS stakeholder groups, working groups and committees;
- Hazard reporting;
- Learning through incident investigations.

Our EHS committees meet across the Asia-Pacific region to provide our people with the opportunity to raise local challenges, issues, and concerns in an open and transparent forum. The committees are designed to involve key local leaders and to provide escalation mechanisms to ensure senior leaders are engaged in providing support to local operations.

Process and system specific training is provided to all employees and contractors associated with AirTrunk activities to ensure they understand EHS requirements and expectations. Ongoing training, coaching, mentoring and oversight are provided to ensure task complexity is managed and risks are mitigated through competent execution teams.

In addition, AirTrunk has implemented a range of programs and initiatives to enable our people and partners to recognise risks and hazards and take appropriate action. These include Good Save, Walk and Reward, and Partner Rewards.

The **Good Save** is a QR code system providing immediate access for everyone at AirTrunk sites to report hazards and unsafe conditions. Inputs are reviewed for immediate follow-up by onsite leaders to ensure appropriate and timely treatment of risks. The system is linked to monthly rewards which also encourages reporting.

Walk and Reward is our opportunity to recognise onsite excellence by rewarding great behaviour. We know that recognising excellence is the key to reinforcing safe work outcomes. Leaders across our Asia-Pacific sites are equipped with rewards to provide immediate, onsite recognition to workers for excellent risk management practices.

The **Partner Rewards** program aims to facilitate the development of a safety excellence culture among AirTrunk, contractors, and our workforce across all projects. The program is designed to promote management commitment, engagement, behavioural monitoring, and continuous improvement across varied leading metrics.

For further examples of wellness initiatives for our employees and contractors, see Talent Attraction and Retention: Grow @ Hyperscale, and Supporting AirTrunk Construction Workers During COVID-19 (APAC).

"

AirTrunk shows the highest standards of safety practices across all its sites.



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**Progress** 

People

Environmental Health and Safety

## **SUPPORTING AIRTRUNK CONSTRUCTION WORKERS DURING COVID-19**

At SGP1, our priority throughout COVID-19 has been to ensure the health and safety of our people, including those working at our construction sites. AirTrunk worked closely with our general contractor (Obayashi OSPL) to design and build a new safe Construction Temporary Quarter (CTQ) for our workers.

While building the CTQ with approval from local authorities, AirTrunk's COVID-19 Response Team implemented the following measures:

- Temperature check points;
- Strategic hand washing and hand sanitisation points;
- Segregated entry and exit points;
- Segregated sanitary, bathing and laundry facilities.

Once our workers moved into their new CTQ dormitories, we engaged with them using various communication platforms to receive feedback and suggestions to ensure their continued safety and well-being.



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WHY Due to the rapid growth of our industry, and compounded by a To ensure we are well placed to capitalise on the accelerated global pandemic, there is an increasing talent shortage across growth of our industry, it is our goal to make AirTrunk the place IT MATTERS? our markets. talent wants to be. We offer a range of people programs and a workplace environment We have set a sustainable foundation for our people consisting HOW that keeps our people positively charged and connected to each of strong leadership, rigorous recruitment processes and **DOES AIRTRUNK** other and the community. This creates a safe, healthy, and happy attractive benefits. MANAGE THIS? working environment where all AirTrunkers can thrive. To maintain a high-performing culture, we offer best practice learning and support programs, regular peer feedback and a transparent performance management system. WHAT To attract, empower and grow a diverse team who is constantly To foster a diverse, fun and inclusive working environment. raising the bar and setting new standards for our industry. IS OUR COMMITMENT? WHAT TARGET: PERFORMANCE: Accelerate representation of women to 30% of all employees Our FY21 Female representation is: IS OUR TARGET across the business by 2025. Board: 38% AND PERFORMANCE? Establish NextGen talent partnerships in key markets. Total employees: 27% Launch Learning@AirTrunk program to provide ongoing learning Leadership: 22% opportunities for our staff. - Individual Contributor: 28% Refer to Appendix 1 for details. WHO Our People & Culture team leads our talent attraction and retention All AirTrunkers play a role in creating and fostering a culture that MANAGES THIS programs, with oversight from AirTrunk's Executive team. is inclusive, engaging, and sustainable as we continue to grow. AIRTRUNK? SDGS DOES IT **CONTRIBUTE TO?** 



Talent Attraction and Retention

## **A DIVERSE AND INCLUSIVE WORKPLACE**

AirTrunk values diversity and strives to create an inclusive environment where everyone can bring their authentic selves to work and realise their full potential.

As AirTrunk continues to grow and scale in new cities and territories, we recognise it is important to nurture a diverse and inclusive culture, which drives innovation, and enables us to deliver our best results for our people and customers.

Training and education programs, and talent acquisition and retention initiatives are a key focus at AirTrunk to achieve our diversity and inclusion goals.





**Progress** 

People

Talent Attraction and Retention

## **GROW @HYPERSCALE**

Being an AirTrunker means you have the rare opportunity to drive the next horizon of Asia-Pacific's digital growth and the record-breaking growth of AirTrunk, while also fasttracking your career.

AirTrunkers have a natural inclination to think big, see around the curve, and work collaboratively to solve tough problems. We are relentless challengers, and creative problem solvers, coming together to reimagine, build and deliver the data centres that drive our region forward.

In return, AirTrunk provides a platform for personal growth, creating an electric atmosphere, helping AirTrunkers to stay positively charged and amplify their impact.

This is what it means to Grow@ Hyperscale. This is what it means to work at AirTrunk.

Backed by a robust recruitment process, high performing, fun and supportive culture, and driven by a strong leadership team, AirTrunkers receive competitive remuneration and a range of attractive benefits including:

- AirFit Wellness Program with 'Recharge Days', wellness subsidies, and weekly team lunches in all offices;
- Parental leave benefits and a supportive flexible working environment;
- An industry-leading onboarding and induction experience;
- Reflections designed to help AirTrunkers succeed in their role and accelerate their career;
- Annual AirTrunk Connect event for all AirTrunkers across Asia Pacific.

In building a culture, it's important that things are at their core – fun. The most rewarding endeavours are fun – and even during trying times, it's important to recognise you're all in it together, to do something greater.

"

**Robin Khuda** AirTrunk Founder & CEO



**△** ∧IRTRUNK 44

Talent Attraction and Retention

## EHS RESPONSE TO COVID-19 ACROSS APAC

The COVID-19 pandemic proved immensely challenging for businesses globally. AirTrunk's pace accelerated to unprecedented levels from the onset of COVID-19 due to the massive global uptake in remote working and demands for data centre capacity.

AirTrunk quickly adapted our working methods to support the efforts of the WHO, conforming to national guidelines to help limit the propagation of COVID-19 and maintaining our commitment to the health and safety of our people and communities across Asia Pacific.

We quickly mobilised our emergency response team, a multi-disciplined, cross-regional working group focused on developing AirTrunk's COVID-19 management plan, providing resources and support to staff, and equipping leaders with the necessary tools and information to continue business operations.

A range of important actions were adopted by AirTrunk to ensure safe and healthy outcomes during the pandemic, including:

- Establishing communication links with government agencies to facilitate prompt alignment with regulations;
- Technology for biometric scanning to regulate site access and attendance;
- Modifying work rostering, transport and accommodation arrangements;
- Adapting site facilities to enable physical distancing;
- Continuous communications to customers, partners, employees, and other key stakeholders;
- Business continuity and ongoing ICT support for AirTrunkers;
- Health and wellbeing initiatives for all AirTrunkers.

AirTrunk maintained its capability for continued data centre project delivery and operations throughout Asia Pacific and received 99% score to the question: "I feel supported by AirTrunk during COVID-19" in staff engagement surveys.



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Talent Attraction and Retention

## **PROVIDING A GREAT EXPERIENCE AT AIRTRUNK**



#### HIGH STAFF ENGAGEMENT (FY21)

89%

engagement overall.

98%

are proud to work for AirTrunk.

94%

would recommend AirTrunk as a great place to work.

92%

believe 'my manager genuinely cares about my wellbeing'.

92%

are confident in leadership.

91%

believe 'AirTrunk motivates me to go beyond what I would in a similar role elsewhere'.

#### HIGH STAFF RETENTION (FY21)

7.6%

**57 NEW HIRES** 

staff turnover.

onboarded.



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WHY IT MATTERS?	——	AirTrunk's growth has been possible, in part, because of the communities who have welcomed our operations. We have an important role to play in these communities to help them thrive.	A commitment to community impact ensures a positive economic, social and environmental future for all.
HOW DOES AIRTRUNK MANAGE THIS?	——	AirTrunk makes significant investments in each data centre project to provide critical digital infrastructure to communities across the Asia-Pacific region, and we execute on these projects to a high global standard.	In addition, AirTrunk designates community programs that we support in each of our established markets.
		Every AirTrunk project requires skilled resources to bring our vision to reality. We invest in recruitment strategies to identify and hire local talent, providing quality jobs in each of our markets. We also engage hundreds of local trades and provide safe and high-quality working conditions.	
WHAT IS OUR COMMITMENT?	——	To make a positive contribution to the local communities in which we operate data centres, through job creation, digital development, community investment and engagement.	
WHAT IS OUR TARGET AND PERFORMANCE?	—	<ul> <li>TARGET:</li> <li>Continue supporting causes in 100% of our markets that have been operational for at least 12 months across our CSR pillars.</li> </ul>	<ul> <li>PERFORMANCE:</li> <li>In FY21, our community engagement activities covered 100% of our markets, operational for at least one year.</li> <li>Refer to page 50 for details.</li> </ul>
WHO MANAGES THIS AT AIRTRUNK?	——	Community engagement is managed by the Chief Marketing Officer, in close consultation with the Chief Executive Officer and Executive team.	
WHAT SDGS DOES IT CONTRIBUTE TO?	——	9 INCLISITY, INCONDICTO AND INFRASTRICTURE  10 REQUALITIES FOR THE COALS  WHEN THE COALS	

People

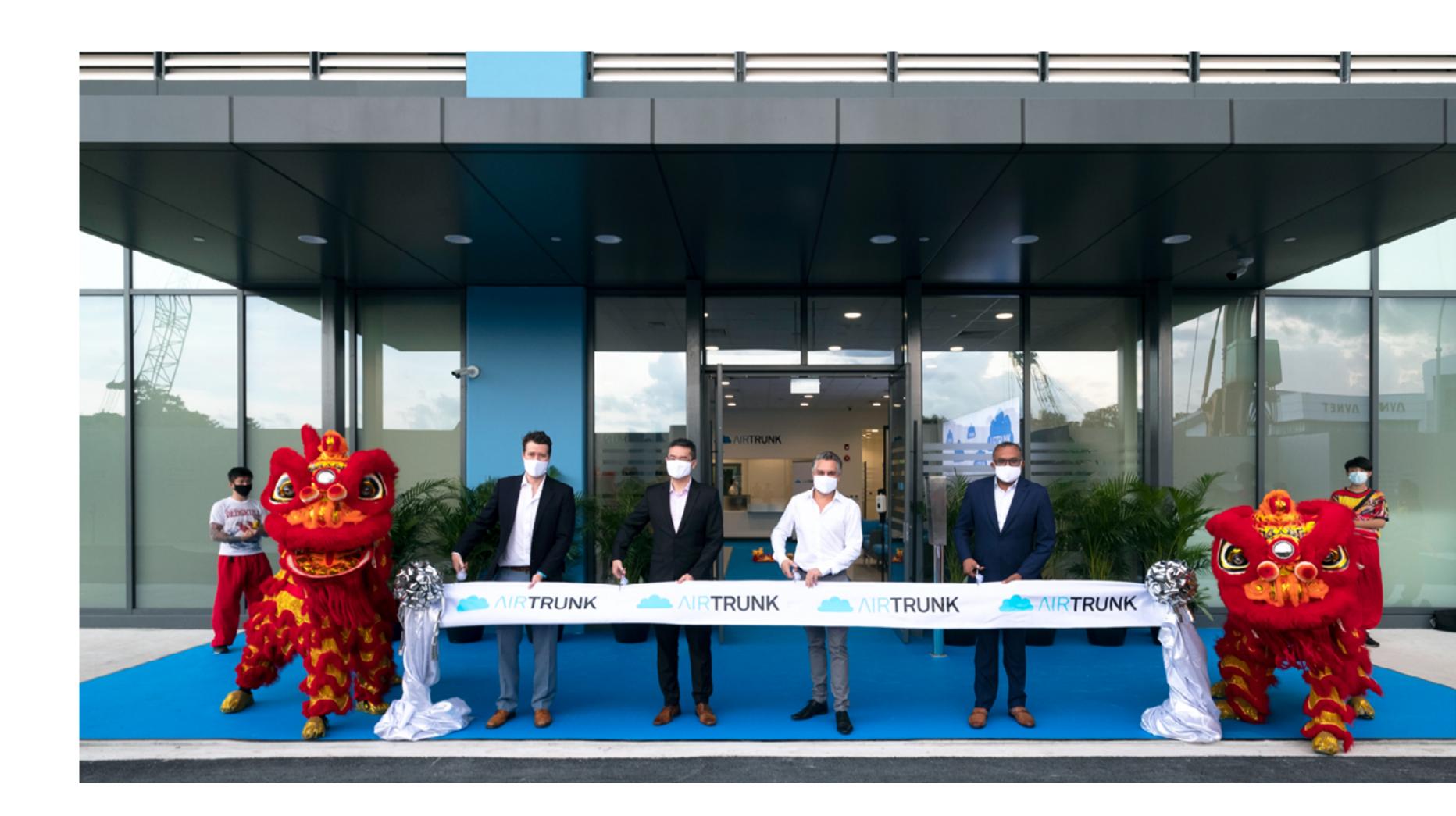
Community Engagement

## **INVESTING IN OUR COMMUNITIES**

The Asia-Pacific region is experiencing rapid population growth and rising digital adoption at a much faster rate than other regions around the world. To enable these huge shifts in the region, scalable, reliable, and sustainable digital infrastructure, such as hyperscale data centres, is required.

AirTrunk's development of hyperscale data centres allows large global technology companies to make their products and services available to nearby communities. AirTrunk supports domestic economic growth, generates employment opportunities, and develops workforce capabilities for the future, in markets where we operate.

As we build and operate our data centres in locations across the region, our investment into local communities can equate to billions of dollars and will help our communities in their post COVID-19 recovery.





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#### Community Engagement

#### **Our CSR Framework**

AirTrunk's CSR framework is a collaborative approach, working in partnership with local communities to achieve long-term social, environmental, and economic outcomes. Our CSR framework consists of understanding, planning, managing, and monitoring our community engagement and its impact.

#### **Understand our communities**

- Identify and engage local communities;
- Assess social impacts and determine best opportunities;
- Identify indigenous cultural heritage.

#### Research and plan

- Prepare stakeholder and community engagement plans;
- Establish complaints mechanism.

#### Implement and manage

- Embed CSR into AirTrunk culture;
- Manage programs, partnerships, governance and due diligence;
- Ensure timely response to incidents.

#### Monitor our impact

- Verify independent data and social performance annually;
- Analyse total community investment;
- Consistently monitor and evaluate.

#### AirTrunk's Corporate Social **Responsibility Program**

Our CSR initiatives align to the industry in which we operate, focusing on: Youth and Education, Environment and Community Care.

AirTrunk follows the UN Sustainability Development Goals and ISO 26000 Guidance on Social Responsibility to cover a diverse range of community initiatives which will make a positive impact on society.

CSR PILLARS	LINK TO SDGS	OBJECTIVES
<b>Q1</b> Youth and Education	4 QUALITY EDUCATION	<ul> <li>Invest in STEM education for the next generation of workers and to upskill current workforce.</li> <li>Conduct educational outreach programs, and connect with community groups and schools to generate greater awareness of STEM.</li> </ul>
02 Environment	13 CLIMATE ACTION  14 INT. MACRON WATER  15 ON LAND  16 ON LAND	<ul> <li>Support climate action and environmental sustainability.</li> </ul>
03 Community Care	1 NO 2 HIND 2 HINDER 3 GOOD HEALTH SERVICE TO REQUARTES OF THE GOALS  ***********************************	<ul> <li>Actively contribute to social improvement and community development.</li> <li>Build a culture of social responsibility and community involvement at AirTrunk.</li> </ul>



We have focused our CSR efforts on the local communities where our data centres have been operational for more than 12 months, including Western Sydney for SYD1 and Melbourne for MEL1. We have also commenced activities in other areas including Sydney's northern suburbs (SYD2), Singapore (SGP1), and Inzai near Tokyo (TOK1).

Our CSR activity in FY21 included donations, staff volunteering and profile raising for a variety of important charities and local communities in need.



Community Engagement

## **AIRTRUNK SHOWING UP** IN TIMES OF NEED

- SYD1, Western Sydney
- COVID-19 Support.
- Donated a decontamination machine & called on vendors to donate equipment to Blacktown Hospital in May 2020.



- SYD2, Sydney North
- Donated to a new STEM facility at Lane Cove West Public School set to open in 2021.



SYD2, Sydney North

**AUSTRALIA** 

Donated 150 trees to help conserve Australia's unique natural habitat and wildlife.



- MEL1, Melbourne West
- Funded 17 scholarships to support STEM students in Melbourne's West.



kitchen

SINGAPORE

- SGP1, Singapore
- COVID-19 Support.
- Donated to help vulnerable families in Singapore. The Social Kitchen helps the community by creating jobs through food.





- TOK1, Tokyo
- COVID-19 Support.
- Donated vital funds and team members volunteered to prepare food, clothing and other necessities to support local homeless community.



- Australia
- AirTrunk is supporting its team of 8 AirTrunkers who are participating in the 2021 Noosa Triathlon, making a difference for Make-A-Wish Australia.



- NSW, Australia
- Following severe flooding across NSW, AirTrunk donated to GIVIT.org.au to support their efforts assisting communities in need.



Australia



- COVID-19 Support.
- To raise funds and awareness for mental health through Beyond Blue, 30 AirTrunkers participated in the 30km Coastrek Walk in 2021.





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Protection of customer data is absolutely necessary to building WHY successful and sustainable customer relationships and promoting IT MATTERS? AirTrunk's position as a responsible stakeholder in the broader digital economy. AirTrunk implements and operates a mutually reinforcing suite of In line with global best practices for data protection, we proactively HOW controls including operational procedures, technical mechanisms, identify and remediate data-related risks. **DOES AIRTRUNK** and awareness campaigns that work together to enforce end-to-MANAGE THIS? end protection of customer data. WHAT Ensure best-in-class control environment to secure and protect our customer data. IS OUR COMMITMENT? WHAT **TARGET: PERFORMANCE:** Report 100% of identified incidents to the customer within 72 In FY21, AirTrunk did not received any substantiated complaints IS OUR TARGET concerning breaches of customer data privacy or losses of hours and for incident response actions to be underway within AND PERFORMANCE? the same timeframe. customer data. 100% of AirTrunk employees and contractors received data 100% of staff (both internal and contractor) covered by comprehensive onboarding and annual refresher training that privacy, protection, and security awareness training within the communicates the importance of confidentiality and data required deadlines. protection. WHO Customer Data Protection and Cyber Security is managed by the Head of ICT and is supported by the Chief Operating Officer and the **MANAGES THIS** Chief Executive Officer. AT AIRTRUNK? **WHAT** SDGS DOES IT **CONTRIBUTE TO?** 

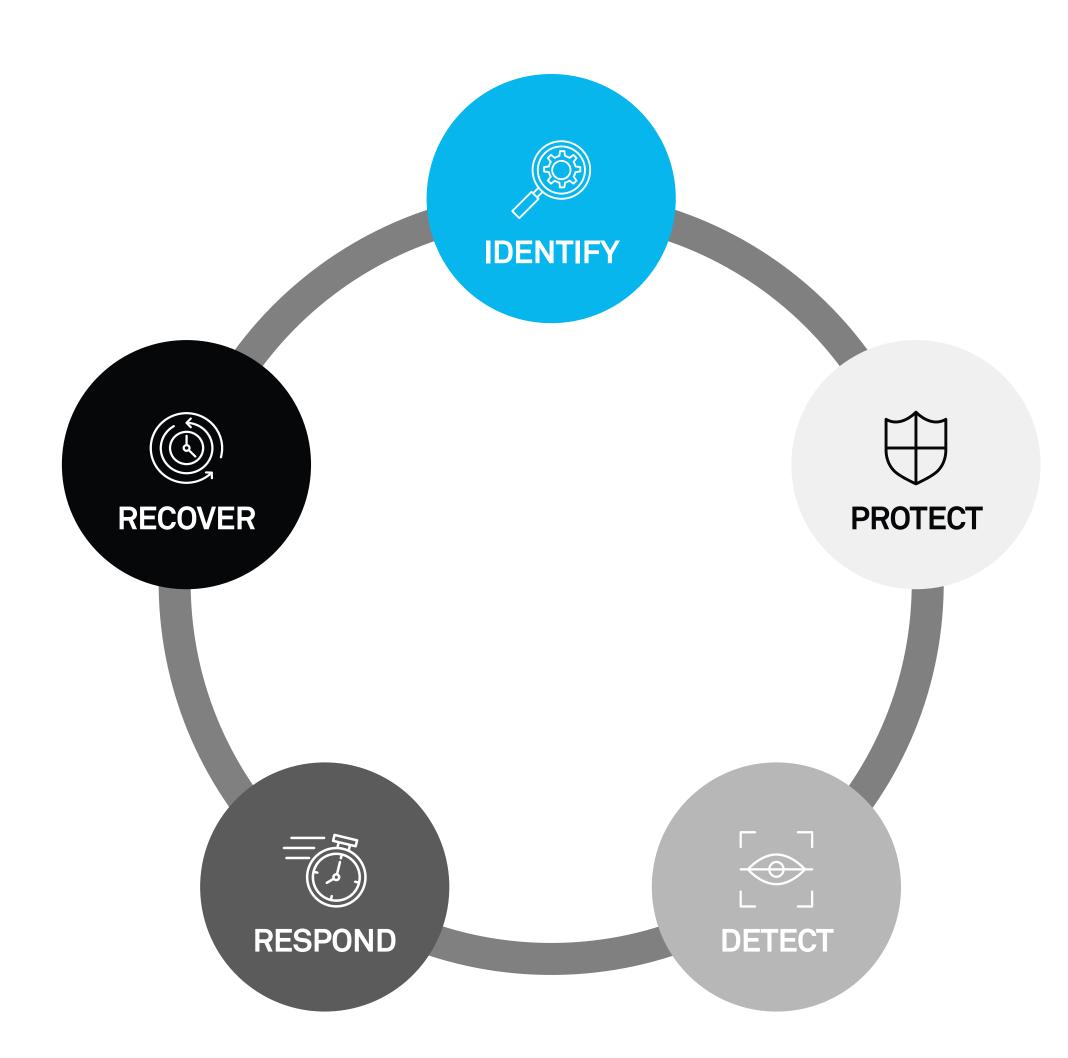


Customer Data Protection and Cyber Security

## **OUR CYBER SECURITY FRAMEWORK**

Data protection capabilities within AirTrunk are founded upon an all-hazards cyber security strategy aligned with the NIST Cyber Security Framework and the Cloud Security Alliance Cloud Controls Matrix.

AirTrunk cyber security framework begins with our business vision and risk appetite and identifies the highest priority capabilities that must be developed in the near, mid, and longterm to support the realisation of business objectives. The cyber security strategy defines and ranks prioritised security initiatives to be pursued and the target maturity level for each, including data protection and confidentiality initiatives.



The strategy plays a complementary role to the AirTrunk Information Security Management System (ISMS). While the ISMS is the mechanism for enforcement and operation of generic security controls, the strategy informs the degree of rigour for each control and investment in continuous improvement.

The AirTrunk ISMS enforces information security policies regarding acceptable use, information handling, and access control, which bind all personnel to responsible use of AirTrunk systems and information to support data privacy outcomes. Access to AirTrunk systems is conditional upon annual acceptance of these policies and associated training. Customer Data Protection and Cyber Security



## **PREVENTING** DATA **SECURITY BREACHES**

In FY21, AirTrunk did not receive any substantiated complaints concerning breaches of customer data privacy or losses of customer data.

AirTrunk enforces controls across the entire lifecycle of data handled as part of business operations - from creation and dissemination of data through storage, retention, and destruction of data.

Data protection capabilities, guided by the AirTrunk Cyber Security Strategy, cover training and awareness for personnel who handle data, proactive technical controls that mitigate potential data loss, and incorporation of confidentiality requirements into business processes.

#### AirTrunk's Cyber Security Strategy

- Mandatory reporting within 72 hours of customer data security breaches is enforced for all AirTrunk site locations and personnel.
- Mandatory comprehensive data privacy, protection, and security awareness training, incident response procedures, and testing of incident response functions.
- Continuous monitoring and proactive enforcement of user access to data in line with least privilege. AirTrunk has introduced programmatic methods for evaluating the extent of user access to sensitive information and regularly reviews access levels to ensure that customer information is handled only by those on a need-to-know basis.
- AirTrunk is positioned to introduce enhanced email and file security controls in FY22 to provide an additional degree of protection for classified data, reinforcing the information classification framework that guides AirTrunk personnel in handling information securely. These controls have been successfully adopted for security-related activities including assessments performed by third parties.

#### **Continuous Cyber Security Enhancements**

AirTrunk engages extensively with government entities and the broader security community to leverage collective security and information sharing networks. For example, AirTrunk has established a partnership with the Australian Cyber Security Centre (ACSC) and actively participates in workshops hosted by the ACSC.

AirTrunk proactively improves and extends information security controls under the aegis of its ISO/ IEC 27001:2013, SOC2 and PCI DSS certifications, and demonstrates the design and operating effectiveness of these controls in half-yearly internal audits and annual external audits.

Information security risks are proactively raised and discussed from a business risk management standpoint in monthly Security Working Group meetings involving stakeholders from across the business, and from a due diligence standpoint in quarterly ISMS committee meetings.





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AirTrunk's vision is to continually redefine and deliver the WHY hyperscale data centres of tomorrow. Innovation is an IT MATTERS? imperative for us to achieve our vision. Our openness to innovate is woven into our company values of Our leadership team has fostered this from Day 1 and models this HOW above and beyond, dynamic, transparent and responsive. By putting in everything that we do. We innovate alongside our customers DOES AIRTRUNK our people and customers at the heart of everything we do, we through regular technical sessions and workshops and constantly MANAGE THIS? are willing to flex and are open to new ideas if it means a better engage with our suppliers on innovation proofs of concept and outcome for our customers. trials. Our commitment to progress through innovation will be facilitated WHAT AirTrunk will continue to focus on innovation and growth throughout Asia Pacific and work across an increasing number by an element of freedom and transparency from the leadership IS OUR COMMITMENT? team, encouraging staff to test new ideas, creating an environment of markets. where innovation is encouraged and celebrated. WHAT **PERFORMANCE: TARGET:**  Continue exploring opportunities to deliver PUE benefits through In FY21, we launched two innovative energy savings projects. IS OUR TARGET Please refer to Our Energy Saving Initiatives. ongoing innovation. AND PERFORMANCE? Provide innovative carbon reduction solutions to our customers. Continue to test our customer solutions for more efficient, costeffective and scalable options. WHO Our culture of innovation at AirTrunk enables all staff to contribute to innovation initiatives, with oversight from our Chief Technology **MANAGES THIS** Officer and the Executive team. AT AIRTRUNK? **WHAT** SDGS DOES IT **CONTRIBUTE TO?** 

Innovation

## **BUILDING INNOVATIVE** HYPERSCALE **AND AGILE** INFRASTRUCTURE

We aim to constantly challenge and lead the industry in flexible, hyperscale colocation design. Our in-house developed Reference Design and pre-designed equipment modules work together to yield spatial efficiency and customer flexibility within a framework of standardisation. This design framework allows AirTrunk to:





Working within our flexible Reference Design, our in-house design team works very closely with our customers to understand their drivers and needs, creating a design feedback loop. We continually track evolving drivers around safety, sustainability, cost, and efficiency while growing with our customers.



Innovation

#### **Our Energy Saving Initiatives**

#### **Energy Saving at SYD1**

AirTrunk is committed to continuous improvement in the design and operations of our data centre platform, and we consistently seek out improvements for our customers, through efficiency measures and operational enhancements. A series of PUE optimisation trials were conducted at SYD1 to explore viable energy savings, with the goal of maximising efficiency, lowering energy costs, and delivering increased value to our customers.

The successful innovations were rolled out in 2020, and significant energy efficiency improvements were delivered.

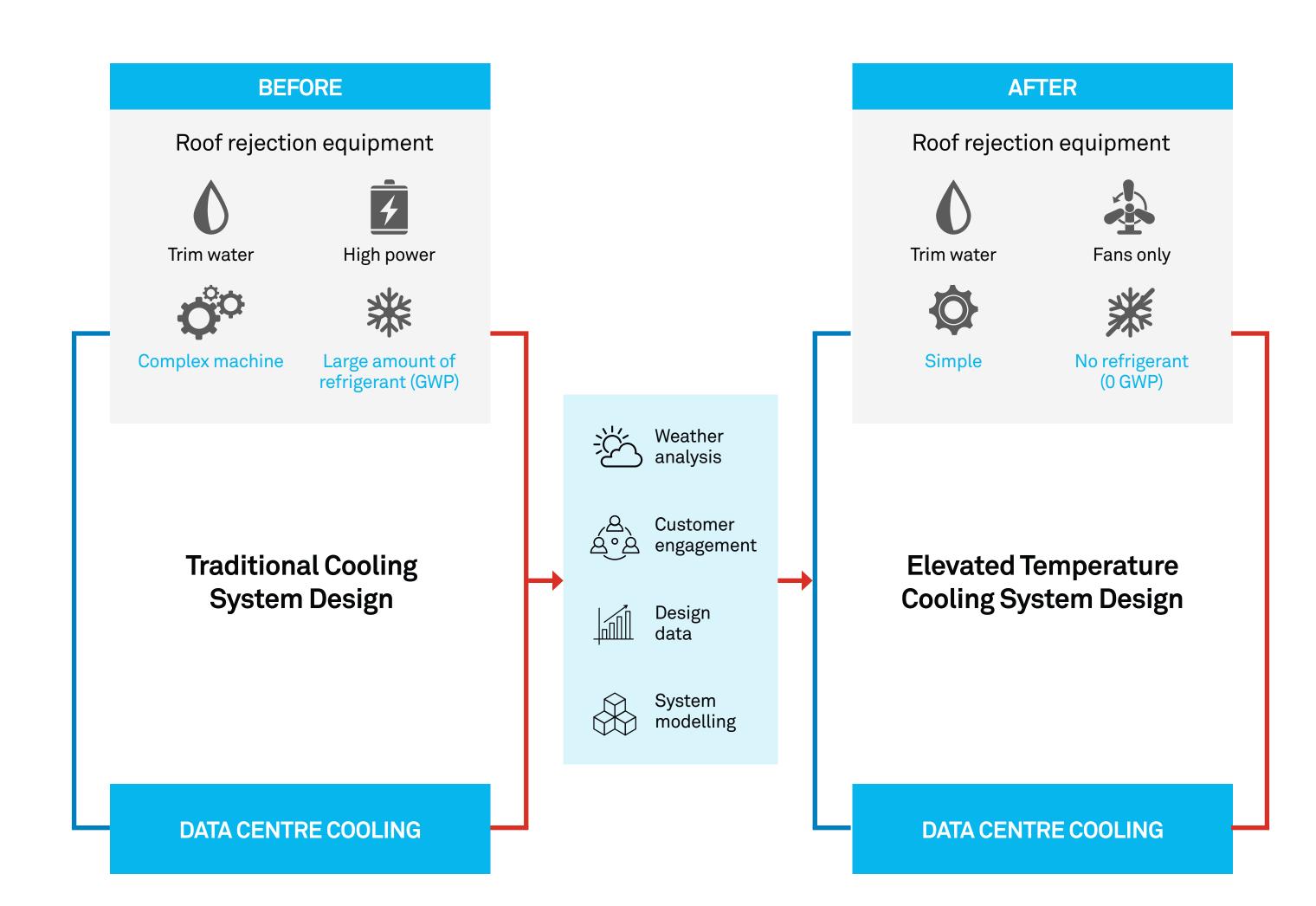
#### Refrigerant-Free High Temperature Solution at MEL 1

At AirTrunk, we always look for opportunities to lower energy costs for our customers, through efficiency measures and operational enhancements while reducing the environmental impact of our data centres.

AirTrunk's deep engagement with our customers' engineering teams informed us the hyperscale data centre industry was looking to move to SLAs in the 30+ degrees celsius range. AirTrunk's in-house design team undertook early design optioneering with analysis of climate data, energy, and water models to offer a potential customer an industry-leading PUE while balancing impact to the environment and solution costs.

Working with our customers, we delivered innovative elevated temperature cooling solutions in MEL1 with:

- An industry-leading average annual design PUE of 1.14
- 2 A refrigerant-free cooling system
- 90% annual savings on water usage compared to a traditional cooling tower
- More usable IT capacity with less overall infrastructure
- A robust and flexible control system with provisions for tuning to drive lower PUE



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WHY IT MATTERS?		Everything we do is with one thing in mind, to help our customers grow, and as a result, we grow too.  Today's customers are better informed, better connected and demand more than ever before.	The success of our business depends on building strong, long-lasting relationships with our customers. We are always listening and learning to understand their needs, solve their problems, and make sure they are satisfied with their AirTrunk experience.
HOW DOES AIRTRUNK MANAGE THIS?	—— <b>○</b>	At AirTrunk, we do everything we can to help our customers succeed. We help them through every experience and interaction with us, acting as an extension of our customers' teams. We help them solve global data centre challenges and use a variety of communication channels to engage with our customers including:	<ol> <li>Early engagement to understand customer requirements and inform our site selection and market strategies to be where our customers need us.</li> <li>Deep engagement with our customers by providing subject matter experts on strategic initiatives such as innovation, efficiency, renewable energy and safety.</li> <li>Ongoing support to ensure high customer satisfaction levels and longterm relationships in multiple markets throughout Asia Pacific.</li> </ol>
WHAT IS OUR COMMITMENT?		We strive to go above and beyond for our customers, being dynamic, transparent, and responsive in every collaboration, communication, and action through the customer journey.  We aim to meet or exceed our customer commitments for projects and services, delivering projects on time, meeting our customers SLAs, and maintaining industry standards.	We establish metrics to measure customer satisfaction and continuously identify opportunities for improvement.
WHAT IS OUR TARGET AND PERFORMANCE?	——O	<ul> <li>TARGET:</li> <li>Continue to meet or exceed our customer commitments for projects and services.</li> <li>Ensure high customer satisfaction levels and long-term relationships throughout Asia Pacific with positive annual growth rates in MW sold.</li> <li>Integrate customer experience into the reward and recognition program.</li> </ul>	<ul> <li>PERFORMANCE:</li> <li>Our FY21 average annual growth rate for our Top 5 customers in MW sold is 58%.</li> </ul>
WHO MANAGES THIS AT AIRTRUNK?	——	Led by AirTrunk's Executive team and supported by our Marketing & Customer and Service Delivery team, our people across the business are ever ready and always responsive to our customer needs ensuring the best customer experience and ongoing satisfaction.	
WHAT SDGS DOES IT CONTRIBUTE TO?	—	9 MOLETRY, INNOVATION  AND INFRASTRUCTURE	



Customer experience has been core to our business from the very beginning. Our customers were front and centre in my mind when I created the vision for AirTrunk, with the knowledge that their success was going to be key to our success.

Our laser focus on customers has helped AirTrunk become the leading hyperscale platform in Asia Pacific, built on a foundation of trust, deep relationships, and a commitment to understanding our customers. As a result, our customers have and will continue to scale with us, often into unchartered territory.



Robin Khuda AirTrunk Founder & CEO



Customer Experience and Satisfaction

## **GOING ABOVE AND BEYOND** FOR OUR **CUSTOMERS**

Our company values guide our behaviours as we work with and interact with our customers. AirTrunkers always strive to go above and beyond, and to be dynamic, responsive and transparent in everything we say and do. With a willingness to help and a drive to do whatever it takes with swift action, our customers have come to expect an outstanding level of service from AirTrunk.

Everything we do is with one thing in mind to help our customers grow.

#### What our Customers Say About us



AirTrunk is wholly customer focused, which is amazing. I've told them many, many times that I really wish our other suppliers would conduct business in the same manner because it makes it incredibly easy.

They are very accessible, the whole team, from Robin at CEO level, down, it doesn't matter which role, I could ask them a question and they would just jump on it and solve it... which is uncommon.



#### **Measuring Customer Satisfaction**

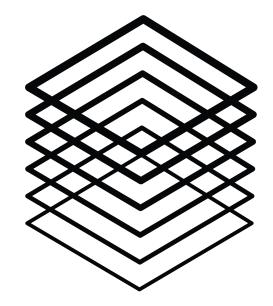
Customer satisfaction is the true measure of success. The customer satisfaction data obtained is important for us to understand our customer needs and continue to improve. We are growing our Voice of Customer program to measure customer satisfaction more accurately and better identify opportunities for ongoing improvement.



Well done in restoring the redundancy to normal operation with no customer impact. Our ability to achieve this consistently as a combined team is a key point of differentiation for our customers and business. We really appreciate the partnership. Let's keep the positive momentum going...



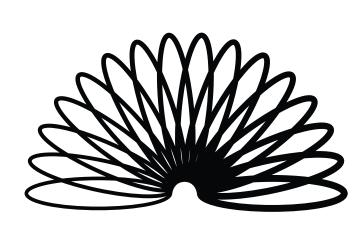
## **OUR CUSTOMER VALUE PROPOSITION**



#### FAST+ **SCALABLE**

#### Ready when you are

- Innovative hyperscale model designed for your rapid capacity deployment.
- Scale at speed with our extensive groundwork and pre-planning, local expert teams and rapid construction.
- A responsive and consistent experience wherever you choose to grow with us in Asia Pacific.



#### FLEXIBLE + **COST-EFFICIENT**

#### **Customer charged**

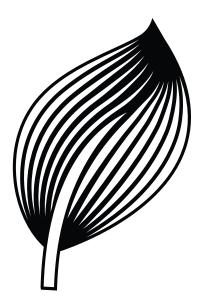
- Flexible from start to finish, making dealing with us easy.
- Dedicated to understanding and delivering customised solutions to suit your unique requirements.
- Grow efficiently with no additional margins or added costs.



### TRUSTED + **SECURE**

#### Trusted to deliver

- An established Asia-Pacific platform and expert team trusted by the world's largest companies, and backed by Macquarie.
- Always on with 100% availability and industry leading SLAs.
- Protecting your data with maximum data centre security across Asia Pacific.



#### SAFE+ SUSTAINABLE

#### Setting the standard

- Industry-low PUE and WUE to reduce your carbon footprint.
- Strong commitment and comprehensive programs to keep our people and partners safe.
- Commitment to sustainable solutions for our planet, people and progress.



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WHY IT MATTERS?		Managing risks and opportunity is critical to creating and preserving AirTrunk's value.	
HOW DOES AIRTRUNK MANAGE THIS?	——	Risk Management is managed through a strong risk culture, speak- up mindset and robust risk mitigations, strengthened by a clear ERM governance to create, preserve, and realise AirTrunk's value, success, and growth.	
WHAT IS OUR COMMITMENT?		We are committed to improving our ability to identify risks and establish appropriate responses, reducing surprises, while maximising future opportunities.	We remain ahead of trends, proactively manage risks, and take advantage of opportunities.
WHAT IS OUR TARGET AND PERFORMANCE?	——	<ul> <li>TARGET:</li> <li>Continue strengthening the adequacy and effectiveness of AirTrunk's risk management system.</li> <li>Identify our climate-related risks and opportunities, test our resilience and further develop our climate response.</li> </ul>	<ul> <li>PERFORMANCE:</li> <li>In FY21, our new Head of Risk &amp; Sustainability joined the AirTrunk leadership team to lead our risk management programs. We will work to further mature our risk management system, keeping pace with our growth and ensuring we stay aligned with global standards.</li> </ul>
WHO MANAGES THIS AT AIRTRUNK?		Risk is the responsibility of all employees at AirTrunk. It is an integral part of organisational processes and embedded in all activities, processes, and systems.	The Chief Executive Officer is responsible for an effective ERM system supported by the Chief Operating Officer and Head of Risk & Sustainability who leads the design and implementation of the ERM system.
WHAT SDGS DOES IT CONTRIBUTE TO?	——	11 SUSTAINABLE CITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION AND PRODUCTION COO  13 CLIMATE  14 COO  15 CLIMATE  16 COO  17 CLIMATE  18 CLIMATE  19 CLIMATE  10 CLIMATE  11 CLIMATE  12 CLIMATE  13 CLIMATE  14 COO  15 CLIMATE  16 COO  17 CLIMATE  18 CLIMATE  18 CLIMATE  19 CLIMATE  19 CLIMATE  19 CLIMATE  19 CLIMATE  10 CLIMATE  10 CLIMATE  11 CLIMATE  12 CLIMATE  13 CLIMATE  14 CLIMATE  15 CLIMATE  16 CLIMATE  17 CLIMATE  18 CLIMATE  18 CLIMATE  19 CLIMATE	



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## **OUR ENTERPRISE RISK MANAGEMENT SYSTEM**

The COVID-19 pandemic uncovered the fragility of organisations within the space of weeks, and corporations were forced to adjust their strategy accordingly.

At AirTrunk, we have always believed sustainability requires effective risk management to mitigate business disruptions in the short, mid and long-term and to avoid negative surprises. Sustainability translates into a demand for awareness and resilience, developing effective strategies to mitigate risks and taking advantage of opportunities across our business.

At AirTrunk, the Board approves the risk strategy as well as the design and effectiveness of the ERM system. The Chief Executive Officer is responsible for an effective ERM system supported by the Chief Operating Officer and the Head of Risk & Sustainability who leads its design and implementation.

AirTrunk's risk management process identifies and addresses a broad range of risks that can directly or indirectly impact the business. The risks are identified, prioritised, assessed, monitored, reviewed, and reported

to AirTrunk's management and the Board periodically. Our ERM system has been developed to play a key role in making the business more resilient to unpredicted crises and supporting strategic and operational decision making.

#### **Continuous Improvement**

Risk Management is an ongoing journey. In 2020, we conducted a full refresh of our enterprise level risks. The key risks were classified into three priority zones: high, medium, and low, with a clear strategy to develop or maintain controls, ensuring they remain adequate, effective and within risk appetite and tolerance levels. At AirTrunk, we continually challenge ourselves to enhance our ERM system using ISO 31000 as a guideline.

Earlier this year, we conducted a full review of our ERM system covering the full spectrum from strategy, governance, culture, risk assessment, monitoring and reporting. We aim to continue evolving and refining the framework where necessary to ensure strong risk governance across the Asia-Pacific region.





Part 1: Introduction Part 2:

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**Appendices** 



WHY IT MATTERS?	——	As we continue growing, we recognise the vital role corporate governance plays in the realisation of our vision and in the success and growth of our business.	A genuine commitment to good corporate governance is essential to the sustainability of our business and performance.
HOW DOES AIRTRUNK MANAGE THIS?		AirTrunk adopts a high standard of corporate governance with well-defined roles and responsibilities, policies and procedures and appropriate culture, values, and ethical standards of conduct.  The Board works collectively with management and holds periodic meetings to ensure the business is managed with due care and diligence and that appropriate governance arrangements are in place for sustainable growth and excellence.	Under the responsibility of the Chief Executive Officer, the Executive team manages the day-to-day business of AirTrunk. They provide the Board with accurate, timely and clear information to enable the Board to perform its responsibilities and the directors to fulfil their duties.
WHAT IS OUR COMMITMENT?	——	To conduct our operations lawfully, ethically, and responsibly in accordance with internationally-accepted principles of good corporate governance.	
WHAT IS OUR TARGET AND PERFORMANCE?		<ul> <li>TARGET:</li> <li>Continue to reinforce strong, organised, transparent and intentional corporate governance.</li> <li>Embed AirTrunk sustainability commitment into our financing platform through a Sustainability Linked Loan.</li> <li>Maintain ESG transparency through annual Sustainability Report, CDP and GRESB submission.</li> </ul>	<ul> <li>PERFORMANCE:</li> <li>In FY21, we performed a corporate governance review to enhance how governance is functioning at AirTrunk. The exercise included a review of the coverage and content of our corporate policies, and a revision of our Board and Committee calendar, charters, and Delegations of Authority matrices.</li> </ul>
WHO MANAGES THIS AT AIRTRUNK?	——	The Board and Executive team are responsible for upholding high standards of corporate governance and demonstrating commitment to the behaviours and values we stand for.	
WHAT SDGS DOES IT CONTRIBUTE TO?	——	11 SUSTINABLE CITIES AND COMMANTIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION AND PRODUCTION AND PRODUCTION ON THE PRODUCTION INSTITUTIONS INSTITUTIONS	

#### Corporate Governance

## OUR CORPORATE POLICIES, **MANUALS AND GUIDELINES**

AirTrunk's corporate governance practices are embodied in manuals, policies, and guidelines to help us fulfil our corporate responsibility for both internal and external stakeholders. We are concerned not only with results, but with how those results are achieved.

To ensure the highest standards of governance and accountability, our policies are made available to all employees, and updated and reviewed to ensure they remain relevant to our changing business requirements, matching our growth ambitions, and reaching our goals.

#### **Employee Policies**

These policies cover a wide range of peoplerelated topics, including our commitment and actions to support diversity and inclusion in our workplace, our employee benefits program and applicable procedures and requirements to apply for annual leave and subsidies.

#### **Business Conduct Policies**

These policies outline expectations in terms of performance and business conduct to inform and guide our behaviours including anti-bribery, anti-corruption, gifts and entertainment, privacy, and corporate social responsibility.

#### **EHS**, Risk and Compliance

Our Risk Management, Environmental Health & Safety and Environmental Sustainability policies provide guidance regarding the management of risks to support the achievement of corporate objectives, protect our people and assets and ensure sustainability.

#### ICT and ISMS Policies

These policies provide guidance on our Information Security Management Systems and acceptable use of our Information and Communication Technology equipment and services, ensuring they are used responsibly and in line with best practice and legislation to protect AirTrunk, its employees and secure all information.

#### **Whistleblower Policy**

We foster an atmosphere of trust and open communication where employees feel comfortable coming forward and talking about issues. We adopt an 'opendoor' policy and support any employee who comes forward to discuss an issue or report a potential violation.

Some policies are available on our website.

#### AirTrunk's Modern Slavery Policy

In FY21, we published our inaugural Modern Slavery Policy. The Board has overall responsibility for ensuring our Modern Slavery Policy complies with AirTrunk's legal and ethical obligations and that all management and employees of AirTrunk comply with the policy.

AirTrunk is committed to acting ethically and with integrity in all our business relationships and have a zero-tolerance approach to modern slavery. To this end, we are committed to implementing and enforcing effective systems and controls to minimise the risks of modern slavery occurring in our supply chains and operations to the extent possible and to ensure that any instances with modern slavery reported to AirTrunk are investigated and addressed appropriately.

We are also committed to transparency in our own business and in our supply chains, consistent with our disclosure obligations under modern slavery legislation.



## PART 3

# 

## **SUSTAINABILITY DATA**

ENERGY MANAGEMENT	Unit	FY21
Operating Power Usage Effectiveness (PUE) <sup>1</sup>	-	1.37
CARBON MANAGEMENT	Unit	FY21
Total Scope 1 emissions <sup>2</sup>	tCO2e	562
Total Scope 1 carbon offsets acquired <sup>3</sup>	tCO2e	562
Total Scope 2 emissions (location-based) <sup>4</sup>	tCO2e	156,616
Corporate Scope 2 emissions <sup>4,5</sup>	tCO2e	239
Customers Scope 2 emissions <sup>4,6</sup>	tCO2e	156,376
Total Scope 2 emissions (market-based) <sup>7</sup>	tCO2e	155,027
Corporate Scope 2 emissions <sup>7,8</sup>	tCO2e	0
Customers Scope 2 emissions <sup>7</sup>	tCO2e	155,027
CARBON MANAGEMENT – HISTORICAL EMISSIONS	Unit	FY17-20
Total Historical Scope 1 emissions FY17-FY209	tCO2e	824
Total Historical Scope 1 carbon offsets acquired <sup>3</sup>	tCO2e	848
WATER MANAGEMENT	Unit	FY21
Water Usage Efficiency (WUE) <sup>10</sup>	l/kWh	0.73

#### Notes:

- 1. Operating PUE (or average annual PUE) for SYD1 and MEL1 following the Green Grid PUE definition. This reflects the ratio of total facility energy consumption at high-voltage utility meters to IT energy consumption at low-voltage data hall meters. Transformation losses and other loads that contribute to the facility energy consumption such as technical and office spaces, are included in the PUE calculation.
- 2. Scope 1 emissions for SYD1 and MEL1 including GHG emissions from combustion of diesel fuel for backup generators, transformer gas leakages (SF6) and refrigerants leakages (HFCs) from chillers. The GHG emissions from diesel and SF6 are calculated based on the Method 1 from the National Greenhouse and Energy Reporting (NGER) guidelines. The GHG emissions from refrigerants gases are calculated based on the Simplified Material Balance Method, from the U.S. EPA Center for Corporate Climate Leadership's (The Center) GHG guidance. Source of the GWP rates used: IPCC Fourth Assessment Report (AR4).
- 3. Each carbon offset represents an avoidance or removal unit of GHG emissions, measured in Australian Carbon Credit Units (ACCU). We ensure that those offsets are high-quality and deliver "additionality" where the carbon reduction would not have happened in the absence of the carbon offsets.
- 4. Location-based Scope 2 emissions from electricity consumption, following the GHG Protocol Guidance. This reflects the average GHG emissions intensity from grids on which energy consumption occurs, using national grid-average emission factor data. Source of emission factors: NGER 2020-21 for Australia and Energy Market Authority (EMA) 2019 for Singapore.
- 5. Location-based Scope 2 emissions from electricity consumption at SYD-HQ and SGP-HQ as well as at SYD1 and MEL1 for consumption that is not passed through to our customers.
- 6. Location-based Scope 2 emissions from electricity consumption at SYD1 and MEL1 for consumption that is passed through to our customers.
- 7. Market-based Scope 2 emissions from electricity consumption and sourcing of renewable energy through our utility supply agreements, following the GHG Protocol Guidance. This represents emissions from electricity consumption at SYD-HQ and SGP-HQ as well as SYD1 and MEL1, and includes 1% green power sourced for SYD1 and MEL1 and 100% green power sourced for SYD-HQ.
- 8. Market-based Scope 2 emissions from electricity consumption at SYD-HQ and SGP-HQ as well as at SYD1 and MEL1 for consumption that is not passed through to our customers, and includes 1% green power sourced for SYD1 and MEL1 and 100% green power sourced for SYD-HQ.
  - There is excess green power sourced from the 1% allocated to SYD1 and MEL1 which we used to cover the SGP-HQ emissions. An estimation approach has been used to counter the difference between emissions factors. The purchased green power is in abundance to cover the portion of SGP-HQ emissions.
- 9. We have estimated the historical operating Scope 1 emissions since the launch of our first data centre in Australia in 2017 (824 tCO2e), based on our installed capacity in SYD1 and MEL1 while using our FY21 Scope 1 emissions as a baseline. We have used our FY21 Scope 1 emissions to set a ratio of emissions per MW of contracted capacity and then applied this ratio to previous years of contracted MW capacity.
- 10. Average weighted WUE across SYD1 and MEL1. 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.

## **SUSTAINABILITY DATA**

#### PEOPLE INDICATORS

EMPLOYEE INFORMATION	FY21
Headcount	
Total headcount at 30 June 2021	146
of which permanent employees	144
of which fixed-term employees	2
Total employees by gender	
Male	107
Female	39
Total employees by region	
Australia	86
Singapore	38
Japan	16
Hong Kong	6
Total employees by employment type and by gender	
Full time (Male)	107
Part time (Male)	0
Full time (Female)	37
Part time (Female)	2
Total employees by management level	
Leadership	36
Individual Contributor	110

DIVERSITY AND INCLUSION	FY21
Gender mix by management level (% female)	
Board	38%
Total employees	27%
Leadership	22%
Individual Contributor	28%
Total employees by age group	
<30 years old	17
30-49 years old	115
>50 years old	14
Return rate for employees who took parental leave (%)	
Male	100%
Female	100%
Total employees	100%

57
6
44
7
44
13
21
16
16
4

EMPLOYEE TURNOVER	FY21
Employee turnover	
Total employees turnover	11
Employee turnover by age	
30 years old	0
30-49 years old	9
>50 years old	2
Employee turnover by gender	
Male	8
- emale	3
Employee turnover by region	
Australia	2
Singapore	3
Japan	3
Hong Kong	3

## **SUSTAINABILITY DATA**

ENVIRONMENTAL HEALTH & SAFETY	FY21
Total Recordable Incident Rate (TRIR)¹ – Employees	0
Total Recordable Incident Rate (TRIR)¹ – Contractors	0.50
Lost Time Incident Rate (LTIR)² – Employees	0
Lost Time Incident Rate (LTIR) <sup>2</sup> – Contractors	0.14
Total number of fatalities <sup>3</sup>	0
Total number of health and safety regulatory notices issued <sup>4</sup>	0

COM	MMUNITY INVESTMENT	
% of	f our markets with minimum of one CSR activivty <sup>5</sup>	100%

CUSTOMER DATA PROTECTION AND CYBER SECURITY	
Completion of security awareness training <sup>6</sup>	100%
Substantiated complaints concerning breaches of customer data privacy or losses of customer data <sup>7</sup>	0

#### PROGRESS INDICATORS

CUSTOMER EXPERIENCE	FY21
Average annual growth rate of the Top 5 customers from inception in MW sold8	58%

#### Notes:

- 1. TRIR provides the number of recordable injuries per 200,000 work hours. Recordable injuries include medical treatments, restricted work injuries and lost time injuries.
- 2. LTIR provides the number of injuries resulting in more than 1 day lost per 200,000 work hours.
- 3. Fatality events include any death associated with the conduct of work for AirTrunk work scopes.
- 4. Regulatory notices include any notice issued to AirTrunk by a Regulator or Statutory Authority for any breach of legislation, licences or permits associated with AirTrunk work scopes in the local jurisdiction.
- 5. Community engagement and CSR programs in markets where our data centres have been in operations for more than 12 months.
- 6. Employees and contractors as of 30 June 2021 who have received security awareness training within the required deadlines.
- 7. This includes complaints received from outside parties and/or regulatory bodies.
- 8. Average annual growth rate from first contract signing in 2016 to 2021.



## **GENERAL DISCLOSURES**

GRI STANDARD	DISCLOSURE	PAGE	OMISSION
ORGANISATIONAL PROFILE			
	102-1 Name of the organization	5	N/A
	102-2 Activities, brands, products, and services	5-7	N/A
	102-3 Location of headquarters	9	N/A
	102-4 Location of operations	9	N/A
	102-5 Ownership and legal form	5	N/A
	102-6 Markets served	5,7	N/A
GRI 102: General Disclosures 2016	102-7 Scale of the organization	5, 68	As a private company, AirTrunk does not publish a public Annual Financial Report.
	102-8 Information on employees and other workers	68	N/A
	102-9 Supply chain	19-20	N/A
	102-10 Significant changes to the organization and its supply chain	N/A	Not applicable, as the present document is AirTrunk's first Sustainability Report.
	102-11 Precautionary principle or approach	26-30	N/A
	102-12 External initiatives	12, 17, 21, 27, 32, 40, 48, 53, 63	
	102-13 Membership of associations	50	N/A
STRATEGY			
GRI 102: General Disclosures 2016	102-14 Statement from senior decision-maker	3	N/A
ETHICS AND INTEGRITY			
GRI 102: General Disclosures 2016	102-16 Values, principles, standards, and norms of behavior	6, 64-65, <u>Link</u>	N/A
GOVERNANCE			
GRI 102: General Disclosures 2016	102-18 Governance structure	18	N/A

## GENERAL DISCLOSURES

GRI STANDARD	DISCLOSURE	PAGE	OMISSION
STAKEHOLDER ENGAGEMENT			
	102-40 List of stakeholder groups	19-20	N/A
	102-41 Collective bargaining agreements	N/A	None of AirTrunk's employees are covered by collective bargaining agreements, as at 30 June 2021.
GRI 102: General Disclosures 2016	102-42 Identifying and selecting stakeholders	19-20	N/A
	102-43 Approach to stakeholder engagement	19-20	N/A
	102-44 Key topics and concerns raised	19-20	N/A
REPORTING PRACTICE			
	102-45 Entities included in the consolidated financial statements	10	N/A
	102-46 Defining report content and topic boundaries	10	N/A
	102-47 List of material topics	15	N/A
	102-48 Restatements of information	Not applicable	Not applicable, as the present document is AirTrunk's first Sustainability Report.
	102-49 Changes in reporting	Not applicable	Not applicable, as the present document is AirTrunk's first Sustainability Report.
GDI 102 Caparal Disaloguros 2016	102-50 Reporting period	10	N/A
GRI 102: General Disclosures 2016	102-51 Date of most recent report	Not applicable	Not applicable, as the present document is AirTrunk's first Sustainability Report.
	102-52 Reporting cycle	10	N/A
	102-53 Contact point for questions regarding the report	2	N/A
	102-54 Claims of reporting in accordance with the GRI Standards	10	N/A
	102-55 GRI content index	70-76	N/A
	102-56 External assurance	77-78	N/A

## **MATERIAL TOPICS PLANET**

GRI STANDARD	DISCLOSURE	PAGE	OMISSION
ENERGY MANAGEMENT			
	103-1 Explanation of the material topic and its boundary	23	N/A
GRI 103: Management Approach 2016	103-2 The management approach and its components	23-26	N/A
	103-3 Evaluation of the management approach	23-26	N/A
GRI 302: Energy	302-1 Energy consumption within the organisation (non-renewable fuel, renewable fuel, electricity)	Confidentiality constraints	As a hyperscale data centre our metric for leasing is in Megawatts (MW). As such we keep our leased capacity and inversely our vacant capacity confidential while making our total designed capacity known. This is comparable to how an office landlord will keep their leased capacity secret while the design of the building and number of floors is known or can be observed. By making our total electricity consumption known alongside our portfolio level PUE, we inadvertently give away confidential information as IT Equipment Power at a portfolio level can be discerned when two elements from the formula are known.
CARBON MANAGEMENT			
	103-1 Explanation of the material topic and its boundary	27	N/A
GRI 103: Management Approach 2016	103-2 The management approach and its components	27-31	N/A
	103-3 Evaluation of the management approach	27-31	N/A
CDI 205; Emissions 2016	305-1 Direct (Scope 1) GHG emissions	27-31, 67	N/A
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	27-31, 67	N/A



## **MATERIAL TOPICS PLANET**

GRI STANDARD	DISCLOSURE	PAGE	OMISSION
WASTE MANAGEMENT			
	103-1 Explanation of the material topic and its boundary	32	N/A
GRI 103: Management Approach 2016	103-2 The management approach and its components	32-34	N/A
	103-3 Evaluation of the management approach	32-34	N/A
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	Information unavailable	As this is our first year of waste analysis, we are not able to disclose waste data. We will publish this data in a future report as we put in place a process to collate, quantify and categorise this information with the assistance of UL.
WATER MANAGEMENT			
	103-1 Explanation of the material topic and its boundary	35	N/A
GRI 103: Management Approach 2016	103-2 The management approach and its components	35-37	N/A
	103-3 Evaluation of the management approach	35-37	N/A
	303-1 Interactions with water as a shared resource	35-37	N/A
	303-2 Management of water discharge-related impacts	35-37	N/A
GRI 303: Water and Effluents 2018	and Effluents 2018  303-5 Water consumption	Confidentiality constraints	As a hyperscale data centre our metric for leasing is in Megawatts (MW). As such we keep our leased capacity and inversely our vacant capacity confidential while making our total designed capacity known. This is comparable to how an office landlord will keep their leased capacity secret while the design of the building and number of floors is known or can be observed.
			By making our total water consumption known alongside our portfolio level WUE, we inadvertently give away confidential information as IT Equipment Power at a portfolio level can be discerned when two elements from the formula are known.

## **MATERIAL TOPICS PEOPLE**

GRI STANDARD	DISCLOSURE	PAGE	OMISSION
ENVIRONMENTAL HEALTH & SAFETY			
	103-1 Explanation of the material topic and its boundary	39	N/A
GRI 103: Management Approach 2016	103-2 The management approach and its components	39-41	N/A
	103-3 Evaluation of the management approach	39-41	N/A
	403-1 Occupational health and safety management system	39-41	N/A
	403-2 Hazard identification, risk assessment and incident investigation	39-41	N/A
	403-3 Occupational health services	39-41	N/A
CDI /02: Occupational Health and Cafety 2010	403-4 Worker participation, consultation and communication on occupational health and safety	39-41	N/A
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	40	N/A
	403-6 Promotion of worker health	39-41, 44	N/A
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	39-41	N/A
	403-9 Work-related injuries	39, 69	N/A
TALENT ATTRACTION AND RETENTION			
	103-1 Explanation of the material topic and its boundary	42	N/A
GRI 103: Management Approach 2016	103-2 The management approach and its components	42-46	N/A
	103-3 Evaluation of the management approach	42-46	N/A
ODI 100-Managament Assessed NO10	401-1 New employee hires and employee turnover (by age group, gender and region)	42-46, 68	N/A
GRI 103: Management Approach 2016	401-3 Parental leave	44, 68	N/A
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	42-46, 68	N/A

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## **MATERIAL TOPICS PEOPLE**

GRI STANDARD	DISCLOSURE	PAGE	OMISSION
COMMUNITY INVESTMENT			
	103-1 Explanation of the material topic and its boundary	47	N/A
GRI 103: Management Approach 2016	103-2 The management approach and its components	47-50	N/A
	103-3 Evaluation of the management approach	47-50	N/A
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	47-50, 69	N/A
CUSTOMER DATA PROTECTION AND CYBER SECURITY			
	103-1 Explanation of the material topic and its boundary	51	N/A
GRI 103: Management Approach 2016	103-2 The management approach and its components	51-53	N/A
	103-3 Evaluation of the management approach	51-53	N/A
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	51-53, 69	N/A

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## **MATERIAL TOPICS PROGRESS**

GRI STANDARD	DISCLOSURE	PAGE	OMISSION
INNOVATION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	55	N/A
GRI 103. Management Approach 2010	103-2 The management approach and its components	55-57	N/A
CUSTOMER EXPERIENCE AND SATISFACTION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	58	N/A
	103-2 The management approach and its components	58-61	N/A
Not applicable	Average annual growth rate of the Top 5 customers from inception in MW sold	58,69	N/A
RISK MANAGEMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	62	N/A
	103-2 The management approach and its components	62-63	N/A
CORPORATE GOVERNANCE			
GPI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	64	N/A
GRI 103: Management Approach 2016	103-2 The management approach and its components	64-65	N/A
GRI 205: Anti-corruption	205-2 Communication and training about anti-corruption policies and procedures	65	N/A

## **KPMG**

## Independent Limited Assurance Report

## to the Directors of AirTrunk Operating Pty Limited

#### Conclusion

Based on the procedures performed, and the evidence obtained, for the year ended 30 June 2021, we are not aware of any material misstatements in the Selected Sustainability Information as presented in Appendix 1: Sustainability Data to AirTrunk's Sustainability Report, which have been prepared in accordance with AirTrunk's policies and procedures.

KPMG Limited Assurance Report

#### Information subject to assurance

The Selected Sustainability Information, as presented in Appendix 1: Sustainability Data to AirTrunk Operating Pty Limited's (AirTrunk) Sustainability Report and available on AirTrunk's website, comprised the following:

CARBON MANAGEMENT	VALUE ASSURED
CARBON MANAGEMENT	FY21
Total Scope 1 emissions FY21 (t CO2e)	562
Total Scope 1 carbon offsets acquired (t CO2e)	562
Total Scope 2 emissions (location-based) (t CO2e)	156,616
Total Scope 2 emissions (market-based) (t CO2e)	155,027
CARBON MANAGEMENT - HISTORICAL EMISSIONS	FY17-FY20
Total Historical Scope 1 emissions FY17-FY20 (t CO2e)	824
Total Historical Scope 1 carbon offsets acquired FY17-FY20 (t CO2e)	848
·	

#### Criteria used as the basis of reporting

The criteria used to measure and report the Selected Sustainability Information ("the criteria") were developed by AirTrunk management and are included in the Carbon Management section of Appendix 1: Sustainability Data to AirTrunk Sustainability Report.

#### **Basis for conclusion**

We conducted our work in accordance with Australian Standard on Assurance Engagements ASAE 3000 (Standard) and Australian Standard on Assurance Engagement ASAE 3410 (Standard). In accordance with the Standards we have:

- Used our professional judgement to plan and perform the engagement to obtain limited assurance that the Selected Sustainability Information is free from material misstatement, whether due to fraud or error:
- Considered relevant internal controls when designing our assurance procedures, however we do not express a conclusion on their effectiveness; and
- Ensured that the engagement team possess the appropriate knowledge, skills and professional competencies.

#### **Summary of procedures** performed

Our limited assurance conclusion is based on the evidence obtained from performing the following procedures:

- Enquiries with relevant AirTrunk staff, and review of selected documentation, to assess the appropriateness of AirTrunk's process including their methodology for reporting of the Selected Sustainability Information, the reasonableness and accuracy of the calculations applied and the review process for each metric;
- Enquiries with relevant AirTrunk personnel to understand the internal controls, governance structure and reporting process of the Selected Sustainability Information;
- Analytical procedures including limited sample testing over the Selected Sustainability Information;
- Walkthroughs of the Selected Sustainability Information to source documentation;
- Evaluating the appropriateness of the criteria with respect to the Selected Sustainability Information; and
- Review of the Sustainability Report in its entirety to ensure it is consistent with our assurance work.



## **KPMG**

## Independent Limited Assurance Report

## to the Directors of AirTrunk Operating Pty Limited

#### **How the Standard defines** limited assurance and material misstatement

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. Misstatements, including omissions, within the Selected Sustainability Information are considered material if. individually or in the aggregate, they could reasonably be expected to influence relevant decisions of the Directors of AirTrunk.

#### Use of this **Assurance Report**

This report has been prepared for the Directors of AirTrunk for the purpose of providing an assurance conclusion on the Selected Sustainability Information and 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.

#### Management responsibility

Management are responsible for:

- Determining that the criteria is appropriate to meet their needs;
- Preparing and presenting the Selected Sustainability Information in accordance with the criteria; and
- Establishing internal controls that enable the preparation and presentation of the Selected Sustainability Information that is free from material misstatement. whether due to fraud or error; and maintaining integrity of the website.

#### **Our responsibility**

Our responsibility is to perform a limited assurance engagement in relation to the Selected Sustainability Information for the year ended 30 June 2021, and to issue an assurance report that includes our conclusion.

#### Our independence and quality control

We have complied with our independence and other relevant ethical requirements of the Code of Ethics for Professional Accountants issued by the Australian Professional and Ethical Standards Board, and complied with the applicable requirements of Australian Standard on Quality Control 1 to maintain a comprehensive system of quality control.

KlMK

**KPMG** Sydney 15 October 2021

# CORPORATE INFORMATION

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