

STT GDC India

# Environmental, Social, and Governance Report FY 2025

Growth with Purpose: Powering a Sustainable Digital Future

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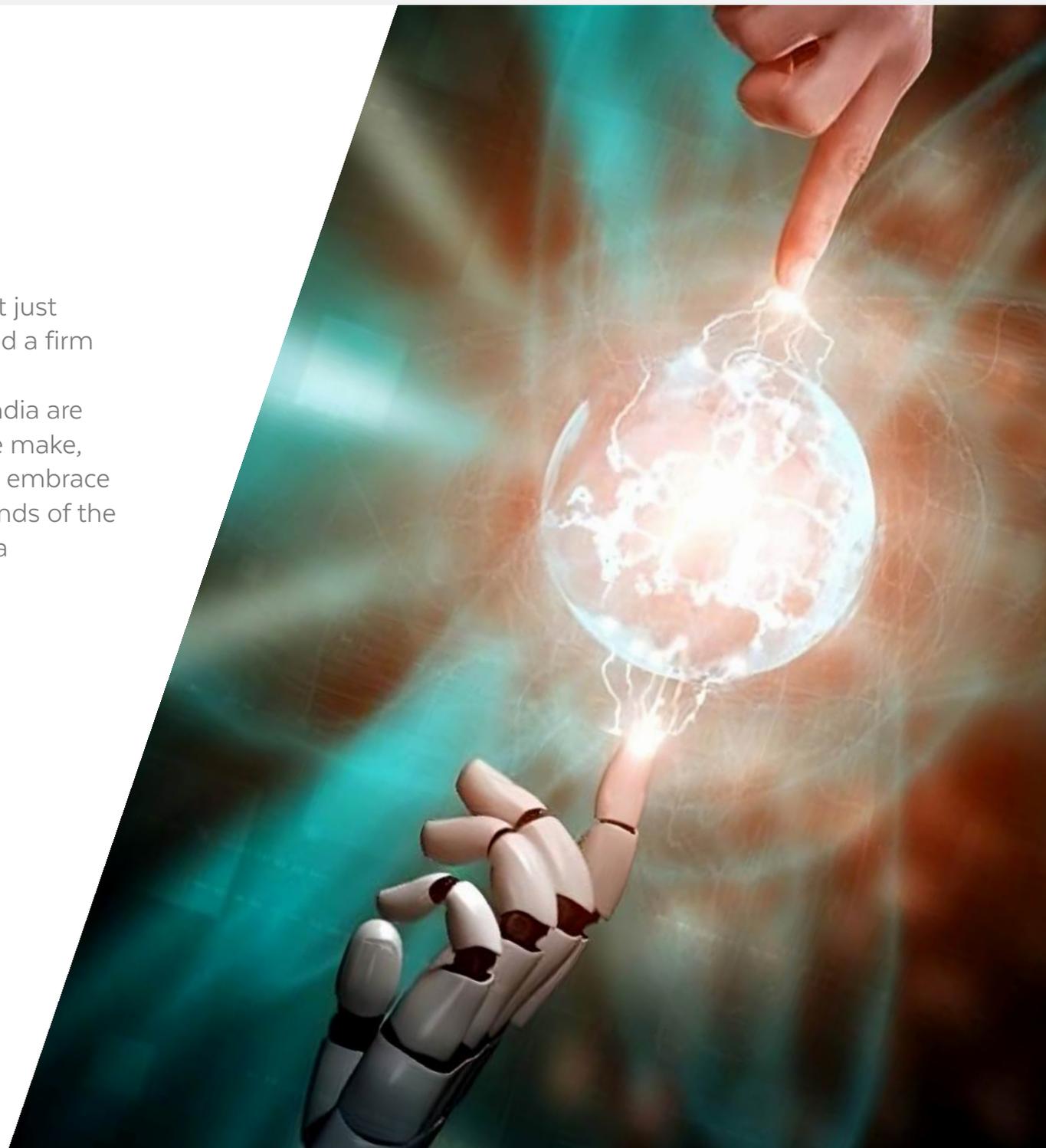


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# Growth with Purpose : Powering a Sustainable Digital Future

In an era of rapid digital acceleration, growth is not just about scale - it's about purpose, responsibility, and a firm commitment to sustainability. Aligned with the STT GDC Group's commitment, we at STT GDC India are driven by purposeful growth. Every investment we make, every facility we develop, and every innovation we embrace is designed not only to meet the escalating demands of the digital age but also to contribute meaningfully to a sustainable future.

Through the integration of renewable energy and advanced energy-efficient technologies, alongside our efforts to uplift people and communities, we are building a digital future where progress and sustainability are intrinsically connected. As we continue to expand our pan-India presence, our commitment remains unwavering - to enable digital growth while championing environmental stewardship.



# About STT GDC India

STT GDC India delivers a comprehensive portfolio of enterprise-grade, end-to-end data centre solutions purpose-built for hyperscale, cloud, and enterprise clients. Our infrastructure is designed for high availability, scalability, and efficiency - enabling customers to meet the growing demand for colocation, low-latency connectivity, and managed services in a rapidly evolving digital environment.

As part of the global STT GDC platform, we combine international expertise with deep local execution capabilities. STT GDC India is the country's leading data centre operator, with over two decades of proven operational excellence. Since 2004, we have been delivering 24/7/365 mission-critical digital infrastructure. The company operates as a joint venture between STT GDC India and Tata Communications, with a shareholding of 74% and 26%, respectively.

Our portfolio includes over 30\* data centres with an IT load of more than 400 MW across 10 cities - Mumbai, Delhi, Noida, Chennai, Bengaluru, Pune, Hyderabad, Kolkata, Ahmedabad and Jaipur.

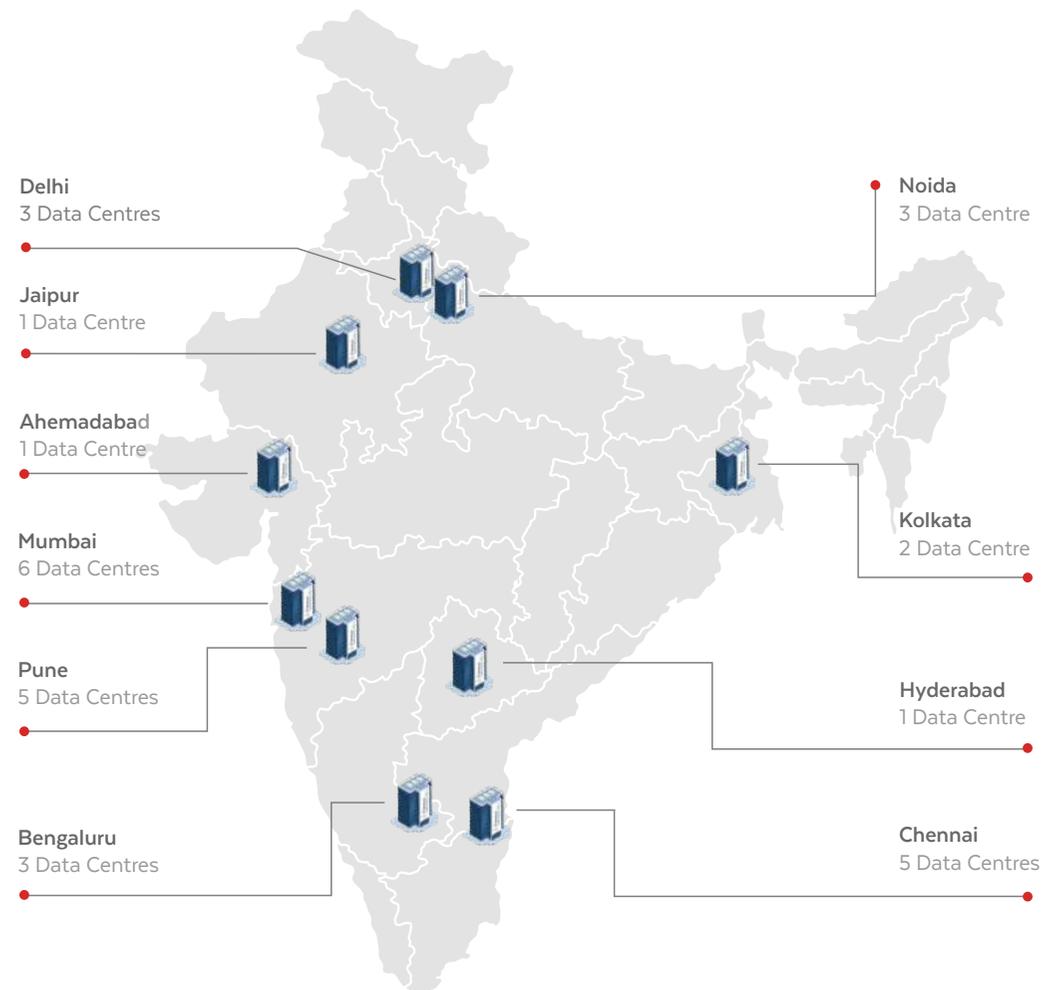
## Powering India's digital backbone with unmatched reliability and scale

**30**  
Data Centres

**10**  
Cities

**~400 MW**  
IT Load

**~7 Mn Sq. Ft.**  
Gross Floor Area



Note : \*This includes Data Centres under construction

# CEO's Message

## Dear Stakeholders,

In an increasingly interconnected world, data centres are the invisible backbone of progress - powering economies, enabling artificial intelligence, and connecting communities across the globe. At STT GDC India, we recognize that our responsibility goes beyond building capacity; it is about shaping the future of digital infrastructure with sustainability, resilience, and innovation at the heart of everything we do. As India accelerates its journey to become a global digital and AI powerhouse, our role is clear: to provide AI-ready, high-density, and energy-efficient data centre solutions that support next-generation workloads while advancing our environmental and social commitments.

### Advancing our carbon neutrality ambitions

In FY25, we made strong progress on our sustainability journey. Renewable energy now contributes around **60%** of our power mix, keeping us firmly on track to achieve carbon neutrality by 2030. Alongside green energy adoption, we continue to advance in deploying cutting-edge cooling systems, energy-efficient designs, and

innovative technologies to minimize our environmental footprint, while embedding water stewardship and circular economy practices across our campuses.

Despite rapid expansion in recent years, we have consistently improved our efficiency metrics - achieving a **52%** reduction in carbon intensity against our FY21 baseline and a **56%** improvement in Water Usage Effectiveness (WUE). These outcomes underscore our commitment to scaling responsibly and sustainably, while powering the growth of India's digital economy.

### Empowering people and communities

Equally important is our governance and social agenda. We have strengthened our ESG governance framework, institutionalized accountability across functions, and deepened our commitment to diversity, equity, and inclusion.

By fostering a workplace culture built on trust and opportunity, and by engaging with communities where we operate, we are ensuring that our growth is inclusive and responsible.



**Bimal Khandelwal**

CEO

We also recognize that the challenges of climate change, digital inclusion, and ethical governance cannot be addressed by any one organization alone. That is why we continue to collaborate with policymakers, industry peers, and customers to co-create solutions aligned with India's national priorities and global sustainability benchmarks.

As we look to the future, our commitment remains steadfast: to deliver robust, efficient, and sustainable data centre solutions that empower businesses, enrich communities, and accelerate India's transformation into a digital and AI leader.

By combining scale with sustainability, innovation with integrity, and ambition with accountability, we are confident in our ability to deliver lasting value for all stakeholders and to build a truly sustainable digital future.

# About the Report

This is STT GDC India's 4th ESG report, our latest annual publication dedicated to provide information on our environment, social, and governance performance that are material to our business and stakeholders. Through these voluntary disclosures, we reinforce our commitment to transparency, accountability, and embedding sustainability across all aspects of our operations.

This report contains a full year's data from 1 April 2024 to 31 March 2025.

## 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 Business Responsibility and Sustainability Reporting (BRSR).

## 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](#).



## Feedback

We welcome feedback on this report and any aspect of our ESG performance. Please address all feedback to STT GDC India at [ESG@sttelemediagdc.in](mailto:ESG@sttelemediagdc.in)



# ESG @ STT GDC INDIA

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FY 2025 Sustainability Highlights

ESG Certifications, Awards and Accolades

ESG Governance

Integrating ESG in our Core Values

Embedding ESG Consideration at  
Every Stage of the Business Lifecycle

Material Aspects

Stakeholder Engagement



# FY 2025 Sustainability Highlights



## Environment footprint

Renewable energy factor (REF)

**59.6%**



YoY increase in renewable energy consumption

**43%**



Carbon intensity reduction

**51.8%**

since base year FY 21



Water usage effectiveness (WUE) reduction

**56.2%**

since base year FY 21



Power usage effectiveness (PUE) reduction

**3.4%**

since base year FY 21



## Social progress

Safety

**16 million**

Safe working hours



Gender Diversity

**23%**



Customer satisfaction (NPS)

**88%**



Employee satisfaction trust index

**88%**



Average annual learning hours per employee

**24 hours**



## Responsible business

Code of conduct

**100%**

of our employees completed code of conduct training



Anti-corruption

**100%**

of our employees receive anti-corruption training



**0**

Incidents reported

Upskilling local communities

**300**

students trained in Infrastructure management services program (since FY 2020)



Rural community development

**4x**

Rise in annual income of 1700 rural households through the Tata Trust Lakhpati Kisan Project (since FY 2019)



# ESG Certifications

## Green building certifications



**STT Bengaluru 3 has set a national benchmark as the country's first data centre to achieve the IGBC Net Zero Water and IGBC Net Zero Energy certifications**

### STT Bengaluru 3

IGBC's Green Building Data Centre Platinum

### STT Chennai 2

IGBC's LEED India for Core & Shell Gold

### STT Chennai 3

IGBC Green Data Centre Gold

### STT Noida DC1

IGBC's LEED India New Construction Gold

### STT Delhi 3

IGBC's LEED India for Core & Shell Gold

### STT Ahmedabad 1

IGBC's LEED India for Core & Shell Gold

## Certifications



### ISO 14001

Environment Management System (EMS)

### ISO 45001

Occupational Health and Safety (OH&S) Management System

### TL 9000

Quality Management System

### ISO 27001

Information Security Management Systems (ISMS)

### ISO 22301

Business Continuity Management Systems (BCMS)

### PTI DSS

Payment Card Industry Data Security Standard (PCI DSS)

### SOC 1 Type II Report

Service Organisation Control Type II

### TIA 942- Rated 3

Telecommunication Industry Association

# ESG Awards and Recognitions

## Continued industry recognition of the ongoing efforts



Great Place to Work Certification, 6<sup>th</sup> year in succession, ranked 44<sup>th</sup> in India among mid size workplaces in India



Excellence and Efficient Energy Unit Awards for Pune 1 & STT Chennai 2



Best Innovation in Data Centres & Cloud Infrastructure Excellence; Excellence in Energy Management and Renewables



Indian Data Center Colocation Company of the Year Award 2024



Uptime awards 2024 - Operational excellence for Bangalore DC1



Awarded for exemplary Occupational Safety & Health (OSH) performance



Winner - Skills Development Initiative South Asia Cloud & DC Awards 2024



Golden Peacock Award for CSR of the year, 2024 for Lakhpati Kisan Programme

## Industry representation



Co-chair  
ASSOCHAM DC  
Council



Member  
of CII National IT/  
ITES Committee



Member  
IGBC Data Centre  
Green Building Council



Industry Partner  
for Policy Formulation  
for Multiple States



# ESG Governance

A robust governance framework has been established to ensure the effective and efficient management of ESG issues throughout all aspects of our business, with ultimate accountability resting with the Board of Directors, which provides strategic direction and oversight, while the Group ESG Working Committee spearheads the execution of sustainability initiatives.



## Embedded ESG objectives into key performance indicators and incentive frameworks

Recognizing the pivotal role of senior management in driving the success of ESG initiatives, we have integrated ESG targets into the KPIs and incentive plans of our top executives. This alignment fosters greater accountability and ownership across the company as we advance our sustainability agenda.

## Advancing ESG initiatives through the GEWC

Guided by the Group ESG framework, the GEWC brings together representatives from key functions and geographies. Its mandate is to accelerate and implement ESG initiatives across the Group. Beyond addressing critical challenges, the committee acts as the central forum for cross-functional collaboration and knowledge sharing, ensuring a unified and coordinated approach to ESG management.

## India ESG core team driving sustainability excellence across organization value chain

The India ESG core team, comprising members from across all functions, plays a central role in shaping and driving the organization's sustainability agenda by embedding ESG principles into strategy, operations, and culture. The team works closely with the Internal Audit function, which conducts comprehensive reviews of ESG-related processes to identify areas for improvement. By institutionalizing ESG within our governance framework and audit mechanisms, we reinforce our commitment to strong governance and sustainable progress.

# Integrating ESG in our Core Values

## STT GDC India's ESG Framework

### 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

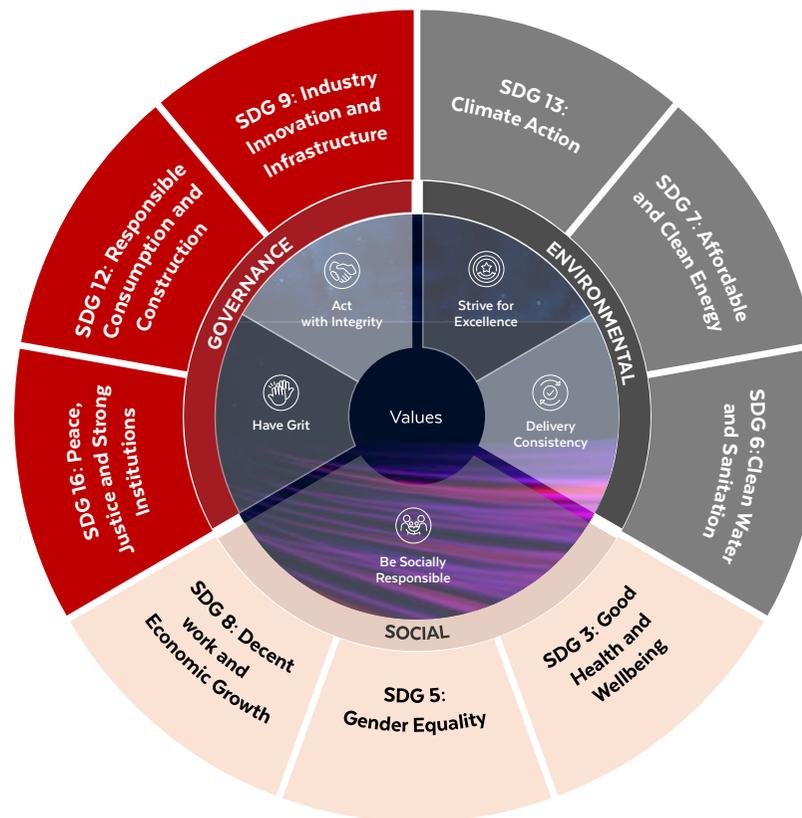
By adopting a socially responsible mindset and respecting the differences that define us, we will always do right by people and planet.

#### 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.



### STT GDC India materiality matrix



#### Material Assessment

We reassess material ESG issues on an annual basis to evaluate their impact on financial and sustainability performance, guiding our priorities and actions to enhance ESG outcomes, create stakeholder value, and strengthen the organization.

# Embedding ESG Considerations Across the Business Lifecycle

We are committed to driving sustainable growth and creating a responsible digital ecosystem by integrating ESG principles at every stage of our data centre lifecycle.



## Site selection



### Access to renewable power sources:

Prioritize locations with access to renewable energy sources.

**Site screening as per international standards:** Conduct environmental screening on potential sites based on international standards, permit requirements and internal standards.

**Community impact-based site screening:** Conduct screening assessment to determine if neighboring communities will be impacted by construction and operations.

**Water risk assessment:** Perform water scarcity and water risk assessments to identify potential vulnerabilities.



## Design



**Sustainable design:** Optimize design and layout for energy and water efficiency and effective space utilization.

**Realtime monitoring capability:** Ensure that energy and water performance monitoring and management capabilities are built into the design of data centres.

**Green Building:** Designed in line with industry-recognized green building certifications.



## Build



**Use of eco-friendly materials:** Prioritize environmental friendly construction materials and sustainable building practices to minimize embodied carbon.

**Deploy energy-efficient equipment:** Invest in energy-efficient HVAC systems and advanced cooling technologies.

**Embed water conservation :** Incorporate water-saving measures into the data centre build to optimize efficiency and sustainability.



## Operate



**Cooling optimization:** Deploy measures to enhance cooling efficiency.

**Monitor and review energy use:** Track and analyze energy consumption performance to drive continuous improvements in efficiency.

**Responsible e-waste management practices:** Recycling and proper disposal of decommissioned hardware.

# Material Topics



## Environmental Footprint

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

Material issues	Definitions	Stakeholders impacted	Our approach and commitments
<b>Climate change and energy</b>  	<p>Energy management and efficiency through sourcing renewable energy, making improvements, and optimizing consumption are crucial for achieving the United Nations Sustainable Development Goal (UN SDG) of affordable and clean energy.</p>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Investors</li> <li>• Suppliers</li> <li>• Government and regulators</li> <li>• Industry associations</li> </ul>	<ul style="list-style-type: none"> <li>• Committed to decarbonize our operations and contribute towards the carbon neutral ambition by 2030.</li> <li>• Increase share of carbon-free electricity sources through renewable Power Purchase Agreements (PPAs) and reputable Energy Attribute Certificates (EACs)</li> <li>• Utilize carbon intensity as a meaningful metric to understand our decarbonization efforts and identify new improvement pathways</li> <li>• Track and improve PUE to effectively measure and manage our energy efficiency</li> <li>• Engage partners to bring leading technologies such as liquid cooling in current and future data centre designs</li> <li>• Integrate renewable energy and carbon intensity indicators into senior management KPIs</li> </ul>
<b>Water stewardship</b> 	<p>Considering the scarcity of water, it is essential for the data centre industry to manage water usage responsibly and minimize its impact on local water supplies.</p>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Investors</li> <li>• Government and regulators</li> </ul>	<ul style="list-style-type: none"> <li>• Track WUE for all data centres and promote water efficiency in data centre front-end design</li> <li>• Utilize non-potable water sources where possible, significantly minimizing freshwater use in cooling processes</li> <li>• Implement water efficiency programmes, including on-site water treatment</li> </ul>
<b>Waste management</b> 	<p>With global waste projected to grow by 70% by 2050, it is more important than ever to adopt practices that minimize waste.</p>	<ul style="list-style-type: none"> <li>• Customers</li> <li>• Investors</li> <li>• Government and regulators</li> </ul>	<ul style="list-style-type: none"> <li>• Drive a zero-waste culture by aiming to reduce waste at source</li> <li>• Efficient management of resources and increase use of recycled materials in construction</li> <li>• Build programmes to help support our customers manage their e-waste</li> <li>• Appoint waste collectors to dispose off or recycle our significant material waste streams responsibly</li> </ul>



## Social Progress

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

Material issues	Definitions	Stakeholders impacted	Our approach and commitments
<b>Health, safety and well being</b> 	<p>The construction and operation of data centres involve potential hazards that could pose health and safety risks if safety protocols are not followed.</p>	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Customers</li> <li>• Investors</li> <li>• Suppliers</li> <li>• Government and regulators</li> </ul>	<ul style="list-style-type: none"> <li>• 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</li> <li>• EHS Group Minimum Standards established to prioritize EHS throughout the lifecycle of our products and services</li> <li>• Integrate safety indicators into senior management KPIs</li> <li>• Display a clear commitment to respect all labor and human rights</li> </ul>
<b>Diversity, equity, and inclusion</b> 	<p>Inclusive and diverse work environments promote respect, enhance talent attraction and retention, and increase the potential for innovation.</p>	<ul style="list-style-type: none"> <li>• Employees</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure fair treatment and non-discrimination in the workplace</li> <li>• Embed diversity and inclusion principles in our HR processes</li> </ul>
<b>Human Capital Management</b> 	<p>Investing in workforce training and development is essential for improving operational efficiency and maintaining the company's competitiveness.</p>	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Customers</li> <li>• Investors</li> <li>• Government and regulators</li> </ul>	<ul style="list-style-type: none"> <li>• Enhance the growth and skills of our workforce by investing in tailored training programs and online learning platforms</li> </ul>



## Responsible Business

Leading a strong and sustainable digital era through steadfast ethical leadership, enhanced digital security, responsible sourcing practices, and improving the financial well-being of the communities we operate in

Material issues	Definitions	Stakeholders impacted	Our approach and commitments
<b>Governance and integrity</b> 	Effective corporate governance practices are essential for building trust in a company.	<ul style="list-style-type: none"> <li>All stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Foster a culture of integrity and ethical conduct across the organization, with employees fully informed of the company's position on anti-bribery, gift giving and corporate entertainment</li> <li>Comprehensive procurement policies and procedures foster transparency, accountability and ethical decision-making</li> </ul>
<b>Community development</b> 	Engaging in CSR activities strengthens relationships with local communities.	<ul style="list-style-type: none"> <li>Customers</li> <li>Investors</li> <li>Government and regulators</li> </ul>	<ul style="list-style-type: none"> <li>Support local communities by creating economic opportunities.</li> </ul>
<b>Cyber Security</b> 	Cybersecurity is essential for safeguarding data in data centres, as breaches can lead to substantial financial losses and damage to reputation.	<ul style="list-style-type: none"> <li>Customers</li> </ul>	<ul style="list-style-type: none"> <li>Protect the organization's digital assets, customer information, and proprietary data from breaches, and other cyber threats.</li> <li>Enforce cybersecurity policies and adoption of ISO 27001 Information security management system</li> </ul>
<b>Responsible sourcing</b> 	Ensures that materials and services are obtained in a way that minimizes environmental impact and no labour laws are violated in its supply chain.	<ul style="list-style-type: none"> <li>Suppliers</li> <li>Customers</li> <li>Government and regulators</li> </ul>	<ul style="list-style-type: none"> <li>Mandate sustainable practices through our Supplier Code of Conduct to ensure an environmentally and socially responsible supply chain</li> <li>Integrate ESG criteria in supplier selection.</li> </ul>
<b>Risk management</b> 	Identifying and mitigating risks ensures uninterrupted service, which is critical for clients relying on data centre infrastructure and for business continuity.	<ul style="list-style-type: none"> <li>Employees</li> <li>Investors</li> <li>Government and regulators</li> </ul>	<ul style="list-style-type: none"> <li>Establishment of robust risk mitigation measures ensuring business continuity</li> </ul>
<b>Public policy and advocacy</b> 	Policies can impact market access and advocacy can promote the development of industry standards that support innovation and fair competition.	<ul style="list-style-type: none"> <li>Government and regulators</li> <li>Industry associations</li> </ul>	<ul style="list-style-type: none"> <li>Collaboration/active participation to help shape legislation and regulation in ways that support industry growth and innovation</li> </ul>

# Stakeholder Engagement

At STT GDC India, our stakeholder engagement is anchored in trust and responsible stewardship. This approach allows us to navigate the social, environmental, and economic landscape in ways that create shared value. By actively engaging with stakeholders, we are able to identify evolving needs, address expectations, and integrate feedback into our decision-making, thereby enhancing both responsiveness and operational efficiency.



## Engagement modes

## Issues and concerns

### Employees

- Quarterly all hands meet (CEO Townhall)
- Annual employee engagement survey
- CHRO connect
- Employee wellness programmes
- Annual all employee offsites
- Health, safety and wellbeing
- Diversity, equity and inclusion
- Learning and development

### Customers

- Monthly operations review
- Quarterly business review
- Customer satisfaction survey
- Open channels of communication
- Cybersecurity
- Environmental footprint
- Renewable energy
- Customer experience

### Business partners and suppliers

- Supplier code of conduct
- Scheduled performance reviews
- Health, safety and wellbeing
- Responsible sourcing

## Engagement modes

## Issues and concerns

### Investors

- Quarterly reporting
- Corporate website and social media platforms
- Annual ESG reports
- Governance and Integrity

### Industry associations

- Senior management representation on boards of industry bodies
- Membership
- Conference and event participation
- Environmental footprint
- Renewable energy
- Cybersecurity

### Government and regulatory bodies

- Engage and contribute towards policy advocacy
- Regular dialogue related to project permitting and other business matter
- Public policy and advocacy

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

# Environmental Footprint

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Decarbonization

Renewable Energy

Energy Efficiency

Water Stewardship

Waste Management



# Decarbonization

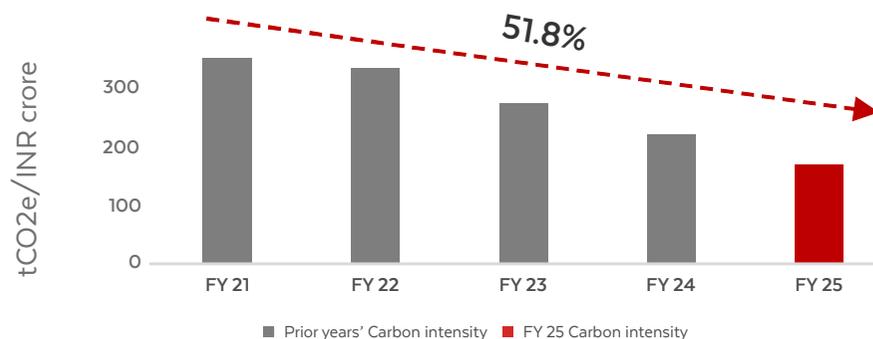
At STT GDC, we are committed to doing our part to fight climate change. Our goal of achieving carbon neutrality by 2030 is both ambitious and essential.

Reaching this milestone demands bold action and innovation at scale – accelerating the deployment of renewable energy, embracing cutting-edge technologies and fostering strong partnerships.

## Carbon intensity

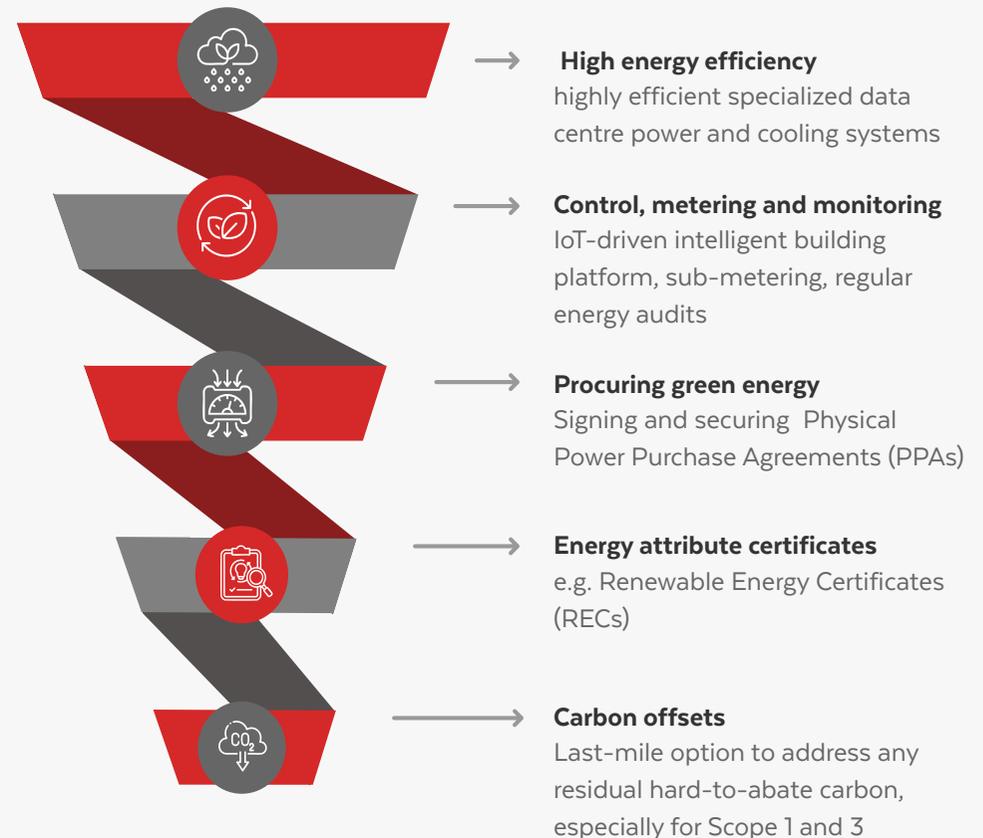
In FY 2025, we reduced carbon intensity by 51.8% compared to our FY 2021 baseline. For the purpose of computing carbon intensity, we have considered Scope 1 and Scope 2 emissions.

We use carbon intensity as a key metric to assess the carbon footprint of our operations in relation to impact. As we continue to expand, we anticipate a significant rise in absolute emissions. Measuring and reporting carbon intensity along with our absolute GHG emissions allows us to monitor our carbon impact more holistically, taking into consideration our growth.



Note: Emissions are calculated after adjustments with the purchased IRECs

- Our decarbonization strategy is anchored in the mitigation hierarchy – starting with green energy sourcing, followed by reduction, and finally last-mile offsets; to systematically minimize environmental impact.
- This structured approach not only prepares us to meet the rising demands of future computing but also underscores our commitment to a sustainable, low-carbon future.

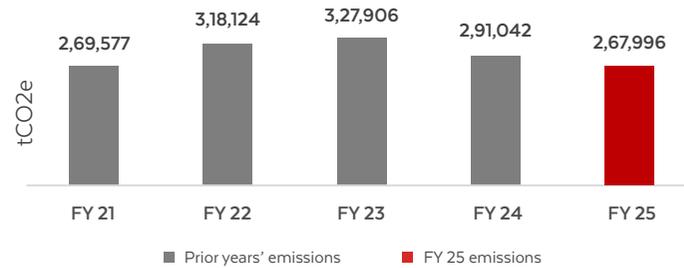


# Reducing our Carbon Footprint

In FY 25, we saw an 8% year-on-year reduction in our carbon footprint. The FY 25 achievement reflects a combination of our renewable energy purchasing and energy efficiency initiatives.

We prioritize carbon reductions by implementing energy efficiency measures, increasing our use of renewable energy and exploring innovative technologies.

**Scope 1 and 2 emissions**



**Scope 1**

- Diesel consumption in backup generators
- Fugitive emissions from refrigerants

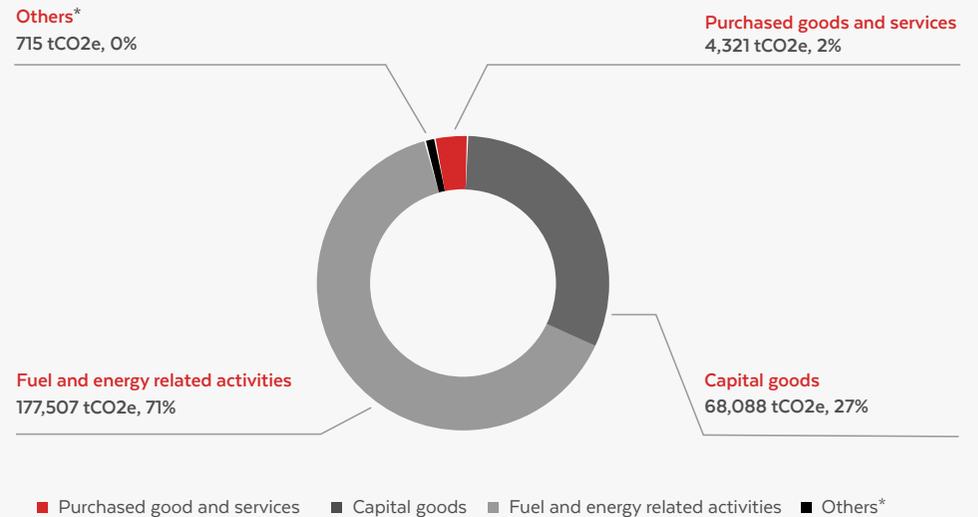
**Scope 2**

- Purchased electricity

**Refining Scope 3 emissions data**

Despite the complexity and indirect nature of Scope 3 emissions, we are committed to enhancing transparency and refining the accuracy of our data. In FY 23, we began calculating our total Scope 3 emissions for business travel and waste generated in operations. We have made further progress in FY 25, enhancing transparency around more categories: Cat 1: Purchased goods and services, Cat 2: Capital goods, Cat 3: Fuel and energy related activities, Cat 4: Upstream transportation & distribution, Cat 5: Waste generated in operations, Cat 6: Business travel and Cat 7: Employee commute.

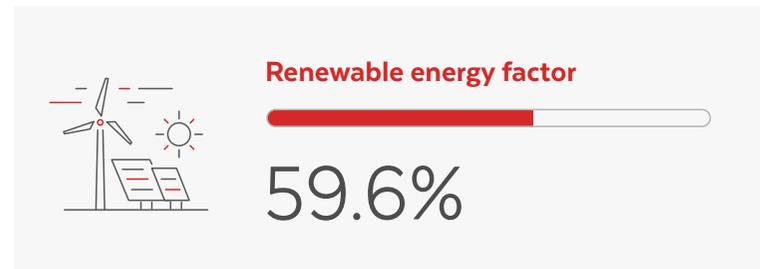
As we gather more information about our Scope 3 data, we will be better positioned to identify improvements in data quality and hotspots for supply chain emissions reductions.



\* Includes Cat 4: Upstream transportation & distribution, Cat 5: Waste generated in operations, Cat 6: Business travel and Cat 7: Employee commute

# Renewable Energy

With decarbonization as a key business priority, we have made remarkable progress. Over the past four years, our renewable energy consumption has increased at a CAGR of 35%.

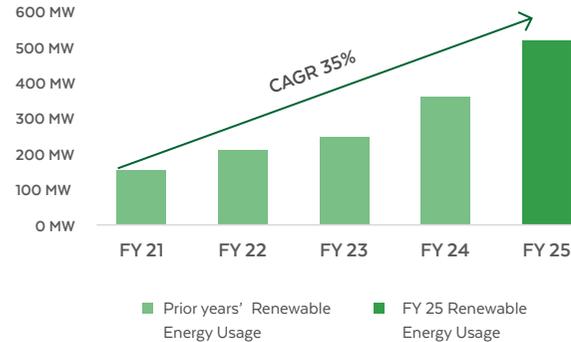


Due to the increase in renewable energy usage, the proportion of renewable energy in our total electricity power consumption has grown from 31.8% in FY 21 to 58.9% in FY 25.

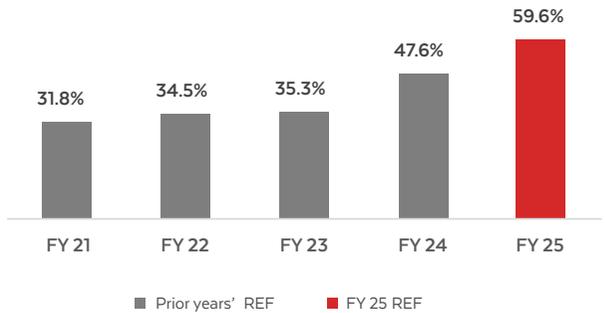
Sourcing renewable energy is essential for achieving our carbon neutrality and renewable energy targets. As our business grows, we remain committed to sustainable expansion by securing renewable electricity through PPAs, Green tariffs and Energy Attribute Certificates (EACs).



## Renewable energy usage



## Renewable energy factor (REF)



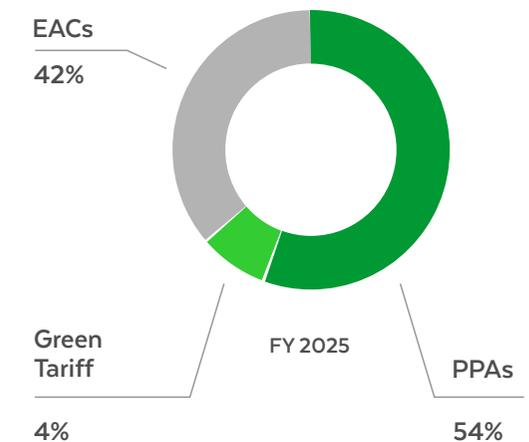
## Continued investments in renewable energy projects

We have partnered with leading renewable energy providers in the country to develop new solar and wind farms with a total capacity exceeding 500 Mus.

This green energy is delivered to our data centres through long-term PPAs, ensuring a stable and sustainable energy supply.



## Renewables breakdown



# Energy Efficiency

Power Usage Effectiveness (PUE) is a critical efficiency metric for our data centres.

<1.5

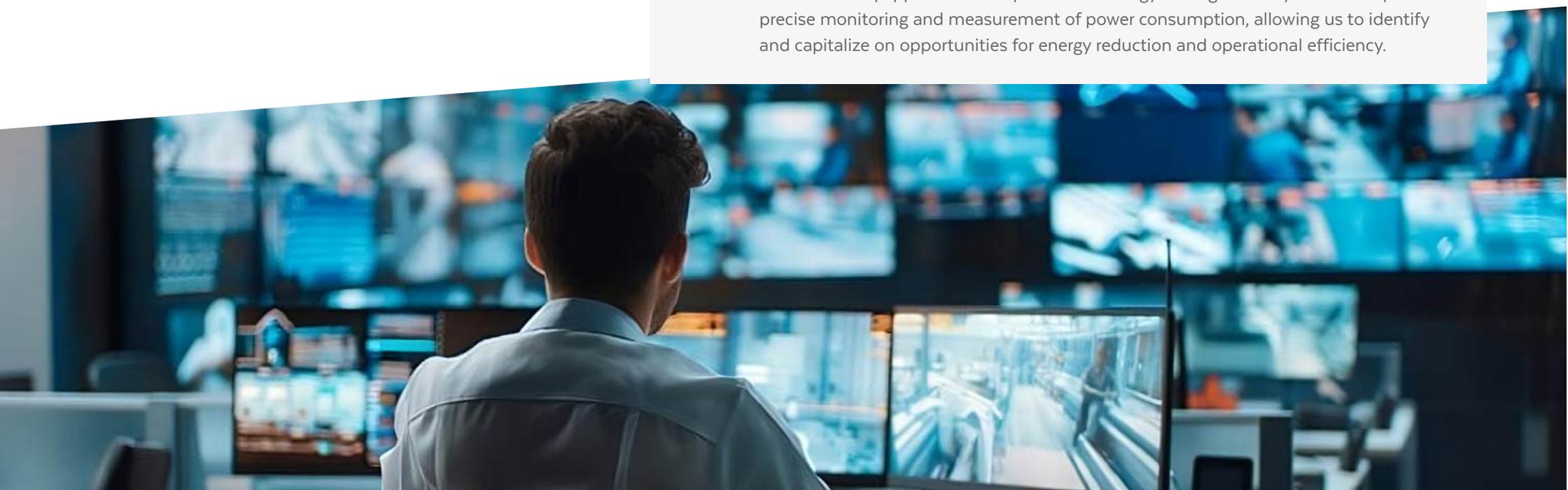
All our new builds have a design PUE lower than 1.5

2%

Energy efficiency initiatives have led to a 2% improvement in the average PUE across the portfolio from FY 2021 baseline

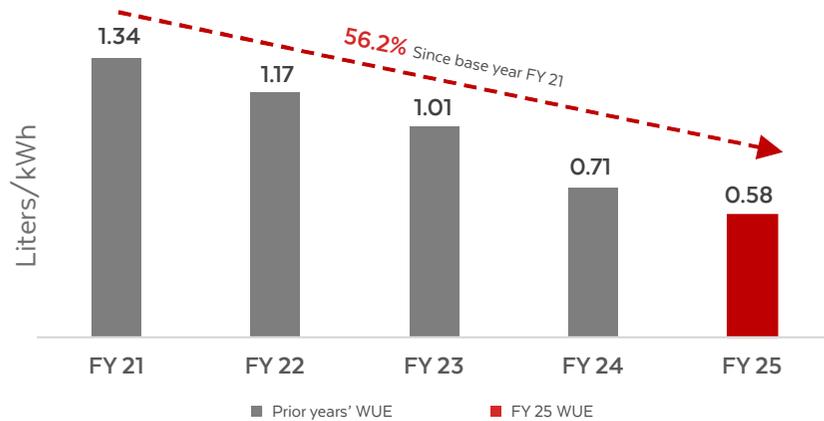
We closely track and benchmark the PUE of all our facilities, using it to monitor power consumption trends and evaluate the impact of design and operational choices on each facility's performance over time. For new sites, we proactively make design decisions aimed at meeting ambitious PUE targets.

We are continually exploring innovative solutions, including hardware and software optimization, advanced cooling management and state-of-the-art monitoring systems, to further enhance the energy efficiency of our data centres. Our new facilities are equipped with comprehensive energy management systems that provide precise monitoring and measurement of power consumption, allowing us to identify and capitalize on opportunities for energy reduction and operational efficiency.



# Water Management

We closely track the water usage effectiveness (WUE) of all our data centres. In FY25, we achieved a 18% year-on-year improvement in WUE, and a 56% improvement compared to our FY21 baseline.



While energy consumption remains our primary environmental focus, we are also mindful of the need to balance both energy and water usage in cooling our data centres.

To safeguard local water ecosystems, we prioritize sourcing non-potable water where possible.

Our water management strategy spans the entire lifecycle of our data centres, emphasizing recycled water use whenever possible to conserve potable resources.

## Interventions to optimize water usage



### Central monitoring system

Continuous tracking of water withdrawn from various sources, including groundwater and third-party sources enables detection of inefficiencies and optimization of water usage



### Rainwater harvesting

Systems are installed in select data centres where feasible, with harvested water being used in chillers and for irrigation



### Treating wastewater

Wastewater treated for multiple purposes, including landscape maintenance and toilet flushing



### Reuse of cooling tower water

Through the installation of a reverse osmosis plant



### Air-cooled chiller plants

Preference for air-cooled chiller plants for new data centres in water scarce locations



# Waste Management

At STT GDC India, we are committed to fostering a culture of circularity. Addressing the waste generated at our data centres is a part of our sustainability management framework, with electronic waste representing the majority of our waste stream.

Our waste management strategy focuses on a hierarchy of actions: prioritizing waste reduction, followed by reuse, recycling, recovery, and, as a last resort, responsible disposal. We collaborate closely with third-party vendors to track, manage and analyze our waste streams, providing us with valuable insights that allow us to continuously refine and enhance our waste management processes.



## Hazardous waste management

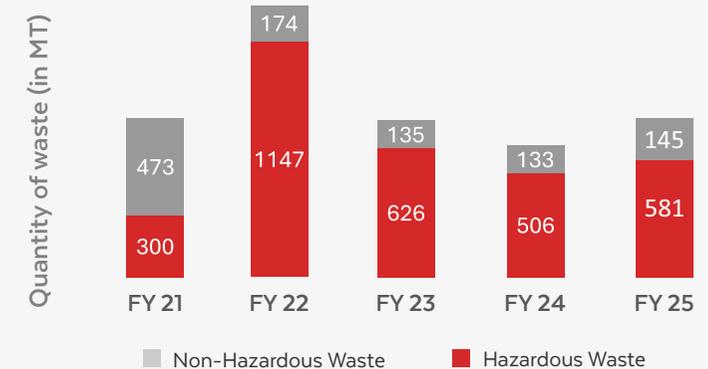
Our hazardous waste stream includes waste oils (e.g., transformer and lubricant oil), e-waste, and battery waste. We work with CPCB-authorized vendors who comply with government regulations and provide a detailed Form 10 manifest. For transparent bidding and disposal, we use the MSTC E-auction portal, ensuring adherence to various waste management guidelines.



## Non-hazardous waste management

Our non-hazardous waste stream includes organic material, paper, cardboard, wooden pallets, construction wood, and cloth waste. Each stage of waste management, from segregation to processing, is carefully planned to minimize landfill use. We collaborate with local NGOs to ensure legal compliance in recycling and disposal.

## Hazardous vs Non-hazardous waste



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

# Social Progress

Health, Safety and Wellbeing

Talent Management

Community Development



# Health, Safety and Wellbeing

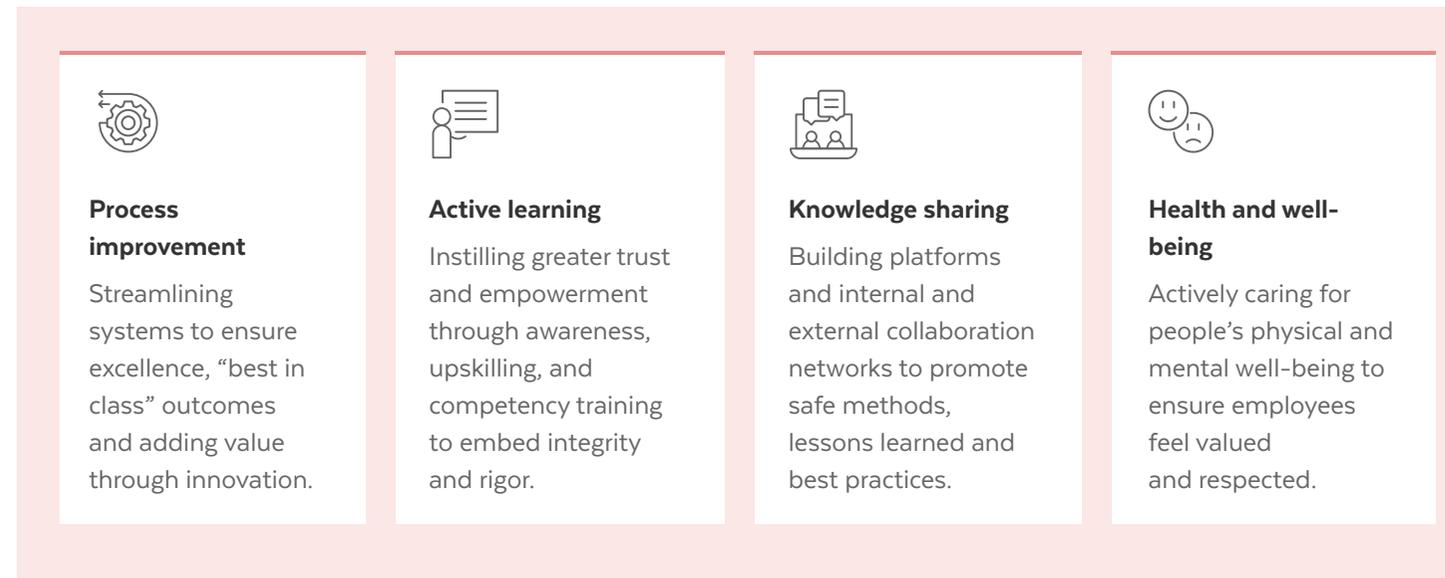
Our commitment to safety is exemplified in our achievement of ~ 16 million safe working hours this year with zero fatalities, zero property damage and zero TRIR.

We have implemented an Environment, Health and Safety (EHS) management system that is aligned with the rigorous standards of ISO 45001: Occupational Health and Safety. This system forms the foundation of our risk management strategy, enabling us to proactively identify and seize opportunities to meet and exceed our health and safety objectives, fostering a culture of safety at all levels.

## Performance



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



## EHS digital platform

In FY 25, we launched a digital platform to streamline the collection and monitoring of health and safety data across our global operations.

This platform allows for tracking of safety performance, enhances transparency and enables quicker identification of risks and corrective actions.

It also helps to centralize incident reporting, ensuring consistent and timely responses, while offering detailed insights into trends that help us continually refine our safety processes.

# Talent Management

With a sustained focus on transforming our People Agenda – spanning Employee Attraction, Engagement, Development, and Retention, we have continuously strengthened our policies, practices, and employee-centric initiatives. These concerted efforts have earned us the prestigious Great Place to Work certification for the sixth consecutive year – a reflection of our unwavering commitment to building an exceptional workplace culture.

## Learning and Development

Our success is built on a foundation of diversity, inclusion and a culture of growth. We understand that a skilled and engaged workforce is essential, especially as our industry continues to evolve at a rapid pace.



### People excellence

- Interpersonal skills
- Leadership and Management
- Career pathing



### Execution excellence

- Ownership and accountability
- Time management
- Stakeholder engagement
- Negotiation skills
- Conflict management



### Professional excellence

- Project management
- Compliance management
- Business software tools



### Commercial excellence

- Data Centre certified professional
- IOSH Managing Safety Certification
- AI certifications

## Performance



**88%**  
ESAT



**23%**  
Diversity ratio



**24** Hours  
Average learning hours per employee



Ranked **44<sup>th</sup>** in India's Great Place to Work list, certified for the sixth consecutive year

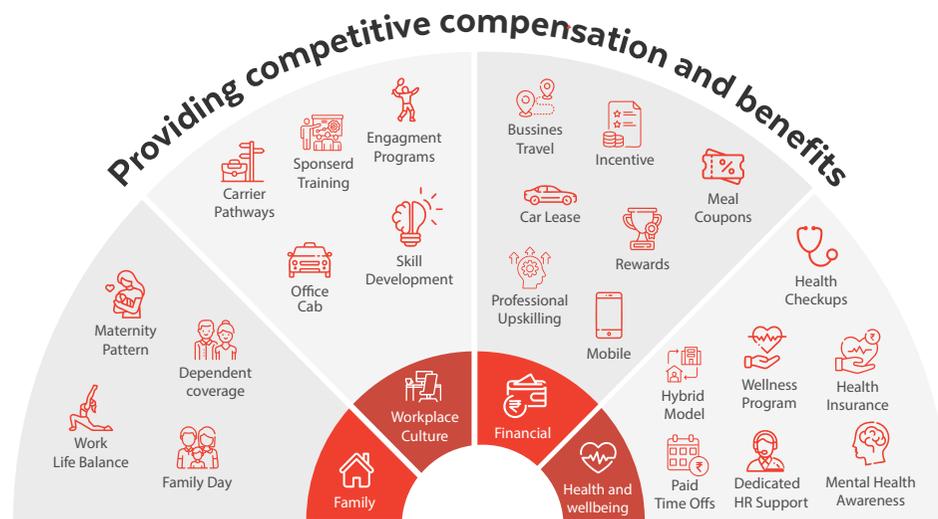
**0**

Fatality

**ZERO**

**0**

LTA (Lost Time Accident)



# Community Development

At STT GDC India, we are dedicated to making a meaningful impact in the communities where we operate. Our commitment goes beyond business – through strategic partnerships and employee-driven initiatives, we aim to foster stronger, more resilient communities. By working together with local organizations and empowering our employees to contribute, we strive to leave a lasting, positive legacy that benefits generations to come.

## Impact

### 300

students trained in Infrastructure Management Services Program (since FY 2020)

### 4x

Rise in annual income of 1700 Rural Households through the Tata Trust Lakhpati Kisan Project (since FY 2019)

### Skilling the community



Trained 300 youth in Infrastructure Management Services for data centre roles, targeting salaries of INR 3 - 4 LPA.



Delivered via Centre of Excellence, Bengaluru, with classroom and live simulation-based training.



Program includes technical, soft skills, and industry-recognized certification for job readiness.



Mentorship and placement support provided to enhance career outcomes in data centre and allied sectors.

### Rural development through sustainable agriculture



Reached 1,700 tribal households in Dahod, enabling 3-4x income growth through agriculture-based interventions



Improved farming practices via quality inputs, drip irrigation, trellis, and high-value crop adoption



Strengthened women-led institutions and provided training in precision farming and livestock care



Supported with water access, poultry, vaccinations, and market linkages for sustainable livelihoods

### Program focus



Empowered Community Institutions



Sustainable Agriculture & Animal Husbandry Practices



Financial Inclusion



Technology Adoption



Capacity Building & Skill Development



Market Linkages



Powering a sustainable digital future through an unwavering commitment to governance and integrity, strengthened cybersecurity, responsible procurement practices, and public policy advocacy to strengthen trust, resilience, and long-term value creation across the digital ecosystem

# Responsible Business

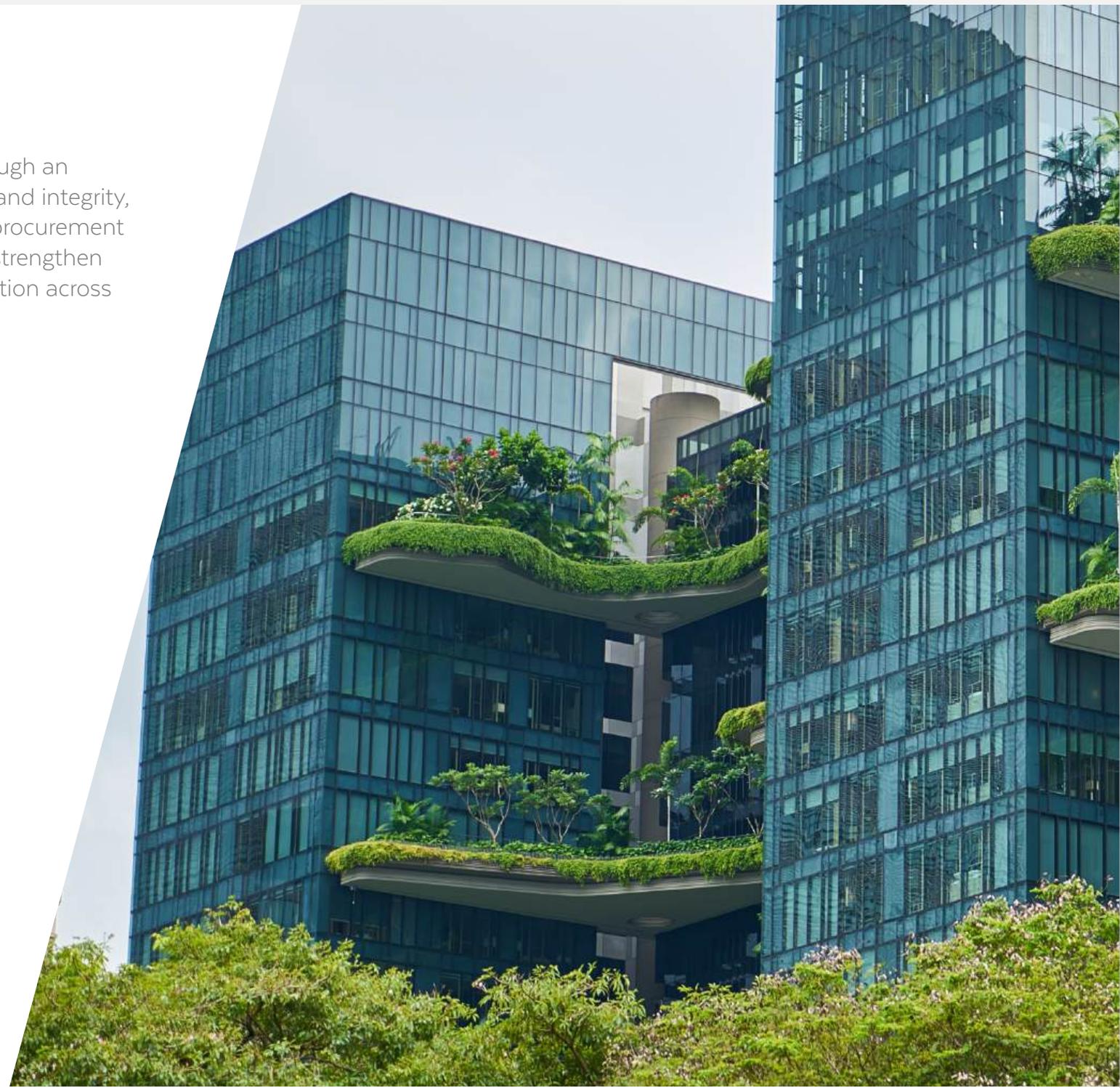
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Governance and Integrity

Cybersecurity

Responsible Sourcing

Public Policy and Advocacy



# Governance and Integrity

We have established a comprehensive risk management framework to proactively identify and mitigate risks across the Group. The Board of Directors holds ultimate responsibility for overseeing risk governance, ensuring that the company maintains a sound risk management system and stringent internal controls to safeguard the interests of our stakeholders.



## Integrity is at the core of our business

- We enforce a strict zero-tolerance policy on bribery, kickbacks and corruption of any kind, supported by well-defined policies and our Code of Conduct.
- To uphold these standards, all employees receive ongoing training and clear communication on anti-corruption measures, ethical conduct and compliance requirements.
- Our commitment to integrity extends beyond policies - it is embedded in every aspect of our operations. We adhere to the highest standards of business ethics and fully comply with all applicable laws and regulations.
- Through strong corporate governance, we strive to create long-term value for our shareholders, employees, customers and partners while maintaining the trust and confidence of all our stakeholders.

## Ethics and transparency

At STT GDC India, we are committed to operating with the utmost honesty, accountability, and integrity. Our Code of Conduct outlines the expected behavior of our staff, both internally and externally, towards our stakeholders. There is no tolerance for any kind of corruption or ethical misconduct.

The whistle-blower mechanism is supported by robust protective measures that ensure no retaliatory actions are taken against anyone who reports misconduct.

## Compliance

We have a robust and clearly defined compliance framework overseen by the Board of Directors and senior management, ensuring that our processes, systems, and activities adhere to all applicable laws and regulations. Our regulatory management system leverages the internet platform iComply to monitor compliance and minimize regulatory risk. This application tracks adherence to over 7,500 regulations, many of which are national or state laws covering areas such as the environment, labor, finance, and information technology.

### 100%

of our employees completed code of conduct training



### 100%

of our employees have received anti-corruption training



### 0

incidents of corruption



# Cybersecurity

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.

## Adopting a unified approach towards global cybersecurity

In FY 25, we successfully established our Global Security Operations Centre (GSOC) in India. This achievement marks a significant milestone for STT GDC, enabling a comprehensive and unified approach to Security Situational Awareness on a global scale. The GSOC covers both Information Technology (IT) and Operational Technology (OT), reinforcing our commitment to proactive and integrated security management across our global operations.

The GSOC employs automated technology to deliver integrated intelligence and analytics, enhancing security monitoring, incident response and risk mitigation. This centralized function ensures enterprise resilience by offering real-time situational awareness to protect STT GDC's assets and safeguard personnel.

### • Proactive threat detection

GSOC allows STT GDC to proactively detect security threats in near-real-time. Using advanced monitoring tools, threat intelligence integration, and skilled analysts, the GSOC helps identify potential risks before they escalate into major incidents.

### • Rapid incident response

With the GSOC in place, STT GDC can swiftly and efficiently respond to security incidents. Defined response procedures, well-trained staff and coordination across IT and OT environments ensure rapid and effective incident management, mitigating potential damage.

### • Reduced downtime and business impact

Timely detection and response to security incidents minimizes downtime and reduces the impact on business operations, ensuring business continuity and preventing financial losses.

### • Consistent security policies

The GSOC ensures consistent implementation and enforcement of security policies across global operations, maintaining a standardized security posture and ensuring that the same security standards are applied across the group.

### • Enhanced visibility and situational awareness

The GSOC offers enhanced visibility into STT GDC's security posture through real-time monitoring, analysis of security events and the generation of meaningful reports for management, facilitating informed decision-making.

### • Continuous improvement and adaptability

The GSOC fosters a culture of continuous improvement through regular reviews, policy updates, and adaptation to evolving threats and technologies, ensuring STT GDC's resilience against emerging risks.

### • Threat intelligence integration

The GSOC integrates threat intelligence to stay updated on the latest cyber threats and attack vectors, helping STT GDC maintain a proactive stance on security preparedness.

### • Risk mitigation and asset protection

Through proactive monitoring and response, the GSOC mitigates risks and protects critical IT and OT assets, safeguarding STT GDC's intellectual property, sensitive data and overall reputation.

# 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.

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.

## Code of ethical purchasing

Our code of ethical purchasing is designed to promote safe and fair working conditions and the responsible management of environmental and social issues in STT GDC India's supply chain.



Environmental Impact



Child Labor



Health, Safety & Wellbeing



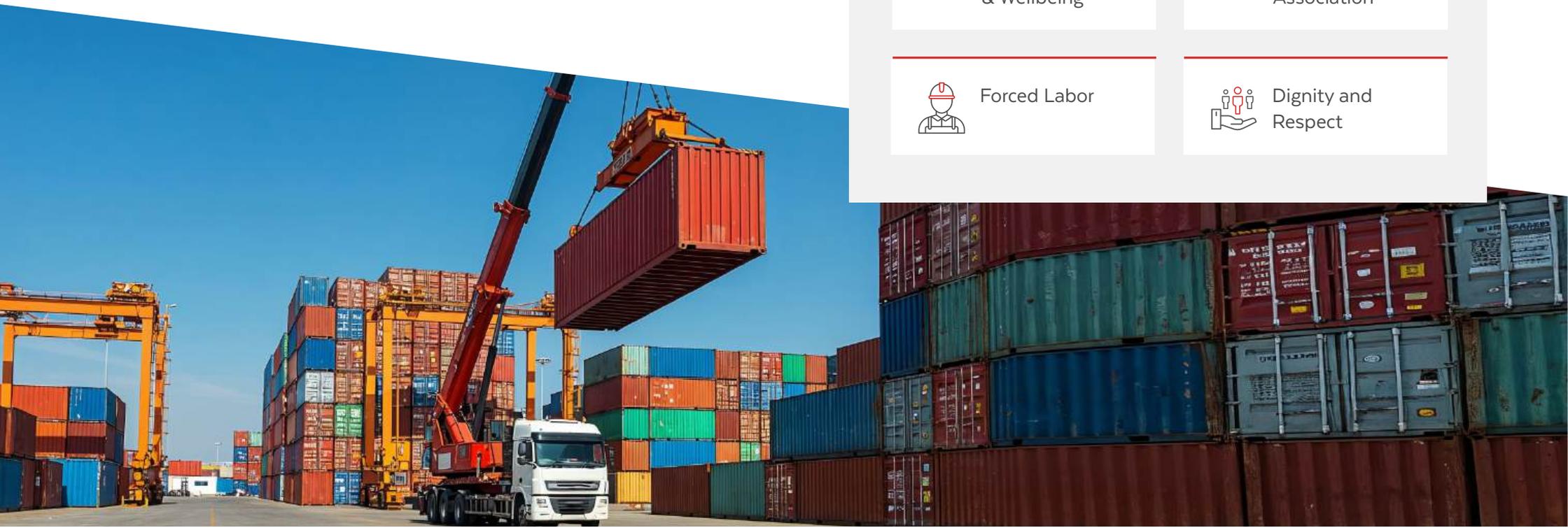
Freedom of Association



Forced Labor



Dignity and Respect



# Public Policy and Advocacy

Sustainable growth is both a global and national imperative. No single company, institution, or government can address the full spectrum of environmental, social, and governance challenges posed by digitally enabled growth in isolation. Achieving meaningful outcomes requires participative, structured, and sustained approaches that foster co-creation of policies, effective execution, and robust compliance. By advancing this imperative as a shared agenda across all stakeholders, we can strike the right balance between growth and responsibility, thereby laying the foundation for a resilient and sustainable future.



At STT GDC India, we have dedicated resources to shape and execute public policy and for regulatory engagements with management & board guidance and oversight



As a company, we do not participate in or promote any action aligned to any specific political belief/agenda



We have strict directives and monitoring processes with respect to external conduct, representations and compliances ensuring no significant controversies or litigations and complete adherence to applicable laws

## Helping shape the collective future

STT GDC India engages with stakeholders across central, state and local governments including on shaping policies that have a bearing on major aspects of sustainable sectoral health and growth. We believe in supporting policy enablers and guardrails that promote and strengthen neutrality, equitability, consumer choice, privacy & security, sustainability and trust in an evolving digital ecosystem. Going forward, we intend to drive meaningful conversation based on the above tenets with all key stakeholders with respect to responsible adoption of emerging technologies like AI.

## Aligning stakeholders for business impact

STT GDC India actively engages with key stakeholders across local, state and national regulatory frameworks on matters critical to the business. This includes ensuring compliance, facilitating investment, and resolving strategic issues related to projects and operations. These efforts support the company's long-term goals for sustainability and growth, while upholding the highest standards of ethics, transparency, and corporate governance.

## Strengthening industry collaboration & leadership

We also engage collaboratively with the data centre sector and the wider digital ecosystem via industry associations and trade bodies such as CII, ASSOCHAM helping shape and amplify the industry points of view pertaining to operational issues, policy roadblocks and growth agenda with sectoral and national relevance. We actively participate in data centre-related councils, task forces and key events while also holding leadership positions within these industry bodies.

# Independent Assurance Report

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Certificate No: C836172

## INDEPENDENT VERIFICATION STATEMENT

### Introduction

DNV Business Assurance India Pvt. Ltd. ('DNV'), has been commissioned by STT GDC India Pte. Ltd. ('STT GDC India', or 'the Company', (GSTIN: 27AANC54967N1ZC)) to undertake an data only verification of the Company's selected ESG disclosures (as listed in Annex) in its ESG Report covering the reporting period 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025 (hereafter referred as 'Report').

### Reporting Criteria

The disclosures have been prepared by STT:

- with reference to requirements of Global Reporting Initiative (GRI) sustainability reporting standards 2021
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

### Assurance Methodology/ Standard

DNV has carried out assurance engagement in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's VeriSustain™ Protocol has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's VeriSustain™ protocol, DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements; to evaluate indicators with Greenhouse gases.

We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

### Responsibilities of the Management of STT and of the Assurance Provider

The Management of STT has the sole responsibility for the preparation of the Report covering this selected ESG disclosures and is responsible for all information related to these selected ESG disclosures in the Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and, ensuring the quality and consistency of the information presented in the Report. STT is also responsible for ensuring the maintenance and integrity of its website and any referenced disclosures on their website.

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company.

### Scope, Boundary and Limitations

The agreed scope of work included a limited level of assurance of the selected ESG disclosures in the Report prepared by STT based on GRI Topic-specific Standards for the identified material topics for the activities undertaken by the Company during the reporting period 01<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025. The reported topic boundaries for selected ESG disclosures are based on the internal and external materiality assessment covering Company's operations as brought out in the section 'Material topics' of the report.

Boundary of the assessment covers the performance of STT operations in India that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary of assurance covers STT's sites in India.

### Inherent Limitation(s):

DNV's assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith, are true, and is free from material misstatements.

The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data or performance of the company. DNV does not take any responsibility for the financial disclosures reported in the Environmental, Social, and Governance Report FY 2025 of the Company.

DNV\_STT ESG FY2025 Assurance statement\_final



Page 2 of 4

- The assessment is limited to data and information related to selected ESG disclosures within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related links expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the reporting of selected ESG disclosures as reported in Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

### Assurance process

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of STT. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders. We carried out the following activities:

#### Limited Level of Assurance

Reviewed the selected ESG disclosures in the report. Our focus included management approach and data reliability of the agreed ESG disclosures as per stated reporting criteria.

Understanding the key systems, processes and controls for collecting, managing and reporting the selected ESG disclosures in the Report.

Walk-through of key data sets. Understand and test, on a sample basis, the processes used to adhere to and evaluate adherence to the reporting principles.

Collect and evaluate documentary evidence and management representations supporting adherence to the reporting principles.

Interviews with the senior managers responsible for management of disclosures. We were free to choose interviewees and interviewed with overall responsibility of monitoring, data collation and reporting the selected indicators.

DNV audit team conducted remote audits for STT sites. Sample based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment.

Reviewed the process of reporting as defined in the reporting criteria.

### Conclusion

On the basis of the Limited level of assessment undertaken, nothing has come to our attention to suggest that the selected ESG disclosures are not fairly stated in the report and are not prepared, in all material aspects, in reference with the reporting criteria.

### Statement of Competence and Independence

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 are 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.

DNV\_STT ESG FY2025 Assurance statement\_final



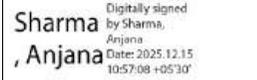
Page 3 of 4

We have complied with the DNV Code of Conduct<sup>1</sup> during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement for internal use of STT.

### Purpose and Restriction on Distribution and Use

This assurance statement, 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 Management of the Company for our work or this report.

For DNV Business Assurance India Pvt. Ltd.,

	
Vishal Gangwar Lead Verifier, Sustainability Services Justine Rapalam (Verifier)	Anjana Sharma Assurance Reviewer, Sustainability Services

15/Dec/2025

DNV AS Philippine Branch is part of DNV, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. [www.dnv.com](http://www.dnv.com)

# GRI, SASB and BRSR Reference Index

## Statement of use

STT GDC India has reported in accordance with the GRI Standards for the period 1 April 2024 to 31 March 2025

## GRI 1 used

GRI 1: Foundation 2021

## Applicable SASB Sector Standards

Real Estate Standards

## BRSR Disclosures

Section A, B and C disclosures



# GRI content index

GRI Standards	STT GDC India Disclosures	Sections of Sustainability Report FY 2025
<b>General disclosures</b>		
GRI 2: General Disclosures 2021	2-1 Organizational details	About STT GDC India, Page No. 4
	2-2 Entities included in the organization's sustainability reporting	About the report, Page No. 6
	2-3 Reporting period, frequency and contact point	About the report, Page No. 6
	2-5 External assurance	Independent assurance report, Page No. 6
	2-6 Activities, value chain and other business relationships	About STT GDC India, Page No. 4
	2-7 Employees	Talent Management, Page No. 27
	2-8 Workers who are not employees	The majority of STT GDCI's work is carried out by employees.
	2-9 Governance structure and composition	STT GDC ESG governance framework, Page No. 11
	2-10 Nomination and selection of the highest governance body	STT GDCI's highest governance body members are selected based on their competency, relevant experience and diversity
	2-11 Chair of the highest governance body	The Key Managerial Personnel is also a senior executive in STT GDCI
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance and Integrity, Page No. 30
	2-13 Delegation of responsibility for managing impacts	ESG Governance , Page No. 11
	2-14 Role of the highest governance body in sustainability reporting	The Board has reviewed and approved Sustainability Report 2025

GRI Standards	STT GDC India Disclosures	Sections of Sustainability Report FY 2025
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	<p>Conflicts of interest are handled in accordance with STT GDC India governance procedures.</p> <p>At 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.</p> <p>STT GDCI company secretarial team also maintains a conflicts of interest register. The latter is updated regularly.</p>
	2-16 Communication of critical concerns	<p>Critical incidents are communicated to the Board of Directors No critical concerns were raised during the reporting period”</p>
	2-17 Collective knowledge of the highest governance body	<p>Board is regularly updated on latest trends and regulatory frameworks update.</p>
	2-18 Evaluation of the performance of the highest governance body	<p>Confidentiality constraints</p>
	2-19 Remuneration policies	<p>Confidentiality constraints</p>
	2-20 Process to determine remuneration	<p>Confidentiality constraints</p>
	2-21 Annual total compensation ratio	<p>Confidentiality constraints</p>
	2-22 Statement on sustainable development strategy	<p>CEO's message, Page No. 5</p>
	2-23 Policy commitments	<p>ESG policy publicly available on the website - <a href="https://assets.sttelemediagdc.com/sttgdg/global_en/public/2025-05/stt_gdc_group_esg_policy_2025.pdf">https://assets.sttelemediagdc.com/sttgdg/global_en/public/2025-05/stt_gdc_group_esg_policy_2025.pdf</a></p>
2-24 Embedding policy commitments	<p>Disclosed throughout the report across the three pillars: Environment, Social and Governance</p>	

GRI Standards	STT GDC India Disclosures	Sections of Sustainability Report FY 2025
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Disclosed throughout the report across the three pillars: Environment, Social and Governance
	2-26 Mechanisms for seeking advice and raising concerns	Grievance redressal policy in place
	2-27 Compliance with laws and regulations	Governance and Integrity, Page No. 30
	2-28 Membership associations	Industry Representation, Page No. 10
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, Page No. 17
	2-30 Collective bargaining agreements	No employees are covered by collective bargaining agreements
<b>Material Topics</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	STT GDC India's ESG Framework, Page No. 12 Material Topics, Page No. 14, 15, 16 Stakeholder Engagement Page No. 17
	3-2 List of material topics	Material Topics, Page No. 14, 15, 16
<b>Energy efficiency &amp; energy management</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Footprint, Page No. 18
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Renewable Energy, Page No. 21 Energy Efficiency, Page No. 22
	302-4 Reduction of energy consumption	Energy Efficiency, Page No. 22

GRI Standards	STT GDC India Disclosures	Sections of Sustainability Report FY 2025
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Reducing our carbon footprint, Page No. 20
	305-2 Energy indirect (Scope 2) GHG emissions	Reducing our carbon footprint Page No. 20
	305-3 Energy indirect (Scope 3) GHG emissions	Reducing our carbon footprint, Page No. 20
	305-4 GHG emissions intensity	Decarbonization, Page No. 19
	305-5 Reduction of GHG emissions	Decarbonization, Page No. 19
<b>Water</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Water management, Page No. 23
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water management, Page No. 23
	303-3 Water withdrawal	Water management, Page No. 23
<b>Waste</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste management, Page No. 24
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste management, Page No. 24
	306-2 Management of significant waste-related impacts	Waste management, Page No. 24
	306-3 Waste generated	Waste management, Page No. 24
	306-4 Waste diverted from disposal	Waste management, Page No. 24

GRI Standards	STT GDC India Disclosures	Sections of Sustainability Report FY 2025
<b>Human Capital Management</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Human capital management, Page No. 27
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Human capital management, Page No. 27
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human capital management, Page No. 27
	401-3 Parental leave	Information not available
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent Management : Learning and Development, Page No. 27
	404-2 Programmes for upgrading employee skills and transition assistance programmes	Talent Management : Learning and Development, Page No. 27
	404-3 Percentage of employees receiving regular performance and career development reviews	Majority of our employees receive a regular performance and career development review
<b>Diversity, equity and inclusion</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Management, Page No. 27
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Talent Management, Page No. 27
GRI 406: Nondiscrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents were reported during the reporting period
<b>Health, safety &amp; well-being</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Health, safety, and wellbeing, Page No. 26
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health, safety, and wellbeing, Page No. 26
	403-2 Hazard identification, risk assessment, and incident investigation	Health, safety, and wellbeing, Page No. 26

GRI Standards	STT GDC India Disclosures	Sections of Sustainability Report FY 2025
<b>Health, safety &amp; well-being</b>		
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Health, safety, and wellbeing, Page No. 26
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, safety, and wellbeing, Page No. 26
	403-5 Worker training on occupational health and safety	Health, safety, and wellbeing, Page No. 26
	403-6 Promotion of worker health	Health, safety, and wellbeing, Page No. 26
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	Health, safety, and wellbeing, Page No. 26
	403-8 Workers covered by an occupational health and safety management system	Health, safety, and wellbeing, Page No. 26
	403-9 Work-related injuries	Health, safety, and wellbeing, Page No. 26
<b>Local Community Development and Philanthropy</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Community Development, Page No. 28
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Development, Page No. 28
<b>Governance</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Governance and Integrity, Page No. 30
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedure	Governance and Integrity, Page No. 30
	205-3 Confirmed incidents of corruption and actions taken	Governance and Integrity, Page No. 30

GRI Standards	STT GDC India Disclosures	Sections of Sustainability Report FY 2025
<b>Governance</b>		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No such cases are report with STT GDC India
GRI 415: Public Policy 2016	415-1 Political contributions	Public policy and advocacy, Page No. 33
<b>Responsible Sourcing</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible procurement, Page No. 32
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible procurement, Page No. 32
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	We are in the process of strengthening our supplier onboarding and qualification process based on environmental aspects
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible procurement, Page No. 32
<b>Cybersecurity</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Cyber security, Page No. 31
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cyber security, Page No. 31
<b>Non-GRI disclosure</b>		
GRI Sector Disclosures: Construction and Real Estate	CRE8 Type and number of sustainability certification, rating and labelling	ESG Certifications, Page No. 9

# Sustainability Accounting Standards Board (SASB)

## Real Estate Standards

SASB code	Accounting metric	Unit of measure	Property sub sector	FY 2025
IF-RE-130a.1	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Percentage (%) by floor area	Data Centres	100%
			Offices	100%
IF-RE-130a.2	Total energy consumed by portfolio area with data coverage	Gigajoules (GJ)	Data Centres	3,163,637
			Offices	411
	Total Percentage grid electricity, by property subsector	Percentage (%)	Data Centres	100%
			Offices	100%
	Total Percentage renewable, by property subsector	Percentage (%)	Data Centres	58.9%
			Offices	0%
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage	Percentage (%)	Data Centres & Offices	15.68%
IF-RE-130a.4	Percentage of eligible portfolio that has an energy rating	Percentage (%) by floor area	Data Centres	Not Applicable
			Offices	
	Percentage of eligible portfolio that is certified to ENERGY STAR	Percentage (%) by floor area	Data Centres	Not Applicable
			Offices	

# Sustainability Accounting Standards Board (SASB)

## Real Estate Standards

SASB code	Accounting metric	Unit of measure	Property sub sector	FY 2025
IF-RE-130a.1	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Percentage (%) by floor area	Data Centres	100%
			Offices	100%
IF-RE-130a.2	Total energy consumed by portfolio area with data coverage	Gigajoules (GJ)	Data Centres	3,163,637
			Offices	411
	Total Percentage grid electricity, by property subsector	Percentage (%)	Data Centres	100%
			Offices	100%
	Total Percentage renewable, by property subsector	Percentage (%)	Data Centres	58.9%
			Offices	0%
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage	Percentage (%)	Data Centres & Offices	15.68%
IF-RE-130a.4	Percentage of eligible portfolio that has an energy rating	Percentage (%) by floor area	Data Centres	Not Applicable
			Offices	
	Percentage of eligible portfolio that is certified to ENERGY STAR	Percentage (%) by floor area	Data Centres	Not Applicable
			Offices	

SASB code	Accounting metric	Unit of measure	Property sub sector	FY 2025
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	N/A	Data Centres	Designing and using materials and MEP systems that are environmentally responsible and resource-efficient throughout a building's entire life cycle, from design to demolition.
			Offices	Designing and using materials and MEP systems that are environmentally responsible and resource-efficient throughout a building's entire life cycle, from design to demolition.
IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area (%), by property subsector (%)	Percentage (%) by 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 subsector (%)	Percentage (%) by floor area	Data Centres	100%
			Offices	100%
IF-RE-140a.2	Total water withdrawn by portfolio area with data coverage (m <sup>3</sup> )	Cubic metres (m <sup>3</sup> )	Data Centres	298,595
			Offices	0
	Total water withdrawn by portfolio area with regions with High or Extremely High Baseline Water Stress, by property subsector	Percentage (%)	Data Centres	40.40%
			Offices	Not Applicable
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Percentage (%)	Data Centres	7%
			Offices	Not Applicable

SASB code	Accounting metric	Unit of measure	Property sub sector	FY 2025
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A	Data Centres	Water Management, Page No. 23
			Offices	Water Management, Page No. 24
IF-RE-140a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements	Percentage (%) by floor area	Data Centres	0%
			Offices	
	Associated leased floor area that contain a cost recovery clause for resource efficiency related capital improvement, by property subsector	Square metres (m <sup>2</sup> )	Data Centres	0
			Offices	
IF-RE-140a.2	Percentage of tenants that are separately metered or sub metered for grid electricity consumption	Percentage (%) by floor area	Data Centres	100%
	Percentage of tenants that are separately metered or sub metered for water withdrawals, by property subsector	Percentage (%) by floor area	Data Centres	0%
IF-RE-140a.3	Discussion of approach to measuring, incentivising and improving sustainability impacts of tenants	N/A	Data Centres	No formal programmes are in place at present
			Offices	
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector	Square metres (m <sup>2</sup> )	Data Centres	Information not available
			Offices	Information not available
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	N/A	Data Centres	No formal studies takes place
			Offices	

# Business Responsibility and Sustainability Report

BRSR Sections and Principles	Sections of Sustainability Report FY 2025
Section A: General Disclosures	About STT GDC India, Page No. 4
	About the report, Page No. 6
	Material Topics, Page No. 14, 15, 16
	Talent Management, Page No. 27
Section B: Management and Process Disclosure	Governance and Integrity, Page No. 30
	ESG Certification, Page No. 9
Section C: Principle Wise Performance Disclosure	
Principle 1	Governance and Integrity, Page No. 30
	Talent Management, Page No. 27
Principle 2	Responsible Procurement, Page No. 32
Principle 3	Talent Management, Page No. 27
	Health, Safety & Well-being, Page No. 27
	Responsible Procurement, Page No. 32
Principle 4	Stakeholder Engagement, Page No. 17
Principle 5	Responsible Procurement, Page No. 32
	Talent Management, Page No. 27

BRSR Sections and Principles	Sections of Sustainability Report FY 2025
Principle 6	Waste Management Page No. 24 Water Management Page No. 23 Energy Efficiency, Page No. 22 Decarbonization Page No. 19 FY 2025 Sustainability Highlights (Environmental Footprint) Page No. 8
Principle 7	Public Policy & Advocacy, Page No. 33
Principle 8	Community Development, Page No. 28
Principle 9	Cyber Security, Page No. 31

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