

Scaling with Responsibility: Building Resilient Digital Infrastructure

Environmental, Social and Governance Report 2025

Contents

Scaling with Responsibility

About STT GDC	3
About the Report	4
CEO's Message	6
From Strategy to Execution	7

ESG @ STT GDC

2025 Sustainability Highlights	11
ESG Awards	12
Our Sustainability Journey	13
Our Commitment to ESG Excellence	14
ESG Governance	15
Integrating ESG into our Core Values	17
Our Sustainable Ecosystem	18
Embedding ESG into the Entire Lifecycle of Operations	19
Spotlight: Understanding Water Use in Data Centres	20
Materiality Approach	21
Material Topics	22
Stakeholder Engagement	28

Environmental Footprint

Decarbonisation	29
Renewable Energy	31
Energy Efficiency	35

Water Stewardship	40
Waste Management	41

Social Progress

Health, Safety and Well-being	44
Talent Management	47
Community Investment	53

Responsible Business

Governance and Integrity	58
Cybersecurity	59
Climate Risk Resilience	60
Sustainable Financing	62
Green Buildings	66
Responsible Procurement	67

Appendix

Environmental and Social Data Sheet	69
Definitions	70
Scope 3 Methodology and Emission Factors	72
Independent Assurance Statement	73
VIRTUS ESG Initiatives	75
GRI Content Index	77
Sustainability Accounting Standards Board (SASB)	79
Real Estate Standards	86

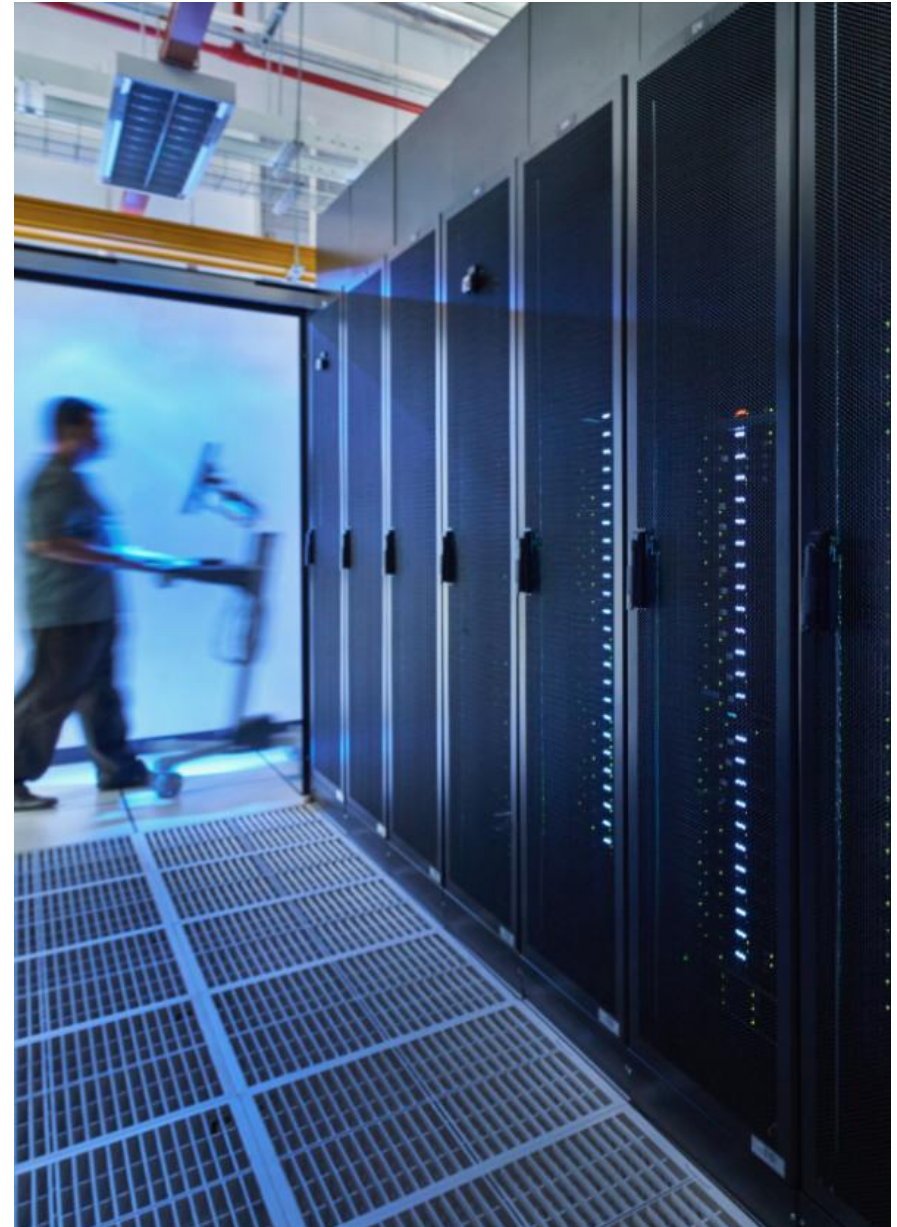
Scaling with Responsibility: Building Resilient Digital Infrastructure

As digital infrastructure continues to scale globally, growth is no longer defined by capacity alone, but by how effectively organisations manage complexity, risk and long-term impact. At ST Telemedia Global Data Centres (STT GDC), scaling responsibly means embedding sustainability, resilience and operational discipline into how we design, finance and operate our data centres.

Following several years focused on growth with purpose, 2025 marks a shift towards execution at scale. As our footprint matures, the discipline, resilience and long-term performance of our assets have become as critical as expansion itself.

In 2025, our focus has been on execution. With a growing global portfolio, we are strengthening operational excellence by improving energy efficiency, increasing renewable energy adoption and enhancing climate and cyber resilience, while aligning capital allocation, risk management and governance with long-term performance. These considerations increasingly shape the decisions we make as we scale to meet rising digital demand.

This report sets out how STT GDC is navigating the realities of scale — balancing growth with responsibility, and building digital infrastructure designed to perform reliably and endure over time.



About STT GDC



ST Telemedia Global Data Centres (STT GDC) is a leading data centre provider founded and headquartered in Singapore since 2014.

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.

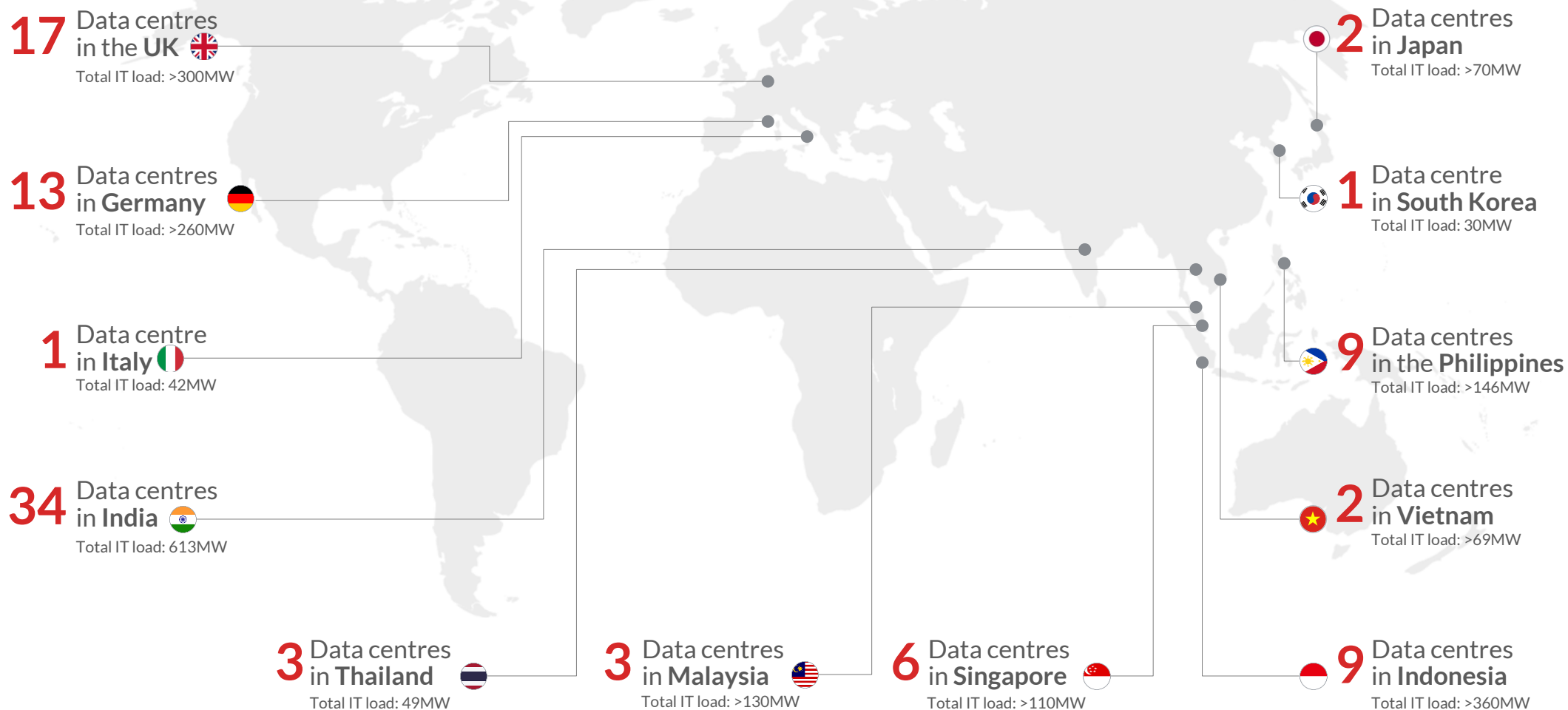
Our portfolio includes over 100 data centres* with an IT load of 2.7GW across mature and emerging business markets including Singapore, Malaysia, Indonesia, Thailand, Vietnam, the Philippines, India, South Korea, Japan, UK, Germany and Italy.

*Data centre figures include operational sites, sites under development and sites held for future development capacity. For the UK, Germany and Italy markets, the business operates under the VIRTUS Data Centres brand.

About STT GDC

Powering a sustainable digital future

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



*Data centre figures include operational sites, sites under development and sites held for future development capacity.
For the UK, Germany and Italy markets, the business operates under the VIRTUS Data Centres brand.

About the Report

This is STT GDC's sixth Environmental, Social and Governance (ESG) report, our latest annual publication dedicated to providing information on our ESG performance that is material to STT GDC's business and stakeholders.

As our portfolio and stakeholder expectations grow, transparent and consistent ESG reporting is essential to maintaining trust and demonstrating long-term resilience.

These voluntary disclosures set out our sustainability approach, targets, milestones and strategies, and highlight our commitment to transparency and accountability, underscoring our dedication to embedding sustainability into every aspect of our business.

This report contains a full year's data from 1 January to 31 December 2025, focusing primarily on STT GDC entities under our operational control, including those in Singapore, Indonesia, India, South Korea, Japan and UK.

Reporting principles and standards

In line with our commitment to transparent and comprehensive reporting, this report has been prepared in reference to 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 including 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 limited assurance for an extensive selection of sustainability disclosures that are most material to our business. The Independent Assurance Statement 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.

CEO's Message



Bruno Lopez

President and Group CEO

“ Building on our 2024 focus on *Growth with Purpose*, our 2025 theme, *Scaling with Responsibility*, reflects a deliberate shift from intent to disciplined execution at scale.”

In a world where digital services are essential, data centres are no longer simply enabling infrastructure. They are critical assets that must perform reliably, securely and sustainably at scale. As demand for digital infrastructure grows, so too does our responsibility as an operator with a global footprint.

At STT GDC, this responsibility shapes how we operate and evolve as a business. Building on our 2024 focus on *Growth with Purpose*, our 2025 theme, *Scaling with Responsibility*, reflects a deliberate shift from intent to disciplined execution at scale. It captures how we build and operate today – through resilient design, strong operational performance and a clear commitment to reducing our environmental impact while creating long- term value for stakeholders. Strong governance underpins this approach, ensuring accountability, risk management and disciplined decision-making as we scale.

From ambition to execution at scale

The challenge before our industry is no longer just to add capacity. It is about managing complexity – rising energy needs, climate risks, cybersecurity threats, community expectations and the need to build deep, future-ready capabilities across our workforce.

In 2025, we continued to embed environmental, social and governance (ESG) considerations across the full lifecycle of our operations, from site selection and design through to operations, governance and capital allocation. This integrated approach enables us to deliver facilities that are efficient by design, resilient under evolving conditions and aligned with the increasingly sophisticated requirements of our customers in a rapidly changing digital economy.

CEO's Message

Advancing decarbonisation through efficiency and renewables

We remain committed to achieving carbon neutral data centre operations by 2030. In 2025, we achieved a 70.5% reduction in carbon intensity against our 2021 baseline and delivered a 15.2% year-on-year reduction in absolute emissions, even as our portfolio and electricity consumption continued to grow.

Renewable energy remains a key pillar of our decarbonisation pathway. In 2025, renewables accounted for 83.2% of our electricity consumption, as we continue progressing towards our target of 85% renewable energy by 2028.

Alongside decarbonisation, we continue to focus on improving operational efficiency. During the year, we achieved an operating Power Usage Effectiveness (PUE) of 1.44 (a 13.0% improvement from the 2020 baseline) and improved Water Usage Effectiveness (WUE) by 41.2% over the same baseline. These outcomes reflect our sustained emphasis on responsible resource management and continuous operational improvement.

Investing in people and enabling safe, inclusive growth

Scaling responsibly ultimately depends on our people. Maintaining a safe workplace and strengthening organisational capability remain core priorities. In 2025, we sustained a strong safety performance, with Total Recordable Incident Rate (TRIR) of 0.1 and zero fatalities in our headline performance indicators.

We also continued to invest in talent development, reporting an average of 18 training hours per employee during the year, alongside ongoing initiatives to build leadership depth and technical capability across the Group.



Scaling with responsibility is neither a one-time effort nor something that can be achieved in isolation. It is a sustained and deliberate approach to how we grow, operate and manage risk, grounded in collaboration across our ecosystem."

Creating an inclusive workplace remains integral to our culture, and in 2025 women represented 21.7% of our global workforce.

Building trust through strong governance

Strong and consistent governance underpins our ability to scale responsibly. Clear standards of conduct, robust risk management and disciplined oversight guide our decision making, help us manage complexity and uphold trust across our operations. In 2025, we reinforced our Code of Conduct, strengthened responsible supply chain practices and enhanced enterprise-wide risk management to address evolving risks, from cybersecurity and climate exposures to regulatory and operational challenges. Together, these measures ensure accountability and resilience as we grow, while safeguarding long term value creation.

Scaling with responsibility is neither a one-time effort nor something that can be achieved in isolation. It is a sustained and deliberate approach to how we grow, operate and manage risk, grounded in collaboration across our ecosystem. Working closely with our customers, partners and communities, we will continue to build resilient digital infrastructure that supports growth today, while contributing to a more sustainable and responsible digital future.

From Strategy to Execution — Managing Growth at Scale



Jonathan King

Group Chief Strategy and Investment Officer

“Scaling responsibly also means being selective — deploying capital where it supports sustainable growth, resilience and repeatable performance across the portfolio.”

What does *Scaling with Responsibility* mean from a strategy and investment perspective?

Scaling with responsibility reflects a fundamental shift in how growth must be managed at infrastructure scale. For STT GDC, it means recognising that decisions made today—where we deploy capital, how we design assets and how we operate them—will shape performance, risk and sustainability outcomes for our business and the communities we work in over the decades to come.

From a strategy standpoint, this requires embedding ESG considerations directly into growth planning, rather than treated as parallel objectives. Responsible scaling is about building infrastructure that is resilient, efficient and aligned with long-term digital demand, while managing the cumulative impacts that come with scale.

How does this approach shape capital allocation and investment decisions?

Capital allocation at STT GDC is increasingly guided by long-term operating performance, not short-term expansion alone. When evaluating investments, we consider factors such as access to power, climate resilience, regulatory readiness and operational complexity alongside traditional financial metrics.

This discipline allows us to prioritise assets that can perform efficiently over their full lifecycle and remain competitive as customer requirements, technology and regulatory expectations evolve. Scaling responsibly also means being selective — deploying capital where it supports sustainable growth, resilience and repeatable performance across the portfolio.

From Strategy to Execution — Managing Growth at Scale

How do resilience and risk management factor into responsible scaling?

As digital infrastructure becomes increasingly critical to economies and societies, resilience is no longer optional — it is a core requirement. Responsible scaling therefore depends on our ability to anticipate, absorb and respond to risks as our footprint grows.

This includes incorporating climate-related risk considerations into asset planning, supported by Group-level climate scenario analysis and site selection and design processes, strengthening governance around cybersecurity and operational technology and embedding resilience into the design and operations of our facilities. A systematic approach to risk management not only protects uptime and customer trust but also helps reduce long term disruption and cost, supporting more stable and sustainable growth.

“As digital infrastructure becomes increasingly critical to economies and societies, resilience is no longer optional — it is a core requirement.”



Scaling with responsibility is ultimately about building digital infrastructure that performs reliably today and remains future.”

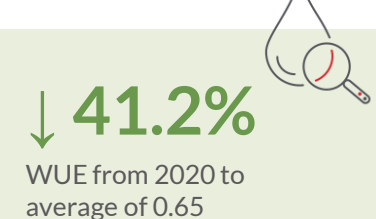
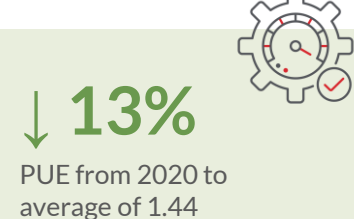
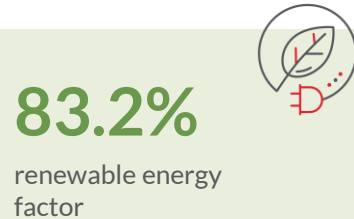
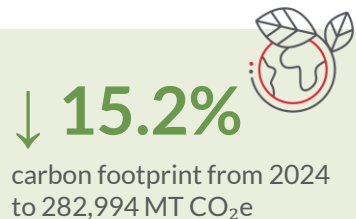
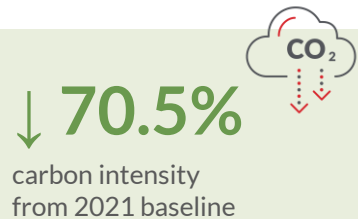
Looking ahead, what will be most important as STT GDC continues to scale?

Maintaining the quality of growth will be critical. This requires continued alignment of strategy, capital allocation and operations around efficiency, resilience and accountability, while remaining adaptable in a rapidly evolving digital landscape.

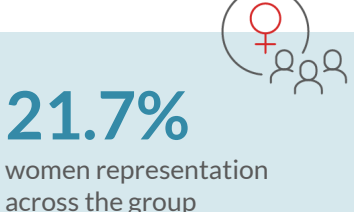
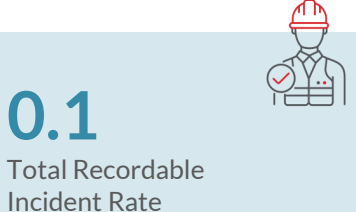
It also requires sustained investment in people, governance and partnerships, ensuring that scale does not come at the expense of safety, integrity or long-term value creation. Scaling with responsibility is ultimately about building digital infrastructure that performs reliably today and remains relevant, trusted and sustainable well into the future.

2025 Sustainability Highlights

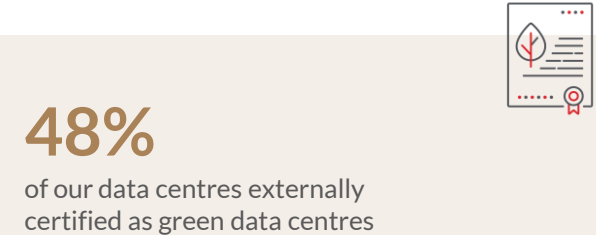
ENVIRONMENTAL FOOTPRINT



SOCIAL PROGRESS



RESPONSIBLE BUSINESS



ESG Awards



ABF Corporate & Investment Banking Awards 2025
Sustainability-Linked Bond of the Year – Singapore



Employee Experience Awards 2025
Best First-Time Manager Programme, Gold
Best Employee Advocacy Programme, Bronze



Great Place to Work Certification™
Fortune 100 Best Companies to Work For™ in Southeast Asia 2025

Singapore

Great Place to Work (2023–2025)
Best Workplaces™ in Singapore 2025
Singapore's Best Workplaces in Technology (2023, 2024)

India

Great Place to Work (2020–2025)
India's Top 50 Great Mid-Size Workplaces (2023–2025)

Indonesia

Great Place to Work (2024, 2025)



HR Excellence Awards 2025
Excellence in Leadership Development, Bronze



National Safety Council

National Safety Council of India

Outstanding Performance in Occupational Safety & Health (OSH)
– STT Navi Mumbai, STT Pune 4, STT Kolkata 2



The Straits Times

Singapore's Best Employers in 2025

Our Sustainability Journey



Unlocking Social Value

- Launched ESG strategy with long-term vision and concrete sustainability goals
- **First data centre operator in Asia to pledge carbon neutrality by 2030**
- Published inaugural ESG report
- Implemented Group Minimum Safety Standards across all sites

2021

2022

2023

2024

2025



Towards a Resilient and Sustainable Digital Future

- Launched collaboration with leading AI players for GPU clusters
- Embarked on an AI-powered cooling optimisation pilot in Singapore
- Planned first liquid cooling deployment for AI workloads, to substantially reduce PUE



Scaling with Responsibility: Building Resilient Digital Infrastructure

- Launched Group ESG and Environmental Policies
- Launched workforce and talent development partnerships with ITE, Singapore Polytechnic, NTU and NUS

Powering Advancement

- Unveiled Sustainability-Linked Financing Framework
- Established Group ESG Steering Committee and ESG Working Committee
- Linked ESG targets to senior management KPIs and remuneration



Growth with Purpose: Powering a Sustainable Digital Future

- Established Energy and Water Efficiency Committee
- Issued S\$500 million Sustainability Linked Perpetual securities
- Enhanced Sustainability-Linked Financing Framework with ambitious targets
- First data centre operator in Singapore to deploy HVO for backup generators



Our Commitment to ESG Excellence

Sustainability underpins how STT GDC designs, finances and operates infrastructure at scale — reinforcing long-term asset performance, resilience and trust. Our ESG approach is grounded in the belief that responsible practices are essential to the long-term resilience of the data centre industry. This principle informs our strategy and decision-making across the organisation, guiding our efforts to support a more sustainable and responsible digital future.



Environmental Stewardship

We actively manage and reduce our environmental impact by embedding energy efficiency and responsible resource use across our operations. Through the adoption of advanced technologies and continuous innovation, we work to lower carbon emissions and improve water efficiency across our data centres. Our environmental efforts are reinforced by our ongoing transition to renewable energy sources and efforts to optimise energy consumption as demand for digital infrastructure continues to grow.



Social Responsibility

Our commitment to social responsibility underpins how we care for our people, partners and the communities in which we operate. We prioritise a safe and healthy workplace through robust health and safety standards, while investing in skills development initiatives that support community growth and help build a future ready talent pipeline for the data centre sector. We also foster a diverse and inclusive workplace where different perspectives are respected and every individual is empowered to contribute.



Governance and Integrity

We uphold high standards of governance to promote transparency, accountability and ethical conduct across all aspects of our business. Integrity is embedded in how we operate, supporting trust and long-term relationships with stakeholders. Our governance approach also encompasses robust cybersecurity controls and responsible procurement practices to manage risk and uphold ethical standards throughout our value chain.

ESG Governance

We have established a robust governance framework to support the effective management of ESG matters across the Group. Ultimate accountability rests with the Board of Directors, which provides strategic direction and oversight, while the Group ESG Working Committee (GEWC) drives the execution of sustainability initiatives across the business.

To reinforce accountability at the highest levels, ESG targets have been embedded into the KPIs and incentive plans of senior executives, aligning leadership performance with the delivery of our sustainability objectives.

Guided by Group ESG, the GEWC comprises representatives from key functions and markets, with a mandate to accelerate the implementation of ESG strategies and initiatives across geographies.

Beyond identifying and addressing key ESG challenges, the GEWC serves as a central platform for cross-functional collaboration and the sharing of best practices across the Group. This coordinated approach supports consistent and effective ESG management across functions and markets.

Through its work, the GEWC helps embed ESG considerations into STT GDC's strategy, governance and day-to-day operations, reinforcing our commitment to responsible and sustainable growth.

In 2025, we formalised our approach to sustainability through the launch of Group ESG and Environmental Policies, establishing clear standards and expectations across our global operations.

Figure 1: STT GDC ESG governance framework



ESG Governance

STT GDC organised our inaugural Group ESG Summit in July 2025, bringing together colleagues from across markets and functions with inspirational external speakers. The summit focused on aligning teams on ESG priorities and strengthening a shared understanding of how ESG is embedded into strategy, operations, procurement, due diligence and risk management across the Group. Conducted in a hybrid format, the summit provided a platform for learning and exchange, bringing together both internal perspectives and external insights. Through Group-wide and country-level updates, discussions and practical sessions, participants explored how ESG considerations can be applied consistently in day-to-day decision-making. The summit strengthened cross market collaboration, built ESG capability across roles, and reinforced a shared commitment to advancing STT GDC's sustainability agenda.



Integrating ESG into our Core Values

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.

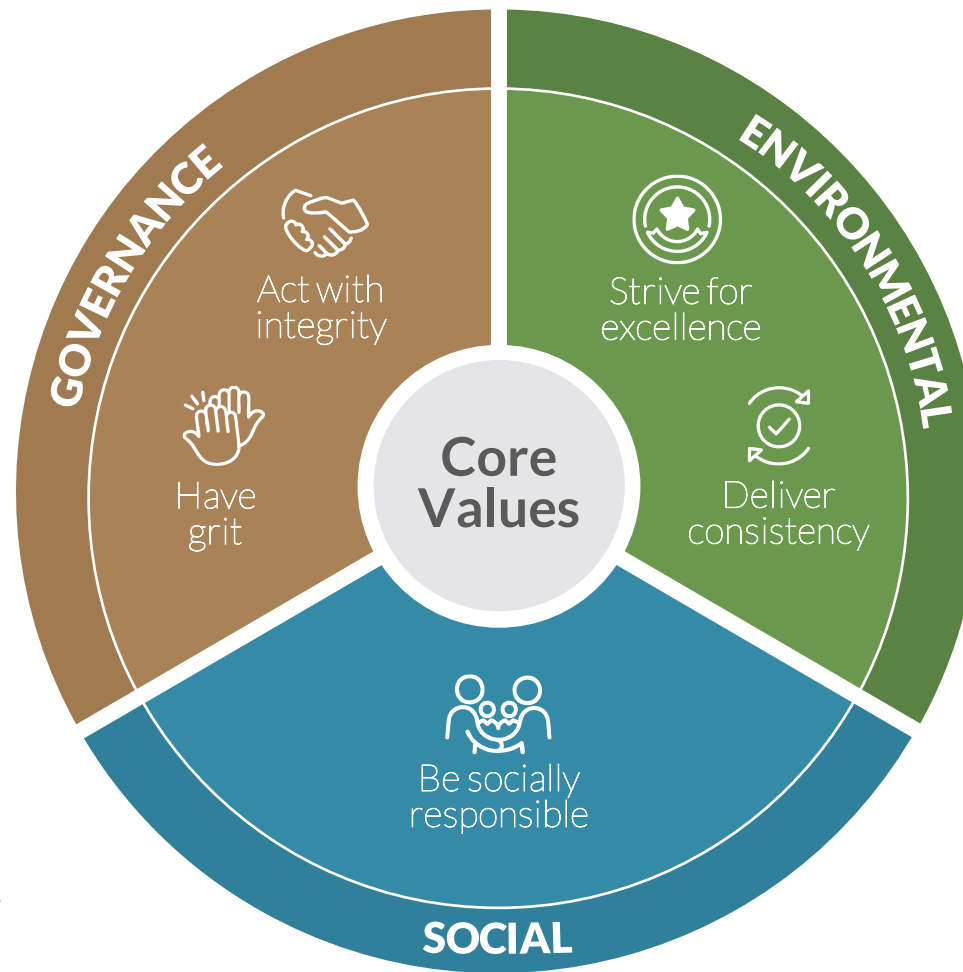
Have grit

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.

Figure 2: ESG framework



Environmental

- Energy efficiency
- Energy management
- Water stewardship
- Waste management



Social

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



Governance

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



Our Sustainable Ecosystem

We work across our value chain to support the responsible growth of the digital economy, engaging customers, suppliers, partners and local communities as part of our sustainability approach. By integrating ESG considerations into how we design, build and operate our data centres, we aim to create long-term economic value while supporting a more sustainable digital future, anchored in scalable infrastructure, resilient operations and disciplined operational execution.

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 Operations

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

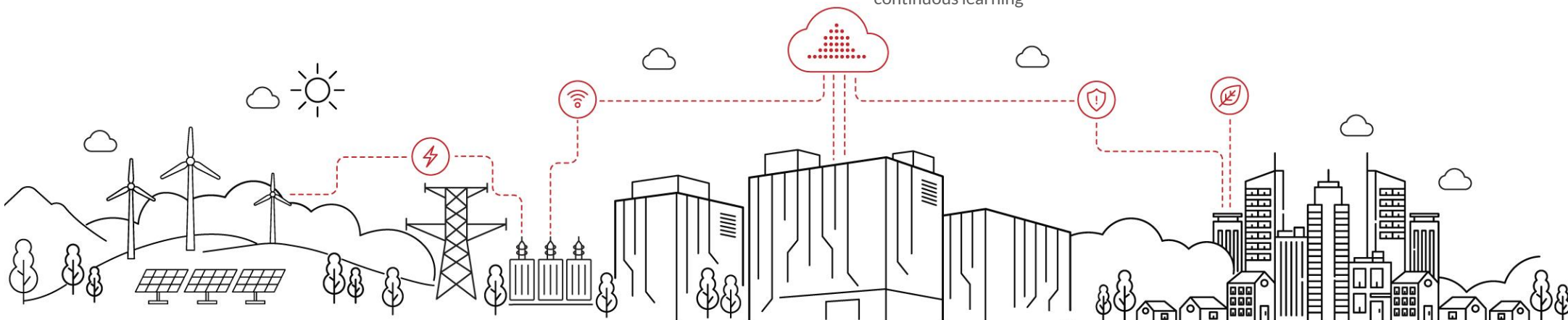
Talent management

- 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

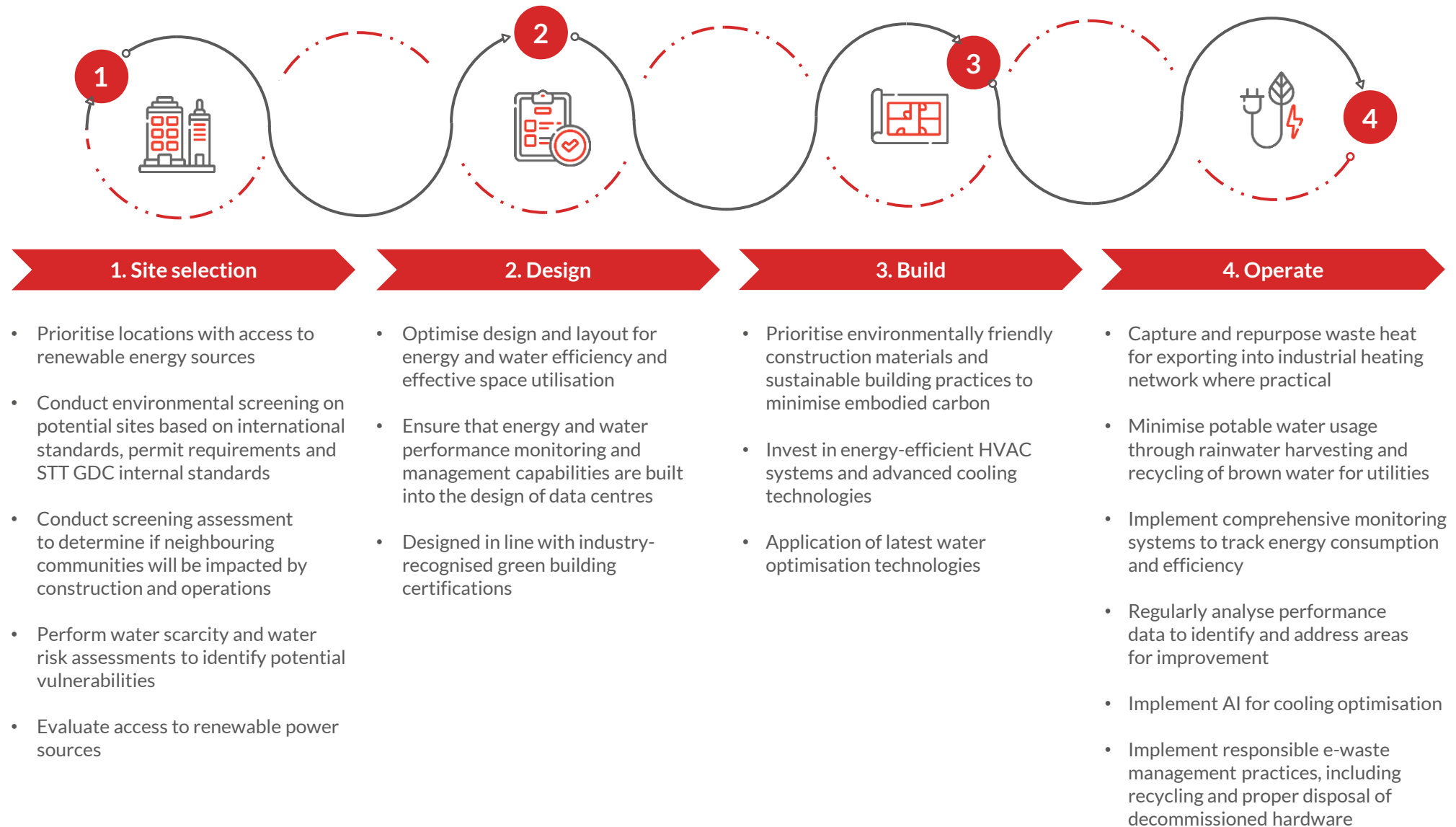
- Group Minimum Standards established to prioritise health and safety throughout the lifecycle of our business – from governance, due diligence and planning, project and operation set-up to project and operation delivery

Access to green financing

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

Embedding ESG in the Entire Lifecycle of our Operations

We are committed to driving sustainable growth and supporting a responsible digital ecosystem by embedding ESG principles across every stage of our operations.



Spotlight: Understanding Water Use in Data Centres

As attention on water use in data centres continues to grow, it is important to understand how water is consumed and how this varies depending on design, location and operating conditions. A full picture of water use also requires consideration of its relationship with energy efficiency, as data centre operations involve inherent trade-offs. Managing these interdependencies is essential to achieving the most optimal environmental outcomes, through a balanced approach taking into consideration energy, water and local resource constraints.

How water is used in a data centre



Direct water use (onsite)

- Cooling systems (e.g. cooling towers if applicable), including initial system fill and ongoing make-up water to replace operational losses



Indirect water use (offsite)

- Water used in electricity generation, depending on the energy mix supplying the facility
- Upstream water embedded in the production of equipment and construction materials

Our approach to responsible water management

1 Perform water scarcity and water risk assessments

Identify potential vulnerabilities

2 Design choices aligned to context

Preference for closed-loop chiller systems in water-stressed regions

3 Operational optimisation

Advanced monitoring and optimisation (e.g. optimising cooling system performance, increasing cycles of concentration) to minimise water use while maintaining system performance

4 Use of non-potable water where feasible

For example, our data centres in Singapore utilise NEWater (recycled water), reducing reliance on potable supply

Demystifying common misconceptions



Water use is not uniform

- Water intensity differs widely between facilities, depending on factors such as cooling design and climate
- For example, the vast majority of our data centres globally operate with closed-loop systems which operate with little to no operational water use during normal operations



Absolute figures may lack the full context

- Comparisons based solely on total water consumption may not reflect differences in IT load served, water efficiency (WUE) and local climate conditions



Energy-water trade-offs exist

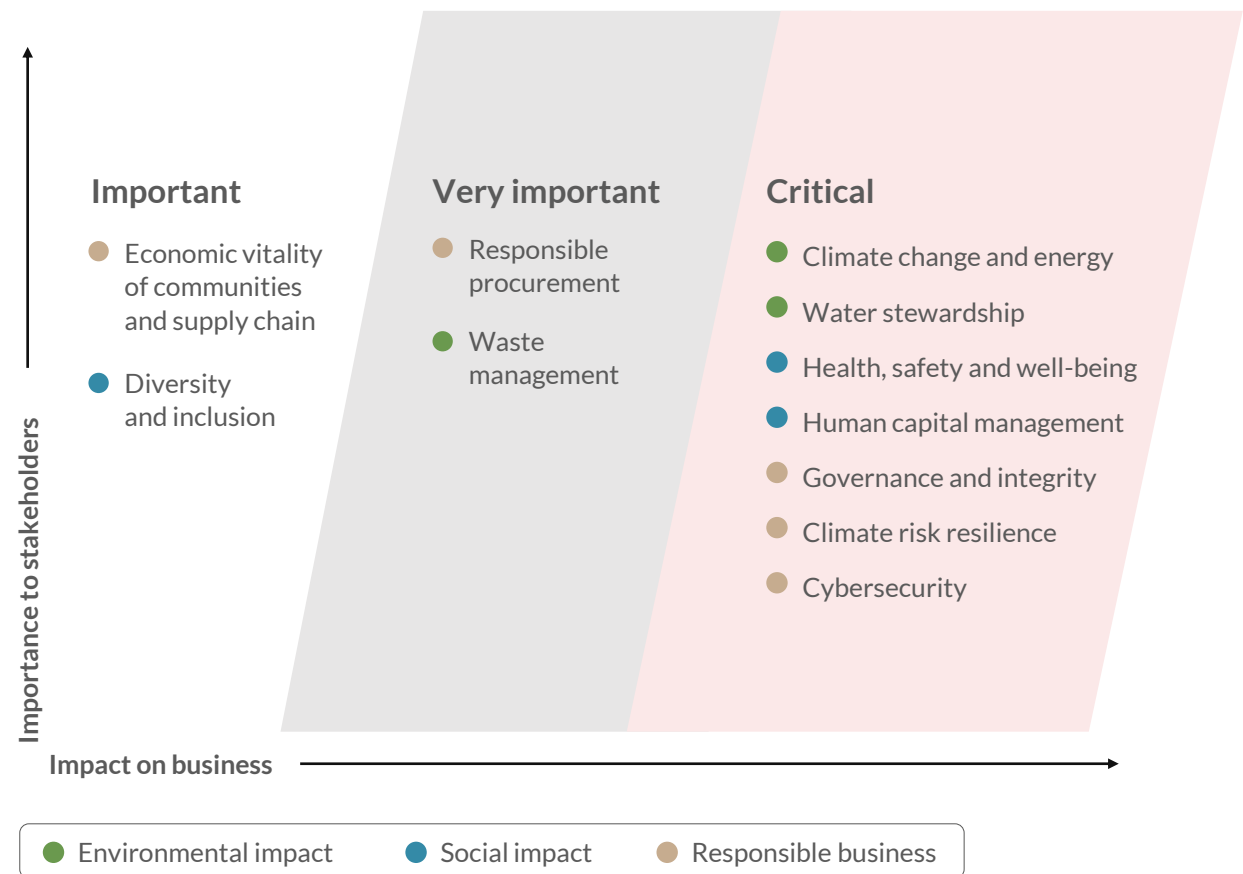
- Cooling system design typically involves balancing PUE and WUE
- Optimising a single metric in isolation may result in less efficient environmental outcomes

Materiality Approach

Our materiality assessment, guided by the AA1000 Accountability Principles and the GRI 2021 Standards, identified the ESG issues most relevant to our stakeholders and business. This process ensured our sustainability priorities remain closely aligned with both stakeholder expectations and our strategic objectives. Our stakeholder groups include customers, employees, investors, suppliers, government and regulators, industry associations and joint venture partners.

Insights were gathered through structured interviews with senior leaders across the Group and portfolio companies, as well as with investors and financial institutions, and complemented by online surveys of employees and key customers. The process also included an ESG maturity health check, a review of the regulatory and reporting landscape and peer benchmarking. The resulting material ESG topics were validated by senior management and the Board, reinforcing the integration of ESG considerations into our governance and core business strategies.

Figure 3: STT GDC materiality matrix



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

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 Goals (UN SDG) of affordable and clean energy and climate action.

Stakeholders impacted:

- Customers
- Investors
- Suppliers
- Government and regulators
- Industry associations
- Joint venture partners
- Community



Our approach and commitments:

- 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 efficiency
- 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
- Integrate renewable energy and carbon intensity indicators into senior management KPIs

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

Water



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.

Stakeholders impacted:

- Customers
- Investors
- Government and regulators
- Community

Our approach and commitments:

- Design closed-loop cooling systems where possible to ensure no ongoing water consumption during operations
- 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 on-site water treatment

Waste management



With global waste projected to grow by 70% by 2050, it is more important than ever to adopt practices that minimise waste.

Stakeholders impacted:

- Customers
- Investors
- Government and regulators

Our approach and commitments:

- Drive a zero-waste culture by aiming to reduce waste at source
- Efficient management of resources and increase use of recycled materials in construction
- Build programmes to help support our customers manage their e-waste
- Appoint waste collectors to dispose of or recycle our significant material waste streams responsibly

Material Topics



Social progress

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

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.

Stakeholders impacted:

- Employees
- Customers
- Suppliers
- Government and regulators

Our approach and commitments:

- 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
- Group Minimum Safety Standards established to prioritise health and safety throughout the lifecycle of our products and services
- Integrate safety 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.

Stakeholders impacted:

- Employees

Our approach and commitments:

- Ensure fair treatment and non-discrimination in the workplace
- Embed diversity and inclusion principles in our HR processes

Material Topics



Social progress

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

Human capital management



Investing in workforce training and development is critical to enhancing operational efficiency, ultimately ensuring the company's competitiveness.

Stakeholders impacted:

- Employees
- Customers
- Investors
- Government and regulators

Our approach and commitments:

- Foster the growth and capabilities of our workforce by investing in customised training programmes and online learning platforms

Material Topics



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



High quality corporate governance practices are critical to establishing trust in a company.

Stakeholders impacted:

- All stakeholders

Our approach and commitments:

- Foster a culture of integrity and ethical conduct across the organisation, with employees fully informed of the company's position on anti-bribery, gift giving and corporate entertainment
- 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.

Stakeholders impacted:

- Customers
- Suppliers
- Government and regulators
- Community

Our approach and commitments:

- Support local businesses in new markets
- Provide opportunities for local communities to join the data centre industry, including training and development programmes

Material Topics



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

Climate risk resilience



Climate change impacts on businesses are becoming increasingly tangible, prompting mandatory requirements from regulators for businesses to undertake climate risk assessments.

Stakeholders impacted:

- Customers
- Investors

Our approach and commitments:

- Identify priority climate risks and opportunities by conducting a hotspot analysis aligned with the Intergovernmental Panel on Climate Change (IPCC) climate scenarios

Cybersecurity



Cybersecurity is critical to the protection of data stored within data centres, with breaches having significant reputational and financial impacts.

Stakeholders impacted:

- Customers
- Employees

Our approach and commitments:

- Enforce groupwide cybersecurity policies covering data protection and retention, access control, information security awareness and training and risk management

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.

Stakeholders impacted:

- Customers
- Suppliers

Our approach and commitments:

- Mandate sustainable practices through our Supplier Code of Conduct to ensure an environmentally and socially responsible supply chain
- Incorporate ESG criteria in supplier pre-qualification and tender evaluation

Stakeholder Engagement

Stakeholder engagement is fundamental to our sustainability strategy, helping us understand evolving expectations and proactively address emerging issues. By fostering trusted, collaborative relationships, we aim to create shared value and long-term outcomes that benefit 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 - Remuneration and benefits - Career development and training opportunities	- Job security - Labour and human rights - Workplace safety and health - Working environment - Diversity and inclusion	Health, Safety and Well-being Talent Management
Customers	- Annual customer satisfaction survey - Quarterly business reviews - Sustainability surveys	- 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	Environmental Footprint Responsible Business 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 Environmental Footprint
Community	- Community engagement and outreach initiatives - Partnerships with local non-profit organisations, schools and charities	- Environmental impact (energy use, emissions, water and waste) - Noise, construction and operational disruptions - Economic contribution and local employment opportunities - Community health, safety and well-being		Our Sustainable Ecosystem Embedding ESG in the Entire Lifecycle of our Operations Community Investment

1

Environmental Footprint

Decarbonisation

Renewable Energy

Energy Efficiency

Water Stewardship

Waste Management

Environmental Footprint

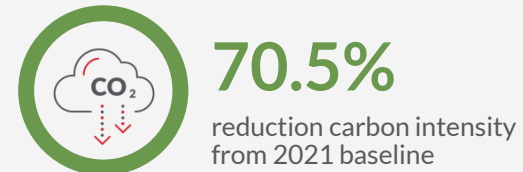
Striving towards a sustainable digital future, we are decarbonising our operations through energy efficiency, renewable energy and cutting-edge innovation and ensuring careful management of our water and waste.

As of 2025, we are exceeding our projected trajectory for all our environmental goals, demonstrating significant progress and a firm commitment to minimising our environmental impact.

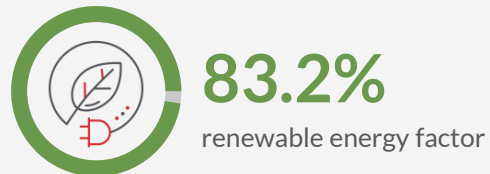
GOAL: Carbon neutral data centre operations by 2030



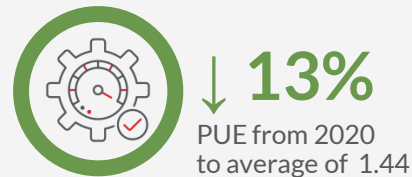
GOAL: 70% reduction in carbon intensity from 2021 baseline by 2028



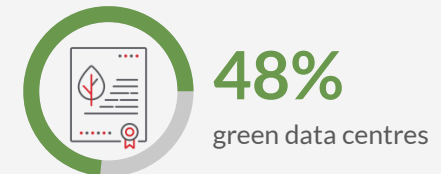
GOAL: 85% renewable energy by 2028



GOAL: 10% improvement in PUE by 2025
from 2020 baseline



GOAL: 65% of data centres to be green
building certified by 2028



Decarbonisation

At STT GDC, we are committed to addressing climate change by decarbonising our operations and supporting our customers to reduce the carbon impact of their digital infrastructure. Our target to achieve carbon neutrality by 2030 reflects a clear and time-bound ambition, underpinned by the adoption of innovative technologies, expanded use of renewable energy and collaboration with partners across our value chain.

Our decarbonisation strategy is guided by the mitigation hierarchy, prioritising emissions avoidance and reduction before replacement measures. This structured approach enables us to meet growing demand for digital infrastructure while minimising environmental impact and strengthening the long-term sustainability and resilience of our operations.



Kyle Morrison

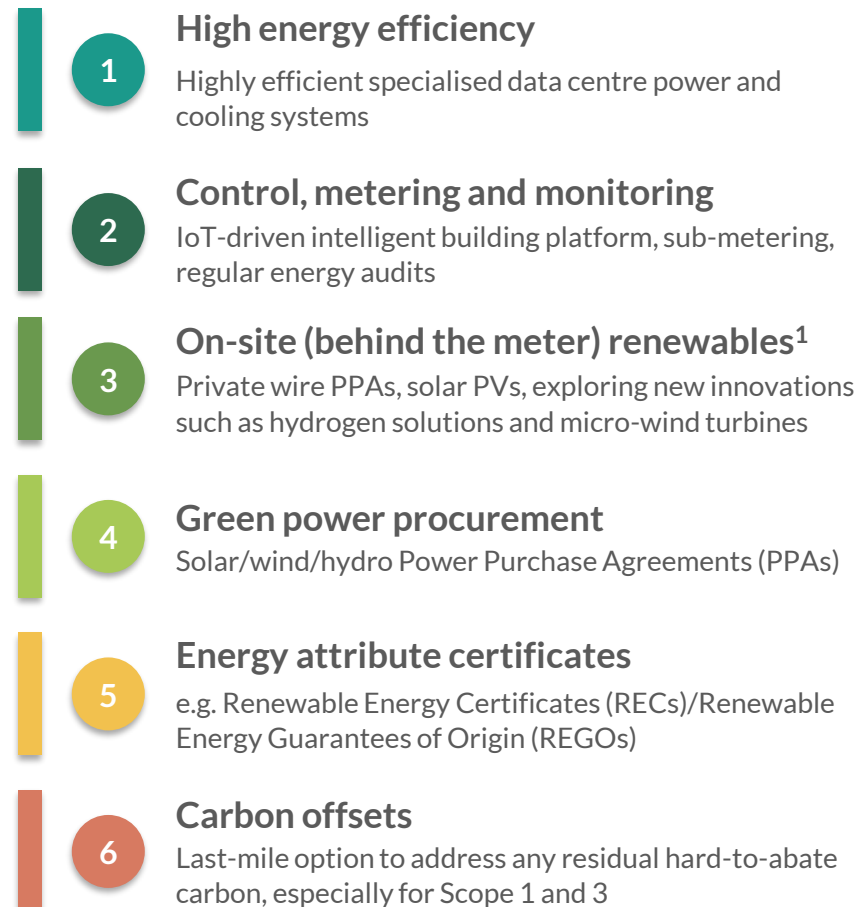
Compliance Manager, VIRTUS Data Centres

I manage VIRTUS' carbon accounting, enterprise risk and regulatory requirements in relation to our integrated management systems.

This work is central to STT GDC's ESG agenda – reducing environmental impact, maintaining compliance and continuously improving.

This is extremely rewarding on a day-to-day basis and ultimately shows the environmental commitment to help us operate responsibly, maintain trust and minimise impact in the communities where we build and operate.

Figure 4: Mitigation hierarchy



1. Subject to customer acceptance

Decarbonisation

Reducing our carbon footprint

Despite the increase in the number of operational data centres and energy consumption across the group, we saw a 15.2% year-on-year reduction in absolute emissions in 2025. This achievement reflects the impact of our continued investment in renewable energy procurement and energy efficiency improvements.

We prioritise carbon reductions by implementing energy efficiency measures, increasing our use of renewable energy and exploring innovative technologies. For emissions that cannot be mitigated with existing solutions, we invest in high-quality carbon offset projects to ensure meaningful impact.

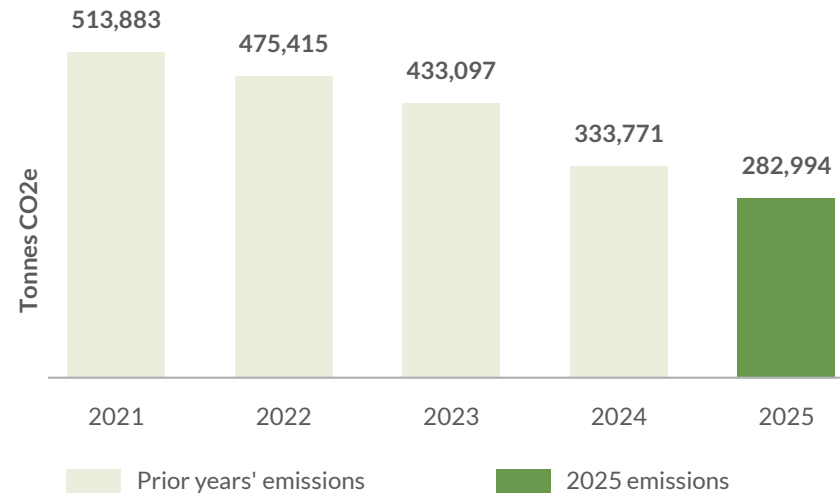
GHG emissions inventory

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

In 2024, we began the process of aligning our emissions reporting boundaries with that of our customers to avoid double counting of emissions in colocation data centres in Singapore.

Recognising the lack of regulator standards or guidelines accounting for customer electricity emissions in colocation data centres, we have adopted the following position: where customers have positively confirmed that they account for their emissions from our data centres within their own Scope 2 inventories, we remove these emissions from STT GDC's Scope 2 inventory and report them under our Scope 3 inventory.

Figure 5: Scope 1 and 2 emissions



Scope 1 and 2 emissions

15.2% reduction from 2024

Goal: Carbon neutral by 2030

Decarbonisation

Carbon intensity

In 2025, we achieved a 70.5% reduction in carbon intensity compared to our 2021 baseline.

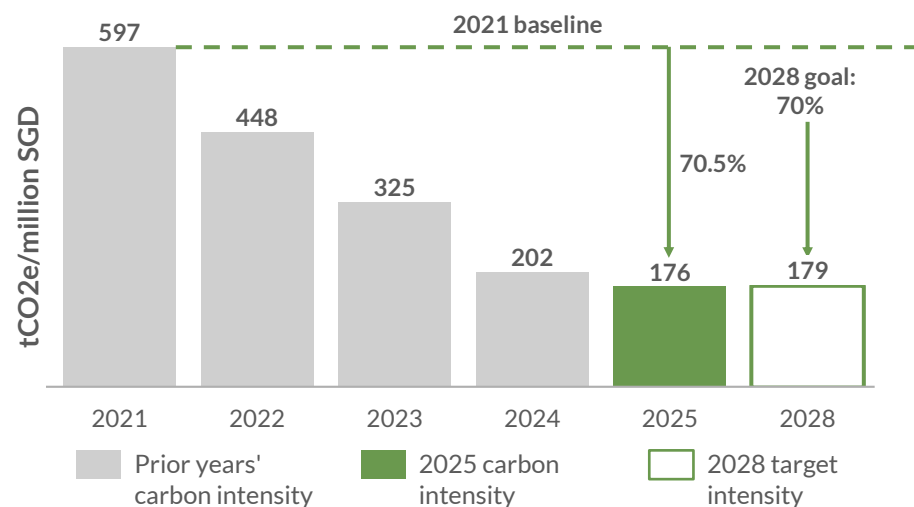
We use carbon intensity as a key metric to assess the carbon footprint of our operations in relation to impact. As we continue to expand our business, we anticipate a significant rise in energy consumption. Measuring and reporting carbon intensity along with our absolute GHG emissions allows us to monitor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

Carbon intensity

70.5% reduction

Goal: 70% reduction within data centre operations by 2028 against 2021 baseline

Figure 6: Carbon intensity



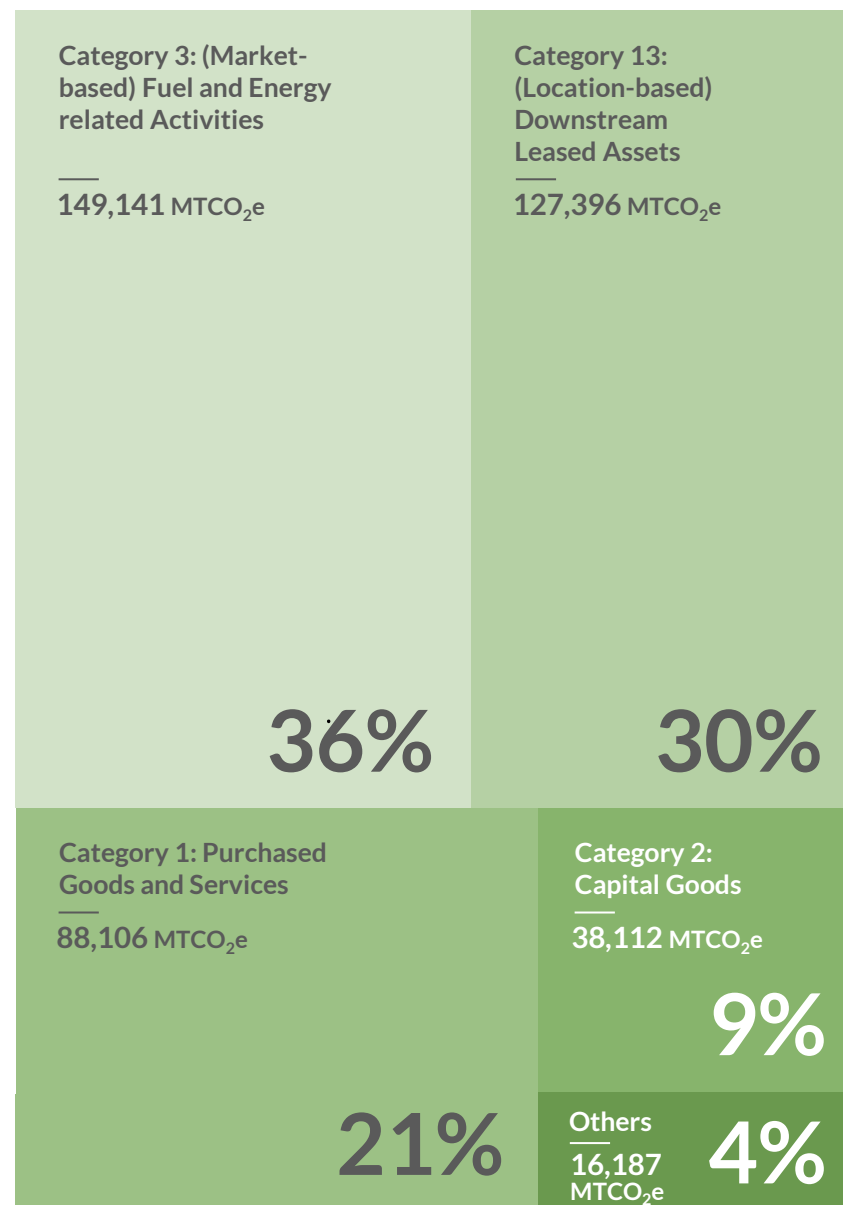
Decarbonisation

Refining Scope 3 emissions data

Despite the inherent complexity of calculating Scope 3 emissions, we remain committed to improving both transparency and data quality.

In 2025, we have identified and reported all material Scope 3 emission categories across our value chain. Our Scope 3 emissions inventory was reviewed by independent third-party consultants to validate the robustness and appropriateness of our methodologies and data. In addition, we commenced third-party assurance over selected Scope 3 categories, including Category 13: Downstream Leased Assets, covering both location-based and market-based approaches. 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.

Figure 7: Scope 3 emissions breakdown

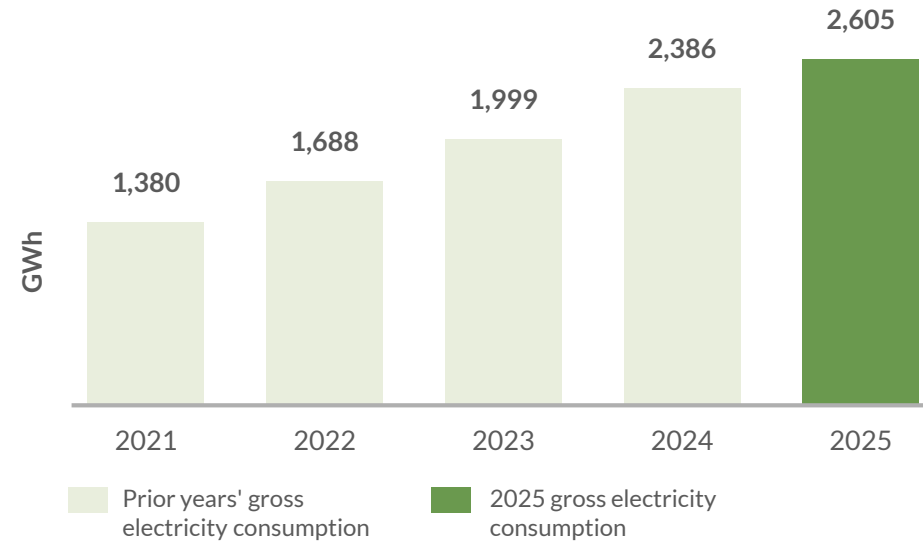


Renewable Energy

We are progressing towards our updated target of achieving 85% renewable energy by 2028, with renewables accounting for 83.2% of our electricity consumption in 2025. This represents continued momentum following the early achievement of our previous target, which prompted us to set a more ambitious goal to accelerate our transition to clean energy.

As we expand our data centre portfolio to meet growing demand for digital services, our absolute electricity consumption continues to increase. In 2025, total electricity consumption rose to 2,605 GWh, a 9.2% increase from 2024. Increasing renewable energy sourcing remains a core priority in managing the associated emissions impact, with 83.2% of electricity consumed in 2025 sourced from renewable energy. This percentage includes selected customers in Singapore who have positively confirmed that they are purchasing renewable energy to offset their emissions within our data centres.

Figure 8: Gross electricity consumption



Elizabeth Lin

Director, Business Development, Southeast Asia
STT GDC

My work involves close collaboration with internal and external stakeholders to help support the development and execution of STT GDC's projects - from shaping partnerships to supporting customers and navigating regulatory and commercial considerations on energy and decarbonisation.

Leading this effort within the region is rewarding as it contributes to projects that not only enable digital infrastructure growth, but also do so in a way that is thoughtful about energy use, environmental impact, and creating a more sustainable future.

Renewable Energy

Renewable energy procurement is a key pillar of our pathway towards carbon neutrality by 2030. Across our global portfolio, we advance renewable energy coverage through a combination of onsite and offsite solutions, including power purchase agreements (PPAs), green retail tariffs and the procurement of Energy Attribute Certificates (EACs). To ensure consistency and credibility, we have established internal renewable energy procurement standards and are progressively standardising their application across markets.

Our procurement framework prioritises private wire renewable solutions where available, followed by PPAs, green retail products and EACs, based on market availability. Procurement decisions are guided by assessments of availability, credibility and cost effectiveness, taking into account local regulatory and market conditions.

Figure 9: Renewable energy factor (REF)

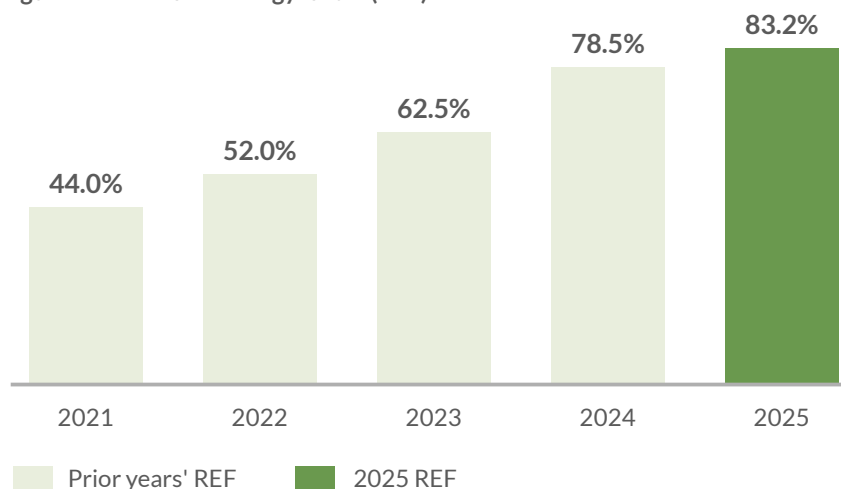
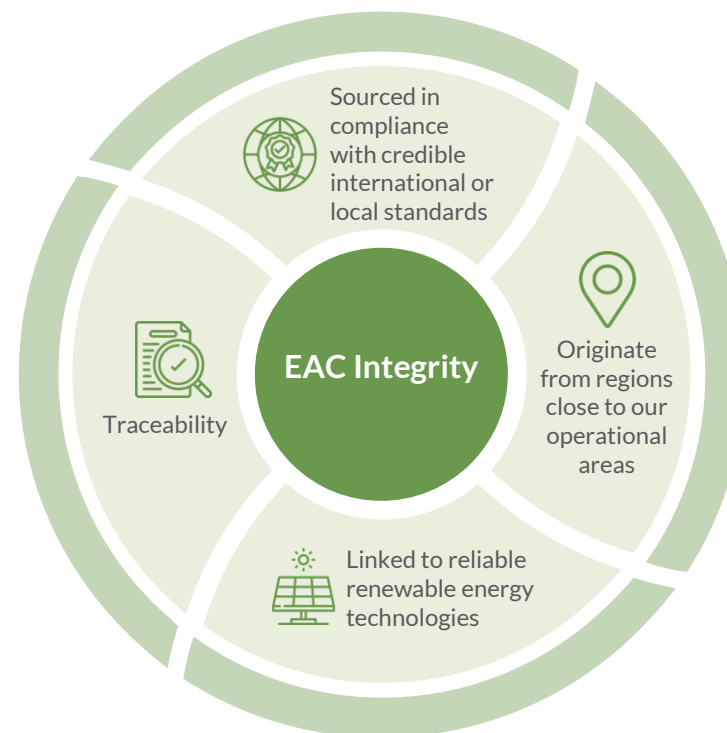


Figure 10: EAC selection criteria



Renewable energy factor

83.2%

Goal: 85% by 2028

Renewable Energy

Advancing decarbonisation through a 55MW offshore wind corporate PPA

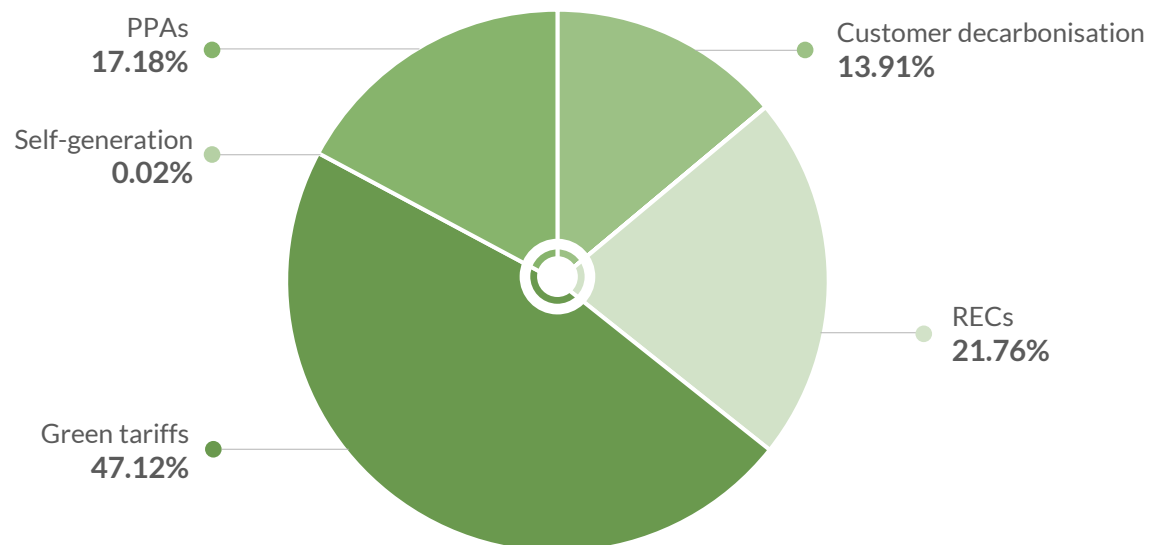
United Kingdom case study



As part of VIRTUS' net zero roadmap, the company has entered into a landmark three-party corporate power purchase agreement (CPPA) that secures 55MW of renewable wind energy. The agreement draws from an operational offshore wind farm located off the Lincolnshire coast in the UK, which has a total generation capacity of 194MW.

Over time, this strategic collaboration is expected to supply close to 20% of VIRTUS' total electricity demand, materially reducing its reliance on grid-based power. Beyond its energy contribution, the CPPA supports long-term decarbonisation by providing price and supply certainty from a dedicated renewable asset, strengthening the resilience of VIRTUS' energy strategy as the business continues to scale.

Figure 11: STT GDC Group Renewables breakdown



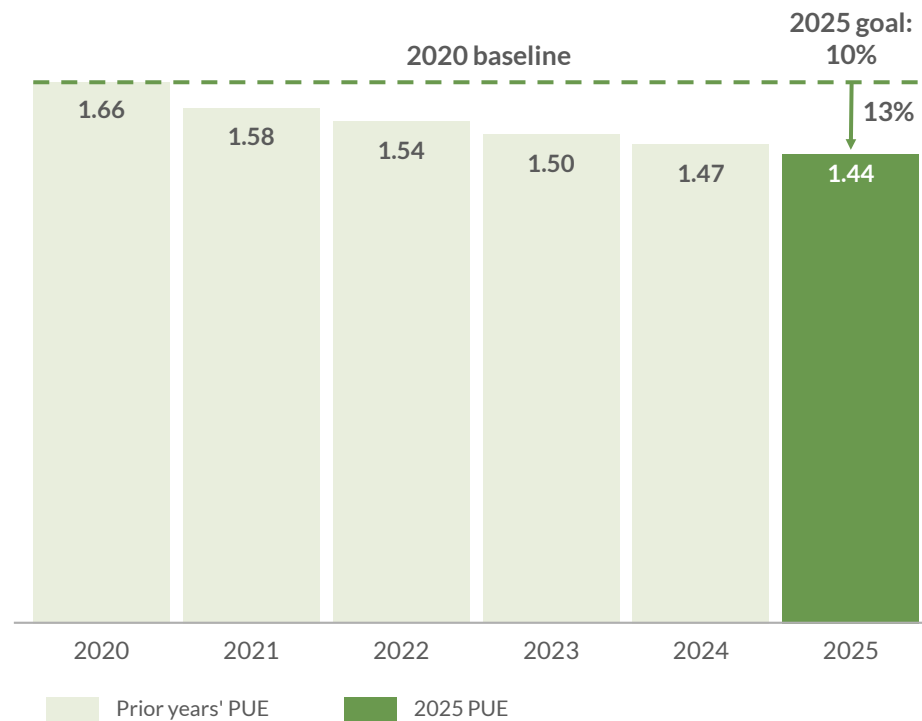
Energy Efficiency

Power Usage Effectiveness (PUE) is a key metric we use to measure the energy efficiency of our data centre operations. In 2025, we achieved an operating PUE of 1.44, representing a 13% improvement from our 2020 baseline and surpassing our 2025 efficiency improvement target of 10%.

We systematically track and benchmark PUE across our portfolio to monitor power consumption trends and assess the impact of design and operational decisions over time. For new developments, energy efficiency is embedded at the design stage, with facilities engineered to meet ambitious PUE targets from the outset.

Continuous improvement remains a focus of our operations. We deploy a range of optimisation measures, including hardware and software efficiency enhancements, advanced cooling strategies and intelligent monitoring to reduce waste and improve performance. Our newer facilities are equipped with comprehensive energy management systems that enable real-time performance monitoring, supporting data-driven decision-making and the identification of opportunities to further improve energy efficiency.

Figure 12: Power usage effectiveness



PUE

13% reduction

Goal: 10% reduction by 2025 against 2020 baseline

Energy Efficiency

Enhancing operational efficiency

Singapore and Indonesia case study



As part of our ongoing commitment to sustainability, we continue to enhance operational efficiency across our data centre portfolio through targeted optimisation initiatives.

In Singapore, we improved the efficiency of condenser water pumping systems by shifting from a constant flow control strategy to a variable flow approach using variable speed drives. By aligning pump speeds with actual load conditions, we reduced energy consumption and achieved a 5% improvement in waterside energy efficiency.

Additional gains were realised at STT Singapore 1, 2 and 5 through the optimisation of Computer Room Air Conditioning (CRAC) unit operations. Refinements to temperature setpoints, while maintaining overall average temperatures, enabled lower fan speeds and improved airside efficiency by 25%, 13% and 5% respectively. In parallel, upgrades to more energy efficient air-cooled chillers under our capital refresh programme delivered a 39% reduction in chiller energy consumption.

In Indonesia, optimisation of fan wall units (FWUs) at STT Jakarta 1 improved cooling efficiency across both data halls, resulting in energy consumption reductions of up to 87% and 78%. These enhancements aligned cooling capacity more closely with actual demand, addressing overcapacity and improving operational stability.



Water Stewardship

We track water usage effectiveness (WUE) across our entire data centre portfolio as a key measure of water efficiency. In 2025, we achieved a 41.2% improvement from our 2020 baseline, reflecting our continued focus on responsible water management.

This performance is supported by a range of water-efficiency measures, including a preference for air-cooled chiller plants at new data centres in water-stressed regions, which do not consume water during operation after the initial system-fill. Recognising increasing pressure on global water resources, water risk and scarcity considerations are also embedded into our site selection process to ensure long-term resource sustainability.

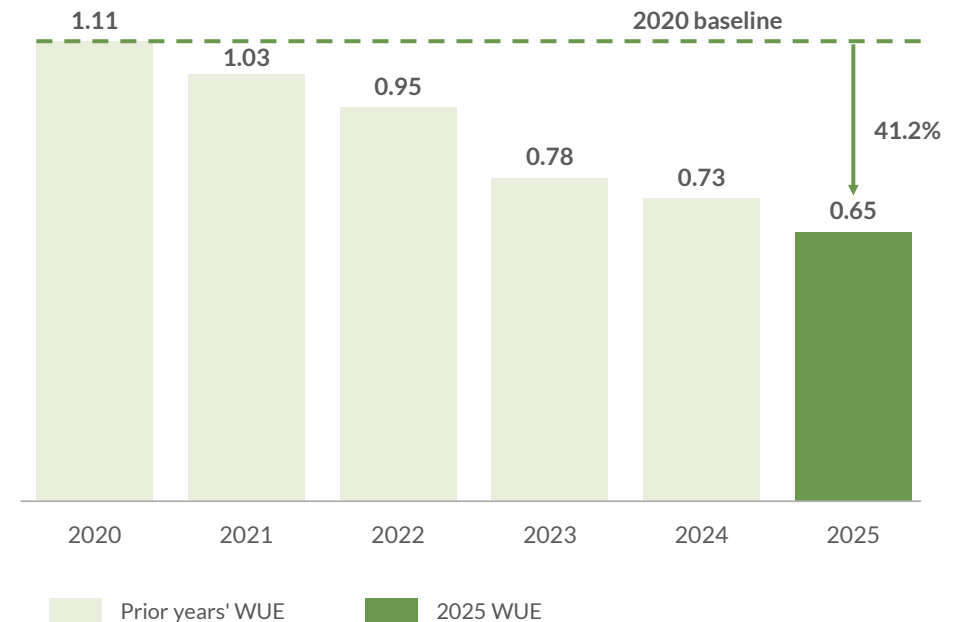
Understanding the significance of both energy and water efficiency, we seek to achieve a balanced outcome between PUE and WUE, which are often a trade-off. To minimise impacts on local water ecosystems, we prioritise the use of non-potable water where feasible. For example, our data centres in Singapore utilise NEWater, a high-grade recycled water, for operational needs.

Reducing water consumption through increased Cycles of Concentration *Singapore case study*



STT GDC is leading the way on optimising cooling tower water usage, having recently achieved Cycles of Concentration (CoC) of as high as 24 at our STT Singapore 6 facility. This was enabled through careful monitoring of IT load profiles, chemical usage and discharge water parameters, allowing auto-bleed setpoints to be optimised on a controlled, month-by-month basis.

Figure 13: Water usage effectiveness



WUE

41.2%

improvement in WUE from 2020 baseline

Waste Management

At STT GDC, we are committed to fostering a culture of circularity across our operations. Waste management forms an integral part of our sustainability management framework, with electronic waste comprising the majority of waste generated from our operational waste stream.

Our waste management approach is guided by a clear hierarchy, prioritising waste reduction, followed by reuse, recycling and recovery, with responsible disposal applied only as a last resort. We work closely with accredited third-party vendors to track, manage and analyse our waste streams, enabling greater visibility into waste flows and supporting continuous improvement in our waste management practices.

Achieving zero waste to landfill

United Kingdom case study



As part of VIRTUS' ongoing commitment to sustainability and to strengthening our environmental performance, we ensure that waste generated across the full lifecycle of our products and services is diverted away from landfill, enabling us to achieve Zero Waste to Landfill.

Our efforts include:



Reducing waste at source: By enhancing processes and collaborating closely with partners, we have significantly minimised waste generation throughout the product and service lifecycle.



Conserving resources: Diverting waste from landfill supports land conservation, reduces pollution, and contributes to a cleaner, more sustainable environment.



Eliminating landfill disposal: All remaining waste streams are channelled through responsible and sustainable treatment pathways, helping reduce emissions and protect natural ecosystems.



Strengthening recycling practices: Effective onsite waste segregation and disciplined operational practices play a key role in maintaining high recycling performance.



Advancing circularity: We prioritise recycling, repurposing, and resource recovery to transform waste into value and strengthen supply chain resilience.

To drive continual improvement, we are further strengthening our monitoring and measurement processes, aligning with relevant regulatory requirements and establishing a strong industry benchmark. These efforts deliver operational, environmental and financial benefits while reinforcing our commitment to stakeholders.

As we maintain our commitment to diverting all waste from landfill, we have introduced a continuous improvement programme aligned with our ISO 14001 Environmental Management System. Our goal is to achieve a 95% recycling rate across the entire VIRTUS portfolio. This target will be supported by the adoption of enhanced onsite best practices, stakeholder awareness and training initiatives, and deeper engagement throughout our supply chain.

2

Social Progress

Health, Safety and Well-being

Talent Management

Community Investment

Social Progress

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

0.1

Total Recordable
Incident Rate



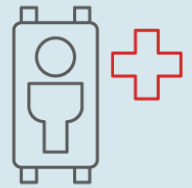
41 million

manhours worked
across construction
and operations



0

fatalities



21.7%

women representation
across the group



18 hours

average training
per employee



Workforce and
development
partnerships with

10 IHLs



Health, Safety and Well-being

In 2025, we achieved a Total Recordable Incident Rate (TRIR) of 0.1, reflecting the effectiveness of our health and safety management approach in a rapidly expanding business.

Our commitment to safety is underpinned by a strong track record, with zero work-related fatalities or serious injuries reported across the Group since 2020. All operating entities have implemented an Environment, Health and Safety (EHS) management system aligned with ISO 45001: Occupational Health and Safety. This system forms the backbone of our risk management framework, supporting the systematic identification, assessment and mitigation of health and safety risks, reinforcing a strong culture of safety across all levels of the organisation.

To strengthen oversight and data-driven decision making, we launched a digital health and safety platform in 2024 to centralise the collection and monitoring of safety data across our global operations. The platform enhances transparency, supports consistent incident reporting and enables timely identification of risks, corrective actions and emerging trends, allowing us to continuously refine our safety processes.



Health, Safety and Well-being

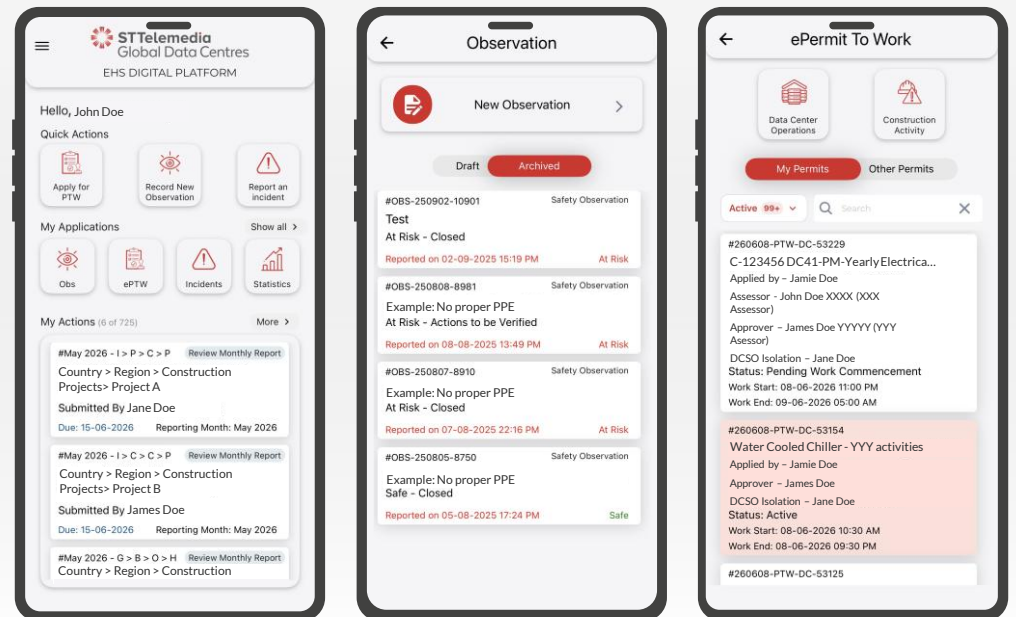
In 2025, we expanded the deployment of various platform modules across all operating and non-operating entities, ensuring that the statistics, incident, and observation modules are implemented across all countries. Compared to 2024, utilisation of the observation module has increased sixfold in 2025. We continue to enhance the observation modules to support greater flexibility in action plan management.

We have also reinforced governance by establishing dedicated health and safety functions in key markets, staffed with qualified professionals to ensure local expertise and compliance with country-specific regulatory requirements.

Beyond physical safety, we recognise the importance of supporting the mental and social well-being of our employees and view mental health as an integral component of a holistic workplace health and safety strategy.

Figure 14: EHS Digital Platform

A dedicated tool for teams to log, track and monitor safety incidents and follow-ups



Our health, safety and well-being strategy is driven by a four-pronged approach:

Process improvement



Adopting a standardised process-based approach towards embedding health and safety standards in operational workflows such as procurement practices, while ensuring compliance via comprehensive audits.

Active learning



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

Knowledge sharing



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

Health and well-being



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

Health, Safety and Well-being

Building a strong safety culture across our operations

Singapore and Indonesia case study

Health and safety are central to our operations, underpinning our commitment to protecting employees and fostering a safe, supportive workplace. Across our markets, we continue to strengthen safety awareness, embed proactive behaviours and reinforce accountability at all levels of the organisation.

During the year, we implemented targeted EHS initiatives to enhance understanding of regulatory obligations, internal risk management requirements and effective work activity observation practices.



Managing Risks for a Safer Workplace

Campaign focusing on strengthening organisational capability to identify, assess and control risks.

Engagement activities included:

- Weekly newsletter digests
- Lunch and learn sessions
- Interactive quizzes
- Risk assessment challenge that encouraged the application of risk management principles to real world scenarios



Spot the Risk, Stop the Harm

Campaign aimed at embedding proactive safety behaviours and fostering a culture of care and openness.

Supporting measures included:

- EHS observation awareness training
- Lunch and learn sessions
- Introduction of an EHS safety playbook in the form of a quick reference card to support safe day-to-day work practices

Our strong safety culture was also reflected in external recognition. In 2024, STT GDC Indonesia received recognition from BPJS Ketenagakerjaan, Indonesia's national social security agency for workers, for achieving zero fatalities and lost time injuries. This milestone reflects the vigilance and shared responsibility of our teams and partners in upholding high safety standards across operations and projects.



Samson Joseph

Assistant Manager,
Group EHS
STT GDC

I lead the digitalisation of safety processes through the development and continuous improvement of an EHS platform.

This platform strengthens governance with centralised data and real-time insights while improving efficiency and data transparency across projects and operations to achieve a safe and secure workplace.

I take pride in driving this transformation, knowing it ultimately helps protect lives and ensure people return safely to their loved ones.

Talent Management

Our people are central to STT GDC's ability to scale responsibly. As the data centre industry evolves rapidly, building a skilled, engaged and adaptable workforce remains essential to delivering resilient operations and consistent performance across markets.

We take a structured approach to human capital management, grounded in fair and equitable employment practices and a workplace where every individual is supported to thrive. Sustained investment in learning and professional development strengthens capability across the organisation, enabling our teams to grow alongside the business and respond effectively to increasing scale and complexity.

Figure 15: Total number of employees

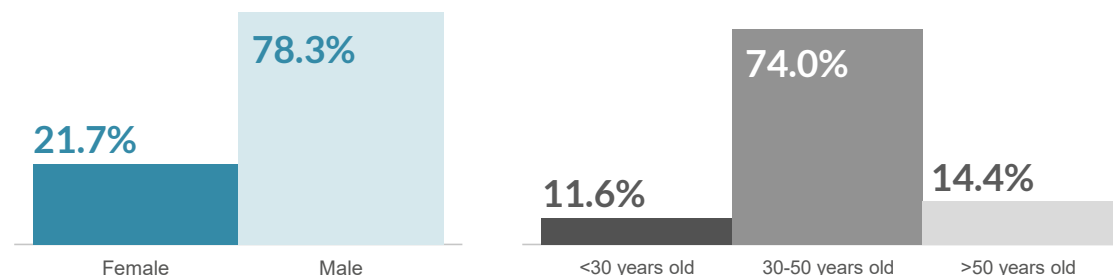


Figure 16: New employee hires

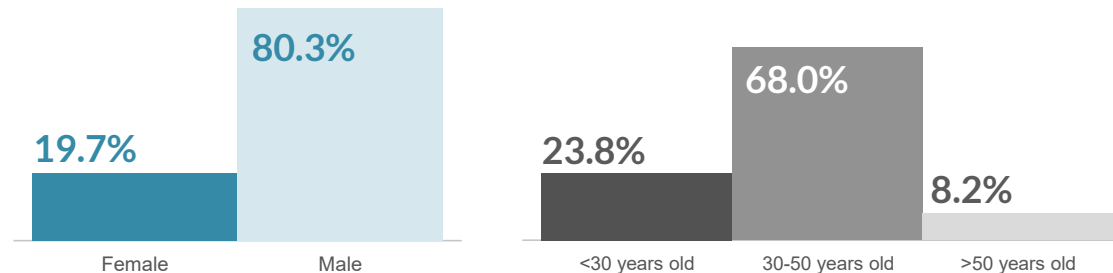
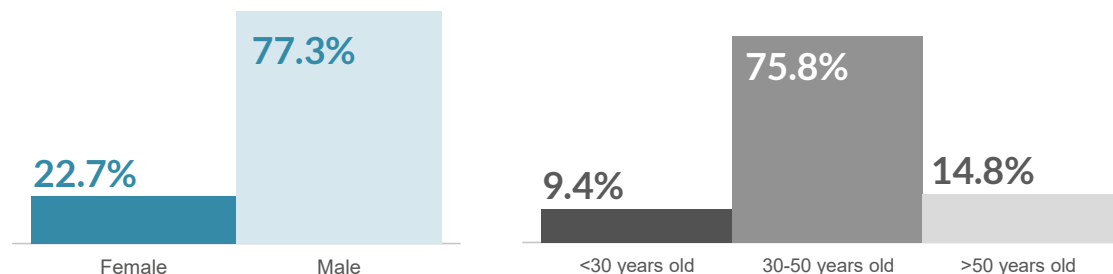


Figure 17: Employee turnover



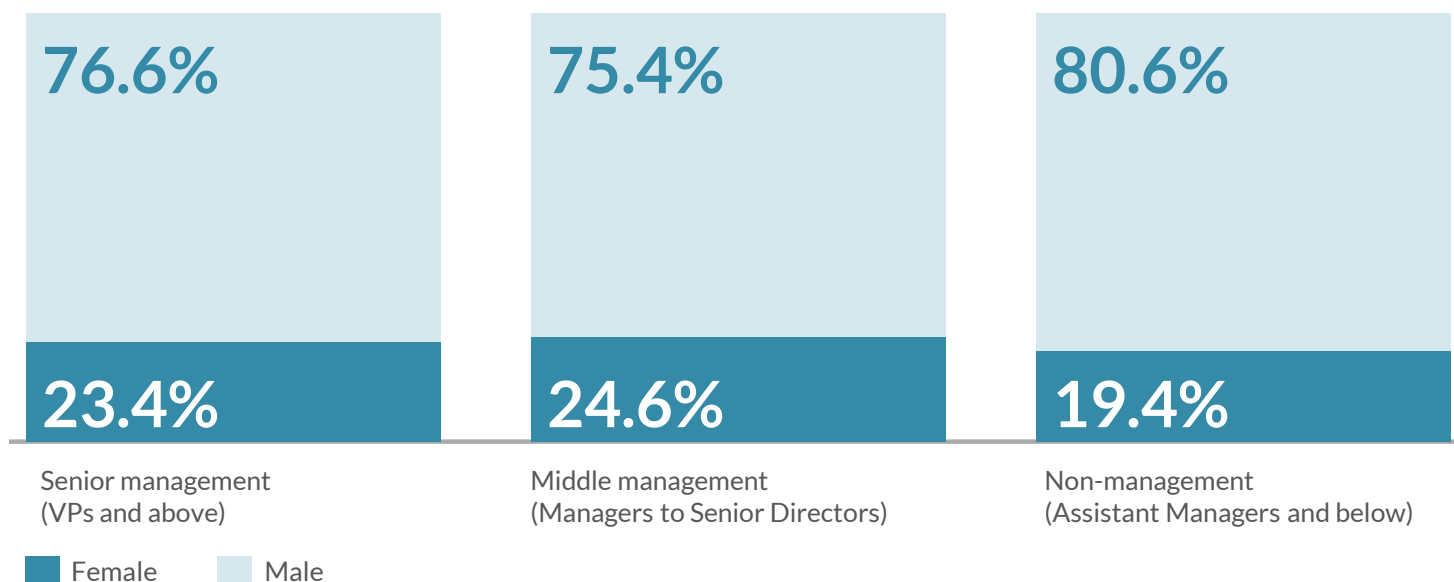
Talent Management

Championing diversity, equity and inclusion in the workplace

At STT GDC, we are committed to fostering an inclusive workplace where every individual is valued, respected and empowered to succeed. We uphold principles of equal opportunity and fair treatment for all employees and candidates, embedding diversity and inclusion across recruitment, performance management and our people practices.

These principles are reinforced through our Employee Code of Conduct, which sets clear expectations on human rights, fairness and non-discrimination, helping to create a workplace environment where diverse perspectives support stronger collaboration and decision-making.

Figure 18: Employee levels by gender



Talent Management

Providing competitive compensation and benefits

Beyond formal benefits, our markets implement localised well-being frameworks that reflect cultural and regulatory contexts, supporting physical, mental and social well-being across our workforce.



Kyong Won (Kay) Kim
Senior Manager,
Human Resource
STT GDC Korea

I care for the people at STT GDC Korea through HR business partnering, managing operations, compliance and employee well-being.

By nurturing fair practices, fostering meaningful engagement and enabling flexible ways of working, I help create a workplace where people are treated fairly and supported.

It's deeply fulfilling to see employees feel respected, connected, and truly supported to do their best work.

Adopting a holistic approach to employee well-being

India and United Kingdom case study



Beyond offering competitive compensation and benefits, STT GDC is committed to fostering a workplace where employee well-being is supported holistically, enabling our people to thrive both at work and beyond. Recognising that well-being needs vary across geographies, our markets implement localised frameworks tailored to cultural, regulatory and employee priorities.

In India, we introduced U Matter, a holistic well-being framework that expands support beyond insurance and preventive healthcare to address physical, mental, social and financial well-being across different life stages. Key initiatives include a cashless outpatient care wallet, confidential mental health support through an Employee Assistance Programme, partnerships with healthcare providers to improve access to medical services, structured employee engagement activities, and financial well-being programmes delivered through banking partnerships. Together, these initiatives embed well-being into daily employee experience through sustained and practical support.

In the UK, a structured annual Well-being Calendar guides a proactive approach towards employee well-being, covering themes such as psychological safety, sleep and energy management, and financial and family well-being. These focus areas are reinforced through regular well-being communications and practical resources that support everyday well-being. This approach is further strengthened by a Well-being Champions network, comprising trained Mental Health First Aiders who provide early support, promote open conversations and help foster a psychologically safe and inclusive workplace.

Collectively, these initiatives reflect our commitment to integrating employee well-being into our organisational culture and supporting a healthy, resilient workforce across our operations.

Talent Management

Aligning employee goals with business objectives

STT GDC's Performance Management process provides a structured framework for setting, monitoring and evaluating employee performance against goals aligned with the Group's business objectives. Performance is reviewed annually using a balanced scorecard approach, supported by continuous feedback throughout the year.

Our Core Values underpin this framework, reinforcing a culture of integrity, accountability and respect. By aligning performance expectations with these values, we foster a cohesive and purpose driven environment that encourages consistent behaviours and collective ownership of outcomes.

The integration of critical skills and leadership behaviours further strengthens our people framework, supporting capability building and leadership development across the organisation. This focus helps ensure a resilient and agile workforce that is well positioned to navigate evolving business needs and emerging opportunities.



Talent Management



Fuelling growth through continuous training and development

We recognise that sustained competitiveness in a rapidly evolving industry depends on continual investment in the growth and development of our workforce. By equipping employees with relevant skills and future-ready capabilities, we enable them to keep pace with technological advancements and industry developments.

Through structured learning pathways and market-specific capability programmes, we continue to build a workforce that can support operational excellence today while adapting to future demands.

Training hours

21,598 training hours

18.04 average training hours per employee

Talent Management

Building future-ready capabilities across our workforce

India, Indonesia, South Korea and Japan case studies



As STT GDC continues to scale across markets, strengthening organisational capabilities remains a key priority in supporting sustainable growth. Across our operations, we invest in structured learning and development initiatives that equip employees with the skills, leadership capabilities and global readiness needed to grow alongside the business. This includes partnerships with multiple Institutes of Higher Learning to develop early talent pipelines and align industry-relevant skills with evolving data centre needs.

In India, capability building has been a central focus as the market enters its next phase of expansion. Working closely with functional leaders, training needs are identified early and addressed through a blend of online and in-person learning to ensure relevance and impact. At the entry level, the Trainee Capability Building Programme provides Graduate Engineer Trainees with three weeks of structured technical learning, complemented by industry and factory visits. To strengthen leadership depth, a Leadership Development Centre was also established, bringing together leaders from across functions to prepare the organisation to scale and manage increasing complexity.

In Indonesia, workforce capability is enhanced through a comprehensive training and development programme covering technical, safety and leadership competencies. With participation from 13 departments and over half of employees trained, the programme supports consistent operational standards and reinforces a culture of continuous learning.

In South Korea and Japan, structured English language development programmes strengthen global readiness and cross border collaboration. By building communication confidence and intercultural capability, these initiatives enable employees to engage more effectively with international stakeholders and support regional knowledge sharing.



Community Investment



At STT GDC, we are committed to making a positive contribution to the communities in which we operate, recognising that strong, resilient communities are essential to long-term value creation and our social licence to operate. Beyond our core business activities, we engage with local organisations, partners and employees to support inclusive economic growth and deliver meaningful community outcomes.

We seek to strengthen local economic resilience through job creation, strategic partnerships and support for local businesses. This commitment extends across our value chain, where we promote responsible and transparent supply chain practices that prioritise fair labour standards, environmental stewardship and ethical sourcing. By integrating sustainability considerations into procurement decisions, we create opportunities for local suppliers while reinforcing accountability across our supplier network.

We also prioritise partnerships that deliver long-term social and economic impact. Through collaborations with educational institutions and industry partners, we support skills development initiatives that equip local talent with the capabilities needed to participate in and benefit from the evolving data centre industry. These efforts reflect our intent to foster sustainable growth, empower communities and contribute to a more resilient and inclusive economy.

Community Investment



Engaging local communities through early digital literacy

United Kingdom case study



At VIRTUS, we engaged with a local primary school in Saunderton, the community where our new data centre is being developed. Our teams met with students from Years 4 to 6 to introduce the role of data centres within the digital ecosystem and explain how digital infrastructure supports everyday life and local communities. Through interactive discussions, students learned how the data centre being developed near their neighbourhood connects to services they use daily, from online learning to digital communication, and how such infrastructure can create employment opportunities over time.

The sessions also highlighted the broader community benefits of digital investment, including improved connectivity and the role of technology in shaping social and economic development. By making these concepts accessible at an early age, the initiative helped build awareness of how digital innovation influences the world around them.

This initiative reflects our commitment to promoting digital literacy and inspiring early interest in future-ready STEM pathways. By introducing students to opportunities within the digital and technology sectors, we aim to support the development of a strong local talent pipeline equipped to thrive in an increasingly digital economy.

Community Investment

Building industry ready data centre talent through structured training pathways

Singapore case study



To support the long-term growth of the digital infrastructure sector, STT GDC invests in structured talent development initiatives that build industry-ready capabilities and strengthen local talent pipelines. One of our core programmes is *DC Power Up*, a group-wide training initiative delivered in partnership with EPI, a globally recognised certification body for data centre professionals.

The *DC Power Up* Programme sponsors accredited data centre training for students and aspiring professionals, providing early exposure to industry relevant knowledge and skills. The programme has been localised in markets such as Singapore and Indonesia to support workforce readiness and align talent development with evolving industry needs. Recognising the growing demand for skilled professionals to support digital infrastructure expansion, STT GDC plans to progressively scale the programme across additional markets, including South Korea, Japan and select non-operating locations, to contribute to long-term workforce capacity building and sustainable industry growth.

In Singapore, the programme focuses on equipping students and interns from Institutes of Higher Learning with a strong technical foundation. Through EPI, participants receive sponsored training and certification under the Data Centre Foundation Certificate and are encouraged to progressively upskill along established certification pathways, supporting continuous professional development. The programme has also been extended to STT GDC interns, further strengthening internal talent development.

Figure 19: Singapore model



Successful candidates - Certified Data Centre Facilities Operations Specialist (CDFOS)



Success candidates - Certified Data Centre Professionals (CDCP)



All candidates - Data Centre Foundation Certificate (DCFC)

All candidates begin at the base, then progress upwards through the courses.

Community Investment

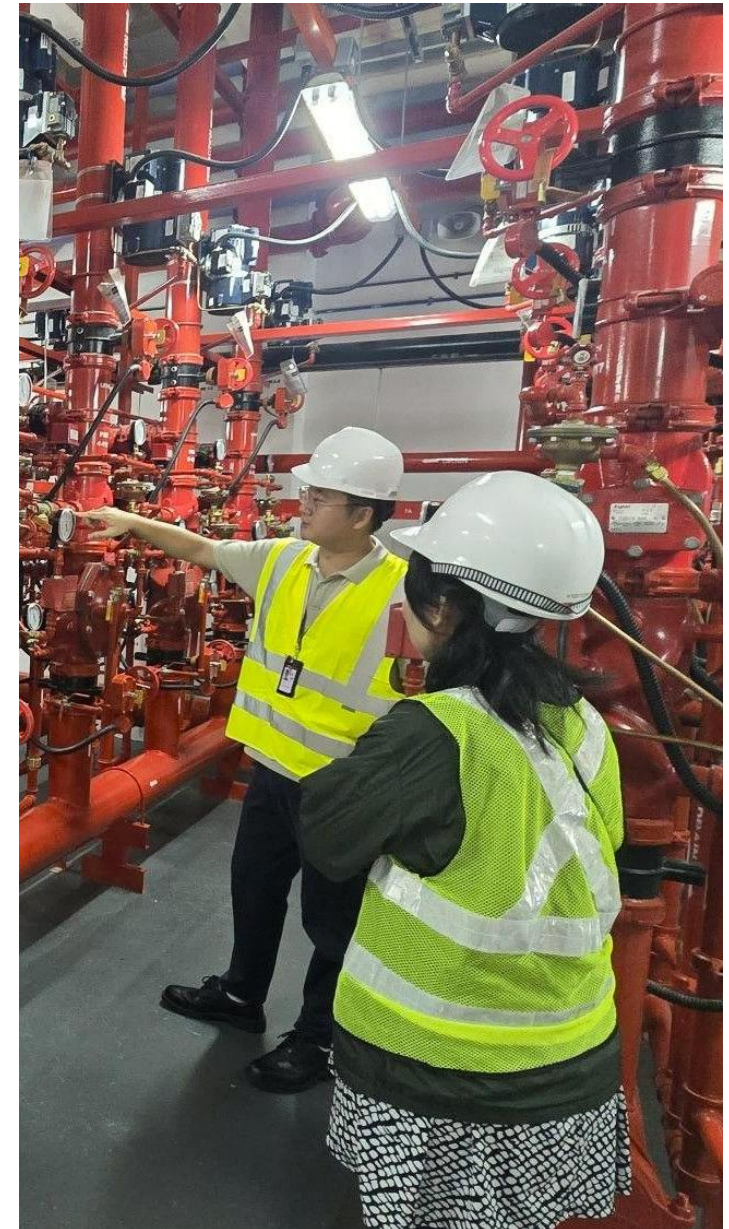
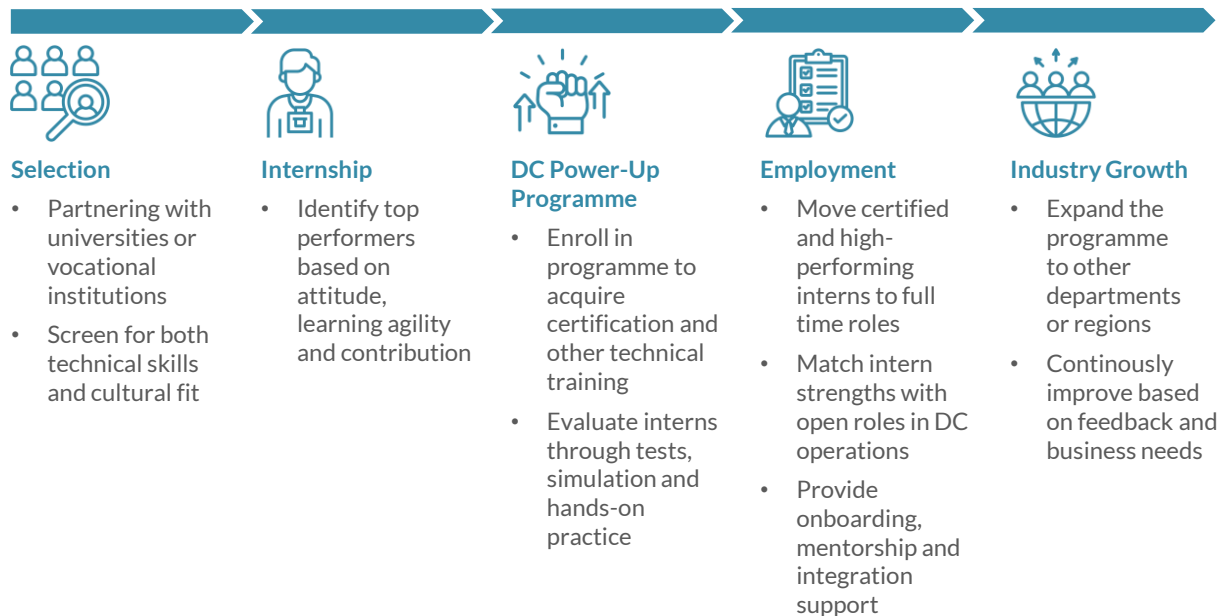
Indonesia case study



In Indonesia, *DC Power Up* is integrated into the internship framework and complemented by hands-on learning delivered through a Data Centre Lab established on a partner campus. The programme combines structured learning pathways, mentorship from industry practitioners and exposure to real world operational, sustainability and safety standards. High-performing interns are provided with clearer pathways to employment through priority consideration for full-time roles.

Through *DC Power Up*, STT GDC strengthens local talent pipelines, enhances graduate employability and supports workforce localisation, helping address the increasing demand for skilled data centre professionals as digitalisation accelerates across the region.

Figure 20: Indonesia model



Community Investment



Building digital infrastructure talent through industry-academia partnerships

Singapore case study

In Singapore, STT GDC has partnered with key Institutes of Higher Learning (IHLs), including the Institute of Technical Education (ITE), Singapore Polytechnic, Nanyang Technological University (NTU) and the National University of Singapore (NUS). These partnerships are designed to:

- Provide experiential learning that connects academic learning with real world data centre operations
- Strengthen Singapore's talent pipeline for the digital infrastructure sector
- Support workforce development through industry aligned training and certification

A key initiative is the launch of a Virtual Reality (VR) Data Centre Experience Centre in collaboration with ITE. The VR lab provides students with immersive, hands-on exposure to data centre environments through simulated

operational scenarios, enhancing understanding of real-world operations in a safe and interactive setting. This initiative builds on wider engagement with ITE, including internships, industry talks, learning journeys and co-designed training programmes

STT GDC has also partnered with the NUS Centre for Future-ready Graduates to provide students with internships, sponsorship for EPI accredited courses and ongoing career engagement opportunities, strengthening alignment between academic curricula and evolving industry needs.

Through these partnerships, STT GDC expects to benefit more than 8,000 Singaporeans over the next five years, contributing to the development of a future ready workforce, strengthening the local talent pipeline and supporting the long-term resilience of Singapore's digital infrastructure ecosystem.



Responsible Business

Governance and Integrity

Cybersecurity

Climate Risk Resilience

Sustainable Financing

Green Buildings

Responsible Procurement

Governance and Integrity

STT GDC has established a comprehensive risk management framework to proactively identify, assess and mitigate risks across the Group. The Board of Directors holds ultimate responsibility for risk oversight, ensuring the effectiveness of risk governance, internal controls and management systems to safeguard stakeholder interests.

Integrity is fundamental to how we conduct business. We enforce a strict zero-tolerance approach to bribery, kickbacks and corruption, supported by clear policies and our Code of Conduct. All employees receive regular training and communications on ethical conduct, anti-corruption requirements and compliance obligations to reinforce these standards across the organisation.

Our commitment to ethical business conduct extends beyond formal policies and is embedded in day-to-day operations and decision-making. We comply with all applicable laws and regulations and uphold high standards of transparency, accountability and responsible governance. Through strong corporate governance and ethical leadership, we seek to build trust with shareholders, employees, customers and business partners while supporting long-term, sustainable value creation.

Beyond our own operations, we contribute to the integrity and sustainability of the data centre sector through active participation in industry platforms, including the Asia Pacific Data Centre Association (APDCA), amongst others.

100%

of our employees have received anti-corruption training

Shaping responsible digital infrastructure through industry collaboration



STT GDC is a founding member of the Asia Pacific Data Centre Association (APDCA), an industry body established to represent the collective interests of leading commercial data centre operators across the Asia Pacific region. APDCA was formed to support sustainable growth of digital infrastructure by facilitating constructive engagement between industry players, policymakers and other stakeholders.

Through APDCA, STT GDC works alongside peers to help shape policy pathways, promote consistent sustainability standards and advance dialogue on critical issues facing the sector, including energy use, climate resilience, security and the role of data centres as essential infrastructure for digital economies. The association provides a platform for industry collaboration on shared challenges, while supporting national sustainability and economic objectives across diverse markets in the region.

STT GDC is also actively engaged in APDCA's governance, with Jonathan King, our Group Chief Strategy and Investment Officer, serving on the Association's Board. This involvement enables STT GDC to contribute operational and investment perspectives to regional industry discussions and to support the development of practical, industry-led initiatives.

Cybersecurity

As digital infrastructure becomes increasingly critical to business continuity, cybersecurity and operational technology (OT) resilience are core components of STT GDC's risk management and governance approach. Across the Group, we continue to strengthen leadership oversight, technical controls and independent assurance to proactively manage cyber-related risks, safeguard critical systems and maintain customer trust.



Jeff Tan

Manager, Cyber Security & IT Governance
STT GDC

Cybersecurity is an organisation-wide effort. I am part of a team that enforces cybersecurity policies, ensures compliance, monitors threats, protects systems and trains staff across our operations. This is fundamental to STT GDC's responsible business agenda — protecting data, strengthening resilience and maintaining customer trust as we scale. Knowing that my work helps secure, reliable digital infrastructure, while adapting to evolving risks, gives me strong purpose and pride.



Cybersecurity



Strengthening cyber resilience through governance and preparedness

During the year, STT GDC conducted its first executive-level tabletop exercise to enhance senior leadership preparedness for cyber-related business risks. The exercise simulated a ransomware-driven data breach scenario, identified as a key operational and enterprise risk, and assessed decision-making effectiveness, response coordination and agility under a high-impact cyber incident. The exercise demonstrated strong operational resilience, including the ability to maintain service level commitments within operational technology environments, and validated the effectiveness of existing incident response and business continuity frameworks.

To further strengthen OT security, STT GDC conducted an OT Security Risk Assessment across six data centres in Singapore, guided by the ISA/IEC 62443 standard. This internationally recognised framework provides a structured approach to securing industrial control and OT systems, covering areas such as asset classification, network segmentation, system hardening and risk-based security levels. Applying this standard enabled systematic identification of vulnerabilities and targeted strengthening of controls, supporting our commitments to operational resilience, data protection and responsible management of critical infrastructure.

Our approach is also reinforced through independent external assessments. In India, STT GDC's STT Pune 2 facility attained the highest 'Green' rating under a key hyperscale customer's risk assessment framework, which is aligned with the NIST Cybersecurity Framework. This outcome reflects the maturity and effectiveness of the site's cybersecurity governance, controls and processes, and its proactive management of cyber risks in a complex and evolving threat landscape. The recognition underscores STT GDC's continued focus on strong governance, digital resilience and adherence to industry best practices in support of long-term, sustainable operations.

Climate Risk Resilience

As STT GDC's global footprint expands, understanding and managing climate-related risks is critical to safeguarding asset resilience, operational continuity and long-term value creation. In line with our mission to power a sustainable digital future, STT GDC recognises climate change as a material risk with potential medium- and long-term implications for our strategy, operations and financial performance. Strengthening our understanding of these risks supports more resilient asset planning and informed decision-making as we scale.

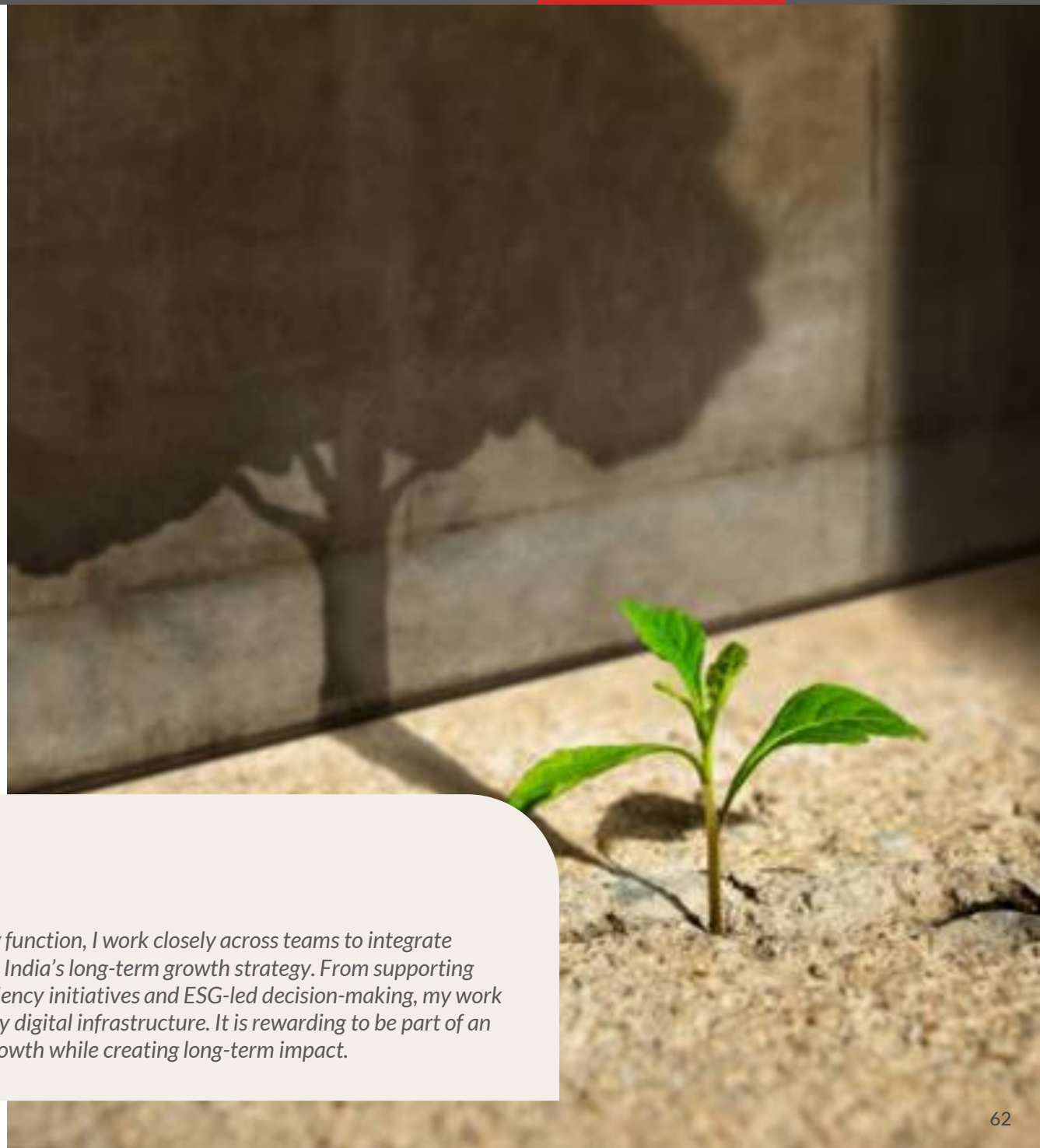
In 2023, we initiated a climate-related scenario analysis to assess potential impacts of physical climate risks across all assets, with scenarios extending to 2050. The analysis focused on multiple physical climate risks, including flooding, heatwaves and heavy rainfall, enabling us to evaluate asset resilience under different plausible climate futures.



Darshana Buragohain

Head, Corporate Strategy and Sustainability
STT GDC India

Leading the Corporate Strategy and Sustainability function, I work closely across teams to integrate sustainability and climate resilience into STT GDC India's long-term growth strategy. From supporting renewable energy adoption to driving energy efficiency initiatives and ESG-led decision-making, my work contributes towards building resilient, future-ready digital infrastructure. It is rewarding to be part of an organisation that is enabling sustainable digital growth while creating long-term impact.

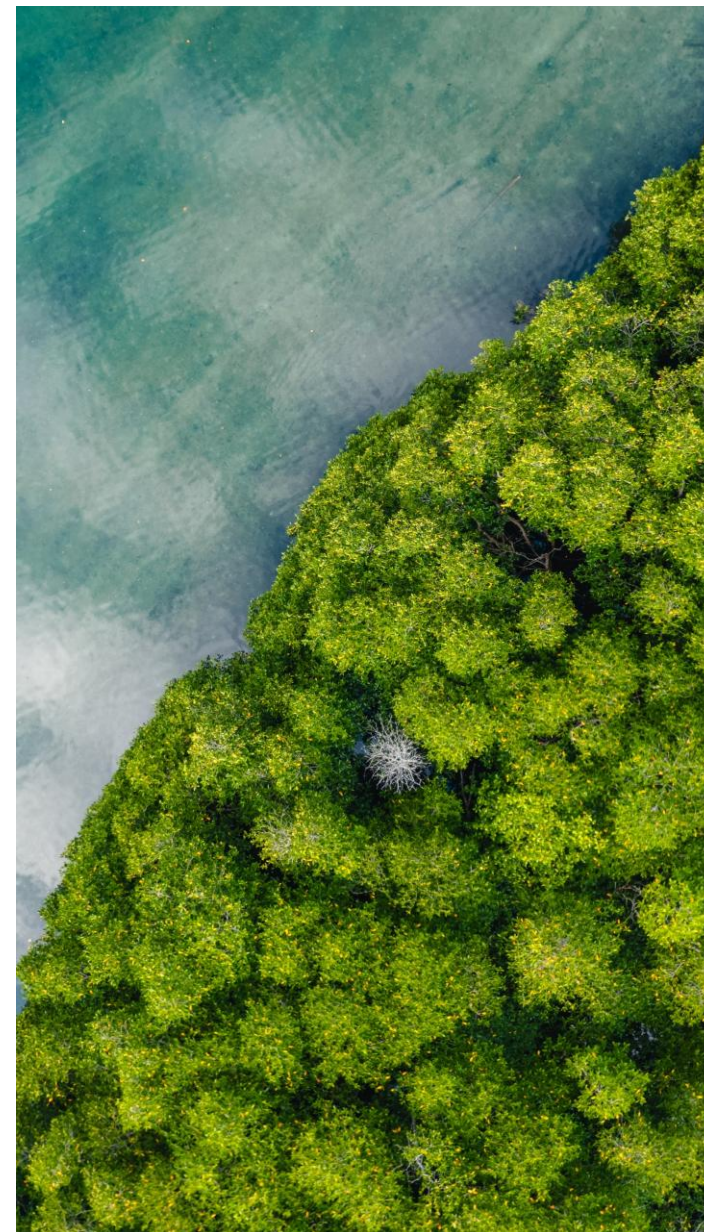


Climate Risk Resilience

Two emissions scenarios aligned with those developed by the Intergovernmental Panel on Climate Change (IPCC) were selected, reflecting differing assumptions on greenhouse gas emissions trajectories, socio-economic factors and policy decisions. Further description of the scenarios used are summarised on the next page.

Based on the scenarios assessed, chronic physical risks—such as heavy rainfall and rising ambient temperatures—could lead to an estimated increase in water costs for cooling of between 21% and 26% for higher-risk assets.

Scenario	Description	Assumptions and risks	Estimated global average temperature rise by 2100
SSP5 / RCP 8.5	This scenario, also called the business-as-usual (BAU) scenario, outlines a pathway driven by rapid economic growth and a strong reliance on fossil fuels, leading to a very high-carbon global economy.	Assumes limited political momentum and climate ambition with no climate change mitigation actions taken. Risks include: • Rising temperatures • Changing rainfall patterns • Increased frequency and intensity of extreme weather	4.4°C
SSP2 / RCP 4.5	This scenario represents a "middle-of-the-road" pathway with moderate progress towards sustainability and limited climate policy interventions.	Assumes small shifts in societal, political and economic trends, resulting in heterogeneous efforts globally towards reducing emissions. Risks include: • Income inequality • Local, severe climate impacts • Low likelihood of global catastrophes, like mass extinctions	2.7°C



Climate Risk Resilience

Top 5 physical climate risks

The identification of these risks underscores the importance of climate risk management within our portfolio. We have integrated these risks into our enterprise risk management framework, ensuring that it is monitored and mitigated across various levels of the organisation.

Hazard	Potential business risk	Potential financial impact	Mitigation measures
 Flooding and rising sea levels	Flooding can cause significant damage to property, equipment and infrastructure while also isolating sites by obstructing access for maintenance and delivery vehicles.	Cost of damage to infrastructure and loss of revenue from interruption of services.	Site selection and critical infrastructure screening for flooding go beyond industry norms, evaluating potential flood scenarios with added buffers to account for climate change impacts. On-site contingency plans include storage of critical supplies to reduce downtime if access is obstructed during a significant flood event. In certain cases, sites or buildings are elevated to further mitigate risk.
 Tropical cyclones/ windstorms	Storms can damage utility infrastructure, including electricity generation and transmission systems, leading to power outages. They also pose a risk to roof-mounted equipment, potentially causing operational disruptions.	Disruption in electricity transmission would lead to an increase in diesel used for generators, causing a short-term increase in running costs. Additionally, tropical cyclones and windstorms may incur substantial repair expenses, with the risk of extended site downtime if damage exceeds the designed resilience.	The quantity of on-site fuel storage is optimised to match local risk factors, ensuring a reliable supply. Agreements are established with multiple fuel suppliers to maintain an adequate service levels for fuel deliveries. Spare parts are stored locally, supported by service level agreements that enable rapid repairs when needed. Additionally, parapet and screen walls are incorporated where appropriate to protect roof-mounted equipment.

Climate Risk Resilience

Top 5 physical climate risks

Hazard	Potential business risk	Potential financial impact	Mitigation measures
 Heat stress (mean temperature rise)	Heat stress can lead to an increase in energy costs associated with cooling as well as stress on cooling plants.	Increased energy costs	Continuous process to improve site PUE can help mitigate the risk of rising energy costs. As and when older cooling systems are replaced through end-of-life planning, ensuring new equipment is selected appropriately for higher mean temperatures.
 Increase in ambient temperature/heatwaves	Increase in ambient temperature/heatwaves can cause cooling failures at data centres, as well as impact the electricity grid stability which could result in operational downtime.	Increase in ambient temperature/heatwaves could lead to increased energy costs for cooling. Increased capital cost for higher-rated cooling systems.	Embed technical criteria into our procurement process for new-build data centres and end-of-life asset refreshes to ensure that equipment can operate effectively under the identified climate scenarios. For example, cooling systems are selected for being able to operate under the highest recorded temperatures of the past 20 years, with an additional safety buffer incorporated.
 Water scarcity	Water scarcity can cause water prices to rise and impact any operations which are dependent on water for cooling.	Increased water costs	Study transition to air-cooled chillers in water-scarce areas to reduce water use, as well as improve on-site water treatment to enhance water efficiency, where feasible.

Sustainable Financing

The Sustainability-Linked Financing Framework (SLFF), enhanced in August 2024, continued to underpin STT GDC's approach to aligning financing with our ESG objectives during the reporting year. First introduced in July 2022, the SLFF remains a core component of our sustainability strategy, enabling the issuance of Sustainability-Linked Financing Transactions (SLFTs), including Sustainability-Linked Bonds, Sustainability-Linked Perpetuals and Sustainability-Linked Loans, where applicable, to support the achievement of our medium- to long-term sustainability goals.

The framework continues to incorporate ambitious Key Performance Indicators (KPIs) and Sustainability Performance Targets (SPTs). This ensures that sustainability considerations remain embedded within our financing activities and supports a consistent and disciplined approach to advancing our long-term ESG commitments.

Targets under 2022 SLFF	Targets under enhanced 2024 SLFF	2025 Performance
60% renewable energy by 2026	85% renewable energy by 2028	 83.2% renewable energy
40% reduction in carbon intensity by 2025, against a 2021 baseline	70% reduction in carbon intensity by 2028, against a 2021 baseline	 70.5% reduction in carbon intensity against a 2021 baseline
55% green data centres by 2026	65% green data centres by 2028	 48% green data centres

Green Buildings

We are committed to increasing the proportion of green-certified* buildings within our portfolio to 65% by 2028, and to ensuring that all newly developed buildings under our operational control achieve green building certification. As of 2025, 48% of our data centres are green building certified.

Given that buildings and construction activities account for more than 40% of global carbon emissions, improving the sustainability performance of our built assets is a critical focus area. Through the pursuit of recognised green building certifications, we embed sustainability considerations at the design, construction and operational stages of our data centres. These certifications drive the adoption of energy-efficient technologies and best-practice design standards, improving operational efficiency, reducing environmental impact and supporting our broader decarbonisation objectives.

*Following our agreed externally validated definitions, a data centre is classified as green if it has achieved any one of the following recognised green building certifications:

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



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.

As part of our approach to transparency and proactive risk management, we rigorously assess both existing and new suppliers against this code. In 2024, we kickstarted the process of 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 strengthen stakeholder confidence and are better positioned to meet evolving requirements in supply chain due diligence.

Code of Conduct

Human rights, ethics, environmental and social standards



Supplier screening

Assessment of existing and new suppliers



Performance reviews

Monitoring, audits and corrective actions



Continuous improvement

Strengthened ESG criteria across procurement



4

Appendix

Environmental and Social Data Sheet

Definitions

Scope 3 Methodology and Emission Factors

Independent Assurance Statement

VIRTUS ESG Initiatives

GRI Content Index

**Sustainability Accounting Standards Board
(SASB) Real Estate Standards**

Environmental and Social Data Sheet

Metric	Unit	2023	2024	2025
Environmental				
Gross electricity consumption	MWh	1,999,111	2,385,573	2,604,672
Customer IT electricity consumption	MWh	1,320,553	1,602,743	1,776,299
Facility overheads electricity consumption	MWh	678,010	782,830	828,372
Renewable energy factor ¹	%	62.5	78.5	83.2
Renewable energy procured by STT GDC	MWh	1,249,617	1,566,731	1,866,194
Renewable energy procured by customers	MWh	-	305,366	301,613
Carbon intensity	MTCO ₂ e/mil SGD	325	202	176
Scope 1 emissions	MTCO ₂ e	15,997	20,683	20,283
Scope 2 location-based emissions	MTCO ₂ e	894,181	933,053	993,444
Scope 2 market-based emissions	MTCO ₂ e	417,100	315,946	262,711
Scope 3 emissions ²	MTCO ₂ e	-	820,295	839,724
• Category 1: Purchased goods and services	MTCO ₂ e	-	110,847	88,106
• Category 2: Capital goods	MTCO ₂ e	-	46,902	38,112
• Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2) – Location based	MTCO ₂ e	-	326,826	420,612
• Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2) – Market-based	MTCO ₂ e	-	192,956	149,141
• Category 4: Upstream transportation and distribution	MTCO ₂ e	-	2,173	0.31
• Category 5: Waste generated in operations	MTCO ₂ e	-	1,346	1,578
• Category 6: Business travel	MTCO ₂ e	-	2,667	854

1. Includes both STT GDC and customer renewable energy procurement

2. Updates to the 2024 Scope 3 figures were made following improvements in calculation methodology identified through a comprehensive analysis conducted by an independent third-party consultant.

Environmental and Social Data Sheet

Metric	Unit	2023	2024	2025
Environmental				
• Category 7: Employee commuting	MTCO ₂ e	-	1,162	1,666
• Category 13: Downstream leased assets	MTCO ₂ e	-	125,848	127,396
• Category 13: Downstream leased assets (With customer decarbonisation)	MTCO ₂ e	-	0	169
• Category 15: Investments	MTCO ₂ e	-	9,567	12,089
Biogenic GHG emissions	MTCO ₂ e	-	88	46
Carbon credits retired	MTCO ₂ e	6,400	2,858	1,294
PUE (annual)		1.50	1.47	1.44
WUE (annual)		0.78	0.73	0.65
Water withdrawal	m ³	1,059,011	1,149,020	1,173,369
Hazardous waste	Tonnes	118	74	883
Non-hazardous waste	Tonnes	538	2,876	551
Green data centres	%	48.6	51.3	47.6
Social				
Total recordable incident rate (TRIR)		0.06	0.10	0.11
New employee hires		235	191	319
Employee turnover rate	%	10.8 ³	11.2	11.7
Gender diversity (% women)	%	22.4	22.7	21.7

3. Methodology for 2023 uses total employee turnover/total number of employees x 100. Following years use total employee turnover/(total number of employees at the beginning of the year + total number of employees employees at the end of the year)/2 x100.

Definitions

Electricity consumption	This includes electricity procured from external suppliers and on-site solar generation to power our data centres. This includes both customer IT and non-IT consumption.
Renewable energy factor (REF)	STT GDC procures and uses renewable energy from on-site generation, power purchase agreements (PPAs), Energy Attribute Certificates (EACs) and green tariffs. REF is calculated based on the methodology in the ISO 30134 standard. $\text{REF} = \frac{\text{Renewable energy consumption}}{\text{Total energy consumption}} \times 100\%$
Carbon intensity**	$\text{Carbon intensity} = \frac{\text{Annual Scope 1 + Scope 2 market based GHG emissions (Tonnes CO2e)}}{\text{Annual consolidated revenue (SGD million)}}$
Scope 1	Direct GHG emissions from onsite fuel combustion, refrigerants/SF6 leaks at our facilities. This is calculated based on UK Defra emission factors.
Scope 2**	Indirect GHG emissions from purchased electricity. The location-based method is based on emission factors of the electricity grids that provide electricity to our data centres. Grid emission factor sources such as EEA, UK Defra, Singapore EMA and Indonesia ESDM are used in our calculations. The market-based method includes consideration of contractual arrangements under which STT GDC procures power from specific suppliers or sources, such as renewable energy. In the market-based method, we also capture the impact from PPAs, EACs and green tariffs.

PUE	$\text{PUE} = \frac{\text{Total annual facility energy consumption}}{\text{Annual IT equipment energy}}$ The calculation of PUE is adjusted to account for stabilised assets and is based on the methodology in the ISO 30134 standard.
WUE	$\text{WUE} = \frac{\text{Total facility water consumption (m}^3\text{)}}{\text{IT equipment energy (MWh)}}$ The calculation of WUE is adjusted to account for stabilised assets and is based on the methodology in the ISO 30134 standard.
Green data centres %	A green data centre is where a building is, or is expected to be, certified with any one of the following recognised green building certification systems: a) BCA Green Mark: GoldPlus or Platinum b) SS564 Sustainable Data Centres c) BREEAM: Excellent or Outstanding d) LEED: Gold or Platinum e) CEEDA: Silver or Gold f) CASBEE: A or S g) DGNB: Gold or Platinum h) NABERS: 4.5 stars or better i) IGBC: Gold or Platinum
TRIR	$\text{TRIR} = \frac{\text{Number of recordable work-related incidents (including fatalities)}}{\text{Number of hours worked}} \times 200,000$ Hours worked includes both STT GDC employees and contractors, and is based on the OSHA definitions.

**These metrics do not include the electricity consumption of selected customers in Singapore in line with our pilot, where these customers have positively confirmed that they are taking accountability of the emissions arising from their IT equipment housed in our data centres.

Scope 3 Methodology and Emission Factors

STT GDC calculates and reports Scope 3 emissions for all relevant categories. The following table summarises the relevant categories and a description of the methodologies and emission factors used.

Scope 3 category	Emissions calculation methodology	Emission factor source
Category 1: Purchased goods and services	This category includes emissions from the purchase of goods and services for the enterprise, and the operation and maintenance of the operating data centres. Activity data is mainly derived from procurement data in the group. A spend-based emission factor is then applied to this data to calculate emissions. Where possible, activity-based emission calculations are used to obtain higher-quality data such as procured steel and concrete, as well as electricity and diesel consumed by contractors in construction.	US EEIO emission factor (adjusted for inflation)
Category 2: Capital goods	This category includes calculation of emissions arising from capital goods in our data centres. Activity data is mainly derived from procurement data in the group. A spend-based emission factor is then applied to this data to calculate emissions.	US EEIO emission factor (adjusted for inflation)
Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	Electricity and total diesel used in operational assets for the reporting year was used to calculate the well-to-wire, well-to-tank and transmission and distribution emissions.	GEF (refer to Definitions), UK Defra (2025)
Category 4: Upstream transportation and distribution	Activity data is mainly derived from procurement data in the group. A spend-based emission factor is then applied to this data to calculate emissions.	US EEIO emission factor (adjusted for inflation)
Category 5: Waste generated in operations	This category includes the emissions from the transportation of waste to their disposal location. UK Defra is used as the approximation to derive estimated emissions for this category.	UK Defra (2025)

Scope 3 Methodology and Emission Factors

Scope 3 category	Emissions calculation methodology	Emission factor source
Category 6: Business travel	This category includes the emissions from air travel, rail travel, rental cars, taxi and hotel stays for business purposes.	UK Defra (2025)
Category 7: Employee commuting	Activity data for this category is calculated based on several methods, including employee surveys, census information and publicly available literature. Each type of transport mode is multiplied by the appropriate emission factor based on the transport modes.	UK Defra (2025), US EPA GHG Emission Factors Hub (2025)
Category 13: Downstream leased assets	Activity data in this category refers to the energy consumption of the customers' IT equipment. Only customers who are able to positively confirm the relevant organisation emission boundaries are included in this category.	Singapore EMA (2025)
Category 15: Investments	The calculation of this category includes emissions from data centres in the portfolio in which STT GDC does not have majority share in terms of operational and financial control. The emissions are based on actual reported Scope 1 and Scope 2 emissions in the assets multiplied by equity share.	UK Defra (2025), various grid emission factors depending on data centre location

Independent Assurance Statement



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 Limited level of assurance of selected sustainability/non-financial disclosures reported in its ESG Report (hereafter referred as "Report") covering the calendar year 2025.

Assertions relating to GHG emissions (Scope 1 and 2, Scope 3 Category 13), Energy consumption, Carbon Intensity and Carbon Credits, Water Withdrawal, New Employee Hires and Employee Turnover, Women Representation in Senior and Mid Management, Total Recordable Incident Rate and Total percentage of green data centers for the period 01 January 2025 to 31 December 2025.

- The disclosures have been prepared by STT GDC:
- In reference to requirements of Global Reporting Initiative (GRI) sustainability reporting standards 2021 and
 - The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard
 - The Corporate Value Chain (Scope 3) Accounting and Reporting Standard
 - ISO/IEC 30134-4:2017 Information technology — Data centres — Key performance indicators

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 wrt Greenhouse gases disclosures respectively.

The intended user of this assurance statement is the Management of STT GDC.

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.

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 GDC and of the Assurance Provider
The Management of STT GDC has the sole responsibility for the preparation of the Report and is responsible for all the information disclosed. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. STT GDC 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 information on the selected non-financial performance indicators (annex 1) which were disclosed in the ESG Report prepared by STT GDC based on GRI Topic-specific Standards for the identified material topics for the activities undertaken by the Company during the reporting period 1st January 2025 to 31st December 2025.

As per the agreed scope of work, the boundary covers the performance of STT GDC's operations globally that fall under the direct operational control of the Company. Based on the agreed scope with the Company, the boundary of assurance covers STT GDC and its portfolio companies in the Singapore, South Korea, Indonesia, the United Kingdom (UK), Japan and 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 are 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 the evaluation or assessment of any financial data/performance of the company. DNV does not take any responsibility for the financial data reported in the ESG report of the Company.

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- Page 2 of 4**
- The assessment is limited to data and information 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 linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
 - The assurance does not extend to mapping the 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 GDC. 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 disclosures in the report. Our focus included general disclosures, management processes, principle wise performance (essential indicators, and leadership indicators) and any other key metrics specified under the reporting framework.
Understanding the key systems, processes and controls for collecting, managing and reporting the non-financial disclosures in 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 those with overall responsibility of monitoring, data collation and reporting the selected indicators.
DNV audit team conducted on-site audits for corporate offices and 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 assessment criteria.

Conclusion
On the basis of the limited level of assessment undertaken, nothing has come to our attention to suggest that the disclosures are not fairly stated and are not prepared, in all material aspects, in accordance 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.

We have complied with the DNV Code of Conduct 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 Assurance Statement



Page 3 of 4
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 GDC.

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

Gangwar, Vishal Digitally signed by Gangwar, Vishal Date: 2026.06.29 17:56:29 +08'00'	Jang, Yu Lee Digitally signed by Jang, Yu Lee Date: 2026.06.29 19:08:47 +09'00'
Vishal Gangwar Lead Verifier	Yu Lee Jang Assurance Reviewer
Justine Repalam (Verifier)	

Singapore, [29 June 2026]
The DNV Code of Conduct is available on request from www.dnv.com



Page 4 of 4
Annex I

Verified disclosures	
Greenhouse gas emissions	
Scope 1 emissions	20,283 MTCO ₂ e
Scope 2 emissions – market-based	262,711 MTCO ₂ e
Scope 2 emissions – location-based	993,444 MTCO ₂ e
Carbon intensity	176.28 MTCO ₂ e/ mil SGD
Carbon credits	1,294 VCU
Scope 3.13 emissions – location-based	127,396 MTCO ₂ e
Scope 3.13 emissions – market-based	169 MTCO ₂ e
Energy consumption	
Total electricity consumption	2,604,672 MWh
Renewable electricity factor (%)	83.2%
Water consumption	
Water withdrawal	1,173,369 m ³
Employment	
New employee hires	319
Employee turnover	128
Women representation in senior management and mid management	25%
Health and safety	
Total Recordable Incident Rate (TRIR)	0.11
Sustainability KPIs in accordance with STT GDC SLFF 2024 Methodology*	
Percentage of renewable energy in total electricity consumption (%)	72%
Carbon intensity (MTCO ₂ e/ mil SGD)	256
Green data centres (%)	48%

*The KPIs 'Percentage of renewable energy in total energy consumption (%)' and 'Carbon Intensity (MTCO₂e/mil SGD)' in this section reflect performance based on the decarbonisation instruments defined in the STT GDC SLFF 2024 methodology. Differences between the metrics in this section and those above arise from the treatment of renewable energy procured directly by selected customers and the associated imported electricity organisational boundaries.

VIRTUS ESG Initiatives



This section has been prepared in accordance with GRESB requirements.

Delivering responsible digital infrastructure

A subsidiary of STT GDC, VIRTUS Data Centres operates at the heart of the digital economy, providing the critical infrastructure that powers cloud services, artificial intelligence, and enterprise systems across the UK and Europe. As demand for data, compute and connectivity continues to grow, VIRTUS recognises its responsibility to deliver this infrastructure in a way that is environmentally sustainable, socially responsible, and underpinned by strong governance.

In 2025, VIRTUS continued to advance its ESG strategy, embedding sustainability into core business decisions and day-to-day operations. Our approach reflects our values and our commitment to creating long-term value for customers, investors, employees and the communities in which we operate.

Environmental leadership: decarbonisation, efficiency and resilience

Environmental performance remains a central pillar of the VIRTUS strategy. In 2025, we focused on reducing emissions, improving energy efficiency, strengthening climate resilience and minimising environmental impacts across the lifecycle of our data centres.

Climate and energy

VIRTUS is committed to achieving net zero greenhouse gas emissions for Scope 1 and Scope 2 by 2030 and aligning with credible, science-based pathways over the long term. During 2025, we maintained 100% renewable electricity across our UK operations and continued to secure renewable power from the outset for new developments in the UK.

We strengthened our long-term renewable energy strategy through PPAs, providing price certainty, supporting additional renewable generation and helping customers progress their own decarbonisation objectives.

In 2025, we signed two PPAs with a wind farm located off the coast of Lincolnshire, covering 17% of our electricity consumption. Alongside this, we continued to improve energy efficiency through best-in-class design standards, targeting low PUE across new and existing facilities.

Measuring and managing emissions

Transparency and robust data are essential to effective climate action. In 2025, VIRTUS published its annual Greenhouse Gas Inventory Report in line with UK Streamlined Energy and Carbon Reporting (SECR) requirements, supported by ISO 14001 and ISO 50001 certified management systems.

We continued to improve our visibility of Scope 3 emissions, including embodied carbon from construction and supply chain activities. This work will inform future reduction initiatives and support evolving disclosure requirements, including the Corporate Sustainability Reporting Directive (CSRD).

In 2025, we completed our first embodied carbon assessment for BERLIN5, establishing a baseline to evaluate and integrate best practices that reduce the carbon footprint of future builds.

Resource efficiency and environmental stewardship

VIRTUS designs data centres to use resources efficiently and responsibly. In 2025, we progressed initiatives across waste and water management and circular-economy principles, including efforts to achieve Zero Waste to Landfill certification for all UK sites.

We also advanced nature-positive approaches at selected sites by embedding biodiversity and landscape considerations into early project design. Initiatives such as tree planting and habitat integration support local ecosystems and help ensure developments sit responsibly within their surroundings, reflecting our commitment to long-term environmental resilience.

Social responsibility: safety, people and communities

Our people and the communities around our data centres are central to our success. In 2025, we continued to strengthen a culture built on safety, inclusion, development and positive community impact.

Safety and well-being

VIRTUS maintains a zero-fatality ambition and promotes a generative safety culture across our entire team. During 2025, teams delivered over hundreds of safety walks and strengthened proactive risk management and contractor oversight, maintaining low incident rates across our construction sites.

Health, safety and well-being considerations are embedded into project delivery, operational procedures and leadership accountability, ensuring safe environments for employees, contractors and visitors alike.

In 2025, VIRTUS shared monthly well-being resources with all employees. We delivered Mental Health Awareness training to all People Managers to help ensure VIRTUS remains a safe and supportive workplace for everyone.

Talent, diversity and inclusion

Attracting, retaining and developing talented people is critical in a fast-evolving industry. In 2025, VIRTUS continued to invest in learning, leadership and long-term capability building, while advancing diversity, equity and inclusion initiatives across the organisation.

We focused on inclusive recruitment practices, fair progression and creating an environment in which everyone can thrive. These efforts support both business performance and our commitment to being a responsible employer.



VIRTUS ESG Initiatives



Community engagement and social value

VIRTUS recognises the importance of building strong, transparent relationships with local communities. In 2025, we continued to engage early and openly on new developments, addressing concerns and identifying opportunities to deliver shared benefits.

Community initiatives included education and skills engagement, particularly promoting careers in digital infrastructure among young people, as well as targeted local investments aligned with community needs. Since 2011, VIRTUS has engaged with 1,560 students through the UTC Digital Futures Programmes, with over 500 completing the two-year programme. In 2024 and 2025, we hosted 15 students for one week of work experience.

Across our European portfolio, we also explored opportunities such as waste heat reuse to support local heating networks and contribute to broader decarbonisation efforts.

Governance: integrity, accountability and resilience

Strong governance underpins trust and enables sustainable growth. VIRTUS' governance framework in 2025 focused on ethics, compliance, risk management and responsible supply chain practices.

Ethics and compliance

VIRTUS operates to high standards of integrity and accountability. In 2025, 100% of employees completed mandatory training on anti-bribery, anti-corruption and cybersecurity, reinforcing a culture of ethical behaviour and risk awareness.

Our policies and controls are supported by regular reviews and independent certifications, ensuring compliance with regulatory requirements and best practice across jurisdictions.

Supply chain responsibility

Our supply chain plays a critical role in ESG performance. In 2025, VIRTUS continued to embed ESG screening into procurement processes, with a particular focus on human rights, labour standards and environmental risk among Tier 1 suppliers.

Key indicators:

Environmental

- Scope 1 emissions: 12,859 MTCO₂e
- Scope 2 market-based emissions: 0 MTCO₂e
- Scope 2 location-based emissions: 180,820 MTCO₂e
- Scope 3 emissions: 12,786 MTCO₂e
- REF: 100%
- PUE: 1.31
- WUE: 0.04
- Water withdrawal: 36,296m³

Social

- TRIR: 0.34
- New hires: 57
- Employee turnover: 16.1%
- Gender diversity 23.8%
- Training hours 15.9 hours/employee

Governance

- Board diversity: 17% female representation



GRI Content Index

STT GDC has reported the information cited in this GRI context index for the period of 1 January to 31 December 2025 with reference to the GRI Standards.

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
	2-2	Entities included in the organisation's sustainability reporting	About the Report
	2-3	Reporting period, frequency and contact point	About the Report
	2-4	Restatements of information	Updates to the 2024 Scope 3 figures were made following improvements in calculation methodology identified through a comprehensive analysis conducted by an independent third-party consultant
	2-5	External assurance	Independent Assurance Statement
	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
	2-13	Delegation of responsibility for managing impacts	ESG Governance
	2-14	Role of the highest governance body in sustainability reporting	ESG Governance
	2-15	Conflicts of interest	Conflicts of interest are handled in accordance with STT GDC governance procedures.
			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. STT GDC company secretarial team also maintains a conflicts of interest register. The latter is updated regularly.

GRI Content Index

GRI standard	Disclosure		Reference and response/ explanation for omission
GRI 2: General disclosures 2021	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 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	
	2-20	Process to determine remuneration	
	2-21	Annual total compensation ratio	
	Strategy, policies and practices		
	2-22	Statement on sustainable development strategy	CEO's Message
	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
	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
	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
	3-2	List of material topics	Material Topics
	3-3	Management of material topics	Material Topics

GRI Content Index

GRI standard	Disclosure		Reference and response/ explanation for omission
Climate Change and Energy			
GRI 3: Material topics 2021	3-3	Management of material topics	Environmental Footprint
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Renewable Energy
	302-3	Energy intensity	Energy Efficiency
	302-4	Reduction of energy consumption	Energy Efficiency
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Decarbonisation
	305-2	Energy indirect (Scope 2) GHG emissions	Decarbonisation
	305-3	Other indirect (Scope 3) GHG emissions	Refining Scope 3 emissions data
	305-4	GHG emissions intensity	GHG emissions inventory
	305-5	Reduction of GHG emissions	Decarbonisation
Water			
GRI 3: Material topics 2021	3-3	Management of material topics	Water Stewardship
GRI 303: Water and effluents 2018	303-1	Interactions with water as a shared resource	Water Stewardship
	303-3	Water withdrawal	Environmental and Social Data Sheet
Waste			
GRI 3: Material topics 2021	3-3	Management of material topics	Waste Management
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste Management
	306-2	Management of significant waste-related impacts	Waste Management
	306-3	Waste generated	Environmental and Social Data Sheet
	306-4	Waste diverted from disposal	Environmental and Social Data Sheet
	306-5	Waste directed to disposal	Environmental and Social Data Sheet

GRI Content Index

GRI standard	Disclosure		Reference and response/ explanation for omission
Human Capital Management			
GRI 3: Material topics 2021	3-3	Management of material topics	<u>Talent Management</u>
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	New employee hires: Female – 63 Male – 256 <30 years old – 76 30-50 years old – 217 >50 years old - 26 Employee turnover: Female – 29 Male – 99 <30 years old – 12 30-50 years old – 97 >50 years old – 19
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<u>Providing competitive compensation and benefits</u>
	401-3	Parental leave	A total of 220 female and 787 male colleagues across the group were entitled to maternity/paternity leave, with utilisation by 9 female and 26 male employees. All male staff members returned to work after the leave ended, while 8 out of the 9 female staff members returned; 4 female and 17 male members were still employed 12 months after their return to work.
	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee
GRI 404: Training and Education 2016	404-2	Programmes for upgrading employee skills and transition assistance programmes	<u>Fuelling growth through continuous training and development</u>
	404-3	Percentage of employees receiving regular performance and career development reviews	97% of our employees received a regular performance and career development review

GRI Content Index

GRI standard	Disclosure		Reference and response/ explanation for omission
Human Capital Management			
GRI 3: Material topics 2021	3-3	Management of material topics	Health, Safety and Well-being
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	Health, Safety and Well-being
	403-2	Hazard identification, risk assessment, and incident investigation	Health, Safety and Well-being
	403-3	Occupational health services	Health, Safety and Well-being
	403-4	Worker participation, consultation and communication on occupational health and safety	Health, Safety and Well-being
	403-5	Worker training on occupational health and safety	Health, Safety and Well-being
	403-6	Promotion of worker health	Health, Safety and Well-being
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Well-being
	403-8	Workers covered by an occupational health and safety management system	Health, Safety and Well-being
	403-9	Work-related injuries	Health, Safety and Well-being
	403-10	Worker-related ill health	Health, Safety and Well-being

GRI Content Index

GRI standard	Disclosure		Reference and response/ explanation for omission
GRI 3: Material topics 2021	3-3	Management of material topics	Talent Management
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	Talent Management
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
GRI 205: Anti-Corruption	205-1	Operations assessed for risks related to corruption	Governance and Integrity
	205-2	Communication and training about anti-corruption policies	Governance and Integrity
	205-3	Confirmed incidents of corruption and actions taken	Zero incidents of corruption
Economic Vitality of Communities and Supply Chain			
GRI 3: Material topics 2021	3-3	Management of material topics	Community Investment
GRI 203: Indirect economic impacts 2016	203-2	Significant indirect economic impacts	Community Investment
GRI 413: Local communities 2016	413-1	Operations with local community engagement, impact assessment, and development programmes	Community Investment

GRI Content Index

GRI standard	Disclosure		Reference and response/ explanation for omission
Responsible Procurement			
GRI 3: Material topics 2021	3-3	Management of material topics	Responsible Procurement
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Responsible Procurement
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Responsible Procurement
Cybersecurity			
GRI 3: Material topics 2021	3-3	Management of material topics	Cybersecurity
GRI 418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity
Climate Risk Resilience			
GRI 3: Material topics 2021	3-3	Management of material topics	Climate Risk Resilience
GRI 201: Economic 2016	201-2	Financial implications and other risks and opportunities due to climate change	Climate Risk Resilience

Sustainability Accounting Standards Board (SASB) Real Estate Standards

SASB Code	Accounting Metric	Property Subsector	2025
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	9,375,734
		Offices	1,083
	Total percentage grid electricity, by property subsector (%)	Data Centres	100%
		Offices	100%
	Total percentage renewable, by property sector (%)	Data Centres	90%
		Offices	34%
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector (%)	Data Centres	6.3%
IF-RE-130a.4	Percentage of eligible portfolio that has an energy rating (%)	Data Centres	Not applicable
		Offices	Not applicable
	Percentage for eligible portfolio that is certified to ENERGY STAR®, by property sector (%)	Data Centres	Not applicable
		Offices	Not applicable
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy.	Data Centres and Offices	STT GDC ensures that its data centres are designed, managed, and maintained to meet energy, water, raw materials, waste, and atmospheric emissions standards.
IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area (%)	Data Centres	100%
		Offices	Insufficient data
	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 and Offices	100%

Sustainability Accounting Standards Board (SASB) Real Estate Standards

SASB Code	Accounting Metric	Property Subsector	2025
IF-RE-140a.2	Total water withdrawn by portfolio area with data coverage (m ³)	Data Centres	1,169,132
		Offices	4,237
	Total water withdrawn by portfolio area with percentage in regions with High or Extremely High Baseline Water Stress, by property sector (%)	Data Centres	28%
		Offices	Insufficient data
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector (%)	Data Centres	3%
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Data Centres and Offices	Water Stewardship
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
IF-RE-410a.2	Percentage of tenants that are separately metered or sub metered for grid electricity consumption (%)	Data Centres	>99%
		Offices	Not applicable
	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	The sustainability impacts associated with tenant operations are measured using metered electricity consumption data, which forms the basis for emissions calculations. Where customers provide attestation confirming ownership of their electricity-related emissions, these are reported under Scope 3 to improve emissions boundary clarity and avoid double counting.
		Offices	No formal programmes in place at present
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property sector (m ²)	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.	Data Centres and Offices	Climate Risk Resilience

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