STTelemedia
Global Data Centres

Environmental, Social, and Governance Report 2023

Towards a resilient and sustainable digital future

www.sttelemediagdc.com/esg

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TOWARDS A RESILIENT AND SUSTAINABLE DIGITAL FUTURE

In an era defined by rapid technological advancement, we are forging ahead towards a resilient and sustainable digital future. Guided by science and fuelled by our dedication to responsible practices, we are balancing business growth with our commitment to a sustainable world. With each step forward, we are not just shaping the future of digital infrastructure; we are building a world where resilience and sustainability are the cornerstones of digital evolution.
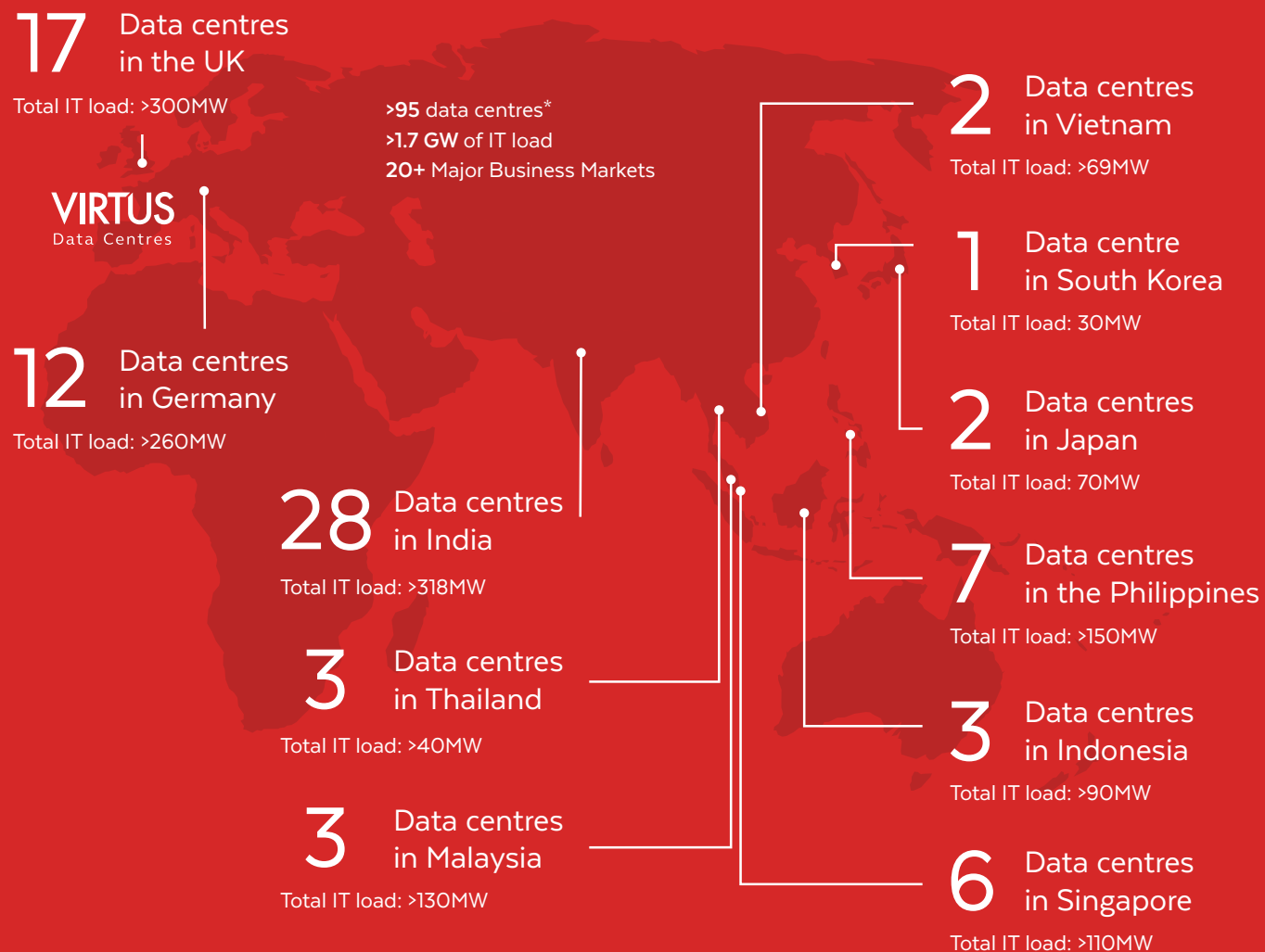
ABOUT STT GDC

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ST Telemedia Global Data Centres (STT GDC) is a leading data centre provider founded and headquartered in Singapore since 2014. It is wholly owned by ST Telemedia, a direct and wholly owned subsidiary of Temasek Holdings Limited.

STT GDC offers a full suite of best-in-class and end-to-end data centre solutions designed to help our customers respond dynamically to change and adapt to growing demand for colocation, connectivity, and support services.

Our portfolio includes over 95 data centres* with an IT load of more than 1.7 GW across mature and emerging business markets including Singapore, the United Kingdom (UK), Germany, India, Thailand, South Korea, Indonesia, Japan, the Philippines, Malaysia and Vietnam.

A growing global data centre platform that helps to world to connect

17 Data centres in the UK
Total IT load: >300MW

VIRTUS Data Centres

12 Data centres in Germany
Total IT load: >260MW

>95 data centres*
>1.7 GW of IT load
20+ Major Business Markets

2 Data centres in Vietnam
Total IT load: >69MW

1 Data centre in South Korea
Total IT load: 30MW

2 Data centres in Japan
Total IT load: 70MW

28 Data centres in India
Total IT load: >318MW

7 Data centres in the Philippines
Total IT load: >150MW

3 Data centres in Thailand
Total IT load: >40MW

3 Data centres in Indonesia
Total IT load: >90MW

3 Data centres in Malaysia
Total IT load: >130MW

6 Data centres in Singapore
Total IT load: >110MW

*data centre figures include sites under development and held for future development.

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Figure 1: ESG framework

ENVIRONMENTAL TOPICS

13 CLIMATE ACTION | 7 AFFORDABLE AND CLEAN ENERGY | 6 CLEAN WATER AND SANITATION

SOCIAL TOPICS

3 GOOD HEALTH AND WELL-BEING | 5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH

GOVERNANCE TOPICS

16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

GOVERNANCE
- Governance and integrity
- Economic vitality of communities and supply chain
- Climate risk resilience
- Responsible procurement
- Cybersecurity
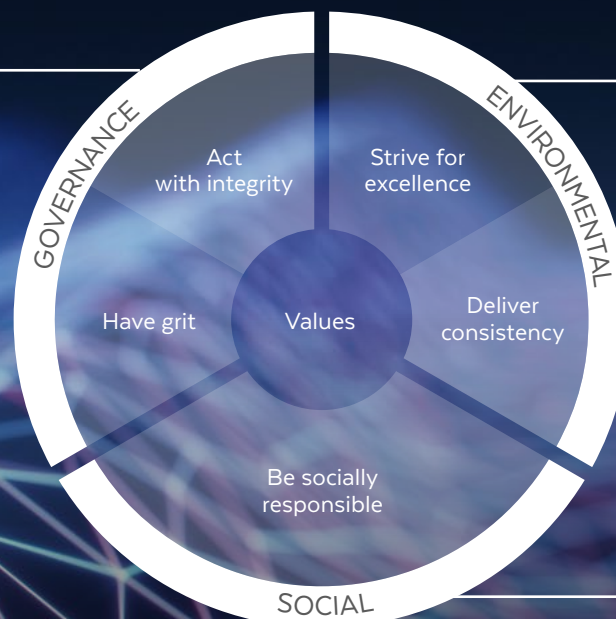
ENVIRONMENTAL
- Energy efficiency
- Energy management
- Water stewardship
- Waste management

SOCIAL
- Health, safety and well-being
- Diversity and inclusion
- Human capital management

Wheel diagram: Values at centre — Act with integrity, Strive for excellence, Have grit, Deliver consistency, Be socially responsible.

Our values

Strive for excellence

By challenging assumptions and pushing boundaries through a culture of innovation, we will continuously improve and excel.

Deliver consistency

By creating responsible, dependable, and replicable business processes across our network, we will establish trustworthiness and demonstrate accountability.

Be socially responsible

By adopting a socially responsible mindset and respecting the differences that define us, we will always do right by people and planet.

Have grit

By embracing a can-do attitude and going the extra mile, we persevere through complex challenges with the passion and strength of character needed to succeed.

Act with integrity

By committing to our promises and genuine transparency, we will operate with a productive spirit of candour and openness.

OUR SUSTAINABLE ECOSYSTEM

We are accelerating the sustainable advancement of the digital landscape across our value chain in partnership with our customers, suppliers, partners and local communities. Our aim is to spur economic development and power a sustainable digital future by providing a differentiated service built on scalability, resilience and operational excellence.

Our suppliers

Design and build
Designing and building data centres in line with globally and locally recognised green building certifications with best-in-class efficiency

Procurement
Incorporating ESG criteria into our Supplier Code of Conduct and due diligence processes, prioritising suppliers with a demonstrated commitment to responsible practices

Our customers and partners

Operations
- Collaborating closely with customers to ensure alignment of ESG ambitions and initiatives
- Employing a robust Plan Do Check Act framework to effectively manage energy consumption, supported by sophisticated building management systems to monitor usage

Energy
- Harnessing clean energy sources
- Continually exploring innovative technologies to reduce consumption and emissions, leveraging innovations such as artificial intelligence (AI), fuel cells, hydrotreated vegetable oil (HVO), and clean hydrogen

Talent management
Cultivating an exceptional workplace culture that prioritises safety, respect, inclusivity, and continuous learning

Our communities

Giving back
- Community investment initiatives centred on providing youths with the skills to work in the data centre industry, addressing the issue of talent shortage in the industry
- Uplifting the livelihoods of local communities
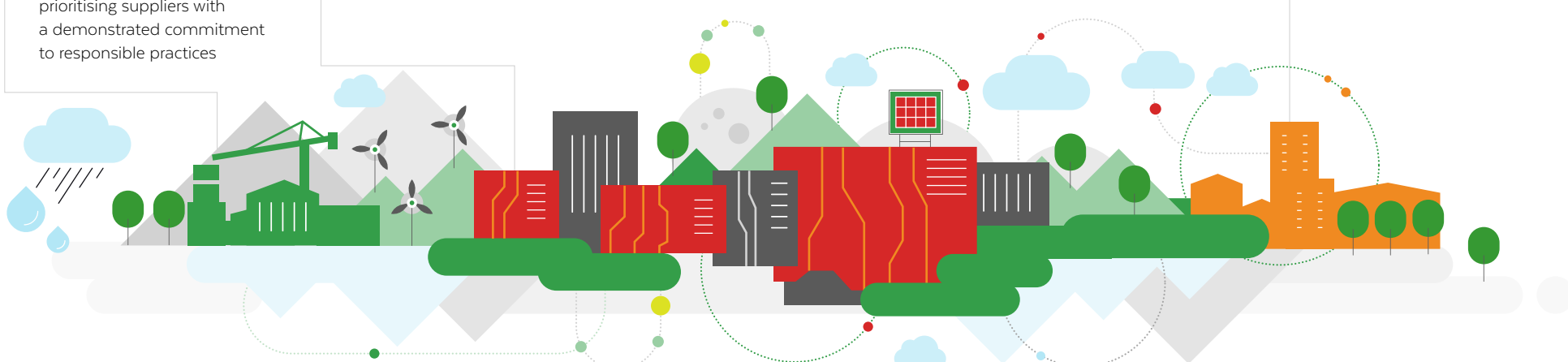- Promoting volunteerism opportunities

Safety
Environment, Health and Safety (EHS) Group Minimum Standards established to prioritise EHS throughout the lifecycle of our business – from governance, due diligence and planning, project and operation set-up to project and operation delivery

Access to green financing
Establishing a Sustainability-linked Financing Framework that ties STT GDC's ESG performance to financing

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CEO'S MESSAGE

Bruno Lopez
President and Group CEO,
ST Telemedia Global Data Centres

Dear Stakeholders,

The data centre industry reached a pivotal moment in 2023, driven by exponential growth that introduced three distinct yet intertwined challenges.

First, the sustainability challenge looms large. As the demand for digital infrastructure continues to surge, data centre operators must increasingly prioritise sustainability considerations.

Secondly, the rapid digitisation of society driven by the proliferation of the Internet of Things (IoT), social media and content streaming, and advanced analytics are fuelling an exponential growth in data generation. Despite significant advancements in energy efficiency, escalating demands for data processing and storage will continue to drive higher energy consumption.

Thirdly, an accelerated computing revolution marked by a sharp rise in generative AI applications and other high-performance computing workloads compel data centres to swiftly adapt to meet the ever-increasing demands for power, scalability and efficiency while simultaneously addressing sustainability concerns and ensuring uninterrupted operations.

This widespread adoption of generative AI tools has raised the bar for data centres, requiring significantly higher power density to meet the demands of high-performance computing. To address this AI surge in a responsible manner, we collaborated with several specialised AI players to host their GPU clusters in our data centres. Through the use of innovative liquid cooling technologies, we are able to enhance energy efficiency, reflecting our ongoing commitment to environmental stewardship.

Another significant stride in our journey towards decoupling our environmental footprint from business growth was the announcement of our VIRTUS Wustermark campus in the Berlin Brandenburg region of Germany. Designed to meet evolving cloud and AI needs, this renewable energy powered campus is poised to become one of Europe's largest green data centre campuses. In collaboration with the local municipality, we are also exploring recycling waste heat from the campus for a future district heating network for Wustermark.

> Our existing operations have also seen remarkable progress. Underscoring our environmental commitment, we achieved a 45.6% reduction in carbon intensity from our 2021 baseline and reached 62.5% renewable energy usage.

Our efficiency advancements are further demonstrated through a 9.5% improvement in Power Usage Effectiveness (PUE) across our operations. These milestones have facilitated our access to green financing, with over S$2.5 billion secured in 2023.

On the social front, I'm particularly proud of our recognition as a Great Place to Work® in several markets that we operate in. This accolade is a clear testament to our efforts in cultivating an exceptional workplace culture. Our dedication to creating a positive work environment prioritising health and safety also extends to our partners, and I'm heartened to see that our efforts have led to a record-low incident rate of 0.06 in 2023. As we continue to expand our business, nurturing an outstanding workplace culture and upholding high standards of safety is imperative for attracting and retaining top talent, ensuring that STT GDC remains an exemplary place to work.

As our business grows, we remain committed to deeply embedding sustainability into every facet of our business. Our goal is to ensure that we uphold our responsibilities to both our people and the planet as we forge ahead towards a resilient and sustainable digital future.

ABOUT THE REPORT

We are pleased to share with you our fourth annual Environmental, Social and Governance Report.

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This is STT GDC's fourth ESG report, our latest annual publication dedicated to providing information on our environment, social, and governance performance that are material to STT GDC's business and stakeholders. These voluntary disclosures underscore our commitment to transparency and accountability, while reaffirming our dedication to integrating sustainability into every facet of our operations.

This report contains a full year's data from 1 January to 31 December 2023, focusing primarily on STT GDC's controlled entities.

Reporting principles and standards

In line with our commitment to transparent and comprehensive reporting, this report has been prepared in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021. The GRI Content Index can be found here.

This report also references global reporting standards and frameworks such as the United Nations Sustainable Development Goals (SDG), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-Related Financial Disclosures (TCFD).

External assurance

DNV was engaged to provide independent limited assurance of selected sustainability indicators that are most material to our business. The Independent Limited Assurance Report can be found here.

We value input from our stakeholders to enhance our reporting and sustainability practices. Please direct these comments to ESG@sttelemediagdc.com
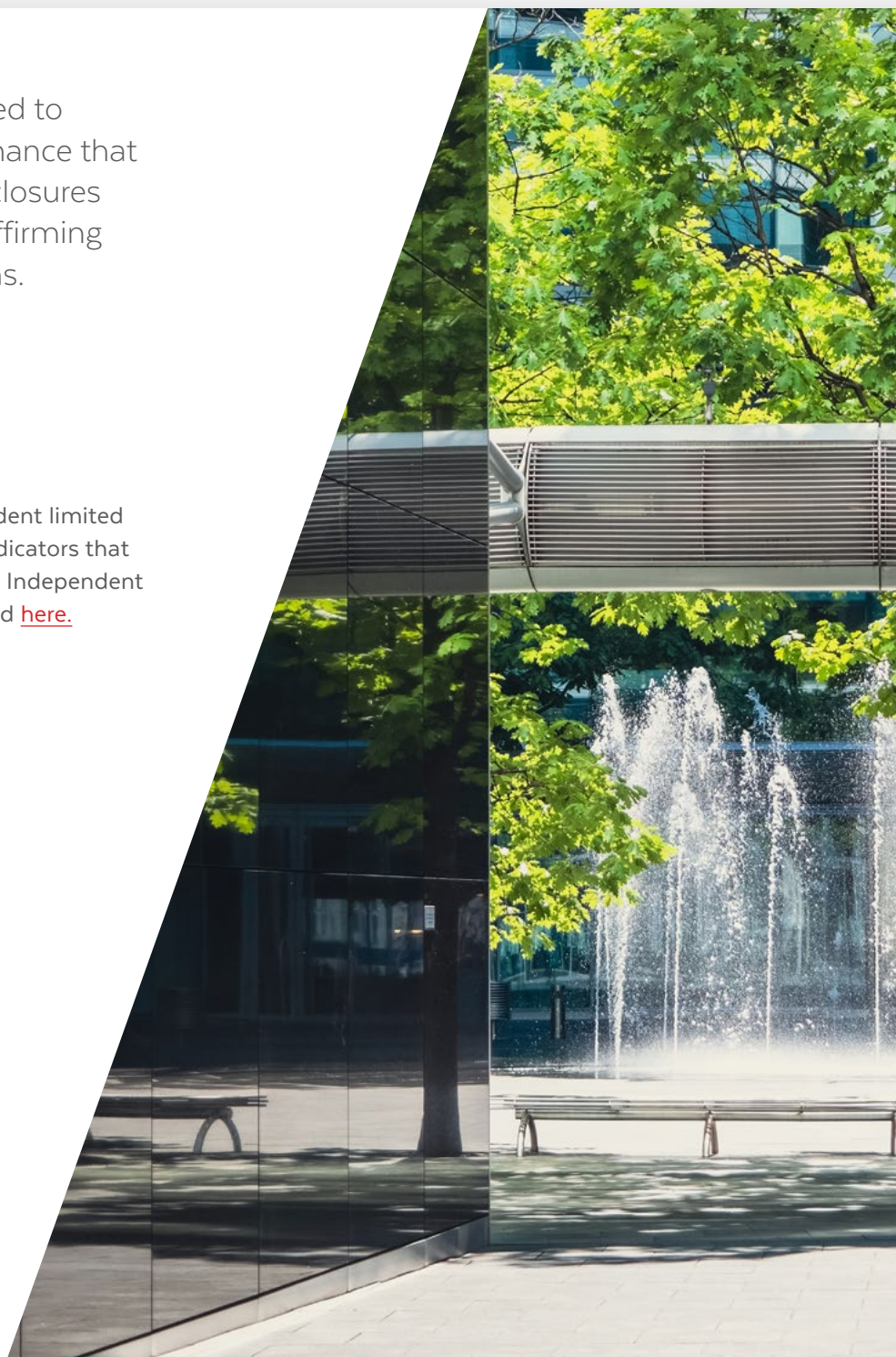
TECHNOLOGICAL TRENDS AND SUSTAINABILITY: INSIGHTS FROM OUR GROUP CHIEF TECHNOLOGY OFFICER

What do you think are some of the biggest trends shaping the data centre industry?

There is no bigger trend impacting the data centre industry than generative AI. AI is projected to contribute up to US$15.7 trillion to the global economy by 2030[1]. As businesses and individuals harness the vast potential of AI, it will bring enormous benefits across diverse domains including scientific research, business productivity, automation, and medical diagnosis.

The growing complexity and power demands of AI workloads will result in profound changes to the underlying data centre infrastructure. The high rack power densities demanded by GPU servers will catalyse a radical rethinking of cooling infrastructure, driving the industry swiftly towards liquid-cooled server equipment. These developments are long overdue and will have beneficial impact on the sustainability of the data centre industry by reducing PUEs to record lows, whilst enabling our customers to achieve greater compute efficiency (Petaflops per Watt) than ever before.

Recognising this need, our technical teams have conducted extensive trials with various liquid cooling systems and have developed new, flexible colocation products designed to support our customers' GPU roll-outs with cutting-edge technologies. By investing in advanced solutions and enhancing existing infrastructure, we are committed to addressing the explosive growth of AI while prioritising energy efficiency and sustainability.

What challenges do you foresee the sector facing in the next five to ten years?

Without a doubt, climate change and sustainability are the biggest challenges that the entire computing sector, beyond just data centres, need to address within this decade. As the industry experiences continued growth fuelled by our increasing reliance on digital technologies, the crucial question remains: how can we sustainably scale this expansion whilst protecting our critical infrastructure from the physical risks of climate change? With mounting expectations for data centres to operate on renewable energy, grid modernisation efforts necessary in many parts of the world are not advancing quickly enough to support the sector's contemporary energy requirements, including the integration of renewable energy and energy storage systems.

Whilst a significant challenge, this also presents an opportunity for those bold enough to self-generate their own power. The sector is exploring many new technologies in this space such as green hydrogen power generation and nuclear power with the advent of Small Modular Reactors (SMRs). To facilitate deployment in our data centres in Singapore, we have been championing hydrogen fuel cell powered data centres and studying gas turbine re-fuelling with industry partners. While challenges such as costs and infrastructure development still need to be addressed to fully realise the potential of green hydrogen as an energy source, we remain excited by the prospects of green hydrogen as a fuel of the future.

How do you envision data centres of the future to look like?

Data centres of the future will not only be sustainable and scalable, but also intelligent and adaptive to the evolving environment. In the coming years we expect the largest physical transformation of data centres in several decades as engineers re-imagine the building blocks to support gigawatt-scale liquid-cooled data centres, or "AI factories", as highlighted by NVIDIA founder Jensen Huang.

We will also see increased focus on integrated energy and data centre campuses where mega data centres are located in close proximity to renewable energy, connected through microgrids. We are seeing the sun setting on the old adage that data centres go where the fibre is. Going forward, data centres will be strategically located where renewable power is available.

Our Wustermark data centre campus in Germany, which stands to be amongst the largest green data centre colocation campuses in Europe, will be home to many such green features, including leveraging the highest concentration of onshore renewable energy available in this region of Germany.

Advancements in AI and machine learning (ML) are also set to transform the management of data centres. The integration of AI and ML technologies will enable autonomous management and predictive maintenance, ultimately streamlining operations.

We have invested in AI solutions focusing on optimising the energy consumption of cooling systems, including upstream chiller and distribution systems. With the ability to capture AI-generated insights, we will be able to effectively track and analyse the wealth of data generated by monitoring systems in the data centre, and better facilitate dynamic cooling optimisation to realise the desired outcomes. We also continue to explore AI-based applications to optimise other business processes.

Daniel Pointon
Group Chief Technology Officer,
ST Telemedia Global Data Centres

ESG @ STT GDC

Our approach in integrating ESG management

2023 SUSTAINABILITY HIGHLIGHTS

Environmental footprint

Carbon intensity
▼ 45.6%
from 2021 baseline

Carbon footprint[2]
▼ 8.9%
from 2022 to 433,097 MT CO_2e

Renewable energy factor (REF)
▲ 62.5%

Power usage effectiveness (PUE)
▼ 9.5%
from 2020 to average of 1.50

Green data centres[3]
48.6%
certified

Water usage effectiveness (WUE)
▼ 30%
from 2020 to average of 0.78

Innovation
Launched liquid cooling technologies in several data centres designed to cater to the needs of AI workloads sustainably

Social progress

Safety
Deploying a comprehensive Health, Safety and Well-being Assurance Plan, significantly enhancing safety standards and ensuring compliance with regulatory requirements

▲ 20.6%
year on year to 16.5 million hours worked

▼ 60%
year on year in Total Recordable Incident Rate to 0.06

0
Serious injury or fatality

Diversity
▲ 6.2%
year on year to 22.4% women representation across the group

Training and development
Elevating managers' skills and competencies through a tailored Leadership Development programme and enabling learning on the go through a mobile learning management system

Responsible business

Green financing
SG$2.5B
in green financing secured across the group

Climate risk resilience
First-pass TCFD screening of all data centres' physical risks

Anti-corruption
100%
of employees completed anti-corruption training

Supply chain management
Embed supplier code of conduct in the tender process, with 100% of suppliers screened during pre-qualification

Cybersecurity
Enhancing our resilience and response capabilities against cyber threats with an enhanced Global Cybersecurity Policy covering data protection and retention, access control, information security, incident management, and risk management

Upskilling local communities
Empowering youths in India and the UK through tailored training programmes that equip them with essential data centre skills, fostering career opportunities and aiding the digital transformation of local economies

ESG awards

Asia Pacific

Sustainable Transformation Strategy Award, W.Media Asia Pacific Cloud and Data Centre Awards

Singapore

Great Place to Work® 2023 and Singapore Best Workplaces™ in Technology

India

Great Place to Work® (2020 – 2023) Listed on India's Great Mid-size Workplaces and India's Best Workplaces in IT and IT-Business Process Management 2023

Innovation in Energy Efficiency, W.Media South Asia Cloud and Data Centre Awards

United Kingdom

2023 RosPA Gold Award (internal management of Health and Safety practices, policies, and standards)

Education and Employment Project Award, Data Cloud Global Awards 2023

Philippines

Great Place to Work® 2023

OUR COMMITMENT TO ESG EXCELLENCE

Our ESG strategy is rooted in the belief that sustainable practices are fundamental to the future of the data centre industry.

We prioritise environmental stewardship, actively working to minimise our carbon and water footprint through efficient resource utilisation and innovative solutions. Social responsibility guides our operations, from ensuring the safety and well-being of our employees and partners, to investing in community upskilling initiatives to foster a new generation of talent in the data centre sector. On the governance front, we uphold the highest standards of ethics and transparency, ensuring accountability and integrity throughout all aspects of our business.

This report is structured around our ESG commitments and demonstrates how STT GDC manages our material issues.

Given our industry's reliance on energy, we focused on initiatives such as energy efficiency and renewable energy sourcing in the initial years of our sustainability journey – topics which were most material to our business and stakeholders. These foundational efforts laid the groundwork for our first ESG framework, which was launched in 2020. Alongside this milestone, we made a pledge in 2021 to achieve carbon neutral operations by 2030, marking us as the first Asia-based operator to do so. This commitment was furthered strengthened in 2022 with the launch of our Sustainability-linked Financing Framework, linking our financing approach to our progress towards achieving our mid- to long-term sustainability goals.

The health, safety and well-being of our employees and workers continues to be a top priority, with the implementation of the EHS Group Minimum Standards in 2021 to ensure that health and safety is central to how STT GDC delivers its products and services.

Our workforce is key to STT GDC's continued growth and success. Extensive programmes are in place to foster the growth and development of our employees, ensuring that our team members are not just equipped with the skills needed to excel in their roles but also motivated to contribute to STT GDC's vision and objectives. Beyond our present workforce, we are also committed to equipping future generations with the skills to work in the industry.

As our business continues to expand, we seek to build stronger partnerships to optimise energy consumption, use water responsibly, reduce waste, and promote environmentally conscious and socially responsible practices across the entire value chain. This enables us to not only enhance our ESG performance, but also to contribute to a broader industry-wide shift towards greener and more sustainable digital infrastructure.

Looking ahead, we are in the process of developing a more robust and fully encompassing ESG strategy and five-year roadmap, which will serve to guide our endeavours to excel as a responsible corporate citizen.

Guided by our ESG framework, we have made tremendous progress towards:

Decarbonising our operations through energy efficiency, renewable energy, and cutting-edge innovation, and ensuring careful management of water and waste.

Fostering a safe, secure, diverse, and inclusive workplace, and amplifying positive community impact.
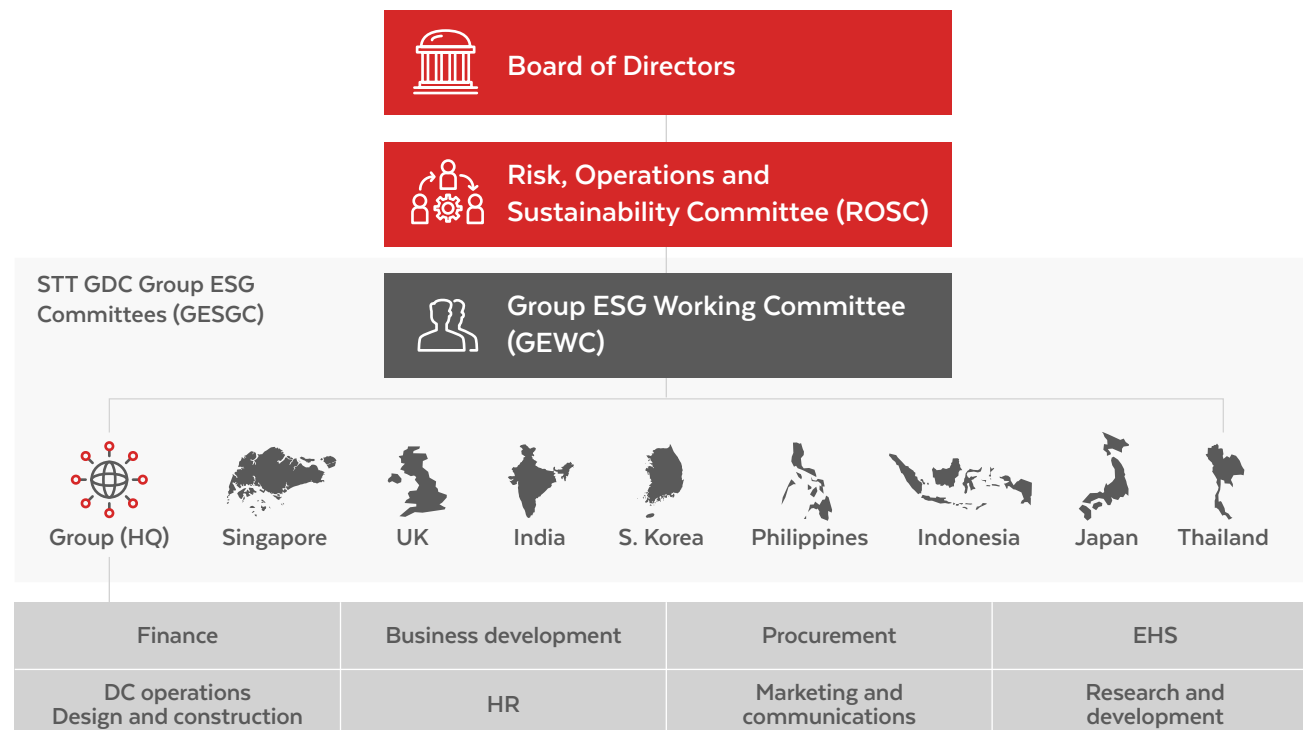
Powering a resilient and sustainable digital future through an unwavering commitment to governance and integrity, strengthened cybersecurity, responsible procurement practices, and enhancing the economic vitality of the communities we operate in.

ESG GOVERNANCE

A robust governance framework has been instituted to ensure an effective and efficient process of managing and addressing ESG issues across all facets of our business, with ultimate accountability resting with the Board of Directors. The Risk, Operations and Sustainability Committee (ROSC) provides the appropriate steer and direction, whilst the Group ESG Working Committee (GEWC) manages the execution of sustainability initiatives.

Led by Group ESG, the GEWC comprises representatives from key functions at the group level and various geographies. It is responsible for accelerating the implementation of STT GDC's ESG plans and initiatives across the Group. In addition to highlighting key challenges for resolution, the GEWC serves as the main platform for interaction and sharing of best practices, enabling a more structured and cross-functional approach towards ESG management. The committee assumes a pivotal role in ensuring that ESG is integral to our business conduct and approach towards enabling a responsible digital future.

Figure 2: STT GDC ESG governance framework

Board of Directors

Risk, Operations and Sustainability Committee (ROSC)

STT GDC Group ESG Committees (GESGC)

Group ESG Working Committee (GEWC)

Group (HQ) | Singapore | UK | India | S. Korea | Philippines | Indonesia | Japan | Thailand

Finance	Business development	Procurement	EHS
DC operations Design and construction	HR	Marketing and communications	Research and development

In 2023, Group ESG conducted a series of roadshows and capability development workshops across the group in addition to the scheduled monthly cadence as a committee, including representatives from our geographies and key functions. The objective was not only to enhance the competencies and skills of the GEWC, but also to raise awareness of sustainability and its relevance to the business, operations and various functions within the organisation.

GEWC serves as the main platform for interaction and sharing of best practices, enabling a more structured and cross-functional approach towards ESG management.

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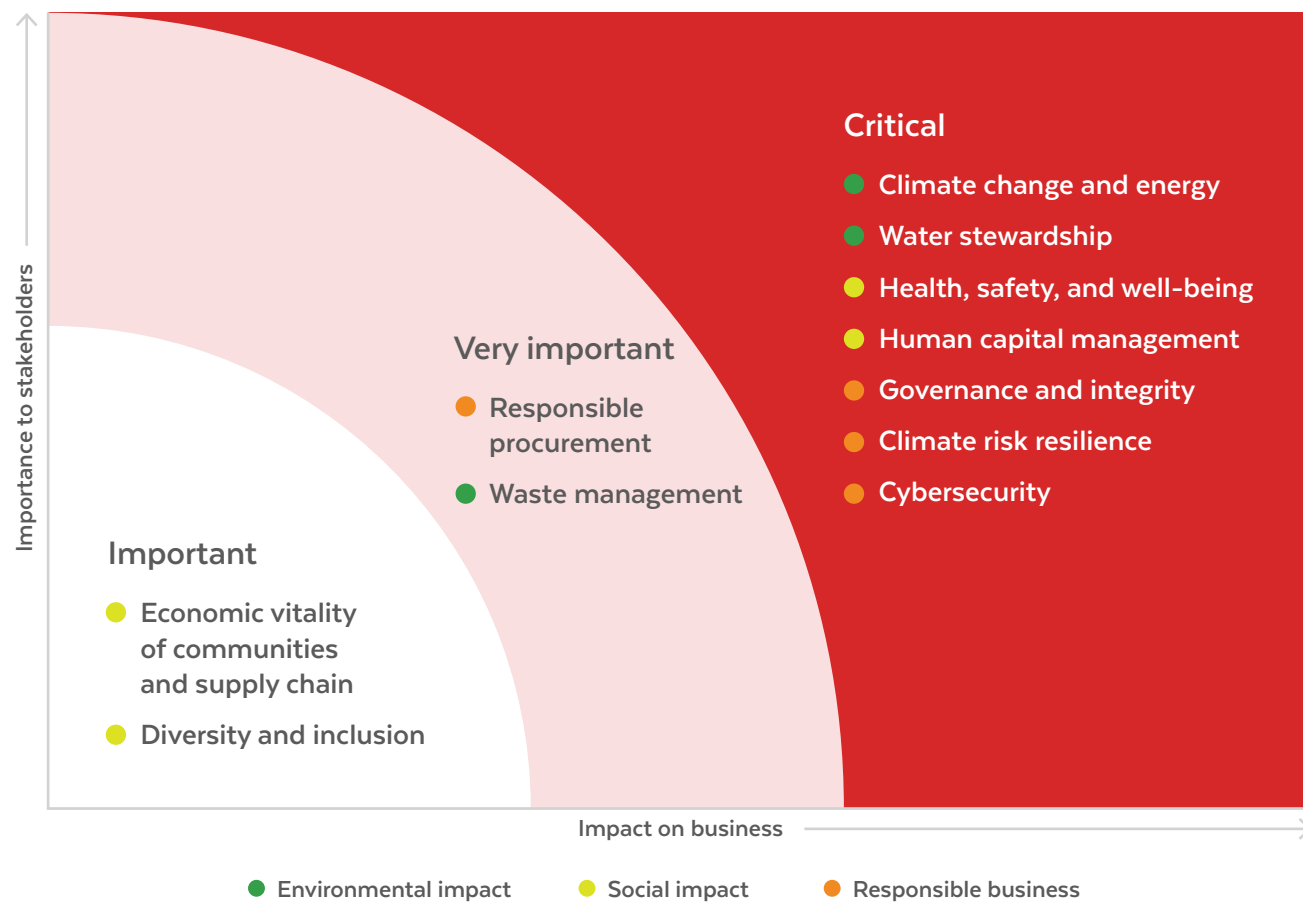
MATERIALITY APPROACH

In 2023, we conducted a comprehensive materiality assessment, adopting a structured and dynamic approach aligned with the AA1000 Accountability principles and GRI 2021 Standards.

The aim was to identify the key ESG issues most significant to our stakeholders. This exercise offered a holistic view of our sustainability impacts on our stakeholders and our business, ensuring alignment of our ESG focus with stakeholder expectations.

We conducted interviews with senior leadership from our group and portfolio companies, as well as with investors and financial institutions. This allowed us to gather insights into how STT GDC can strategically address our ESG issues. Additionally, online surveys were circulated to key stakeholder groups, including employees and key customers. This approach ensured a thorough and comprehensive evaluation of aspects in our prioritisation process.

Our materiality approach also involved an extensive ESG health check, a comprehensive landscape scan of reporting and regulatory expectations, and peer benchmarking. The identified material issues were then validated by STT GDC's senior management and Board of Directors.

Figure 3: STT GDC materiality matrix

Importance to stakeholders

Critical
- ● Climate change and energy
- ● Water stewardship
- ● Health, safety, and well-being
- ● Human capital management
- ● Governance and integrity
- ● Climate risk resilience
- ● Cybersecurity

Very important
- ● Responsible procurement
- ● Waste management

Important
- ● Economic vitality of communities and supply chain
- ● Diversity and inclusion

Impact on business

● Environmental impact   ● Social impact   ● Responsible business

Material topics

Environmental footprint

Decarbonising our operations through energy efficiency, renewable energy, and cutting-edge innovation, and ensuring careful management of our water and waste

Material topics	Definition	Stakeholders impacted	SDG	Our approach and commitments
Climate change and energy	Energy management and efficiency in terms of sourcing renewable energy, improvements and consumption are vital to the achievement of the United Nations Sustainable Development Goal (UN SDG) of affordable and clean energy.	• Customers • Investors • Suppliers • Government and regulators • Industry associations • Joint venture partners	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION	• Pledge to decarbonise operations and achieve carbon neutrality by 2030 • Increase share of carbon-free electricity sources through verified renewable power purchase agreements (PPAs) or reputable Energy Attribute Certificates (EACs) • Utilise carbon intensity as a meaningful metric to understand our decarbonisation efforts and identify new improvement pathways • Track and improve PUE to effectively measure and manage our energy use • Engage partners to bring leading technologies such as liquid cooling in current and future data centre designs • Leverage AI-driven systems and advanced sensors for continuous monitoring, ensuring optimal power efficiency in real-time
Water stewardship	With water scarcity worsening in many countries, it is pertinent for the data centre industry to manage water usage responsibly and mitigate impact on local water supplies.	• Customers • Investors • Government and regulators	6 CLEAN WATER AND SANITATION	• Track WUE for all data centres and promote water efficiency in data centre front-end design • Utilise non-potable water sources where possible, significantly minimising freshwater use in cooling processes • Implement water efficiency programmes, including onsite water treatment, recycling and rainwater harvesting systems
Waste management	With global waste projected to grow by 70% by 2050, it is more important than ever to adopt practices that minimise waste.	• Customers • Investors • Government and regulators	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Drive a zero-waste culture by aiming to reduce waste at source • Establish a global waste management policy to ensure alignment across all markets • Efficient management of resources and increase use of recycled materials in construction • Build programmes to help support our customers manage their e-waste • Continuous improvement on waste data by appointing third-party recyclers where possible to facilitate our data gathering and tracking processes

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Social progress

Fostering a safe, secure, diverse, and inclusive workplace, and amplifying positive community impact.

Material topic	Definition	Stakeholders impacted	SDG	Our approach and commitments
Health, safety and well-being	The construction and operation of data centres present potential hazards that could pose health and injury risks if safety protocols are neglected.	• Employees • Customers • Investors • Suppliers • Government and regulators	**3 GOOD HEALTH AND WELL-BEING**	• All our operating entities have implemented an Environment, Health and Safety Management System that is aligned with the stringent requirements of ISO 45001: Occupational Health and Safety standards • EHS Group Minimum Standards established to prioritise EHS throughout the lifecycle of our products and services • Integrate EHS indicators into senior management KPIs • Display a clear commitment to respect all labour and human rights
Diversity and inclusion	Diverse and inclusive workplaces create a more respectful environment that helps to attract and retain talent, while enhancing capacity for innovation.	• Employees	**5 GENDER EQUALITY**	• Ensure fair treatment and non-discrimination in the workplace • Embed diversity and inclusion principles in our HR processes
Human capital management	Investing in workforce training and development is critical to enhancing operational efficiency, ultimately ensuring the company's competitiveness.	• Employees • Customers • Investors • Government and regulators	**8 DECENT WORK AND ECONOMIC GROWTH**	• Foster the growth and capabilities of our workforce by investing in customised training programmes and online learning platforms

Responsible business

Powering a resilient and sustainable digital future through an unwavering commitment to governance and integrity, strengthened cybersecurity, responsible procurement practices, and enhancing the economic vitality of the communities we operate in.

| Material topic	Definition	Stakeholders impacted	SDG	Our approach and commitments
Governance and integrity	High quality corporate governance practices are critical to establishing trust in a company.	• All stakeholders	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	• Ensure that all employees are kept up to date on the company's anti-corruption stance • Comprehensive procurement policies and procedures foster transparency, accountability, and ethical decision-making
Economic vitality of communities and supply chain	During the construction and operation stages, especially in developing countries, data centres can channel economic capital and create jobs for local communities.	• Customers • Suppliers • Government and regulators	8 DECENT WORK AND ECONOMIC GROWTH	• Support local businesses in new markets • Provide opportunities for local communities to join the data centre industry
Climate risk resilience	Climate change impacts on businesses are becoming increasingly tangible, prompting mandatory requirements from regulators for businesses to undertake climate risk assessments.	• Customers • Investors • Suppliers • Government and regulators	13 CLIMATE ACTION	• Identify priority climate risks and opportunities by conducting a hotspot analysis aligned with the Intergovernmental Panel on Climate Change (IPCC) climate scenarios
Responsible procurement	Globally, responsible procurement is scaling the agenda for data centres. Conflict minerals within supply chains can cause reputational backlash, potentially placing data centres under scrutiny for use of conflict minerals in procured equipment.	• Customers • Suppliers	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Mandate sustainable practices through our Supplier Code of Conduct to ensure an environmentally friendly supply chain • Incorporate ESG criteria in supplier pre-qualification and tender evaluation
Cybersecurity	Cybersecurity is critical to the protection of data stored within data centres, with breaches having significant reputational and financial impacts.	• Customers	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	• Enforce groupwide cybersecurity policies covering data protection and retention, access control, information security awareness and training, and risk management

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STAKEHOLDER ENGAGEMENT

Engaging with our stakeholders is a cornerstone of our sustainability efforts, ensuring that we understand and address their concerns, foster collaborative relationships, and create shared value for all our stakeholders.

Stakeholder	Engagement platform	Issues and concerns		Our efforts
Employees	• Regular townhalls led by senior management • Staff recreational club • Annual employee engagement survey • ESG roadshows across Group	• Company performance and growth plans • Job security • Remuneration and benefits • Career development and training opportunities	• Labour and human rights • Workplace safety and health • Working environment • Diversity and inclusion	Workplace safety and health Talent management
Customers	• Annual customer satisfaction survey • Quarterly business reviews	• Availability and resiliency • Customer service and experience • Growth plans	• Data privacy and cybersecurity • Environmental impact • Renewable energy sourcing	Cybersecurity Environmental footprint Renewable energy
Investors	• Quarterly reporting • Corporate website and social media platforms • Annual ESG reports	• Corporate governance • ESG performance • Energy efficiency	• Renewable energy sourcing • Green building and energy efficiency certification	Corporate governance Green buildings
Suppliers	• Procurement activities • Supplier code of conduct • Scheduled performance reviews	• Legal compliance • Quality and design • Workers' safety, health, and well-being	• Labour and human rights • Resource and waste management • Responsible procurement	Health, safety and well-being Responsible procurement
Industry associations	• Membership and participation in trade associations and working groups • Sustainability-related consultations and dialogues	• Data security and privacy compliance • Environmental impact • Energy efficiency	• Community engagement	Cybersecurity Environmental footprint Energy efficiency
Government and regulators	• Senior management representation on boards of industry bodies • Regular dialogue related to project permitting and other business matters	• Data security and privacy compliance • Legal compliance	• Energy efficiency • Renewable energy	Cybersecurity Energy efficiency Renewable energy
Joint venture (JV) partners	Engagement on investment matters and management of JV	• Company performance and growth plans • Data security and privacy compliance • Legal compliance		Cybersecurity Energy efficiency Renewable energy

Towards a resilient and sustainable digital future | Our sustainable ecosystem | CEO's message | About the report | Tech trends and sustainability | ESG @ STT GDC | Environmental footprint | Social progress | Responsible business | Country spotlight | Independent assurance report | GRI and SASB reference index | 22

EMBEDDING ESG IN THE LIFECYCLE OF OUR OPERATIONS

To drive sustainable growth and foster a responsible digital ecosystem, we are dedicated to incorporating ESG principles across all stages of our operational lifecycle.

By embracing these values, we strive to enhance operational resilience and efficiency, with the broader ambition of supporting a future where digital innovation complements ecological and social well-being.
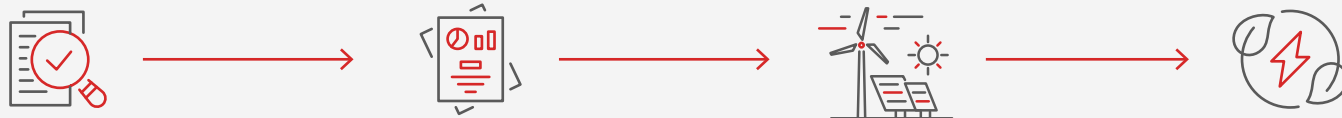
Site selection

- Prioritise locations with access to renewable energy sources
- Conduct environmental impact assessments
- Conduct assessments to determine social impact of construction

Design

- Optimise design and layout for energy and water efficiency and effective space utilisation
- Ensure that energy and water performance monitoring and management capabilities are built into the design of data centres
- Designed in line with industry-recognised green building certifications

Build

- Prioritise environmentally friendly construction materials and sustainable building practices to minimise embodied carbon
- Invest in energy-efficient HVAC systems and advanced cooling technologies
- Application of latest water optimisation technologies

Operate

- Capture and repurpose waste heat for heating nearby buildings or industrial processes wherever possible
- Minimise water usage through recycling and reusing water
- Implement comprehensive monitoring systems to track energy consumption and efficiency
- Regularly analyse performance data to identify and address areas for improvement
- Implement AI for cooling optimisation
- Implement responsible e-waste management practices, including recycling and proper disposal of decommissioned hardware

ADDRESSING THE DEMANDS OF TOMORROW'S DATA CENTRES

Amid rapidly evolving developments within our industry, it is crucial that we continue to build and operate data centres that align with community needs while navigating conflicting megatrends, including the burgeoning demand for AI and high-performance computing.

Our ability to navigate complexities and sustainably address the needs of the future will better position us for long-term success.

Our approach is deeply rooted in a commitment to innovation, sustainability and resilience, ensuring that we remain agile in response to technological progress, environmental and social considerations, and customer needs.

Trends	Approach
Demand for energy-efficient data centres	Exploring innovations in cooling technologies and energy-efficient infrastructure
Emphasis on circular economy principles	Looking into ways to enhance resource efficiency and promote circularity of materials and equipment
Integration of AI technologies	Embracing AI to optimise operational efficiency, enhance predictive maintenance, and improve overall resource utilisation

Challenges	Approach
Growth in AI adoption requiring immense computing power	Expanding service offerings to cater to the needs of AI workloads in a sustainable manner
Climate change	Identifying locations less vulnerable to climate risks and with reliable renewable energy and water sources Designing and building data centres that can withstand extreme weather events
Increasing expectations for data centres to be powered by renewable energy	Investing in renewable energy sources including onsite generation where possible, ensuring a seamless transition to sustainable energy
Cybersecurity	Designing secure physical parameters and strengthening IoT security via comprehensive cybersecurity tooling and techniques
Talent shortage	Investing in employee development Fostering partnerships with educational institutions to address talent shortages

ENVIRONMENTAL FOOTPRINT

Striving towards a resilient and sustainable digital future, we are decarbonising our operations through energy efficiency, renewable energy, and cutting-edge innovation, and ensuring careful management of our water and waste.

- Decarbonisation
- Renewable energy
- Energy efficiency
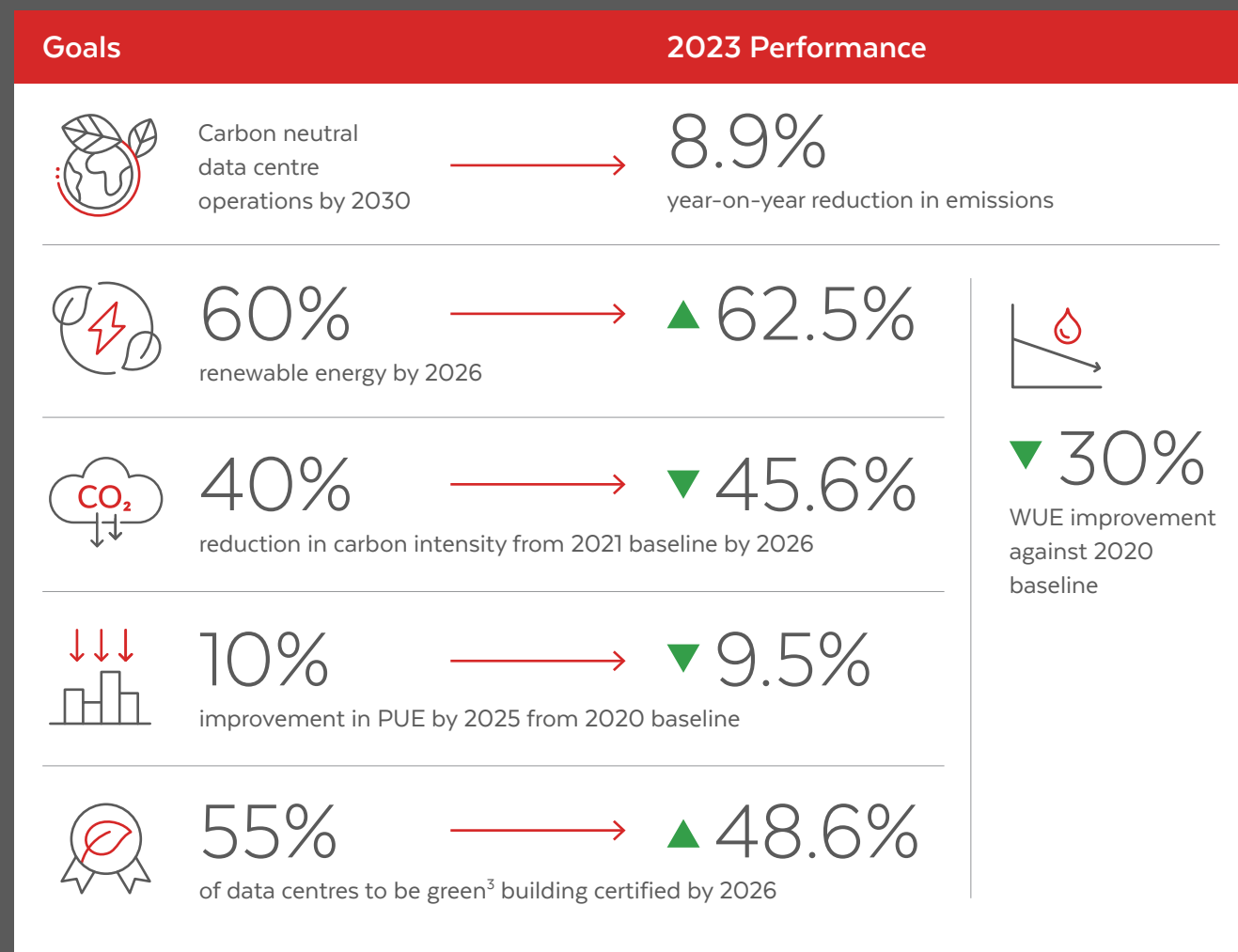- Water stewardship
- Waste management

Prioritising decarbonisation: meeting the future demands of computing through efficient resource management

With decarbonisation a key business priority, we made remarkable progress in 2023, outperforming our renewable energy and carbon intensity targets ahead of schedule.

Given the growth of our business and with the rapid expansion of AI technologies requiring high compute resources and consequently, more energy, decarbonisation will continue to be a key focus. Beyond fostering innovation in energy-efficient and cooling solutions and prioritising renewable energy, our approach emphasises the efficient management of resources.

Key highlights

Goals	2023 Performance
Carbon neutral data centre operations by 2030	**8.9%** year-on-year reduction in emissions
60% renewable energy by 2026	▲ **62.5%**
40% reduction in carbon intensity from 2021 baseline by 2026	▼ **45.6%**
10% improvement in PUE by 2025 from 2020 baseline	▼ **9.5%**
55% of data centres to be green[3] building certified by 2026	▲ **48.6%**

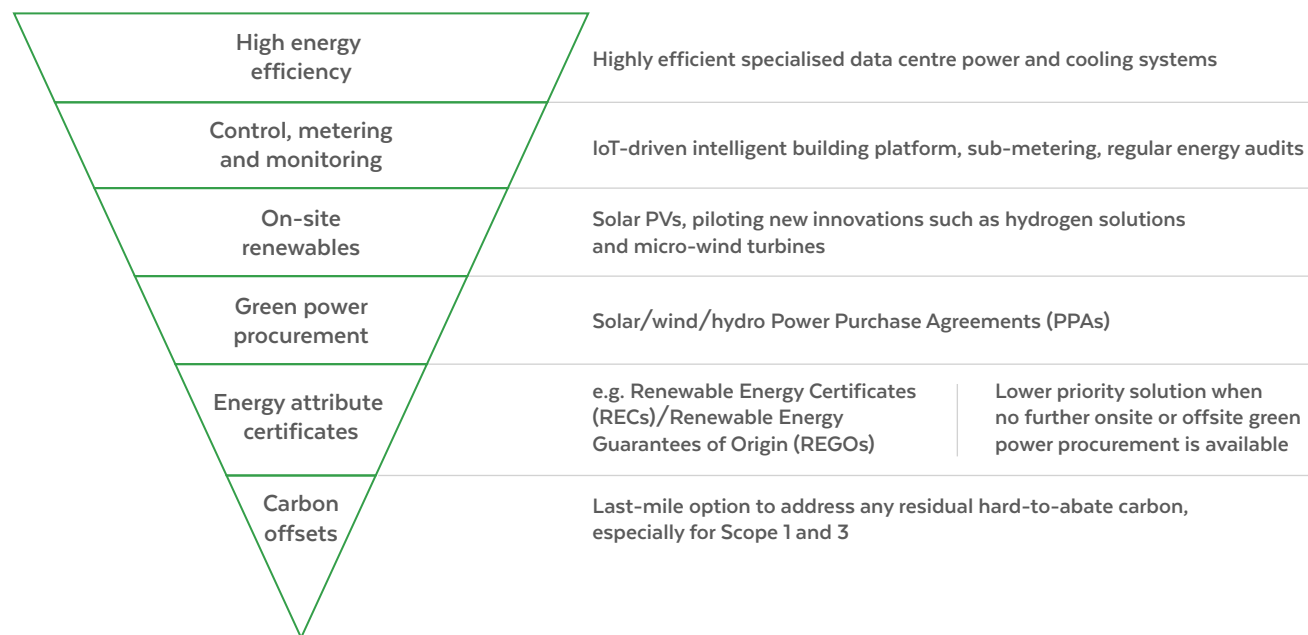▼ **30%** WUE improvement against 2020 baseline

DECARBONISATION

At STT GDC, we recognise our responsibility in contributing to global efforts to combat climate change. Our decarbonisation strategy is predicated on the mitigation hierarchy, a prioritisation approach towards alleviating environmental harm as far as possible through avoidance, reduction, then replacement.

With the exponential growth of data and the escalating demand for faster and more robust computing capabilities, there is an urgent need for the industry to accelerate its decarbonisation efforts.

Figure 4: Mitigation hierarchy

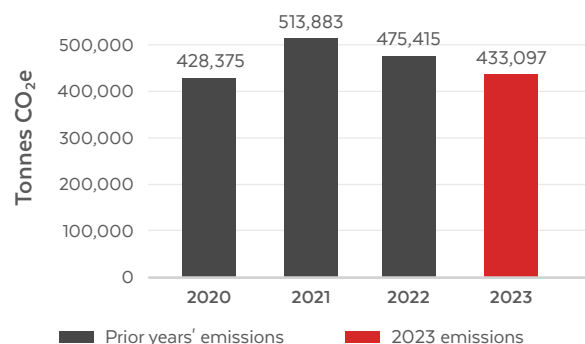| Hierarchy level	Description
High energy efficiency	Highly efficient specialised data centre power and cooling systems
Control, metering and monitoring	IoT-driven intelligent building platform, sub-metering, regular energy audits
On-site renewables	Solar PVs, piloting new innovations such as hydrogen solutions and micro-wind turbines
Green power procurement	Solar/wind/hydro Power Purchase Agreements (PPAs)
Energy attribute certificates	e.g. Renewable Energy Certificates (RECs)/Renewable Energy Guarantees of Origin (REGOs) — Lower priority solution when no further onsite or offsite green power procurement is available
Carbon offsets	Last-mile option to address any residual hard-to-abate carbon, especially for Scope 1 and 3

Reducing our carbon footprint

Despite the increase in the number of operational data centres and energy consumption across the group, we saw an 8.9% year-on-year reduction in absolute emissions in 2023.

Our reported GHG emissions comprise Scope 1 emissions from diesel consumption for our backup generators and refrigerants and Scope 2 emissions from purchased electricity.

Committed to be carbon neutral by 2030 for Scope 1 and 2, we continue to take proactive measures to reduce our absolute emissions, including prioritising energy efficiency and the use of renewables, as well as exploring more sustainable fuel sources, such as hydrotreated vegetable oil (HVO), as an alternative to diesel.

Figure 5: Scope 1 & 2 emissions

Tonnes CO_2e

- 2020: 428,375
- 2021: 513,883
- 2022: 475,415
- 2023: 433,097

■ Prior years' emissions   ■ 2023 emissions

Target overview

Carbon neutral
by 2030

2023 performance

8.9%
Year-on-year reduction in emissions

INDIA

Ramping up investment in renewable energy projects in India

Since the launch of our ESG strategy four years ago, we have been setting the tone for the data centre sector in India.

Leading by example, STT GDC India has partnered with several of the country's leading renewable energy providers to develop new solar and wind farms with a total capacity exceeding 155 MW. This green energy is delivered to our data centres through long-term PPAs, ensuring a stable and sustainable energy supply.

By developing new renewable energy projects, we are adding capacity to the grid rather than relying on existing renewable resources. This approach ensures that our investments directly contribute to the expansion of renewable energy infrastructure in India, supporting the country's transition to a low-carbon economy.

Read more about our performance in India →

Reducing carbon intensity targets alongside business growth

In line with the decrease in absolute emissions, we achieved a 45.6% reduction in carbon intensity from our 2021 baseline by 2023, surpassing our target to reach a 40% reduction by 2026 three years ahead of schedule.

We utilise carbon intensity as a metric to assess the overall footprint of our operations in relation to their impact, in line with the GHG Protocol Methodology.
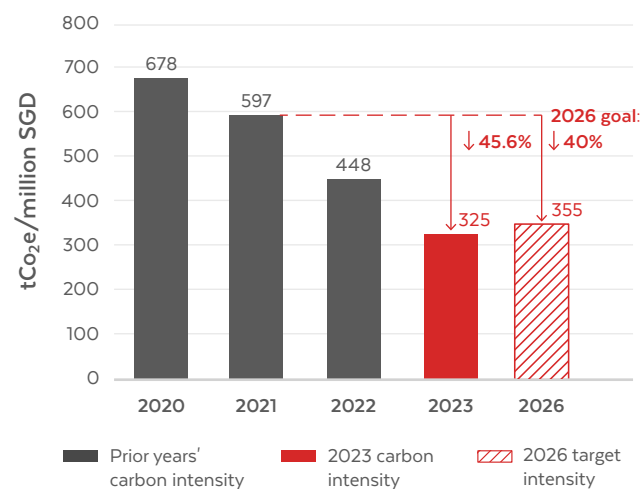
This approach is crucial as we continue to expand our business and absolute carbon emissions are expected to rise substantially. The use of the carbon intensity metric offers a more relative and informative emission measure aligned with our growth trajectory.

Enhancing transparency around Scope 3 emissions

In 2023, we calculated our total Scope 3 emissions for business travel (including hotel stays) and employee commute.

We also performed an in-depth analysis to better understand our Scope 3 emissions, laying the groundwork for quantifying and managing these emissions in the coming years.

Figure 6: Carbon intensity

Chart legend:
- Prior years' carbon intensity
- 2023 carbon intensity
- 2026 target intensity

Values: 2020: 678, 2021: 597, 2022: 448, 2023: 325, 2026: 355. 2026 goal: ↓45.6% ↓40%. Y-axis: tCO_2e/million SGD.

Target overview

CO_2

40%
Reduction in carbon intensity within data centre operations by 2026 against our 2021 baseline

2023 performance

45.6%
Reduction

Despite the complexity and indirect nature of scope 3 emissions, we are dedicated to enhancing transparency of this data. We remain committed to guiding and supporting our stakeholders in their efforts to reduce emissions.

Conducting an in-depth analysis of our embodied carbon footprint

STT GDC conducted a study of the embodied carbon (Scope 3 category 1: Purchased goods and services and Scope 3 category 2: Capital goods) of our data centre to better understand our value chain and its environmental impact.

We evaluated a candidate centre project and used the spend-based methodology to calculate the total emissions during the construction phase. This study serves as a basis for enhancing our emissions accounting procedures, aiming to better assess embodied carbon value.

Moving forward, we are looking towards sourcing local and more sustainable materials for the construction of our data centres as well as to transition away from the current spend-based methodology to activity-based methodology in our embodied carbon calculation for better accuracy.

RENEWABLE ENERGY

Renewable energy accounted for 62.5% of our electricity consumption in 2023, well ahead of our target to achieve 60% by 2026.

Our commitment to leveraging renewable energy extends to the implementation of onsite renewable installations wherever feasible, exemplified through the installation of a 2,000m^2 rooftop solar photovoltaic system in one of our data centres in Singapore.

Sourcing renewable energy is vital to meeting our carbon neutrality and renewable energy goals. As we continue to expand our business, we are committed to doing so as sustainably as possible by sourcing renewable electricity through onsite installations, green tariffs, PPAs, Energy Attribute Certificates (EACs), and offsets. We strive towards minimising the utilisation of unbundled EACs and offsets, strategically employing them in selected geographies where renewable energy is scarce.
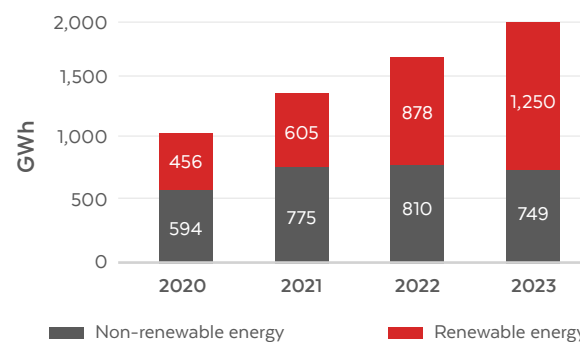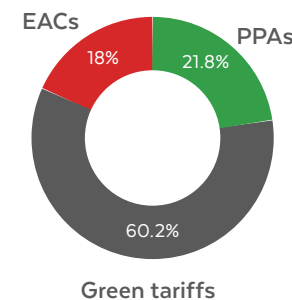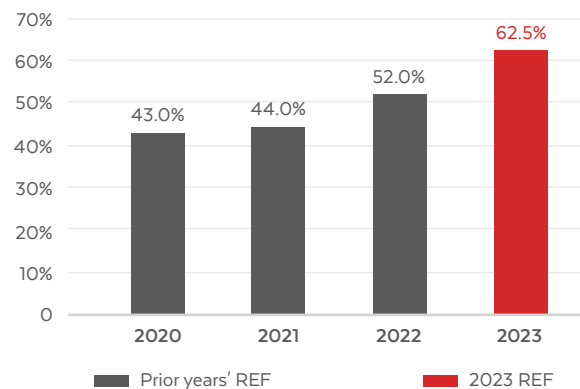
Figure 7: Renewable vs non-renewable energy

Stacked bar chart (GWh):
- 2020: Non-renewable energy 594, Renewable energy 456
- 2021: Non-renewable energy 775, Renewable energy 605
- 2022: Non-renewable energy 810, Renewable energy 878
- 2023: Non-renewable energy 749, Renewable energy 1,250

Legend: Non-renewable energy | Renewable energy

Figure 8: Renewable energy factor (REF)

Bar chart:
- 2020: 43.0%
- 2021: 44.0%
- 2022: 52.0%
- 2023: 62.5%

Legend: Prior years' REF | 2023 REF

Figure 9: Renewables breakdown

Donut chart:
- EACs 18%
- PPAs 21.8%
- Green tariffs 60.2%

Target overview

2023 performance

60% → 62.5%

Renewable energy consumption by 2026

SINGAPORE

Onsite solar at STT Singapore 6

With year-round sunshine, solar energy is Singapore's most promising renewable power source. In 2023, we completed the commissioning of a rooftop solar project at STT Singapore 6, in line with Singapore's goal to have at least 2 GWp of solar installed by 2030. This 2,000m^2 rooftop solar photovoltaic system will feed approximately 400MWh per annum of renewable zero-carbon energy directly into the facility power network – equivalent to powering close to 70 apartments for a year[5].

**Read more about our performance in Singapore →**
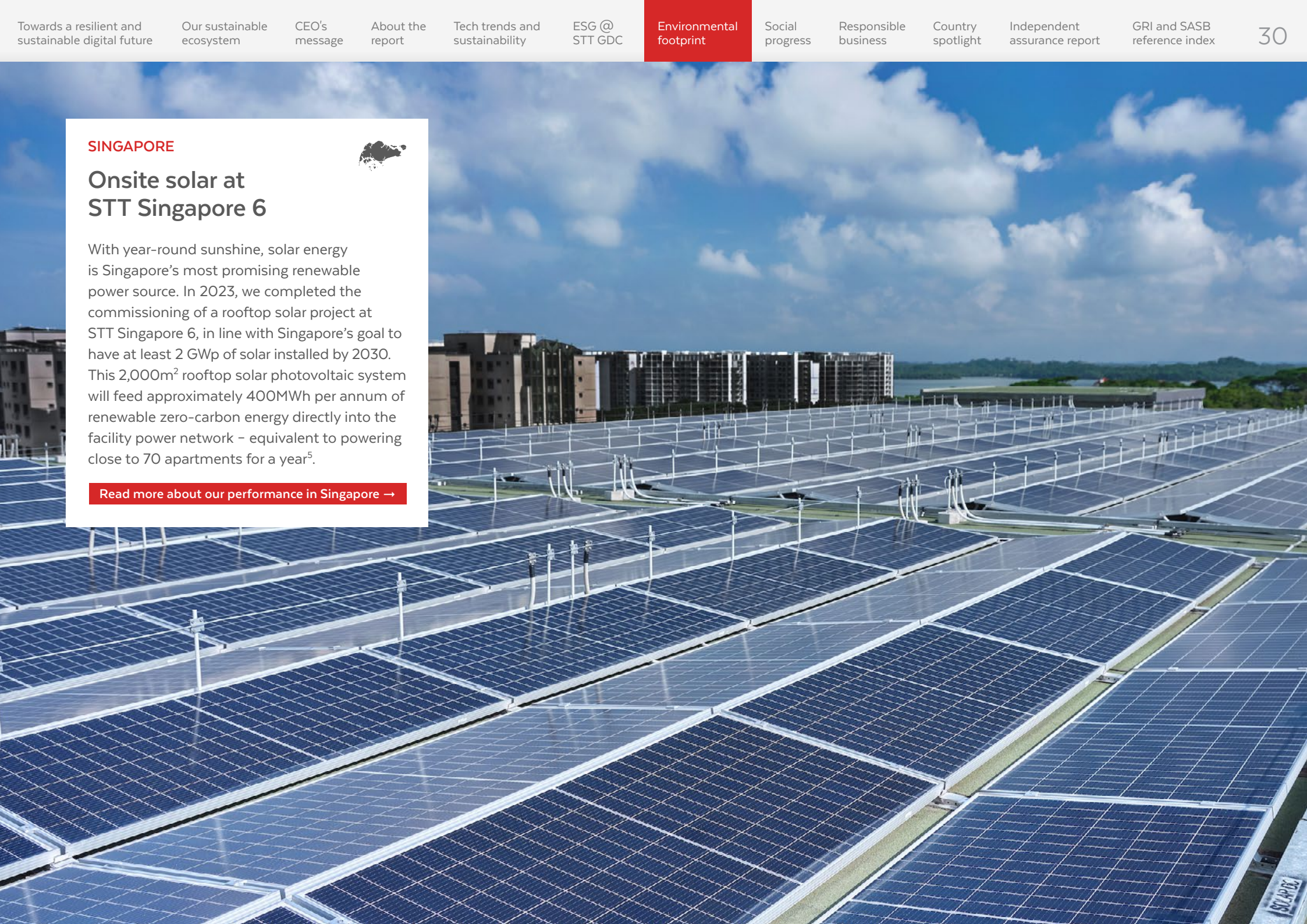
ENERGY EFFICIENCY

We closely track and benchmark the power usage effectiveness (PUE) of all our facilities to effectively manage our energy usage. In 2023, we achieved an operating PUE of 1.50, an 9.5% improvement from our 2020 baseline – nearing our 2025 target of 10%.

This achievement is the result of the addition of more efficient buildings to our portfolio and operational improvements made by existing buildings.

Data centres are the engines of our data-driven world, but their energy demands present significant sustainability challenges. At STT GDC, we view this challenge as an opportunity to lead the way in implementing energy-efficient technologies and innovative solutions in the design of all new sites and expansions, paving the way for a more sustainable future.

We are constantly exploring new solutions, including hardware and software optimisation, as well as cooling management and monitoring systems, to further raise the energy efficiency of our data centres. Comprehensive energy management systems are implemented at our facilities to accurately monitor and measure power consumption, enabling us to identify opportunities for energy reduction.

Figure 10: **Power usage effectiveness**
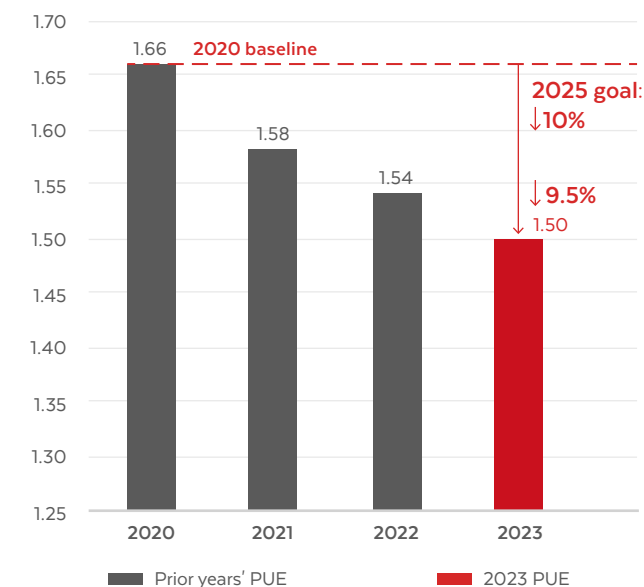
Target overview

↓↓↓ 🏢

10% → **9.5%**

Reduction of PUE by 2025 against 2020 baseline

2023 performance

Reduction of PUE in 2023 against 2020 baseline

Sustainably meeting the needs of AI workloads

As the power needs of AI workloads continue to grow, data centre infrastructure must evolve to keep pace. The significant power densities required by GPU servers are driving the industry rapidly toward the adoption of liquid-cooled server equipment.

This shift is essential to efficiently manage the heat generated by high-performance computing and ensure sustainable operations in the era of AI.

To meet these demands, we have partnered with GPU-centric infrastructure providers focused on AI workloads and deployed innovative liquid cooling systems in several of our data centres to significantly enhance energy efficiency. We have also engineered new, flexible colocation products designed to support our customers' GPU roll-outs, ensuring sustainability is at the forefront of our ambitious expansion efforts.

AI-powered cooling optimisation

Data centre cooling is highly energy-intensive, particularly in tropical climates where our data centres are predominantly situated. In 2023, STT GDC initiated a pilot project to utilise AI technology for optimising cooling efficiency in selected data centres in Singapore.

The AI model analyses real-time operating data from the data centre and suggests optimal parameters to achieve the most efficient cooling environment, resulting in improvements in our overall PUE and carbon efficiency. Initial results from the pilot indicate energy savings ranging from 10% to 30%, depending on IT load. Further studies will be conducted to assess the feasibility of deploying this technology across our data centre portfolio.

Adherence to stringent energy management standards

In 2023, we further bolstered our commitment to excellence in energy and environmental management by expanding the scope of our ISO 50001:2018 Energy Management System and SS 564 Part-1: 2020 Energy and Environmental Management System certifications to include STT Singapore 3 and STT Bangkok 1.

This achievement means that 100% of our data centres in Singapore and the UK, as well as our first site in Thailand, are now certified to stringent energy management standards. This reflects our dedication to establishing rigorous management systems across our network to reduce our environmental footprint.

WATER STEWARDSHIP

We closely monitor the water usage effectiveness (WUE) of all the data centres within our portfolio. In 2023, we achieved a 17.9% year-on-year improvement in our WUE and a 30% improvement from a 2020 baseline.

This progress is due to our ongoing water management efforts, including our preference for air-cooled chiller plants for new data centres in water scarce locations.

Given the increasing demand and scarcity of water, we recognise the importance of practising responsible water management across all our operations.

While energy consumption remains our primary environmental concern, we are mindful of the need to balance energy and water usage in cooling our data centres. To this end, we are driving innovation in cooling solutions and promoting water efficiency in both design and operations.

Given that a significant portion of STT GDC's data centres are situated in water-stressed regions such as the UK, India, and Singapore, we take a holistic approach towards mitigating water scarcity risks to safeguard the long-term value of our assets. Our water management strategies encompass the entire lifecycle of our data centres, from site selection to operations.

Whenever possible, we maximise the use of recycled water in our operations to conserve precious potable water resources. For instance, our data centres in Singapore use NEWater, a high-grade recycled water, in its operations.

Mindful of the importance of resource conservation and protecting local water ecosystems, we will prioritise sourcing non-potable water for new builds and actively address water discharge concerns in our operations.
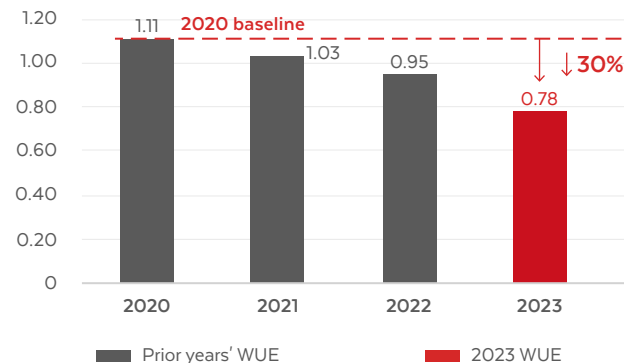
2023 performance
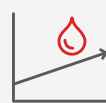
30%
Improvement from 2020 baseline

Figure 11: **Water usage effectiveness**

	2020	2021	2022	2023
WUE	1.11	1.03	0.95	0.78

2020 baseline

↓ 30%

- Prior years' WUE
- 2023 WUE

INDIA

Enhancing our water management processes

With growing concerns over water scarcity in India, we are dedicated to enhancing our water management processes. All of our data centres in India are zero-discharge buildings.

We have implemented a central monitoring system to continuously track water withdrawal from various sources, including groundwater and third-party sources. This allows us to identify inefficiencies and optimise our water usage. Other water conservation initiatives implemented in India include:

- Integrating the piping systems of water-cooled and air-cooled chillers at one of our data centres in Chennai to reduce reliance on the water-cooled chiller, minimising water consumption
- Reusing cooling tower water through reverse osmosis plants and treated wastewater for various purposes such as landscape maintenance and toilet flushing
- Installing rainwater harvesting systems in selected data centres, with harvested water used in chillers and for irrigation

Read more about our performance in India →

WASTE MANAGEMENT

At STT GDC, we are committed to fostering a 'Zero Waste' culture. Addressing the waste generated at our data centres is an important aspect of our sustainability approach, with electronic waste accounting for the majority of our waste stream.

With global waste projected to increase by 70% by 2050, adopting practices to minimise waste has become increasingly critical.

Our waste management approach prioritises reduction, followed by reuse, recycling, recovery and disposal. We work closely with third party vendors to manage and analyse our waste streams, enabling us to have deeper insights into our waste management processes and continuously refine and improve our practices.

UK

Reducing waste to landfill

Waste is tracked monthly and specific projects are implemented at each site to address differing needs. VIRTUS follows a robust four-step Plan Do Check Act process to manage its waste.

Every step of the recycling process – from segregation to transportation, sorting, and processing – is carefully considered to minimise waste to landfills.
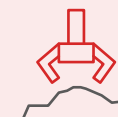
Segregation

- Encourage the use of appropriate bins to segregate waste
- General waste is placed in black bags, while clean and dry recyclables are sorted into clear bags

Transportation

- Optimise efficiencies and reduce transportation emissions by only using a single truck to collect waste from the various sites

Sorting and processing

- Waste and recyclables are sent to the respective recycling centres for further sorting and processing

Read more about our performance in the UK →

INDONESIA

Supporting a circular economy

In Indonesia, we partnered with Waste4Change, a local social enterprise providing waste management services in an environmentally friendly and responsible manner. Our initiatives include:

- Distributing glass, metal, plastic, and paper to our recycling partner to create new products such as recycled paper, plastic ore, gas cylinder caps, tetra roof tiles.
- Composting organic waste or using it for black soldier fly (BSF) breeding. During BSF breeding, organic waste is fed to the BSF larvae, while remaining substrates and frass are separated and used as organic fertiliser. The BSF larvae are then harvested and processed into livestock feed. This innovative solution reduces waste, provides a sustainable protein-rich feedstock, and reduces GHG emissions.
- Processing non-recyclable items with refuse-derived fuel (RDF) technology, converting them into an alternative fuel source for electricity generation.

Most preferred

Prevention
Re-use
Recycling
Recovery
Disposal

Least preferred
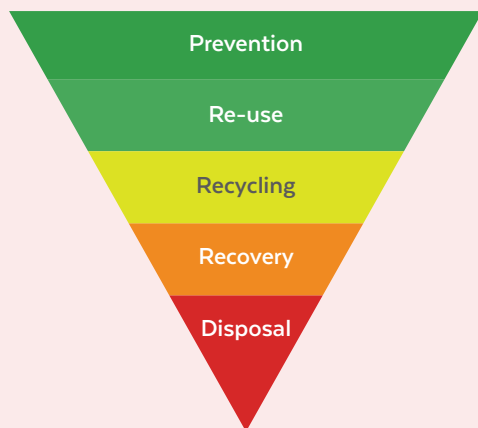
LOOKING AHEAD

In the road ahead, our strategy to reduce environmental impact will continue to focus on innovation, efficiency, and renewable energy integration. We remain committed to leveraging the latest sustainable technologies and practices to minimise our carbon footprint and water usage, while enhancing energy efficiency across all operations.

This includes expanding our use of renewable energy sources, optimising data centre designs for maximum energy efficiency, and implementing advanced waste management systems. Additionally, we are dedicated to deepening our understanding of our scope 3 emissions, with the goal of achieving a transparent, fully quantified view of indirect emissions. This will enable us to implement effective strategies for reduction. By setting ambitious targets for reducing greenhouse gas emissions and actively monitoring our progress, we aim to lead the industry towards a more sustainable and environmentally responsible future.

SOCIAL PROGRESS

Fostering a safe, secure, diverse, and inclusive workplace and amplifying positive community impact as we look towards a resilient and sustainable digital future.

Health, safety and well–being

Talent management

Community development

Building an exceptional workplace and stronger communities

Ensuring the health, safety, and overall well-being of our employees and workers is paramount, given the critical nature of our operations.

In today's competitive talent market, we recognise the importance of not only providing a safe and inclusive workplace, but also creating an environment where our employees feel genuinely motivated and engaged. We are committed to making a positive impact on the communities we serve by investing in local initiatives and giving back through employee volunteerism and philanthropy, reinforcing our commitment to social responsibility.
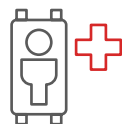
Key highlights

2023 Performance		
▼ 0.06 Total Recordable Incident Rate		22% Women representation across the group
0 Fatalities and serious injuries		>1,000 Lives positively impacted through community service since 2019

HEALTH, SAFETY AND WELL-BEING

In 2023, we achieved a record low Total Recordable Incident Rate (TRIR) of 0.06, reflecting a remarkable 60% year-on-year improvement.

This achievement can be attributed to the roll-out of a comprehensive Health, Safety and Well-being Assurance Plan across the group, which significantly enhanced health and safety standards and ensured compliance with regulatory requirements.

Our Environment, Health and Safety (EHS) strategy is driven by a four-pronged approach:

1. Process improvement

Streamlining systems to ensure excellence, "best in class" outcomes and adding value through innovation.

2. Active learning

Instilling greater trust and empowerment through awareness, upskilling, and competency training to embed integrity and rigour.

3. Knowledge sharing

Building platforms and internal and external collaboration networks to promote safe methods, lessons learned and best practices.

4. Health and well-being

Actively caring for people's physical and mental well-being to ensure employees feel valued and respected.

The Group EHS team conducted internal audits at our construction and operational sites on a quarterly and annual basis, respectively, as part of this initiative.

We also initiated the process of embedding EHS leading and lagging indicators in our supply chain procurement process. During the tender evaluation, the Group EHS team performs a gap analysis to identify disparities between a prospective supplier's practices and STT GDC's EHS standards. Key evaluation criteria include leadership visibility, management of high-risk activities, incorporation of EHS principles in design and construction, EHS assurance, use of technology in EHS management, logistics and traffic management planning, as well as welfare and well-being initiatives. Following this analysis, the selected supplier is required to develop a mitigation plan to align with our stringent standards. Kick-off meetings are convened prior to the commencement of work to ensure a comprehensive understanding and alignment with our EHS standards and requirements.

Building upon the implementation of our Group Minimum Standards (GMS) in 2021, which prioritise health and safety across all aspects of our business, we developed and deployed GMS implementation guides in 2023 to enhance understanding and competence.

Additionally in 2023, we enhanced our groupwide EHS policy, outlining our uncompromising approach towards preventing harm and safeguarding the health, safety and well-being of our employees, contractors and customers by eliminating and minimising health and safety risks.

> Our commitment to safety is reflected in our record of zero work-related fatalities and serious injuries across the group since 2020.

To continuously improve our processes and safety effectiveness, we closely monitor performance against a set of key performance indicators (KPI). Apart from the TRIR in construction and operations, we track metrics such as the number of logged safety observations (safe and at risk) and senior leadership EHS inspections.

Monitoring these health and safety KPIs is vital for evaluating the health and safety of our work environment and ensuring compliance with regulatory and industry standards.

All our operating entities have implemented an Environment, Health & Safety Management System that is aligned with the stringent requirements of ISO 45001: Occupational Health and Safety standards. This forms the cornerstone of our risk management approach, enabling us to identify and capitalise on opportunities to meet our EHS goals.

We believe that health and safety are personal responsibilities. To enable our employees to work safely and responsibly, we provide training to develop the necessary competencies. Beyond physical health and safety, STT GDC also values the social and mental well-being of our employees. We recognise that dealing with mental health issues should be part of the company's holistic approach to workplace health and well-being.

Addressing high risk activities in construction and operations

In 2023, a comprehensive high risk management programme was implemented to ensure that contractors and site employees adhere to the GMS, with a particular focus on high-risk activities such as working at height and within confined spaces.

To address safety concerns in construction projects and site operations involving cranes and hoisting equipment, fatigue management plans detailing strategies for mitigating fatigue among operators and lifting crew must be submitted prior to the start of work.

Creating a supportive workplace environment

In 2023, STT GDC organised a wellness campaign on World Mental Health Day to emphasise the importance of fostering a positive work environment conducive to everyone's well-being.

Experts were invited to give talks to employees, and additional learning resources provided to promote mental wellness. We also established a recreational club in 2023, which encourages employee participation in physical activities such as futsal and badminton. We are continuously exploring ways to provide a safe workplace that supports positive mental health and offers assistance to employees facing challenges.

Recognising the importance of having a supportive network, especially during difficult times, VIRTUS took proactive measures by training 13 employees to become Mental Health First Aiders. These individuals were equipped with the skills to identify common mental health challenges, offer initial support, and guide affected colleagues towards appropriate professional help. Complementing this initiative, VIRTUS launched a comprehensive well-being programme featuring diverse activities throughout the year, ranging from delightful treats such as an ice cream van and a food truck to a festive Christmas coffee and cake morning.
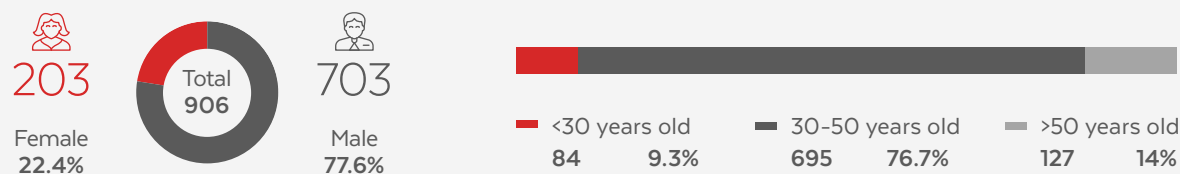
Read more about our performance in Singapore and the UK →
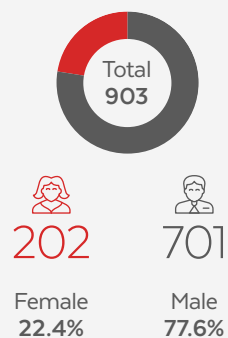
TALENT MANAGEMENT

At the heart of our business is a commitment to fostering a thriving, diverse and inclusive workplace. We recognise the indispensable role of a skilled and dedicated workforce in driving our ongoing growth, particularly given the rapid expansion of our industry.

We are dedicated to upholding equitable employment practices and providing continuous learning and development opportunities to our employees.
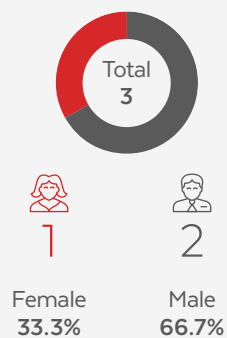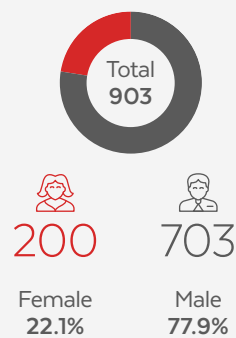
Total number of employees

Female 203 — 22.4%

Total 906

Male 703 — 77.6%

	<30 years old	30-50 years old	>50 years old
	84 9.3%	695 76.7%	127 14%

Number of permanent employees
Total 903

Female 202 — 22.4%

Male 701 — 77.6%

Number of temporary employees
Total 3

Female 1 — 33.3%

Male 2 — 66.7%

Number of full-time employees
Total 903

Female 200 — 22.1%

Male 703 — 77.9%

Number of part-time employees
Total 3

Female 3 — 100%

Male 0 — 0%
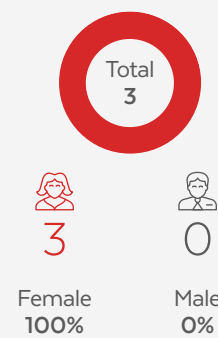
Great Place to Work® certification

In 2023, our offices in India, Singapore and the Philippines were awarded with the Great Place to Work certification.

Our Singapore office ranked among the top organisations in the Medium category of the 'Singapore Best Workplaces™ in Technology' list, while our Philippines office received the recognition after its first year of operations. Our India office received the Great Place to Work certification for the fourth consecutive year and secured the 35th position amongst the 'Top 50 India's Great Mid-size Workplaces' list.

This certification, based on comprehensive employee feedback, is an endorsement of our dedication to fostering an exceptional workplace culture that empowers our employees. Survey findings indicate a notably positive experience among employees, as reflected in their favourable responses across key workplace indicators, including their confidence in the company's commitment to promoting fair and inclusive behaviour and the leadership's adherence to high ethical standards.

Read more about our performance globally →

Fostering a diverse, equitable, and inclusive workplace

At STT GDC, we are committed to providing equal opportunities and fair treatment to all employees and potential employees. We embrace diversity, inclusion, and non-discrimination principles in our recruitment and performance appraisal procedures. These principles are further reinforced through our Employee Code of Conduct, which upholds human rights and anti-discrimination standards.

Senior management (VPs and above)

Total **55**

14
Female
25.5%

41
Male
74.5%
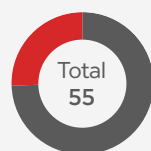
Middle management (Managers to Senior Directors)

Total **352**

85
Female
24.1%

267
Male
75.9%

Non management (Assistant Managers and below)

Total **499**

104
Female
20.8%

395
Male
79.2%
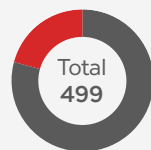
INDIA

Unleashing potential and empowering women employees

STT GDC India launched the Women@Work Development programme in 2023, drawing the participation of many women employees.

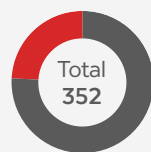Recognising the pivotal role of women in our company's growth, we are dedicated to empowering women in the workforce both personally and professionally. The one-day programme was designed to enable and empower women employees to take charge of their evolving personal and professional identities as well as their goals and aspirations with confidence and control.

The initiative provided women employees with essential skills for their professional growth, incorporating aspects of self-awareness and emotional resilience, while equipping them with skills to enhance visibility and establish credibility.

Read more about our performance in India →

Providing competitive compensation and benefits

Full-time employees enjoy competitive compensation and comprehensive benefits that include life insurance, healthcare benefits, annual, medical, marriage and compassionate leave entitlements, as well as welfare entitlements for long-service milestones.

Aligning employee goals with business objectives

STT GDC uses the Performance Management Process to effectively manage and monitor employees' performance against goals aligned with the company's overarching business objectives. The process ensures continuous feedback throughout the performance year, culminating in an annual review of KPIs using a balanced scorecard approach.

Empowering growth through training and development

We recognise the need to invest in the training and development of our workforce, ensuring they remain up to date with industry developments and emerging technological trends. We are committed to dedicating resources to continuously enhance the development of our human capital, aiming to enhance our competitiveness in the ever-evolving landscape.

17,381
Training hours in 2023

19.2
Average training hours per employee

SINGAPORE

Shaping future leaders through a tailored training programme

In light of the company's rapid expansion, STT GDC recognised the need to enhance the skills of middle management employees, equipping them with the necessary tools and capabilities to become future leaders. A Leadership Development Programme was implemented focusing on key areas such as fostering trust, building influence, promoting empowerment, ensuring accountability and embracing change. A total of 100 managers successfully completed the training in 2023.

Read more about our performance in Singapore →

SINGAPORE

Enabling learning on the go

We utilise the EdApp Mobile Learning Management System to provide employees with the ability to learn on the go. The platform has over 200 courses available covering both soft and hard skills. Over 90% of employees based in Singapore have used EdApp in 2023.

Read more about our performance in Singapore →
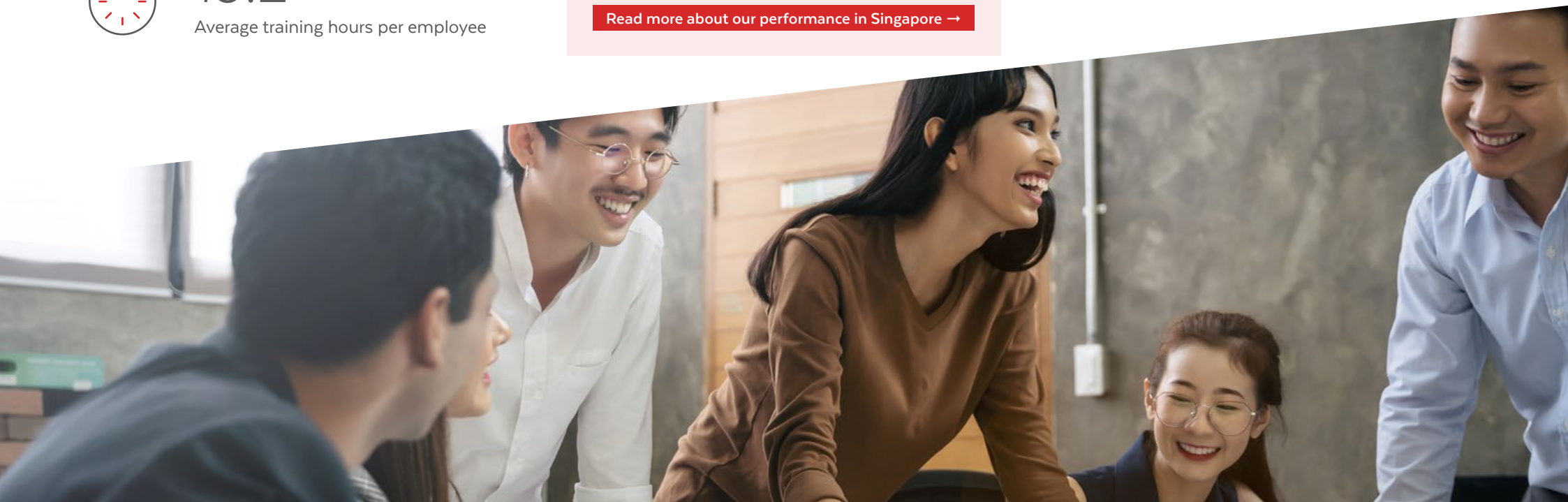
COMMUNITY DEVELOPMENT

—

STT GDC is committed to giving back to the communities where we operate. We strive towards fostering stronger communities through partnerships and employee-driven initiatives, with the aim of leaving a lasting positive footprint.

SINGAPORE

Bringing joy to young lives

In Singapore, STT GDC collaborated with Care Corner to spread positivity to a group of 40 students aged between 7 and 12 coming from vulnerable and underprivileged families. 30 employees organised a special outing for these children to the S.E.A. Aquarium. The programme was designed to offer an enriching and enjoyable experience, blending fun-filled activities with valuable educational activities for the young participants.

Read more about our performance in Singapore →

SOUTH KOREA

Supporting vulnerable communities

Since 2022, STT GDC Korea has been partnering with KTN Charity Organisation to engage the community though initiatives such as Christmas gift-giving for the underprivileged at the Child Welfare Centre and providing daily necessities including towels and bulk laundry detergent to a homeless shelter. These initiatives have benefitted approximately over 600 individuals in 2023.
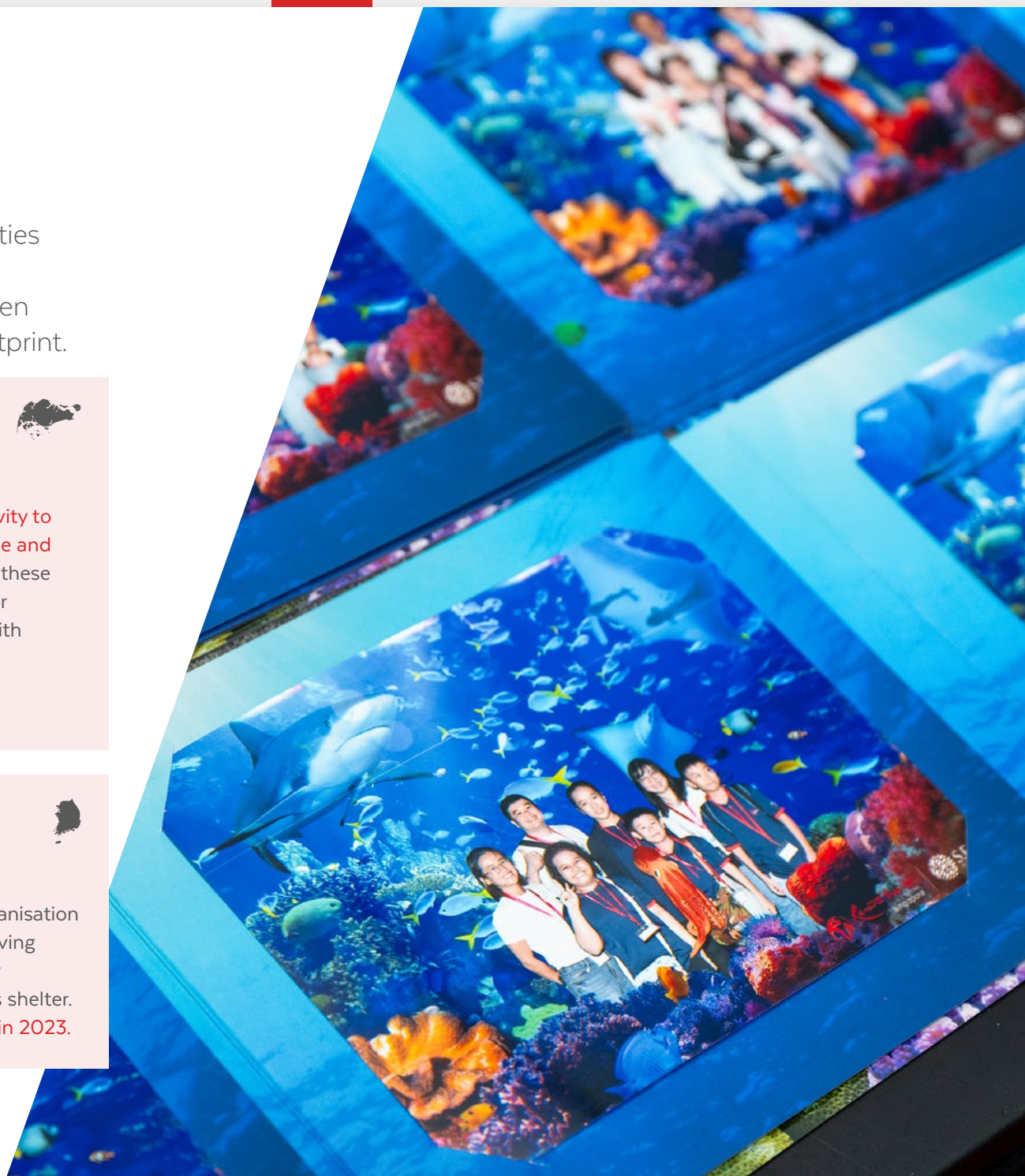
LOOKING AHEAD

—

We will continue to adopt a holistic approach towards social impact, with a commitment to maintaining the highest standards of health and safety in our facilities, ensuring a safe environment for all employees and partners.

Our team is our greatest asset, and we prioritise fostering an exceptional workplace culture where employees are nurtured, valued, and empowered to excel. In addition to attracting and retaining top talent, we are actively engaged in giving back to the communities we serve through initiatives that support local development and education. Through these programmes, we aim to not only enhance our organisational resilience, but also to contribute positively to societal progress.

RESPONSIBLE BUSINESS

Powering a resilient and sustainable digital future through an unwavering commitment to governance and integrity, strengthened cybersecurity, responsible procurement practices, and enhancing the economic vitality of the communities we operate in.

- Governance and integrity
- Cybersecurity
- Economic vitality of communities and supply chain
- Climate risk resilience
- Responsible procurement

Achieving business excellence while empowering local communities

Corporate integrity and responsible business practices govern our values and shape our culture. We maintain a zero-tolerance policy on bribery, kickbacks, and corruption.

We are committed to adhering to the highest standards in constructing green data centres and advocating sustainability within our supply chain. We are also investing in job creation initiatives aimed at upskilling youth, preparing them to excel in the data centre industry.

GOVERNANCE AND INTEGRITY

A robust risk management approach is in place to identify and manage risks across the group, with the Board of Directors holding ultimate responsibility for governing risks and ensuring that the company maintains a sound risk management system and robust internal controls to safeguard our stakeholders' interests.

We adopt a zero-tolerance policy on bribery, kickbacks, and corruption of any form.

This is governed and implemented through our policies and code of conduct. All employees are made aware of the company's expectations through ongoing training and communication on anti-corruption, ethics, and compliance.

As a company, we remain unwavering in our commitment to conducting business with integrity, adhering to the highest standards of business ethics, and ensuring full compliance with all applicable laws and regulatory requirements. We seek to deliver value to our shareholders, employees, customers, and partners within a framework of good corporate governance.

Key highlights

100%
of our employees have received anti-corruption training

Zero
incidents of corruption

Towards a resilient and sustainable digital future | Our sustainable ecosystem | CEO's message | About the report | Tech trends and sustainability | ESG @ STT GDC | Environmental footprint | Social progress | **Responsible business** | Country spotlight | Independent assurance report | GRI and SASB reference index | 49

CYBERSECURITY

In 2023, we officially launched our enhanced Global Cybersecurity Policy designed to strengthen our cybersecurity posture and protect STT GDC and our customers from evolving cyber threats.

Comprehensive training programmes were launched to educate team members on our cybersecurity policies, ensuring we maintain a robust and secure digital environment.

In an era defined by digital connectivity, our commitment to sustainability extends beyond environmental considerations to encompass the resilient safeguarding of digital landscapes.

Acknowledging the integral role data security plays in sustaining the trust of our clients and stakeholders, we embrace cutting-edge technologies, robust protocols, and continuous improvement initiatives to ensure the resilience and integrity of our cybersecurity framework. This not only fortifies our operational reliability but also aligns with our broader mission of fostering a secure and sustainable digital future.

Global Cybersecurity Policy

1. Global data protection and retention policy
Clear guidelines on handling, storing, and transmitting sensitive information to prevent data breaches.

2. Access control policy
Measures to ensure that only authorised personnel can access our systems and data.

3. Information security awareness and training policy
Training programmes and resources to enhance employee awareness and knowledge of cybersecurity best practices.

4. Incident management policy
Procedures to follow in the event of a security incident or breach to minimise damage and respond effectively.

5. Risk management policy
Outlines the framework and principles guiding how the organisation identifies, assesses, manages, and mitigates risks across its various activities and operations.

ECONOMIC VITALITY OF COMMUNITIES AND SUPPLY CHAIN

We view our economic contribution to local communities as a fundamental aspect of our commitment to creating value and reinforcing our social licence to operate.

Through strategic partnerships, job creation, and support for local businesses, we actively strive to enhance economic resilience. Our dedication to a sustainable supply chain extends beyond our immediate operations, emphasising transparency, fair labour practices, and environmental responsibility. Together, these initiatives underscore our holistic approach to ensuring the economic well-being of communities and promoting sustainability across the entire supply chain.

Our objective is to catalyse economic and social development by setting specific targets for local community investments. We actively engage in the local procurement of goods and services, prioritising local suppliers where possible. To upskill local communities, we collaborate with learning institutions and industry partners to develop a future talent pool in data centre design and management.

Through these initiatives, we seek to contribute meaningfully to the well-being of communities, fostering sustainable growth and creating positive social impact.

INDIA

Enhancing employability of local youths and building a pipeline of talent

STT GDC India has been conducting an 'Infrastructure Management Services' programme for unemployed youths, benefitting 240 students since its inception in 2019.

The programme is held at STT GDC India's Experience Centre in Bengalaru which was established in 2021. Combining classroom learning with hands-on training in a live simulated environment, the centre aims to tackle the shortage of skilled professionals within the data centre industry.

The programme seamlessly integrates STT GDC India's extensive experience with the faculty expertise of Don Bosco Tech Society and Nettur Technical Training Foundation, ensuring that participants are equipped with a well-rounded and industry-relevant skillset. This strategic intervention aims not only to enhance the employability of these youths, but also to elevate their earning potential.

The initiative also comprises a mentor–mentee component where industry professionals are assigned to mentor small groups of students, guiding and coaching them through the initial phase of their careers. Students who successfully complete the course are awarded an accredited Data Centre Professional Certificate.

A structured framework will also be implemented to establish clear processes and criteria to place programme graduates in roles at data centre providers and businesses in other adjacent industries.

Read more about our performance in India →

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UK

Cultivating the next generation of data centre specialists

Since 2021, VIRTUS has collaborated with University Technical College (UTC) Heathrow to support their Digital Futures programme, aimed at addressing the skills shortage in the growing data centre sector. Approximately 400 students have completed the programme since its inception in 2021.

This exclusive programme aims to train youths to build the digital infrastructure that enables the world to communicate securely, and at speed. Developed in partnership with industry leading companies, this programme offers young individuals the opportunity to kickstart a world-class career in the rapidly evolving digital landscape.

Since the programme's launch, several VIRTUS employees have volunteered for workshops, masterclasses, projects and open day events. VIRTUS has also organised a Work Experience Week, inviting a team of five students to our data centres in 2023. This initiative provided students with a week-long opportunity to experience the operations at VIRTUS data centres and gain practical on-the-job exposure.

In 2023, VIRTUS and partners who supported UTC Heathrow received the 'Education and Employment Project Award' awarded at Datacloud Global Awards 2023 at Monaco. VIRTUS also offered a student placement for a People Administrator in 2023, and as a result, won the award of Nottingham Trent University Placement Provider of the Year 2022/23 in the medium-sized business category. These awards reflect our dedication to supporting individuals in their academic pursuits while providing them with real-world, hands-on experience.

Read more about our performance in the UK →

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CLIMATE RISK RESILIENCE

In 2023, we undertook an in-depth study into our climate risks and opportunities, aligning with the recommendations from the Task Force for Climate-related Financial Disclosures (TCFD). This study aimed to identify specific risks posed by climate change and opportunities for incorporating climate resilience into our operations and strategic planning.

One of our data centres in Singapore, STT Singapore 6, received a S$270 million green loan, with criteria for the loan tied to metrics outlined in our SLFF. This framework ensures that design, construction, and operations align with environmental benchmarks and promote eco-friendly, energy-efficient infrastructure.

Recognising the increasing significance of climate-related challenges, we have implemented robust strategies to enhance our resilience. This involves meticulous risk assessments, strategic planning and the integration of innovative technologies to mitigate climate impacts. By embracing these measures, we not only ensure the continuity of our operations but also contribute to the broader goal of mitigating the environmental footprint of our business.

With global temperatures reaching record highs and extreme weather events becoming more frequent, such proactive management of climate risks has become increasingly crucial, particularly as we continues on our expansion pathway.

Enhancing our climate risk resilience will enable us to minimise downtime, better withstand the economic shocks caused by climate-related disasters and protect the well-being of communities.
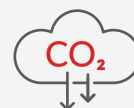
Targets under the SLFF   **2023 performance**

60% → 62.5%
Renewable energy by 2026

40% → 45.6%
Reduction in carbon intensity by 2026, against a 2021 baseline

55% → 48.6%
Green data centres by 2026

Achieving green building certification

We are committed to increasing our percentage of green*-certified buildings to 55% by 2026 and to have all newly developed buildings under our operational control certified as green buildings. As of 2023, 48.6% of our data centres are green building certified.

*A data centre is classified as green if it has achieved any one of the following recognised green building certification systems:

i.	BCA Green Mark: GoldPlus or Platinum	vi.	CASBEE: A or S
ii.	SS564 Sustainable Data Centres	vii.	DGNB: Gold or Platinum
iii.	BREEAM: Excellent or Outstanding	viii.	NABERS: 4.5 stars or better
iv.	LEED: Gold or Platinum	ix.	IGBC: Gold or Platinum
v.	CEEDA: Silver or Gold		

Buildings and construction activities contribute to over 40% of the world's carbon emissions. Pursuing green building certifications ensures that our data centres are designed with sustainability principles in mind, enabling them to be operated with higher efficiencies and lower emissions.

Target overview   2023 performance

55% → 48.6%

Green-certified data centres by 2026

INDONESIA

Safeguarding our operations against extreme weather events

Our STT Jakarta 1 Data Centre exemplifies excellence in sustainability, resilience, and technological infrastructure. Achieving LEED Gold certification, STT Jakarta 1 stands out as one of Indonesia's most sustainable data centres, incorporating energy-efficient systems and other sustainability measures.

Designed in compliance with Indonesia's seismic code SNI1726:2019, the building meets the most stringent seismic standards and is constructed to withstand flooding, ensuring uninterrupted operations.

Equipped for the latest compute infrastructure, the data centre supports AI-driven demand with air and liquid cooling options for GPUs. Aligned with STT GDC's global standards and commitment to carbon neutrality, STT Jakarta 1 will achieve carbon-neutral operations from the start. This includes implementing energy-efficient technologies, renewable energy sources, and carbon offset strategies
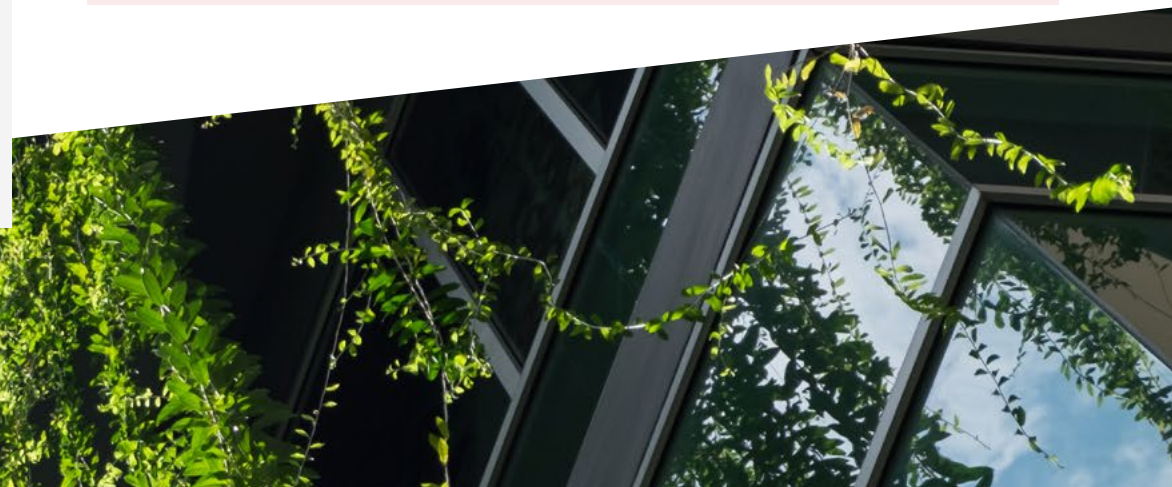
RESPONSIBLE PROCUREMENT

We expect our suppliers to adhere to the same high standards of dedication to human rights and sustainability that we uphold ourselves. Our Supplier Code of Conduct, which adheres to international standards and certifications, clearly outlines our expectations and explicitly condemns the use of conflict materials.

In our pursuit of transparency and proactive risk management, we rigorously assess both existing and new suppliers against this code. In 2023, we systematically screened all suppliers in tenders for our projects in the Asia Pacific region. We also formulated a comprehensive roadmap aimed at strengthening ESG screening across all procurement processes throughout the group.

Our operations and procurement choices profoundly impact social, environmental, and economic dynamics within our industry and across global supply chains. By actively mitigating sustainability risks within our supply chain, we not only reinforce the trust of our stakeholders but are also able to better navigate the evolving requirements of due diligence in supply chains.

LOOKING AHEAD

As we forge ahead, our commitment to responsible business practices remains steadfast. Anchored by a robust governance framework, we remain committed to fostering ethical conduct, transparency, and accountability across our business. We will deepen our engagement with our supply chain, ensuring that we work with suppliers who share our sustainability ethos.

Additionally, we will integrate climate risk considerations in our business strategy and develop social impact programmes that resonate with our core mission. Recognising the paramount importance of digital security in today's interconnected world, we will strive to continually enhance our cybersecurity measures to protect our infrastructure and data. Together, these strategies exemplify our dedication to leading a responsible, sustainable, and resilient business in the face of evolving global challenges.

COUNTRY SPOTLIGHT

Singapore

India

UK

Markets where STT GDC has operational control and significant business activities

SINGAPORE

Environmental	2022	2023	Unit
GHG emissions (scope 1)	1,353	0*	tCO$_2$e
GHG emissions (scope 2) – market-based	155,272	152,611	tCO$_2$e
Renewable energy factor	20	27	%
Water withdrawn	581,226	659,928	m^3
Waste generated	73	99	Tonnes of non-hazardous waste
		86	Tonnes of hazardous waste

*This figure includes the use of credits to offset scope 1 emissions.

Initiatives

Environmental footprint
- Onsite solar at STT Singapore 6
- Adhering to stringent energy management standards
- Utilising AI to optimise cooling efficiency

Social progress
- Creating a supportive workplace environment
- Great Place to Work® certification
- Shaping future leaders through a tailored training programme
- Enabling learning on the go
- Bringing joy to young lives at the S.E.A. Aquarium

INDIA

Environmental	2022	2023	Unit
GHG emissions (scope 1)	13,727	12,580	tCO$_2$e
GHG emissions (scope 2) – market-based	303,265	266,441	tCO$_2$e
Renewable energy factor	35	49	%
Water withdrawn	419,204	357,429	m^3
Waste generated	167	69	Tonnes of non-hazardous waste
		28	Tonnes of hazardous waste

Initiatives

Environmental footprint

- Ramping up investment in renewable energy projects in India

Social progress

- Great Place to Work® certification
- Unleashing potential and empowering women employees

Responsible business

- Enhancing employability of local youths and building a pipeline of talent

UK

Environmental	2022	2023	Unit
GHG emissions (scope 1)	1,852	1,455	tCO_2e
GHG emissions (scope 2) – market-based	0	0	tCO_2e
Renewable energy factor	100	100	%
Water withdrawn	54,308	34,427	m^3
Waste generated	452	362	Tonnes of non-hazardous waste
		3	Tonnes of hazardous waste

Initiatives

Environmental footprint
- Reducing waste to landfill
- Adhering to stringent energy management standards

Social progress
- Creating a supportive workplace environment

Responsible business
- Cultivating the next generation of data centre specialists

INDEPENDENT ASSURANCE REPORT

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Independent Assurance Statement

Introduction

DNV Business Assurance Singapore Pte. Ltd. ('DNV') has been commissioned by the management of STT GDC Pte. Ltd. ('STT GDC', or 'the Company', a company registered with the Accounting and Corporate Regulatory Authority, Singapore (UEN: 201228542D) to carry out an independent assurance over assertions relating to GHG emissions (Scope 1 and 2), energy consumption, water withdrawal, new employee hires and employee turnover, Work-related injuries & ill health and total number of assets that have achieved a Sustainability certification. These assertions are relevant to the 2023 calendar year.

STT has sole responsibility for preparation of the data. Our responsibility of performing this work is to the management of STT GDC only and in accordance with terms of reference agreed with the Company. The engagement is based on the assumption that the data and information provided to us is complete, sufficient true and free from misstatements. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this Assurance Statement.

Scope of Assurance (Data only)

- 2023 Greenhouse Gas (GHG) emissions inventory Scope 1 and 2
- 2023 Energy Consumption
- 2023 Water Withdrawal
- 2023 New employee hires and employee turnover
- 2023 Work-related injuries & ill health
- 2023 Total number of assets that have achieved a Sustainability certification

Organizational Boundary

Company's operations in Singapore, South Korea, Indonesia, the United Kingdom (UK) and India.

Verification Protocols used to conduct the verification

- GHG Protocol
- GRI guidelines, for the definition of the indicators in scope
- International Standard on Assurance Engagements (ISAE) 3000 revised – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information'
- DNV's Verification Protocol VeriSustain™

Level of Assurance

Limited

The procedures performed in a limited assurance engagement vary in nature and timing and are less detailed than those undertaken during a reasonable assurance engagement, so the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our conclusion, so that the risk of this conclusion being in error is reduced, but not reduced completely.

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO/IEC 17029:2019 - Conformity Assessment – General principles and requirements for validation and verification bodies, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. We have complied with the DNV Code of Conduct during the assurance engagement and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals.

Assurance Methodology

We had planned and performed our work to obtain the evidence considered necessary to provide a basis for our opinion as part of the engagement. We adopted a risk-based approach, i.e., we concentrated our efforts as per Scope of Assurance. A team of specialists reviewed assertions relating to GHG emissions (Scope 1 and 2), energy consumption, water withdrawal, new employee hires and employee turnover, Work-related injuries & ill health and Total number of assets that have achieved a Sustainability certification related to the data centers at Singapore, India, South Korea, Indonesia and UK based on DNV's sampling plan. We undertook a physical site visit at STT GDC Headquarters in Singapore, STT Singapore 6 (Loyang) Data Center in Singapore and conducted the audit in line with DNV's assessment methodology.

We performed the following activities:

- Review of the assertions relating to GHG emissions (Scope 1 and 2), energy consumption, water withdrawal, new employee hires and employee turnover, Work-related injuries & ill health and Total number of assets that have achieved a Sustainability certification.
- Performed desk review of selected sustainability parameters for sampled entities and discussed findings and resolved with the Corporate Sustainability Team.
- Conducted interviews with data owners from STT GDC Singapore, India and UK to understand the key processes and controls for reporting business units' performance data.
- Carried out physical site visit at the Company's head office in Singapore, STT Singapore 6 (Loyang) Data Center in Singapore and remote assessment in India, South Korea, Indonesia and UK locations, to review the processes and systems for preparing site level sustainability data.
- Conduct data checks for calculation spreadsheets provided to support the numbers.
- Evaluation of whether the evidence and data are sufficient and support STTs claims.

Data Verified

Greenhouse Gas Emissions	
Scope 1 Emissions	15,997 MTCO$_2$e
Scope 2 Emissions	417,100 MTCO$_2$e
Energy Consumption	
Stationary Fuel (Diesel & Bio Diesel) Consumption	1,537,134 Litres
Refrigerant Consumption	7,901 kg
Total Electricity Consumption	1,999,111,010 kWh
Renewable Electricity Consumption[1]	1,250,164,709 kWh
Water Consumption	
Water Withdrawal	1,059,011 m^3

[1] Defined as inclusive of the following delivery models: on-site (behind the meter) installations, off-site (private wire) installations, green tariff, PPA, VPPA, other electricity regardless of fuel mix which has been matched by retirement of equivalent Energy Attribute Certificates (e.g. REC, I-REC, REGO) on a bundled or un-bundled basis.

Employment	
New employee hires	235
Employee turnover	98
Occupational Health and Safety	
Work-related injuries	3 Employees, 2 Contractors
Work-related ill health	Nil for Employees
Sustainability Certification[2]	
Total number of assets that have achieved a Sustainability certification	17

Assurance Opinion:

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the STT's assertions with respect to the Scope for the year ended 31 December 2023 are not materially correct and are not a fair representation and that the information quantification, monitoring and reporting have not been prepared with reference to the reporting criteria. The organizational boundaries are determined correctly, and all data and relevant sources are identified and included appropriately.

Purpose and Restriction on Distribution and Use

This opinion including our conclusion has been prepared solely for the Company in accordance with the agreement between us. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company for our work or this opinion.

For and on behalf of DNV Business Assurance Singapore Pte. Ltd.

Gangwar, Vishal — Digitally signed by Gangwar, Vishal Date: 2024.06.04 14:30:18 +08'00'	Kim, Jae Hee — Digitally signed by Kim, Jae Hee Date: 2024.06.04 15:43:03 +09'00'
Vishal Gangwar Lead Verifier Supply Chain and Product Assurance	Jae Hee Kim Assurance Reviewer Supply Chain and Product Assurance

Singapore, 4 June 2024

DNV Business Assurance Singapore Pte. Ltd. is part of DNV, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com

[2] Total number of assets that have achieved a certification, rating or labeling within a portfolio (buildings and construction projects), and level of certification attained.

GRI AND SASB REFERENCE INDEX

Statement of use

GDC has reported **in accordance** with the GRI Standards for the period 1 January 2023 to 31 December 2023.

GRI 1 used

GRI 1: Foundation 2021

Applicable SASB Sector Standards

Real Estate Standards

GRI content index

GRI standard	Disclosure	Reference and response/ explanation for omission
The organisation and its reporting practices		
GRI 2: **General disclosures 2021**	2-1 Organisational details	About STT GDC, page 4
	2-2 Entities included in the organisation's sustainability reporting	About the report, page 9
	2-3 Reporting period, frequency and contact point	About the report, page 9
	2-4 Restatements of information	In the 2022 ESG Report (page 31), it was stated that our target is to reduce emissions intensity within our data centre operations by 2026 against our 2020 baseline. It should be 2021, consistent with our published Sustainability-Linked Financing Framework.
	2-5 External assurance	Independent assurance report, page 60
	2-6 Activities, value chain and other business relationships	Our sustainable ecosystem, page 6
	2-7 Employees	Talent management, page 41
	2-8 Workers who are not employees	Health, safety and well-being, page 38-40
	2-9 Governance structure and composition	Our Leadership
Governance		
	2-10 Nomination and selection of the highest governance body	STT GDC's highest governance body members are selected based on competence and relevant experience
	2-11 Chair of the highest governance body	Our Leadership
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG governance, page 16

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GRI standard	Disclosure		Reference and response/ explanation for omission
GRI 2: General disclosures 2021	2-13	Delegation of responsibility for managing impacts	ESG governance, page 16
	2-14	Role of the highest governance body in sustainability reporting	ESG governance, page 16
	2-15	Conflicts of interest	Conflicts of interest are handled in accordance with STT GDC governance procedures.
			At the board level, each director is required to disclose the nature and extent of any personal interest to other directors. If appropriate, they may be excluded from being able to vote and/or be present at the relevant meeting.
			STT GDC company secretarial team also maintains a conflicts of interest register. The latter is updated regularly.
	2-16	Communication of critical concerns	Critical concerns are communicated to the board of directors
	2-17	Collective knowledge of the highest governance body	The Board of Directors is regularly updated on the latest trends and regulatory frameworks
	2-18	Evaluation of the performance of the highest governance body	Omission due to confidentiality constraints
	2-19	Remuneration policies	Omission due to confidentiality constraints
	2-20	Process to determine remuneration	Omission due to confidentiality constraints
	2-21	Annual total compensation ratio	Omission due to confidentiality constraints
	Strategy, policies and practices		
	2-22	Statement on sustainable development strategy	CEO's message, page 7
	2-23	Policy commitments	Disclosed throughout the report across all 3 pillars
	2-24	Embedding policy commitments	Disclosed throughout the report across all 3 pillars

GRI standard	Disclosure		Reference and response/ explanation for omission
GRI 2: **General disclosures 2021**	2-25	Processes to remediate negative impacts	Disclosed throughout the report across all 3 pillars
	2-26	Mechanisms for seeking advice and raising concerns	Corporate governance
	2-27	Compliance with laws and regulations	Disclosed throughout the report across all 3 pillars
	2-28	Membership associations	• Asia-Pacific Data Centre Association • Climate Neutral Data Centre Pact (VIRTUS) • German Datacentre Association (VIRTUS) • techUK (VIRTUS)
Stakeholder engagement			
	2-29	Approach to stakeholder engagement	Stakeholder engagement, page 21
	2-30	Collective bargaining agreements	No employees covered by collective bargaining agreements
Material Topics			
GRI 3: **Material topics 2021**	3-1	Process to determine material topics	Materiality approach, page 17
	3-2	List of material topics	Materiality approach, page 17
	3-3	Management of material topics	Materiality topics, page 18
Climate Change and Energy			
GRI 3: **Material topics 2021**	3-3	Management of material topics	Environmental footprint, page 24
GRI 302: **Energy 2016**	302-1	Energy consumption within the organisation	Renewable energy, page 29
	302-3	Energy intensity	Energy efficiency, page 31
	302-4	Reduction of energy consumption	Energy efficiency, page 31-32

GRI standard	Disclosure		Reference and response/ explanation for omission
GRI 302: Energy 2016	305-1	Direct (scope 1) GHG emissions	Decarbonisation, page 26-28
	305-2	Energy indirect (scope 2) GHG emissions	Decarbonisation, page 26-28
GRI 305: Emissions 2016	305-3	Other indirect (scope 3) GHG emissions	Enhancing transparency around scope 3 emissions, page 28
	305-4	GHG emissions intensity	Reducing carbon intensity targets alongside business growth, page 28
	305-5	Reduction of GHG emissions	Decarbonisation, page 26-28
Water			
GRI 3: Material topics 2021	3-3	Management of material topics	Water stewardship, page 33
GRI 303: Water and effluents 2018	303-1	Interactions with water as a shared resource	Water stewardship, page 33
	303-3	Water withdrawal	Country spotlight, page 56-59
Waste			
GRI 3: Material topics 2021	3-3	Management of material topics	Waste management, page 34-35
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste management, page 34-35
	306-2	Management of significant waste-related impacts	Waste management, page 34-35
	306-3	Waste generated	Country spotlight, page 56-59
	306-4	Waste diverted from disposal	Country spotlight, page 56-59
	306-5	Waste directed to disposal	Country spotlight, page 56-59

GRI standard	Disclosure		Reference and response/ explanation for omission
Human Capital Management			
GRI 3: Material topics 2021	3-3	Management of material topics	Talent management, page 41
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Talent management, page 41
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Providing competitive compensation and benefits, page 42
	401-3	Parental leave	A total of 24 male and 9 female colleagues across the group took paternity/maternity leave. All male team members returned to work after the leave ended, while 7 out of the 9 female staff returned.
GRI 404: Training and education 2016 page 43	404-1	Average hours of training per year per employee	Empowering growth through training and development, page 43
	404-2	Programmes for upgrading employee skills and transition assistance programmes	Empowering growth through training and development, page 43
	404-3	Percentage of employees receiving regular performance and career development reviews	Majority of our employees receive a regular performance and career development review
Health, Safety and Well-being			
GRI 3: Material topics 2021	3-3	Management of material topics	Health, safety and well-being, page 38-39
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	Health, safety and well-being, page 38-39
	403-2	Hazard identification, risk assessment, and incident investigation	Health, safety and well-being, page 38-39
	403-3	Occupational health services	Health, safety and well-being, page 38-39
	403-4	Worker participation, consultation and communication on occupational health and safety	Health, safety and well-being, page 38-39

GRI standard	Disclosure		Reference and response/ explanation for omission
GRI 403: Occupational health and safety 2018	403-5	Worker training on occupational health and safety	Health, safety and well-being, [page 38-39](#)
	403-6	Promotion of worker health	Health, safety and well-being, [page 38-39](#)
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, safety and well-being, [page 38-39](#)
	403-8	Workers covered by an occupational health and safety management system	Health, safety and well-being, [page 38-39](#)
	403-9	Work-related injuries	Health, safety and well-being, [page 38-39](#)
	403-10	Work-related ill health	Health, safety and well-being, [page 38-39](#)
Diversity and Inclusion			
GRI 3: Material topics 2021	3-3	Management of material topics	Fostering a diverse, equitable, and inclusive workplace, [page 42](#)
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	Talent management, [page 41-42](#)
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	No incidents were reported during the reporting period
Governance			
GRI 3: Material topics 2021	3-3	Management of material topics	Governance and integrity, [page 48](#)
GRI 205: Anti-Corruption	205-1	Operations assessed for risks related to corruption	Corruption risks, along with other enterprise risks, are assessed bi-annually as part of the STT GDC Group Enterprise Risk Management (ERM) framework.
	205-2	Communication and training about anti-corruption policies	Governance and integrity, [page 48](#)
	205-3	Confirmed incidents of corruption and actions taken	No incidents reported via formal whistleblowing channels

GRI standard	Disclosure		Reference and response/ explanation for omission
Economic Vitality of Communities and Supply Chain			
GRI 3: Material topics 2021	3-3	Management of material topics	Economic vitality of communities and supply chain, page 50
GRI 203: Indirect economic impacts 2016	203-2	Significant indirect economic impacts	Economic vitality of communities and supply chain, page 50-51
GRI 413: Local communities 2016	413-1	Operations with local community engagement, impact assessment, and development programmes	Economic vitality of communities and supply chain, page 50-51
Responsible Procurement			
GRI 3: Material topics 2021	3-3	Management of material topics	Responsible procurement, page 54
GRI 308: Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria	Responsible procurement, page 54
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria	Responsible procurement, page 54
Cybersecurity			
GRI 3: Material topics 2021	3-3	Management of material topics	Cybersecurity, page 49
GRI 418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity, page 49
Climate Risk Resilience			
GRI 3: Material topics 2021	3-3	Management of material topics	Climate risk resilience, page 52
GRI 201: Economic 2016	201-2	Financial implications and other risks and opportunities due to climate change	Climate risk resilience, page 52

Sustainability Accounting Standards Board (SASB)
Real Estate Standards

SASB code	Accounting metric	Property subsector	2023
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector (%)	Data Centres	100%
		Offices	100%
IF-RE-130a.2	Total energy consumed by portfolio area with data coverage (GJ)	Data Centres	7,251,882
		Offices	1,350
	Total percentage grid electricity, by property subsector (%)	Data Centres	100%
		Offices	100%
	Total percentage renewable, by property sector (%)	Data Centres	62.5%
		Offices	0%
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector (%)	Data Centres	Not applicable
		Offices	Not applicable
IF-RE-130a.4	Percentage of eligible portfolio that has an energy rating (%)	Data Centres	Not applicable
		Offices	
	Percentage for eligible portfolio that is certified to ENERGY STAR®, by property sector (%)	Data Centres	Not applicable
		Offices	

SASB code	Accounting metric	Property subsector	2023
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy.	Data Centres	Link page number
		Offices	
IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area (%)	Data Centres	100%
		Offices	100%
	Water withdrawal data coverage as a percentage of floor area in regions with High or Extremely High Baseline Water Stress, by property sector (%)	Data Centres	100%
		Offices	100%
IF-RE-140a.2	Total water withdrawn by portfolio area with data coverage (m^3)	Data Centres	1,030,852
		Offices	1,444
	Total water withdrawn by portfolio area with percentage in regions with High or Extremely High Baseline Water Stress, by property sector (%)	Data Centres	35%
		Offices	Not applicable
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector (%)	Data Centres	91%
		Offices	
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Data Centres	Water stewardship, page 33
		Offices	
IF-RE-410a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements (%)	Data Centres	0%
		Offices	0%
	Associated leased floor area that contain a cost recovery clause for resource efficiency related capital improvements, by property sector (m^2)	Data Centres	0
		Offices	0

SASB code	Accounting metric	Property subsector	2023
IF-RE-410a.2	Percentage of tenants that are separately metered or sub metered for grid electricity consumption (%)	Data Centres	100%
		Offices	NA
	Percentage of tenants that are separately metered or sub metered for water withdrawals, by property sector (%)	Data Centres	0%
		Offices	0%
IF-RE-410a.3	Discussion of approach to measuring, incentivising and improving sustainability impacts of tenants	Data Centres	No formal programmes in place at present
		Offices	
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property sector (m^2)	Data Centres	Information not available
		Offices	
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks.	Data Centres	
		Offices	

While we have been closely identifying and managing our climate risks, in 2022, we conducted our first high-level scenario analysis where climate risks and opportunities were identified in line with the reporting recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). We have conducted the scenario analysis under the 2°C and 4°C warmer scenarios, looking at short (1 year), medium (between 1 and 2 years) and long-term (more than 2 years) time horizons for our UK, Singapore and India assets. Both physical and transition risks were identified and assessed.

Following the analysis, we are taking action to strengthen the resilience of our strategy to promote sustainable growth, enhance our efforts to be more energy-efficient and create a safe and secure environment for our people. We will be integrating the findings into our Enterprise Risk Management (ERM) framework and operations to better manage these climate risks. More information can be found in the Climate resilience section on

FOOTNOTES

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1. www.pwc.com/gx/en/issues/data-and-analytics/publications/artificial-intelligence-study.html

2. Scope 1 and Scope 2 market-based GHG emissions

3. A green data centre is defined as one that has achieved any of the following green building certifications: BCA Green Mark: GoldPlus or Platinum, SS564 Sustainable Data Centres BREEAM: Excellent or Outstanding, LEED: Gold or Platinum, CEEDA: Silver or Gold, CASBEE: A or S, DGNB: Gold or Platinum, NABERS: 4.5 stars or better or IGBC: Gold or Platinum

CONTACT

e ESG@sttelemediagdc.com
w sttelemediagdc.com