Sustainability Report 2024

Stable planet. Thriving people. Trusted company.

CDC embraces an unwavering commitment to excellence and fostering a culture of inclusivity, diversity and sustainability.

Our efforts span from pioneering world-class designs and providing renewable electricity[1] to implementing strategies that minimise construction and operational waste across all facilities.

CDC's innovative approach to business drives initiatives that deliver impactful solutions to pressing environmental challenges.

Note: All references on this page are detailed in the Notes section at the end of the report.

CDC’s First Nations recognition

Dungala Dreaming is inspired by a traditional Yorta Yorta creation story. Baimi the Creator Spirit called out to Gane, the great Rainbow Snake who was asleep beneath the earth. Gane awoke and set off across Country, pushing the earth into deep crevices, hills and valleys as colours from his great body spread throughout the land covering trees, plants and all creatures. Baimi called out in a loud voice and thunder cracked as lightning flashed across the sky and rain fell. The rain filled the deep crevices and the river Dungala was formed.

CDC proudly acknowledges the traditional owners of the land on which we work and live and pays respects to elders’ past, present and emerging. We are committed to fostering and supporting relationships with these communities.

We recognise and value the continuing rich cultures and the contribution of Aboriginal and Torres Strait Islander peoples in Australia.

Original Artwork *"Dungala Dreaming"* by Siena Tieri c.2023.

Te Haumanu Toi, experts in Māori art, crafted this carving, to embody both tradition and modernity. The artwork represents data’s invisible yet vital role, blending ancient Māori wisdom with contemporary progress. The design incorporates significant Māori symbols, such as the deity Tane-niu-a-Rangi, representing knowledge and protection, and the Korowai, denoting status and unity. These elements honour cultural heritage while signifying CDC’s role as a guardian of information in the digital age.

At CDC, we recognise and value the Māori as the Tangata Whenua of Aotearoa New Zealand.

Original Artwork *"Tāne-nui-a-Rangi - The holder of knowledge"* by Wyvern Rosieur, Uenuku Hawira, Maryanne Rosieur, Rerekapua Rosieur, Hokimai-anahera Rosieur c.2024.

Statement of qualification

Transparent and accurate reporting is important to CDC. As a non-listed company, we are not required to publicly report, so the disclosures in this report are voluntary and are for general information purposes only.

We have sought to provide accurate information, but we do not represent that the information in this report is free from errors, omissions or is suitable for your intended use. We caution reliance being placed on these representations which may be subject to risks, uncertainties, changing methodologies and/or assumptions.

In general, calculations and estimations in this report are based on established methodologies such as standards, protocols and guidelines. There may be some exceptions and these are explained in the notes. Some estimation methodologies rely on assumptions and when this is the case we use the best information available at the time to provide an estimate that is as accurate as possible.

This report provides general information that is intended to inform CDC's stakeholders, customers and interested parties of CDC's sustainability and ESG approach and progress. Please do not base any legal, investment or other decisions solely on the information in this report. The standards, vision statement and targets described in this report are not guarantees or promises. Various factors may cause material deviations from these standards and goals such as market conditions, regulatory changes and unexpected events.

We have intentionally aimed to avoid making forward-looking statements in this report, preferring to let our actions speak more loudly than words and inviting readers of this report to follow our progress in our annual Sustainability Reports. Where future statements are made you should be cautious and not rely solely on these statements, as they are based on our current expectations and understandings. These statements and opinions may involve assumptions, forecasts and projections about present and future strategies and the ecosystem (economy, technology, supply chain, climate, political) in which we may operate in the future, which are inherently uncertain and subject to change outside of CDC's control. There are limitations to available data inputs and information which may also be subject to change. We base our forward statements and opinions on reasonable information available to us at the date of publication.

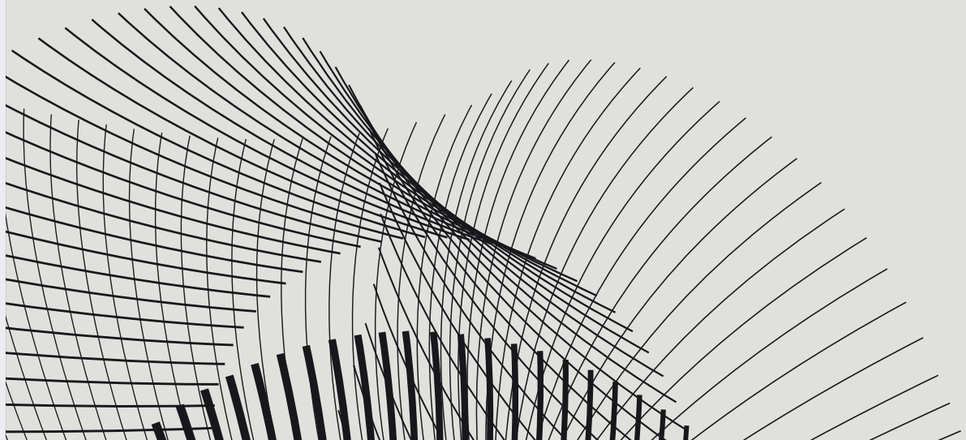
We do not:

- represent that our statements and opinions will not change or will remain correct after publishing this report, or
- promise to revise or update those statements and opinions if events or circumstances change or unanticipated events happen after publishing this report.

CDC does not represent, guarantee or provide assurance that actual outcomes or performance will not materially differ from the statements in this report. We do not accept any liability whatsoever for any loss arising directly or indirectly from any use of the information contained in this report.

An ESG strategy for today and tomorrow

Contents



Introduction

Welcome from CEO

CDC's inaugural Sustainability Report marks an important milestone in our history as a mission-critical data centre provider.

I founded the organisation in Canberra in 2007, during the Millennium Drought, with a vision to provide purpose-built data and digital infrastructure for the most important entities that underpin Australia's security, social and economic wellbeing. Faced with ongoing water scarcity and wary of compounding this environmental strain, I adopted a 'clean and green' ethos from day one, which included world-leading water conservation practices as a core part of the early vision for the company.

The trust of our customers in the years since has enabled our organisation to work hard to grow from a small data centre provider with an ambitious mission, to become a critical infrastructure provider for organisations across Australia and New Zealand, committed to deliberate and thoughtful approaches to identifying, tackling and reporting on a wide range of ESG themes.

This journey fills us with great pride and inspires us for the future.

We know that as our business has grown, so have the expectations of our stakeholders. We also know that in the broader community, the debate continues on a wide range of policy options and approaches and public discourse is not settled on a single path for Australia's energy transition.

CDC plays a critical role in supporting operations, systems and services required for national progress. Our large-scale and highly secure infrastructure supports customers across industries which keep the world and our society functioning and thriving, accelerating economic growth and enabling scientific research and innovation.

In that regard, our business is at the centre of 21st century industry and innovation, powering and enabling critical services, from aviation and banking to social welfare, communications and emergency forecasting, which help futureproof Australia's and New Zealand's continued progress.

CDC is a security-focused organisation with its facilities achieving some of the highest protective security standards. We know our customers can trust their data is secure with CDC, now and in the future.

Data centres aggregate the energy demand required to power customer critical systems. They do so while being optimised for power efficiency, thus contributing to grid power savings when compared to on-premises energy consumption. At the same time, the data centres help provide stability in the grid due to their constant load.

As technology continues to evolve and underpin more of everyday life, the demand for data centre services is expected to increase in the decades to come. As such, we are very mindful of our role as an individual organisation and as a leader in the digital infrastructure sector as we embark on the journey ahead.

This Sustainability Report outlines our three ESG pillars: Stable planet, Thriving people and Trusted company – and explains the action we are taking across each one to make a difference.

It is not only a story of a job well done. It is the start of an ongoing evolution. We will celebrate our successes and progress while remaining ambitious and realistic about the work still ahead.

I look forward to continuing to update you on our progress in the years to come.

Regards,

Greg Boorer
Chief Executive Officer

Welcome from Board Chair

It is exciting to see the progression of CDC's ESG journey through clear documentation of its sustainable action, innovative solutions and transparent reporting.

This report highlights the company's achievements, cementing CDC's standing as a progressive organisation committed to driving positive change across the sector and the communities in which it operates.

In particular, the board welcomes the following milestones:

- Launching our 2030 ESG Strategy, which sets our targets for net zero carbon by 2030 for Scope 1, 2 and defined Scope 3[2]
- Installing ~90 kW of solar panels at our Eastern Creek campus
- Producing our first Indigenous Participation Plan[3]
- The certification of Toitū enviromark diamond for our New Zealand Data Centres[4]

This report offers information for our investors, customers and the communities in which we operate on how we are actively managing the threats and opportunities inherent to ESG issues. Strengthening resilience to climate and social-related risk is imperative for our industry and this report represents the significant work we are undertaking to safeguard our financial future against these risks.

Transparency and responsibility are long-standing pillars of the organisation and the publication of our ESG targets and goals demonstrates CDC's ongoing commitment to accountability.

Explaining our approach to ESG matters encourages all stakeholders to understand the business's position and how we aim to improve in certain areas. We hope that this will ultimately enable CDC to attract long-term capital from like-minded investors who are aligned with the national interest and care about sustainability the way we do.

This enables us to move from strength to strength and steadily grow our portfolio with those who align with our values over the coming years.

On behalf of the board, I sincerely congratulate the team at CDC, its external partners and their suppliers for their important role in driving a positive change across the industry. The incredible dedication, hard work and effort are truly appreciated.

The board is excited to continue to support the CDC team to provide industry leadership and deliver on their commitments, targets and Sustainability Reporting.

Regards,

Brett Chenoweth
Board Chair

Note: All references on this page are detailed in the Notes section at the end of the report.

Executive summary

"A 2024 Reputation Pulse Check revealed that CDC has a very strong reputation with stakeholders and is considered a leader in data security, operational success and commercial growth."

CDC's inaugural Sustainability Report highlights CDC's commitment to sustainability, community development and operational excellence, setting a strong foundation for future growth and leadership in the industry.

This report covers 1 April 2023 to 31 March 2024 and includes both historical and up-to-date data points to provide context to our progress. CDC drew from the United Nations Sustainable Development Goals and the Global Reporting Initiative Standards to guide our approach to performance analysis and measurement.

CDC's ESG strategy focuses on three pillars: Stable planet, Thriving people and Trusted company.

The Stable planet pillar encompasses CDC's environmental efforts, focusing on operational carbon and energy use, water and waste management. Thriving people explains how CDC is developing individual and community prosperity, while Trusted company captures CDC's core mission of providing secure and trusted operations.

ESG highlights FY24

Stable planet

Renewable energy:

100% renewable electricity offered to Australian customers[5].

Environmental certifications:

Achieved "Toitū net carbonzero"[6] and "Toitū enviromark diamond"[7] certifications in New Zealand.

Water efficiency:

Achieved a Water Usage Effectiveness (WUE) of 0.01[8].

Waste management:

Diverted over 90% of operational waste from landfill at NSW campuses[9].

Thriving people

Mental health program:

Introduced to support employee wellbeing.

CDC Academy:

Launched as a dedicated training hub for employees.

Indigenous plan:

Developed to increase Aboriginal and Torres Strait Islander employment.

Women Rising:

Empowered women's careers through a four-month training and mentoring initiative.

Reservist leave:

Employees took 15 days of ADF leave.

Job creation:

Added 80 new roles across Australia and New Zealand.

Trusted company

Customer satisfaction:

Achieved a Net Promoter Score (NPS) of over 82[10].

CSIRO partnership:

Selected to host the supercomputer Virga.

Data security and privacy:

Achieved ISO 27001 certification, ensuring the highest standards in information security and data privacy.

Note: All references on this page are detailed in the Notes section at the end of the report.

CDC's facilities have achieved and maintain the highest level of security accreditations[11] under the Australian and New Zealand governments' hosting frameworks and security requirements.

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About CDC

"In an ever-evolving world where data shapes the way we live, CDC is committed to safeguarding national progress."

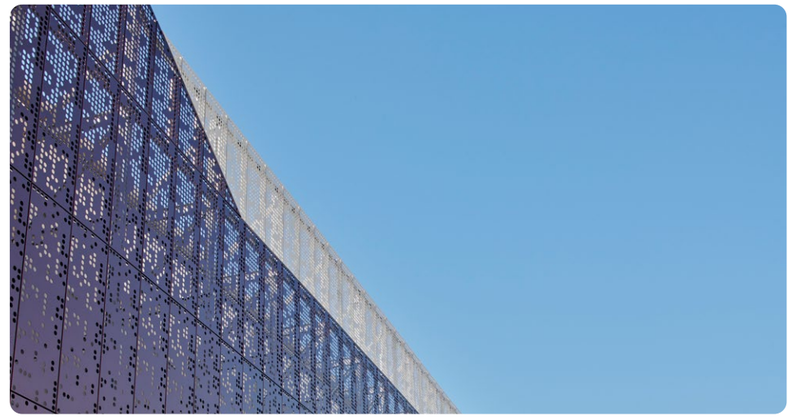
CDC is **the** critical infrastructure for critical infrastructure. It houses the data that keeps countries running and industries innovating. We provide security for social and economic wellbeing. Our work has never been more crucial as we help society achieve the one thing that it thrives on: progress.

And at CDC, we secure this progress.

Our efforts are deliberate. We do not wait to see how our peers address an industry challenge; we actively seek solutions and implement them within our business.

This approach has seen sustainability considerations included in our decision-making since our inception in 2007. This is why, despite this being our first Sustainability Report, we can confidently and proudly say that sustainability has been a focus of CDC since its beginning.

Through a tenacious, meticulous and committed approach, CDC founder and CEO Greg Boorer transformed the company from a forward-thinking start-up to the pre-eminent owner-operator and developer of highly secure, sovereign, connected, large-scale data centres in Australia and New Zealand.



Overview

CDC's ESG journey so far

2007

- Closed-loop cooling designed
- First reduced embodied carbon construction through adaptive re-use of building structure and facade

2011

- Community engagement sponsorship of Queanbeyan Tigers Football Club

2015

- Corporate supporter of Hands Across Canberra

2016

- Participation in Actsmart business recycling program

2018

- Corporate sponsor of Menslink
- Indigenous founded and run company, BY Group joined our supply chain

2019

- First CDC Cadet hired

2020

- First female CDC Cadet
- First female C-level executive

2021

- First Data Centre to receive Australian Government's Hosting Certification Framework
- Zero Operational Waste pilot begins

2022

- CDC Academy established

2023

- Toitū enviromark diamond certified for our New Zealand Data Centres
- On-site EV chargers built at CDC campuses for staff and customers
- Introduction of 'The Girls in ICT' work experience program to CDC

2024

- Tertiary education research project with University of Canberra
- First Sustainability Report published

CDC's ESG pillars

Categories	Stable planet	Thriving people	Trusted company
	Carbon and energy	Safety and wellbeing	Trust
	Water	Diversity and inclusion	Data security
	Waste and circularity	Excellence and growth	Resilience and innovation
		Community impact	
Vision statements	1. Net Zero by 2030.	1. A safe and supportive place to work.	1. Australia and New Zealand's most trusted data centres.
	2. World-class data centre water usage efficiency.	2. An industry leader in diversity and inclusion.	2. An industry leading integrated security posture.
	3. Zero waste to landfill by 2030.	3. Develop a high-performance and purpose-driven team.	3. Innovate for longevity in a changing climate and world.
		4. Make a measurable difference in our communities.	
Values	Tenacious	Committed	Meticulous

Business at a glance

Data centres

21 total

14 operational

7 under construction

Locations

Canberra
Sydney
Melbourne
Auckland

Campuses

Hume One
Hume Two
Fyshwick
Beard
Eastern Creek
Brooklyn
Silverdale
Hobsonville
Marsden Park

Capacity (MW)

2296 total

302 operating capacity

388 under construction capacity

1606 future build capacity

Sectors

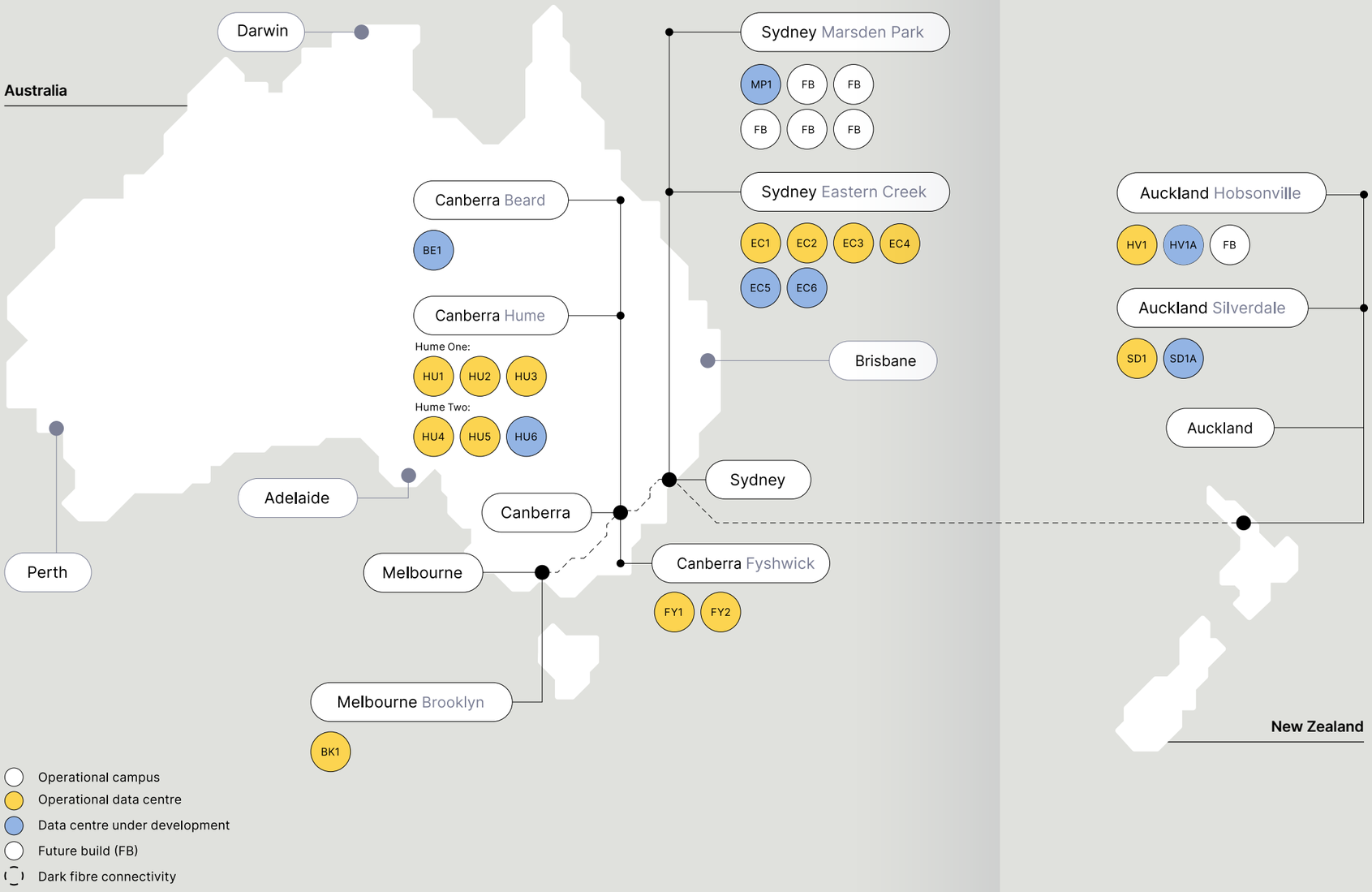
National critical infrastructure
Government
Research and education
Technology
Hyperscale

Staff as at October 2024

~350

Our footprint

Since 2007, CDC has championed sustainability, integrating environmental and social responsibility into our data centres across Australia and Aotearoa New Zealand.



Our operating environment

CDC's growth and continued evolution is taking place against the backdrop of the following global megatrends and issues:

- AI multi-modal race
- Geopolitical polarisation and conflicts within and between nation states
- Climate change
- Digitisation, data regulation, cyber security and AI
- Increased pressure on global supply chains
- Increased demand for energy and resources

About this report

This report formally covers the financial reporting period from 1 April 2023 to 31 March 2024 (FY24). It also includes data points that are historical and up-to-date at the time of publishing, to further contextualise our continuous sustainability progress. It outlines the ESG activities and initiatives completed during this financial year and analyses the performance metrics relevant to stakeholders and investors. The United Nations Sustainable Development Goals (SDGs) and the Global Reporting Initiative (GRI) Standards have helped to guide the analysis and measurement of CDC's ESG performance.

We recommend reading the 2024 Sustainability Report in conjunction with our ESG Statement of Commitment, annual Modern Slavery Statement, public NGERS data and Workplace Gender Equality Agency report. Together these documents provide a comprehensive overview of CDC's sustainability approach.

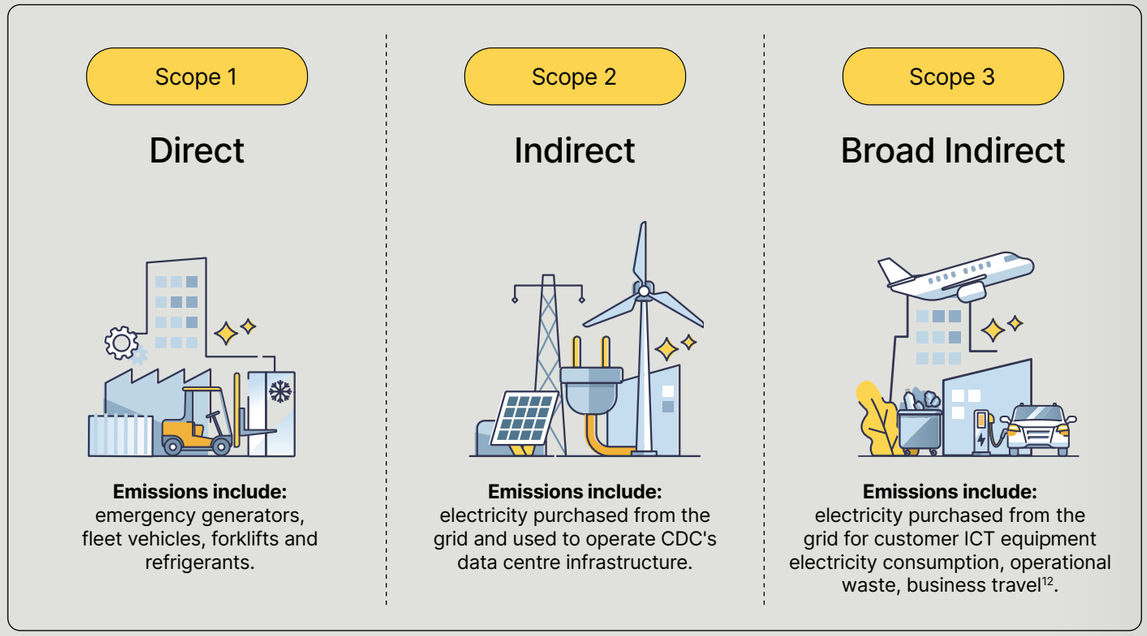
Scope and boundaries

This report applies to the entire CDC entity, including Australia and New Zealand businesses. A range of standards, methodologies, assumptions and limitations have been used in reporting the performance data included in this document.

Greenhouse Gas Protocol (GHG Protocol)

Scope 1, 2 and 3 emissions refer to different categories of greenhouse gas (GHG) emissions, which are defined under the Greenhouse Gas Protocol, which companies and organisations need to manage. CDC reports Scope 1 and 2 emissions in this report and intends to include defined Scope 3 emissions in the future.

Overview of CDC's scopes of emissions



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Assurance

KPMG have provided limited assurance over selected sustainability metrics presented in this Sustainability Report, covering Total Scope 1 GHG Emissions, Total Scope 2 GHG Emissions (location-based method) and Total Scope 2 GHG Emissions (market-based method). KPMG's limited Assurance Report[13] is presented on page 44 (or Appendix 2F) of this Sustainability Report.

Alignment with global standards

CDC has sought to broadly align its approach to sustainability with the following global standards in preparing this report.

United Nations Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals have guided CDC's Sustainability Reporting. The goals provide a blueprint for peace and prosperity for all people and the planet, now and in the future.

The Sustainable Development Goals are an urgent call to action for all countries to take part in a global partnership aimed at ending poverty and other deprivations while developing strategies that improve health and education, reduce inequality and spur economic growth – all while tackling climate change and working to preserve the environment.

Global Reporting Initiative (GRI)

The Global Reporting Initiative has influenced this report and its approach to transparency. It has served as an important benchmark when assessing organisational accountability with respect to CDC's impact on the economy, environment and people.

Feedback

We value your feedback on our Sustainability Report. Visit cdc.com/contact or scan the QR code to access our feedback submission page.

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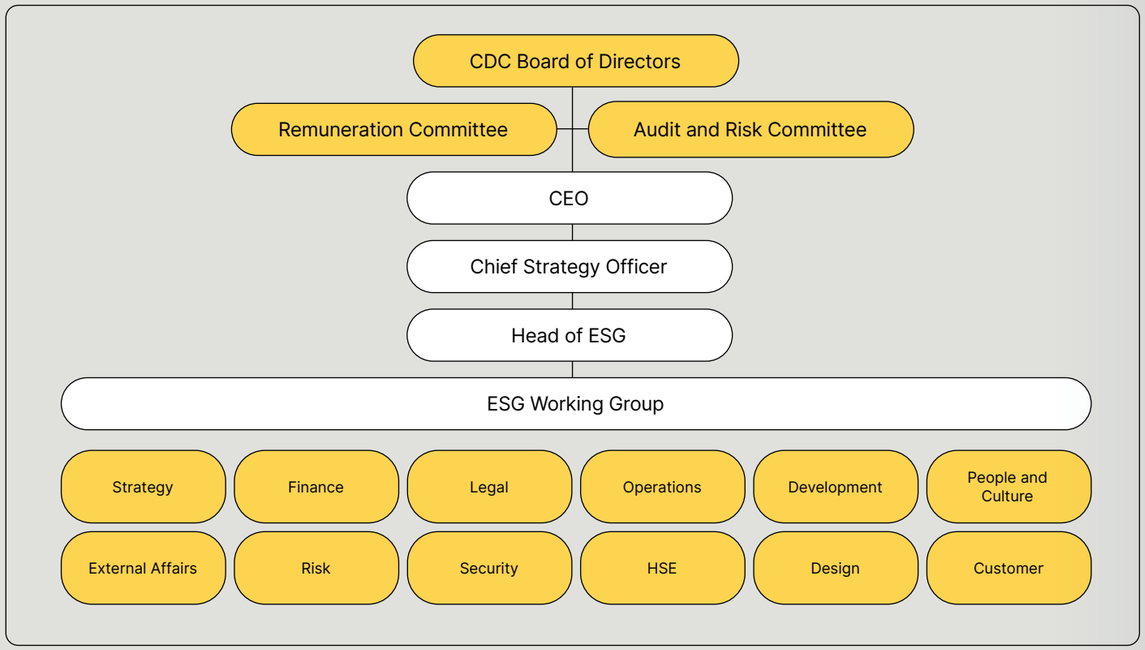
Governance

CDC's governance framework is essential for the long-term performance and sustainability of our company. Governance practices provide the structure through which our strategy and business objectives are set, our performance is monitored and the risks we face are managed.

CDC's Board of Directors has overall responsibility for sustainability governance. The board approves CDC's ESG Strategy, ESG Statement of Commitment, implementation plan and public disclosures. The Remuneration Committee and Audit and Risk Committee support the board to fulfill its duties.

The Chief Strategy Officer reports to the CEO and the board on implementation and progress of the ESG Strategy. CDC's Head of ESG leads the ESG Working Group to deliver on the CDC's ESG targets by implementing initiatives and integrating sustainability throughout business processes.

ESG Governance



Key governance documents

CDC uses a well-established framework of sustainability-related policies and practices covering:

Environment and Social	Governance
Diversity, Equity and Inclusion Statement	Annual Modern Slavery Statement
Equal Opportunity and Anti-Discrimination Policy	Code of Conduct
ESG Statement of Commitment	Conflicts of Interest Procedure
ESG Strategy	Fraud and Corruption Control Plan
Grievance Handling Policy	IT and Systems Policy
HSE Policy	Information Security Policy
Parental Leave Policy	Media Relations Policy
	Privacy Policy
	Protective Security Policy
	Social Media Policy
	Supplier Code of Conduct
	Whistleblower Policy

CDC promotes a fair and responsible culture through its Code of Conduct, CDC policies, mandatory training and awareness sessions. Our behaviours, Code of Conduct, supporting CDC policies and standards guide our people and partners to uphold our expectation to act fairly, ethically and in accordance with the law.

Materiality assessment

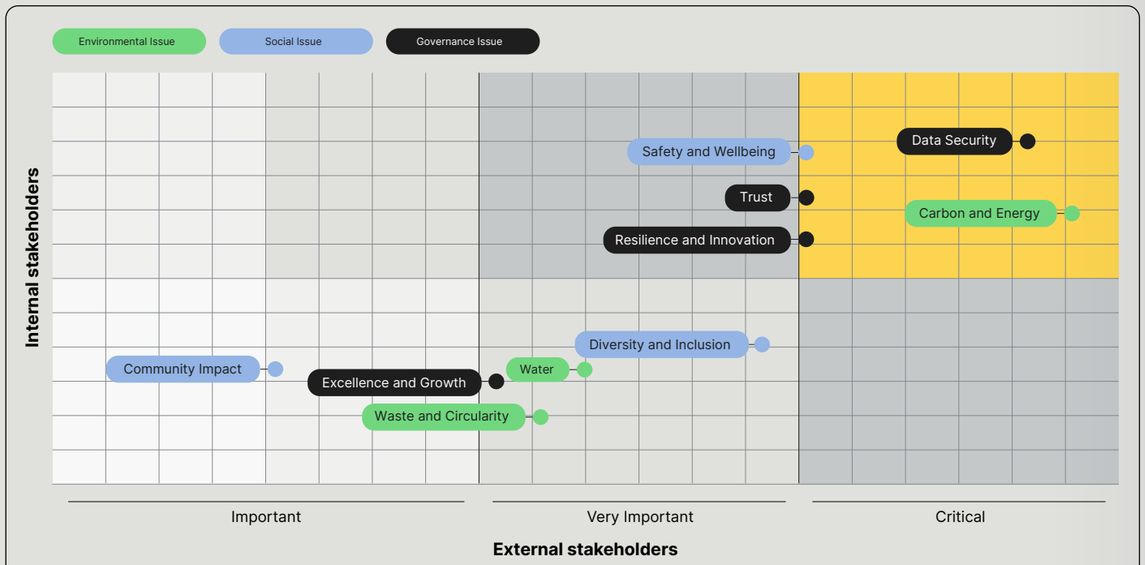
Sustainability has been a constant consideration for CDC, but in recent years, there has been an effort to accelerate and formalise its approach.

One of the first steps was developing a materiality assessment in 2021 to understand the impacts of business activities on the environment, society and the economy, hear about stakeholders priorities and concerns and inform decision-making and prioritisation in relation to sustainability challenges.

An external advisor undertook desktop research, benchmarking, stakeholder interviews and workshops to inform the materiality assessment and validate the findings. The information was then used to inform CDC's ESG approach.

The information was collected from both internal and external stakeholders through a range of interviews. Almost 100 respondents were asked how important it is for CDC to play a role in helping improve a variety of ESG issues, revealing the following results:

How important it is for CDC to play a role in helping to improve (impact/influence) each issue?



The materiality assessment was instrumental to establishing CDC's ESG pillars:

Stable planet	Thriving people	Trusted company
Carbon and energy	Safety and wellbeing	Trust and transparency
Water	Diversity and inclusion	Data security
Waste and circularity	Engagement and growth	Resilience and adaption
	Community impacts	

Since the materiality assessment was completed in 2021, stakeholder research has been conducted to assess CDC's performance in these areas.

Stakeholder engagement

CDC undertakes a wide variety of stakeholder engagement activities throughout the year. This report focuses on CDC's engagement approach for matters relevant to sustainability.

Sustainability and reputation research

Key details from the 2024 Reputation Pulse Check, conducted as a follow up to the 2021 materiality assessment, are outlined in this section. The report contains feedback from interviews with CDC's stakeholders, including investors and customers, conducted between 11 June – 2 July 2024.

CDC has a very strong reputation among the stakeholders who participated in the study. All stakeholders rated its reputation as a 7 or more out of 10 and two-thirds rated it a 9 or 10. Half felt that CDC's reputation has improved over the last 12 months and the vast majority felt CDC is a leader among its peers.

Key strengths

CDC was considered a leader on data security, operational success and commercial growth, evidenced by its growing list of high-profile, hyperscale and government clients. Its stakeholders commended CDC's strong corporate focus on having exceptional security measures and customer service. While this focus may increase CDC's cost base, it was justified that customers are still receiving value for their money.

Future roadmap

Stakeholders had very little feedback for CDC on how it could improve its reputation from an operational perspective and many described it as a 'leader' amongst its peers in terms of operations and customer service. However, many felt CDC could advance its ESG and sustainability offerings by better communicating its progress and goals.

This demand for greater transparency and detailed information on CDC's ESG initiatives - including how it is achieving its goals and the progress it is making– was a major sentiment influencing the development of this report. While some noted that a lack of transparency may be a result of privacy or security restrictions, they encouraged CDC to take pride in their achievements and adopt a more transparent approach – something we are actively trying to embrace through the publication of this report.

Our engagement approach

Who we engage

- Government
- Customers
- Community
- Board and Investors
- Employees
- Supply chain stakeholders
- Industry
- Lenders/Financers

How we engage

- Forums
- Submissions
- Briefings
- Public events
- Customer success team
- Community and stakeholder research surveys
- Sport and community sponsorships
- Volunteer leave for employees
- Ongoing training
- Industry group board membership (AIIA)
- Ideas exchange through Australian American Leaders Dialogue (AALD) and Young Australian American Leaders Dialogue (YALD)

Focus areas

- Promoting the role of data centres as key national infrastructure
- Enabling a digital nation
- Contributing to the advancement of energy, infrastructure, AI and cyber industries
- Progress against ESG targets
- Maintaining the highest levels of health, safety and environment; security and sustainability
- Strengthening customer experience and community satisfaction
- Fostering a culture of 'giving back' and supporting communities to thrive
- Creating a safe work environment
- Advancing diversity and inclusion across our business

Stable planet

Categories

- **Carbon and energy**
- **Water**
- **Waste and circularity**

Vision statements

1. Net Zero by 2030.
2. World-class data centre water usage efficiency.
3. Zero waste to landfill by 2030.

Reducing our environmental impacts and improving sustainability practices is a major focus for our team. This extends from our efficient designs and the provision of 100% renewable electricity[14], to using reduced embodied carbon and certified sustainable materials in construction and seeking to minimise operational waste across campuses.

We are proud of our industry-leading water conservation practices, particularly our closed-loop chilled water system design. The technology requires almost no operational water consumption for primary cooling from our cooling systems, possibly making CDC one of the most water efficient data centre operators[15] in Australia and New Zealand.

Looking to work harder and build on this achievement, we have set the ambitious target of net zero carbon by 2030 for Scope 1, 2 and defined Scope 3[16].

CDC's approach to net zero is to focus on material emissions through energy efficiency improvements, the provision of renewable electricity[17] and on-site solar generation. We are addressing embodied carbon in our new data centres through the specification of sustainable certified, recycled content and reduced carbon materials[18]. We intend to develop a detailed climate transition plan to align with ASSB standards and to address fossil fuels and refrigerants, although these represent a small component of CDC's emissions.

Our New Zealand data centres have been Toitū net carbonzero certified since 2022, whilst in Australia, we have offered our customers 100% renewable electricity[19] from 1 January 2024.

CDC seeks to undertake best practice for operational waste management to lead us towards achieving our zero waste to landfill by 2030 target[20]. This includes on-site weighing of waste and multiple waste streams to optimise recycling including paper and cardboard, organic waste, co-mingled recycling, metals, timber, batteries and e-waste.

When we consider the 'Stable planet' pillar, our focus is not just to meet expectations but to exceed them. We are seeking to drive innovation and set a benchmark for our industry colleagues to follow, as the sector shifts towards a lower carbon future.

Note: All references on this page are detailed in the Notes section at the end of the report.

FY24 performance

Stable planet

Carbon and energy	Water	Waste and circularity
1. Net Zero by 2030.	2. World-class data centre water usage efficiency.	3. Zero waste to landfill by 2030.

Targets

1. Targeting net zero carbon by 2030 for Scope 1, 2 and defined 3 (customer electricity consumption, operational waste and business travel).
2. Improve CDC's industry leading water usage effectiveness (WUE) from 2023 baseline.
3. Zero waste to landfill certification at all campuses by 2030.

How we seek to achieve our targets

1. CDC's operations team focuses on energy efficiency improvements as the first step in carbon reduction. We intend to account for any remaining unavoidable emissions using 100% renewable electricity[21] and high-quality carbon credits (offsets). Facilities in New Zealand have been Toitū net carbonzero certified since their opening in November 2022 and Australian operations aim to be net zero carbon for Scope 1, 2 and defined Scope 3 by 2030. In Australia, CDC provides 100% renewable electricity[22] to match customer equipment and data centre electricity use through the surrender of an equivalent amount of renewable energy certificates (LGCs).
2. CDC is possibly one of the most water efficient data centre operators in Australia and New Zealand with an average Water Usage Effectiveness of 0.01. CDC's closed-loop chilled water system consumes almost no water in operation for primary cooling with the organisation using minimal water for operations.
3. CDC specifies sustainable, certified, low-carbon content products and repurposes waste to reduce landfill. It is also establishing systems to change the 'buy, use, throw away' economic model and facilitate reduced waste.
4. CDC seeks to undertake best practice for operational waste management to reduce landfill, which includes on-site weighing of waste and multiple waste streams (paper/cardboard, organic waste, co-mingled recycling, metals, timber, batteries and e-waste) to optimise recycling.
5. CDC's approach is guided by our ESG Statement of Commitment and ESG strategy.

Progress

CDC's achievements for the financial year ending in March 2024 included establishing systems and procedures to improve operational waste quality data, resource management, setting targets (waste) and baselines (water and carbon) as well as procuring 100% renewable electricity[23] to match customer and data centre electricity consumption through surrendering renewable energy certificates (LGCs). New Zealand achieved "Toitū environmark diamond" certification for its environmental management systems and Toitū net carbon zero certification for its carbon emissions.

We installed a ~90kW solar generation system and added more EV chargers to our carpark at NSW campus.

Related UN SDGs to Vision statements

Note: All references on this page are detailed in the Notes section at the end of the report.

Case study 1.

A leader in water efficiency

Context

Data centre facilities historically have used significant volumes of water to operate, consuming water to transfer heat away from servers to maintain optimal IT performance and prevent critical equipment failure.

Whether through cooling towers or chiller systems, this generates huge amounts of water waste through evaporation. Determining a way to reduce this waste is a particularly pertinent challenge in countries like Australia, where severe droughts can significantly limit water resources.

Approach

CDC sought to address this issue at its inception, fostering an innovative approach in its initial facility design plans back in 2007. By successfully implementing an advanced 'closed-loop' cooling system design, CDC has managed to eliminate the water waste caused by evaporation in traditional cooling methods. CDC has taken a deliberate approach to design and implement an industry-leading closed-loop cooling system, which eliminates the consumption of water for cooling across all its facilities. Reducing water consumption enables this vital resource to instead be used by the communities CDC operates in.

Outcome

This innovation is considered a genuine game changer, CDC's closed-loop cooling systems are designed to save up to 5 billion litres of water each year. This is equivalent to about 2,000 Olympic sized swimming pools of water savings, per year[24].

As a result, CDC's facilities are considered some of the most water efficient data centres in Australia and New Zealand, with its approach firmly positioning the business as an industry leader as an industry leader in water usage.

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Case study 2.

Innovative approaches to construction that deliver meaningful impacts

Context

The construction of large-scale, highly secure data centres presents numerous sustainability impacts. They rely upon large quantities of cement, the key ingredient in concrete. According to the World Economic Forum the manufacture of cement is responsible for around 8% of total global CO2 emissions. Furthermore, traditionally the building industry produces significant waste – in New Zealand, waste generated from construction and demolition contributes to almost half of the country's annual landfill waste[25].

A critical aspect of CDC's sustainability approach is to consider and manage potential environmental impacts at the beginning of the project. As such, CDC sought to address these issues in its initial designs when developing its data centre in Hobsonville, New Zealand.

Approach

CDC partnered with digital-first contractor, Built, to deliver its Hobsonville facility. Following a thorough assessment, the best opportunity to decarbonise the project was by procuring lower carbon concrete mixes, prompting Built to request concrete mix data from its subcontractors. This information enabled Built to engage a concrete supplier that offered 20% less embodied carbon in its product when compared to a typical mix.

To reduce the amount of construction waste sent to landfill by the project, Built implemented monthly reporting and tracking of waste produced to identify inefficiencies in its construction output. Additionally, Built hired an offsite subcontractor to sort through waste and recycle materials where possible, to increase diversion of construction waste from landfill.

Outcome

These two sustainability initiatives are estimated by Built to have resulted in the following approximate outcomes:

- 30% reduction in cement used
- 263 tonnes reduction in CO2 emissions associated with the construction of the data centre – roughly equivalent to the annual emissions of 57 cars
- 194 tonnes or 90% of construction waste diverted from landfill

CDC's Hobsonville data centre has been operational since 2022, with the construction process of its extension delivering reduced embodied carbon and construction waste in New Zealand.

Source: Built, data from June 2024

Note: All references on this page are detailed in the Notes section at the end of the report.

Thriving people

Categories

- Safety and wellbeing
- Diversity and inclusion
- Excellence and growth
- Community impact

Vision statements

1. A safe and supportive place to work.
2. An industry leader in diversity and inclusion.
3. Develop a high-performance and purpose-driven team.
4. Make a measurable difference in our communities.

Our people

Our people are foundational to our ability to develop and maintain the critical infrastructure that comprises CDC's operations.

Creating a safe place for our employees to thrive is achieved through our commitment to continual improvement in the areas of health and safety–evidenced by our ISO45001 certification[26]–as well as our significant efforts to foster a culture of diversity and inclusivity. We take action to increase the number of women and gender diverse people across the business[27], including launching the Women Rising Program and Girls in ICT work experience Program. At CDC, we also incorporate gender pay gap analysis in the annual remuneration review process to work towards closing these gaps.

To help our people grow and excel in their careers we have established the CDC Academy. The CDC Academy is CDC's proprietary designed, dedicated learning hub for educating and training our people with the skills, knowledge and competencies required to deliver excellence and perform to the highest standards. We are currently extending this across new domains and are on track to establish it as the sole training hub for the entire business from 2025 onwards.

Our communities

CDC is a proud supporter of a wide range of community organisations, including social charities and sporting associations. We are passionate about creating positive benefit in the communities in which we operate and encourage our staff to do the same using their annual days of volunteering leave. CDC seeks to make a measurable difference in our communities by achieving the targets with respect to volunteering hours and charity support set out in the following section of this report.

CDC has longstanding relationships with Aboriginal and Torres Strait Islander Peoples organisations in Australia and Māori organisations in New Zealand. We have developed an Indigenous Participation Plan with a vision to provide employment opportunities for Aboriginal and Torres Strait Islander people and through employment foster the growth and development of people belonging to these cultural groups within our business. This plan is in alignment with the Australian Commonwealth Government Indigenous Procurement Policy.

Note: All references on this page are detailed in the Notes section at the end of the report.

FY24 performance

Thriving people

Safety and wellbeing	Diversity and inclusion	Excellence and growth	Community impact
1. A safe and supportive place to work.	2. An industry leader in diversity and inclusion.	3. Develop a high-performance and purpose-driven team.	4. Make a measurable difference in our communities.

Targets

1. Continue to achieve ISO 45001 (safety) certification at all data centres annually.
2. Continue to develop and implement a mental wellness program, training CDC employees and incorporating a variety of external mental health resources.
3. Increase the number of women and gender diverse people across the business from 2024 levels.
4. Develop a framework to embed the principles and purpose of a First Nations Reconciliation in Australia and Māori Reconciliation in New Zealand.
5. Achieve 100% of CDC employees utilising the CDC Academy annually from 2025.
6. Establish local support causes in new markets within the first year of being operational.
7. Increase volunteering hours and support of causes annually.

How we seek to achieve our targets

1. CDC maintains ISO45001 (safety) certification to support its commitment to health, safety and wellbeing. It also follows a robust framework based on CDC's HSE Policy and the ISO45001 standards, seeking to meet the highest safety standards and continually improve its approach. CDC leadership regularly reviews health and safety for improvement.
2. CDC fosters a culturally diverse work environment with equality and fairness analysed by industry metrics, like the Workplace Gender Equality criteria. Its policies include gender-neutral parental leave and it is commencing an Indigenous Participation Plan to increase employment opportunities. We have created programs to help women in construction and STEM.
3. A culture of purpose and high-performance is fostered through varied training methods and personalised business development plans.
4. CDC supports a range of community groups, charities and sporting organisations that make a difference in its communities. It also provides volunteer leave, for employees to invest this in their chosen community.

Progress

CDC's social achievements for the financial year ending in 2024 included maintaining its safety certification, improving its systems and procedures for training and workplace diversity, and implementing policies and programs for social equity and community support.

CDC maintained its ISO 45001 (safety) certification at all data centres. A wellbeing program was established, the Indigenous Participation Plan was developed, CDC staff received training through CDC Academy, over 14 local charity causes were supported and initiatives were undertaken in each locality.

Related UN SDGs to Vision statements

Case study 3.

CDC Academy

Context

The data centre industry is still in its early stages across Australia and New Zealand, with a relatively small workforce servicing the region. As a result, CDC quickly discovered that there is no existing 'off the shelf' training package to provide to staff.

To maintain its vision of being Australia and New Zealand's most secure and trusted data centre operator, CDC understood it needed to develop its own training capability to develop the highest level of proficiency in its employees.

Approach

CDC established our CDC Academy in 2022 - a purpose built and designed, dedicated learning hub for educating and training staff. The curriculum covers four broad areas of development:

- Personal
- Professional
- Leadership
- Compliance training

This holistic program lays the foundation for the training of technical and professional skills while focusing on overall development and wellbeing.

The modules are structured to link back to CDC's company values and aim to highlight individual strengths, facilitating tailored learning and development programs that support staff at all professional developmental stages.

A recent initiative added to the CDC Academy is "Women Rising", designed to elevate women in the business by fostering confidence and encouraging participants to define their career and life on their own terms. This four-month long program includes presentation training, group coaching and opportunities to connect with other professional women from across the globe.

Outcome

The CDC Academy has had great participation, with 284 staff undertaking at least one of its programs in the reporting period. Encouraged by this uptake, CDC is creating developmental programs for job roles across CDC, so staff can actively manage and progress their own career development. This program highlights clear promotional paths and give employees the knowledge they need to make informed decisions regarding their career direction.

The enthusiasm shown by staff to learn from the Academy is helping CDC work towards its vision of having Australia's most skilled and competent data centre team. We are aiming to establish the Academy as the business' sole training hub from 2025 onwards.

Case study 4.

CDC Indigenous participation

CDC has been working in partnership with BY Group since 2018, with the First Nations founded organisation providing support on a range of CDC's major infrastructure projects.

BY Group was founded in 2014 by three Bundjalung men with a vision to provide sustainable employment and foster economic independence for Indigenous workers in the building sector.

The business has grown to more than 40 staff working across Australia and New Zealand and credits CDC's support in the company's expansion.

The partnership between both organisations has gone from strength to strength, with CDC investing significantly in this relationship.

One of BY Group's eight original fulltime employees, James Woods, has been seconded to CDC since September 2023[28]. In addition to his work within the Development Pre-Construction team, James mentors other Indigenous professionals.

"Working at CDC allows me to represent Australia's shared Aboriginal History all the while being at the forefront of securing Australia's future - something I can take great pride in," he said.

Note: All references on this page are detailed in the Notes section at the end of the report.

Trusted company

Categories

- **Trust**
- **Data security**
- **Resilience and innovation**

Vision statements

1. Australia and New Zealand's most trusted data centres.
2. An industry leading integrated security posture.
3. Innovate for longevity in a changing climate and world.

CDC provides the critical digital data infrastructure that underpins national security, social and economic wellbeing.

Our focus on governance, data sovereignty, resilience and availability makes CDC a sensible choice for our customers who cannot – and will not – compromise on data security. Given the ever-evolving security threat environment, the organisation's unique ability to deliver this service ultimately comes down to one element - trust.

CDC's offering is grounded on being a trusted company by customers. Achieving and maintaining this trust relies on a robust approach across stakeholder engagement, governance, ethics and conduct, human rights, risk management, security, compliance, disclosures and a range of other factors.

CDC's approach includes four areas of business:

- Governance
- Strategy
- Risk management
- Metrics and targets

CDC's Board of Directors oversees the ESG Strategy and the Audit and Risk Committee is accountable for assurance and disclosures. The Chief Strategy Officer provides leadership to the Head of ESG, who works closely with the ESG working group to ensure that sustainability is integrated throughout the business and programs and initiatives work towards meeting CDC's ESG targets.

CDC incorporates climate risk mitigation into site selection, design and operation of our data centres. Sites undergo detailed due diligence processes, intentionally selecting sites that seek to avoid flood and bushfire risk.

Data centres are designed to handle extremes in weather, including high precipitation, drought and high temperatures. Resilience design features include double skinned roof, large gutters, outflows and rainwater tanks, impermeable facades and closed-loop chilled water system. The ability to withstand increased temperatures is designed into CDC's infrastructure and accommodated across equipment lifecycle periods.

CDC's operational risk management systems consider climate-related physical and transition risks.

In addition, CDC takes a holistic view of risk management that includes security risk considerations associated with physical and climate risks. CDC's data centres are meticulously designed for physical security and have achieved international standards and government security accreditations.

Our certifications across Australia and New Zealand

CDC maintains compliance with several governance and risk management certifications in addition to its security certifications. These include ISO 9001 Quality Management Systems, ISO 14001 Environmental Management, ISO45001 Occupational Health and Safety Management.

CDC demonstrates we are prepared for the future by continuing to invest and build for what lies ahead. Whether it is enabling AI, quantum, high-performance or supercomputing infrastructure, CDC's repeated investments represent the 'futureproofing' of the business and enables us to face the security challenges of tomorrow.

ISO 9001 is a globally recognised standard for quality management, demonstrating excellence in performance improvement, meeting customer expectations and quality management.	CDC does not directly manage or access customer information, nor payment information. Notwithstanding this, CDC are PCI-DSS certified, demonstrating our risk management and security manage compliance with the standard.
ISO 14001 is a globally recognised standard for environmental management systems. Certification demonstrates proactive measures to minimise environmental footprint, complying with legal requirements and achieve environmental objectives.	CDC is certified at commissioning under the ANSI TIA-942 certification program at 'Rated-4: Fault Tolerant Site Infrastructure 'demonstrating the highest standards in site selection, infrastructure, architectural, electrical, mechanical, safety and security.
ISO/IEC 27001 is the world's best known standard for information security management systems (ISMS). Certification demonstrates effective systems and best practice processes are in place to manage information security risks to the business and its customers.	CDC New Zealand data centres have achieved the Toitū net carbonzero and enviromark diamond. Demonstrating excellence in carbon footprint and emissions management.
ISO 45001 is an international standard demonstrates our commitment to safety including leadership commitment, worker participation, hazard identification and risk assessment, legal and regulatory compliance, emergency planning, incident investigations and continual improvement.	CDC maintains 'Certified Strategic Facilities' status under the Australian Department of Home Affairs Hosting Certification Framework.
Certification Pending 2025	CDC is a member of the Australian Defence Industry Security Program (DISP) with data centres accredited by the Defence Security and Vetting Service (DSandVS) to Zone 4.
Certification Pending 2025	CDC Australian data centres are constructed and certified under the Security Construction Equipment Committee's (SCEC) consultant scheme to the physical and technical requirements for Zone 4 in accordance with the ASIO Technical Design Note 1-15.
Certification Pending 2025	CDC is a New Zealand Defence Industry Security Programme member and is accredited to contract to the New Zealand Defence Force.
CDC is subject to annual: • SOC 1 Type 2 • SOC 2 Type 2 reports. When commissioning of new data centres falls outside of the SOC reporting cadence, the new data centres are subject to initial: • SOC 1 Type 1 • SOC 2 Type 1 reports.	CDC New Zealand data centres are constructed and certified to Zone 4 physical and technical security requirements in accordance with the NZSIS Technical Note.
	Certification Pending 2025

FY24 performance

Trusted company

Trust	Data security	Resilience and innovation
1. Australia and New Zealand's most trusted data centres.	2. An industry leading integrated security posture.	3. Innovate for longevity in a changing climate and world.

Targets

1. Be recommended as a sustainable leader in data centres as demonstrated by NPS survey results.
2. Maintain completion of governance and ethical framework training by employees.
3. Maintain governance and risk management certifications.
4. Meet and exceed legislated security requirements for both cyber and protective security.
5. Develop a framework for climate-related financial disclosures. Drive industry innovation to embrace new technology.

How we seek to achieve our targets

1. CDC can maintain its position as a highly trusted data centre through its capabilities in providing reliable and secure service to clients. It regularly seeks to improve its service.
2. Systems and infrastructure design in CDC exceed the legislated security requirements for critical infrastructure entities.
3. CDC remains ambitious in its goals to solve problems, develop leaders and ability innovate.

Progress

CDC's achievements for the financial year ending in 2024 include maintaining the governance, risk management and security certifications previously listed in this section, improving systems and procedures for trust, governance, security and resilience.

It increased sustainability engagement with stakeholders, strengthened its supply chain security program and expanded its approach to support new technologies.

CDC's customers gave feedback via a Qualitrics Net Promoter Score (NPS) survey in September and October 2023, resulting in a NPS score of >82, with 93% of the respondents saying that sustainability is a priority. Employees completed governance and ethical training and preparation for the climate related financial disclosures framework commenced.

CDC supported CSIRO to install their high-performance supercomputer, Virga in its data centre, considered by CSIRO as the first deployment of its kind in Australia.

Related UN SDGs to Vision statements

Case study 5.

Trusted to shape the future of technology sustainably

Context

The current AI revolution will test the environmental practices of data centre providers. AI is power hungry - the IT equipment powering it requires more energy to run and more energy to cool down, as the complex algorithms inherent to AI equations requires substantially more computing power than standard search engine queries.

CSIRO has reported that 68% of businesses in Australia implemented AI-related technology in some capacity during the last 12 months. As more and more organisations start to incorporate future technologies across their processes and products, their computing power needs will increase and so too will their energy usage.

Approach

CDC's facilities are designed to meet the cooling and architecture demands of AI technology whilst still aligning to our sustainability targets. Our core design principles established in 2007 can handle the cooling requirements of AI without large-scale changes. This is a key distinction from some other data centre operators, who will generate additional embodied carbon emissions by retrofitting their facilities to be AI capable.

This is in large part due to CDC's closed-loop system that easily allows for liquid cooling of IT equipment, something that is required on a significant scale when powering large AI deployments.

This AI-forward approach to design and water use efficiency means our customers can trust that scaling up their use of AI with CDC can occur in alignment with sustainability goals on water efficiency.

Outcome

CSIRO has chosen CDC as the home for their high-performance supercomputer, Virga. This system is built on state-of-the-art Dell PowerEdge XE9640 servers and is the first deployment of its kind in Australia, designed to optimise AI workflows while maintaining power efficiency through direct liquid cooling.

CDC's AI-ready position is indicative of our preparedness for handling new and emerging technologies, solidifying ourselves as a company that is trusted to be well-equipped for the tech challenges of tomorrow.

"CSIRO introduced the first general purpose GPU cluster back in 2009. Since then we have worked with CDC to plan for where we saw this technology heading for the coming decade, and the sort of data hall we'd need to run it. Virga is our fourth generation GPU cluster, and it is already delivering benefits to our science, and will continue to for many years."

– Angus Macoustra, Chief Technology Officer, CSIRO

Case study 6.

Keeping our customers secure

Context

Data centres store valuable information at their facilities, hosting workloads relating to national defence, banking activity, health records and other sensitive areas. This can attract the attention of cyber criminals and other malicious operators.

The escalating global threat environment, marked by a rise in sophisticated cyber-attacks targeting governments and critical infrastructure, underscores the urgent need for reliable and secure data centres to protect the confidentiality, integrity and availability of customer information.

Whilst acknowledging the reality that it is not possible to guarantee against a cyber incident, one of CDC's most valuable strengths is developing and implementing security measures to provide customers with confidence that their sensitive information is safe.

Approach

CDC's data centres are meticulously engineered with multiple levels of redundancy to offer reliable service for our customers.

This confidence in our services is supported by a range of security measures, including:

- Layered security controls, creating defence in depth in our physical, technical and network security controls
- Principle of least privilege (PoLP) where personnel are afforded access to both premises and systems based on the exact requirements for their role, no more and no less.
- Promoting effective security culture and leveraging the capabilities of all personnel to contribute towards high-security outcomes.
- Enhanced resilience, allowing CDC to effectively respond to incidents and changes in the operating environment.

Outcome

CDC's facilities have achieved the highest security accreditations under the Australian and New Zealand governments' hosting frameworks and security requirements[29].

We have achieved SOC2 Type 2 certification, PCI DSS certification and ISO27001 certification. Additionally, we have been granted membership of the Defence Industry Security Program in both Australia and New Zealand, reflecting our trust within these government networks.

CDC's security controls are subject to a rigorous assurance program, leveraging a network of external experts in physical, cyber and technical security ensuring CDC's security controls remain appropriate to deter, delay, detect and respond to contemporary security threats.

All CDC's Australian facilities have been assessed and certified as a Certified Strategic Facility under the Australian Department of Home Affair's Hosting Certification Framework. Similar certifications are currently under assessment at our New Zealand sites under the newly created Public Cloud Data Centre Certification Program.

Our robust security arrangements underscore our commitment to meeting our customers' mission-critical needs.

Note: All references on this page are detailed in the Notes section at the end of the report.

Metrics and performance

For further details on metrics, definitions, scope boundaries and calculation methodologies, see Appendix 1.

Category	Unit	FY24
Water		
Reportable Water Usage Effectiveness (WUE)	WUE	0.01
Energy		
Reportable Power Usage Effectiveness (PUE)	PUE	1.38
Carbon		
Total Scope 1 emissions	tCO2e	929
Total carbon offsets acquired under Toitū net carbonzero	tCO2e	217
Total Scope 2 emissions (location-based)	tCO2e	78601
Total Scope 2 emissions (market-based)	tCO2e	28919
Waste		
Operational waste to landfill	tonnes	25
Diversion from landfill for NSW Campus	%	91
Employee information		
Headcount permanent	FTE	280
Headcount fixed term contract	FTE	4
Employees by gender		
Female	FTE	74
Male	FTE	210
Return rate for employees after parental leave		
Females	FTE	100%
Males	FTE	100%
New jobs created	#	80
Training		
Employees who received professional training or development	%	100
Health, safety and wellbeing		
Total number of fatalities	#	0
Community Impact		
Number of causes or organisations supported	#	14
Cyber security and Data protection		
Completion of Security Awareness Training	%	100
Security breaches	#	0
Security certifications		
ISO/IEC 27001		
SOC 1 Type 1 and 2 reports, and SOC 2 Type 1 and 2 reports.		
PCI-DSS		
ANSI TIA-942 certification 'Rated-4: Fault Tolerant Site Infrastructure.		
'Certified Strategic Facilities' status under the Australian Department of Home Affairs Hosting Certification Framework.		
Australian Defence Industry Security Program (DISP) accredited by the Defence Security and Vetting Service (DSandVS) to Zone 4.		
Security Construction Equipment Committee's (SCEC) consultant scheme to the physical and technical requirements for Zone 4 in accordance with the ASIO Technical Design Note 1-15.		
CDC is a New Zealand Defence Industry Security Programme member and is accredited to contract to the New Zealand Defence Force.		
Certified to Zone 4 physical and technical security requirements in accordance with the New Zealand Security Intelligence Service (NZSIS) Technical Note.		
Customers		
Customer sustainability priority	%	93
Customer Net Promoter Score	NPS	>82
Ethics and integrity		
Confirmed incidents of corruption	#	0
Infrastructure ESG certifications		
Toitū enviromark diamond		
Toitū net carbonzero		

Appendices

Appendix 1 - Metrics and performance details

PUE and WUE

Power Usage Effectiveness (PUE) and Water Usage Effectiveness (WUE) are calculated as per the defined standards outlined in ISO/IEC 30134-2:2016 and ISO/IEC 30134-9:2022 across all Australian and New Zealand operational sites with 50%+ utilisation, representing the ratio of total data centre facility energy consumption (kWh) and total water consumption (L), to the IT equipment energy consumption (kWh). As third-party comparable data centres may use or evaporate water for the purpose of infrastructure cooling, PUE and WUE should always be considered together to determine the overall operational efficiency of the facility.

Carbon

For NGER reporting of greenhouse gas emissions, CDC reports Scope 1 and 2 greenhouse gas emissions in accordance with the National Greenhouse and Energy Reporting (NGER) scheme for its Australian data centres.

According to the facility and operational control definitions within the National Greenhouse and Energy Reporting Act (legislation.gov.au), CDC reports its customer ICT equipment electricity consumption in NGER Scope 2. For investor reporting of greenhouse gas emissions (this report), CDC reports Scope 1 and 2 emissions in accordance with the Greenhouse Gas Protocol Corporate Standard.

Chapter 3 of Greenhouse Gas Protocol Corporate Standard allows equity, financial and operational control and describes a nuanced (consolidation) approach to data centres, differentiating between customer IT electricity and overhead electricity to run the data centre infrastructure.

Whilst CDC maintains operational and financial control over its data centre facilities, it does not have operational or financial control of customer ICT equipment. Specifically, CDC has determined it does not have the authority to introduce and implement operating policies relevant to the customer ICT equipment.

Therefore, in alignment with Greenhouse Gas Protocol customer ICT equipment electricity consumption is classified as Scope 3 category 13 - downstream leased assets.

Methodologies used in this reporting period may be amended in future to continually improve accuracy, transparency and avoid double counting.

Total Scope 1 emissions

Scope 1 liquid fuel emissions are calculated in accordance with the NGER Measurement Determination in Australia and in accordance with the New Zealand Ministry for the Environment "Measuring Emissions: a guide for organisations (2023)" in New Zealand. Scope 1 refrigerant emissions are calculated in accordance with Greenhouse Gas Protocol Corporate Standard for Australia and New Zealand. For completeness, Scope 1 emission sources include:

- Diesel fleet cars
- Petrol fleet cars
- Forklifts
- On site Diesel Generators
- Refrigerants used in cooling equipment

CDC does not have medium voltage equipment containing SF6 at any of its data centres.

Total carbon offsets acquired for Toitū net carbonzero

Carbon credit offsets (217 tCO2e) purchased and administered through "Toitū net carbonzero" certification for New Zealand operations.

Total Scope 2 emissions (location-based)

Location-based emissions from grid electricity consumption, have been calculated with no consideration for LGCs or RECs. Calculation methodologies and carbon emission factors (CEF's) have been used in accordance with Australian and New Zealand government requirements (Australia's National Greenhouse and Energy Reporting Scheme and New Zealand Ministry for the Environment "Measuring Emissions: A guide for organisations (2023)".

Total scope 2 emissions (market-based)

Market-based emissions from grid electricity consumption, have been calculated by considering mandatory and voluntary LGCs and RECs, including RECs reported by customers or jurisdictions (for example New Zealand and Australia's Capital Territory), with the residual multiplied by the Residual Mix Factor (RMF). Surrender of LGCs occurs once per year in February (not aligning to CDC's financial year), so a component of FY2024 LGCs may be surrendered in 2025.

Diversion from landfill for NSW campus

Confirmed by True Waste certification for 12-month period ending April 24.

New jobs created

The creation of new roles that did not exist before, representing growth of employment opportunities within CDC. This figure specifically excludes recruitment for back-filling of existing roles.

Completion of security awareness training

Employees as of 31 March of the reporting year who have received and acknowledged annual security awareness training within the required deadlines.

Security breaches

Breaches that affected the confidentiality, integrity and availability of customers data.

Security certifications

HCF 'Certified Strategic Facility' certification status achieved at all Australian Data Centres.

CDC has achieved SOC1 Type 1 and 2 and SOC2 Type 1 and 2 re-certification and aim to achieve PCI DSS re-certification and ISO27001:2022 re-certification by the end of 2024.

Customer Net Promoter Score

Net Promoter Score (NPS) is a common metric used in customer experience programs. An NPS score measures customer loyalty by assessing their likelihood of recommending a given business.

NPS score is measured with a single-question survey and reported with a number ranging from -100 to +100, where a higher score is desirable. The NPS score is automatically calculated by Qualtrics based on customers responses to the single-question survey ("How likely are you to recommend CDC to a friend or colleague?").

Appendix 2 Statement details

2A – 100% renewable electricity offering

The term "renewable electricity" when used in this report means that CDC offers customers in Australia to match 100% of the volume of electricity associated with customer equipment and data centre usage by purchasing and retiring an equivalent volume of LGCs sourced from renewable energy projects to bring the carbon factor of the consumed electricity to zero. The LGCs are generated by 100% renewable electricity sources. CDC's purchasing of 100% renewable electricity is the key action aimed at meeting our (defined) net zero carbon by 2030 target by addressing the most material component of Scope 1 and 2 emissions. CDC wrote to its Australian customers offering them the option from 1 January 2024, of using 100% renewable electricity across its Australian campuses by surrendering an equivalent amount of Large Scale Generation Certificates (LGCs).

Where CDC is responsible for the purchase and surrender of voluntary LGCs on behalf of customers in Australia, it does so as a pass-through cost to the customer, without charging fees for this service. Customers may advise CDC if they surrender their own LGCs or Renewable Energy Certificates (RECs).

2B – CDC purchases sustainable, certified low-carbon content products

"CDC specifies the use of sustainable, certified, low-carbon content products in its data centres."

These certifications and low-carbon attributes are backed up by Environmental Product Declarations or product data sheets and include features such as:

- Carbon neutral products
- Reduced carbon products
- Recycled content used in manufacture
- GreenTag certification Forest Stewardship Council (FSC) certification
- Declare certification
- Red List Free certification

2C – Zero waste to landfill by 2030 target

The zero waste to landfill by 2030 target applies to operational waste and is defined by the achievement of zero waste certification, such as True Waste at CDC's campuses. Certification requires a minimum of 90% recycling rate to be achieved, along with processes to encourage a circular economy.

2D – Case study in water efficiency

"CDC's closed-loop cooling systems are designed to save up to 5 billion litres of water per annum. This is equivalent to about 2,000 Olympic sized swimming pools of water savings, per year."

This statement is based on 2021 study of data centre water consumption and average Olympic swimming pool volume of 2.5 million litres, noting that data centre water consumption may differ depending on efficiencies of scale and operating temperatures.

2E – Diversity and inclusion initiatives

The following initiatives contribute to create a more inclusive and equitable workplace, supporting the achievement of our gender diversity goals.

Recruitment Practices

- Using neutral language and prominently featuring our commitment to diversity in employee benefit statements and job advertisements. This approach seeks to attract a diverse pool of candidates.
- Seeking to engage with underrepresented groups by partnering with organisations and networks, for example women's professional networks.
- Providing Bias/Unconscious Bias Training for hiring managers and training on inclusive interviewing techniques, such as focusing on objective skills and behaviours rather than subjective judgments.
- Regularly revisiting and refining recruitment practices, checking for inclusivity and effectiveness to facilitate continuous improvement.

Apprenticeship and Graduate Programs

- CDC is developing an apprenticeship/ graduate/internship program with a vision to cultivate talent from diverse backgrounds and provide ongoing opportunities for career advancement.

Collect and Analyse Data

- Regularly monitoring recruitment metrics to analyse the gender diversity of the applicant pool and recent hires to identify trends, gaps and areas for improvement.
- Seeking feedback from candidates, (hired – formally via the onboarding process and not hired – informally via conversations with recruiters) on their experience throughout the recruitment process to identify perceived barriers or biases.
- Conducting regular exit interviews to gain valuable insights to refine our practices.

2F – KPMG limited Asurance Report

Independent Limited Assurance Report to the Directors of CDC Data Centres Pty Ltd

Conclusion

Based on the evidence we obtained from the procedures performed, we are not aware of any material misstatements in the Selected Sustainability Metrics, which has been prepared by CDC Data Centres Pty Ltd in accordance with the criteria for the year ended 31 March 2024.

Information Subject to Assurance

The Selected Sustainability Metrics subject to this limited assurance engagement for year ended 31 March 2024, for CDC Data Centres Pty Ltd (ABN 59 125 710 394) ("CDC Data Centres") are shown in the table below and represent the Information Subject to Assurance. The Selected Sustainability Metrics are presented in CDC Data Centres' 2024 Sustainability Report (2024 SR).

The Selected Sustainability Metrics comprises the following:

Selected Sustainability Metrics	Units	FY24
Scope 1 GHG emissions	tonnes CO_2e	929
Scope 2 GHG emissions (location based)	tonnes CO_2e	78,601
Scope 2 GHG emissions (market based)	tonnes CO_2e	28,919

Criteria Used as the Basis of Reporting

The criteria used to calculate the Selected Sustainability Metrics includes the World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol (GHG Protocol) as outlined in Appendix A: Methodology of the 2024 SR (together, the Criteria).

Basis for Conclusion

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

- used our professional judgement to plan and perform the engagement to obtain limited assurance that we are not aware of any material misstatements in the Selected Sustainability Metrics, whether due to fraud or error;
- considered relevant internal controls when designing our assurance procedures, however we do not express a conclusion on their effectiveness; and

- ensured that the engagement team possess the appropriate knowledge, skills and professional competencies.

Summary of Procedures Performed

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

- Enquiries with relevant CDC Data Centres personnel to understand the internal controls, governance structure and reporting process of the Selected Sustainability Metrics;
- Reviews of relevant documentation including basis of preparation and supporting process documents;
- Sample testing the Selected Sustainability Metrics to underlying evidence and recalculating mathematical accuracy of the calculations on a sample basis;
- Undertake analytical procedures over the Selected Sustainability Metrics;
- Site visits to selected CDC Data Centres locations
- Perform walkthroughs of the Selected Sustainability Metrics to source documentation;
- Evaluate the appropriateness of the criteria with respect to the Selected Sustainability Metrics; and
- Reviewed the 2024 Sustainability Report (2024 SR) in its entirety to ensure it is consistent with our overall knowledge of assurance engagement.

How the Standard Defines Limited Assurance and Material Misstatement

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

Misstatements, including omissions, are considered material if, individually or in the aggregate, they could reasonably be expected to influence relevant decisions of the Directors of CDC Data Centres.

Use of this Assurance Report

This report has been prepared for the Directors of CDC Data Centres for the purpose of providing an assurance conclusion on the Selected Sustainability Metrics and may not be suitable for another purpose. We disclaim any assumption of responsibility for any reliance on this report, to any person other than the Directors of CDC Data Centres, or for any other purpose than that for which it was prepared.

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Management's responsibility

Management are responsible for:

- determining that the criteria is appropriate to meet their needs;
- preparing and presenting the Selected Sustainability Metrics to assurance in accordance with the criteria; and
- establishing internal controls that enable the preparation and presentation of the Selected Sustainability Metrics that is free from material misstatement, whether due to fraud or error.

Our Responsibility

Our responsibility is to perform a limited assurance engagement in relation to the Selected Sustainability Metrics for the year ended 31 March 2024, and to issue an assurance report that includes our conclusion.

Our Independence and Quality Management

We have complied with our independence and other relevant ethical requirements of the *Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Australian Professional and Ethical Standards Board, and complied with the applicable requirements of Australian Standard on Quality Management 1 to design, implement and operate a system of quality management

KPMG

KPMG

Julia Bilyanska

Julia Bilyanska

Partner

Melbourne

5 December 2024

Notes

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1. CDC offers customers in Australia to match 100% of the volume of electricity associated with customer equipment and data centre usage by purchasing and retiring an equivalent volume of LGCs sourced from renewable energy projects. For further information, see Appendix 2A.

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2. Net zero carbon by 2030 for Scope 1, 2 and defined 3 (customer electricity, waste and business travel) is a market-based target which includes all Greenhouse Gases and is intended as the measured performance state at 2030. This market-based target accounts for Renewable Energy Certificates. From 1 Jan 2024 CDC is providing electricity that is 100% backed by renewable sources, which accounts for Scope 2 and customer electricity Scope 3. By 2030, CDC intends to achieve net zero carbon for the remaining Scope 1 and defined Scope 3 emissions by purchasing carbon credits.
3. The Indigenous Participation Plan is an internal framework to facilitate employment opportunities for Aboriginal and Torres Strait Islander Peoples.
4. Toitū enviromark diamond certification | Toitū Envirocare. Toitū enviromark diamond certified means that the organisation has a robust Environmental Management System in place to prevent and reduce environmental impacts, which has been assessed and verified by the Toitū enviromark programme against a standard higher than the requirements of ISO 14001.

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5. CDC offers customers in Australia to match 100% of the volume of electricity associated with customer equipment and data centre usage by purchasing and retiring an equivalent volume of LGCs sourced from renewable energy projects. For further information, see Appendix 2A.
6. Carbon Management | Toitū Envirocare. Toitū net carbonzero certified means that emissions have been measured to ISO 14064-1 and Toitū requirements, managed and reduced against Toitū requirements and independent auditing and any unavoidable emissions offset following Toitū requirements.
7. Toitū enviromark diamond certification | Toitū Envirocare. Toitū enviromark diamond certified means that the organisation has a robust Environmental Management System in place to prevent and reduce environmental impacts, which has been assessed and verified by the Toitū enviromark programme against a standard higher than the requirements of ISO 14001.
8. For further information, see Appendix 1 - Metrics and performance details: PUE and WUE.
9. CDC's Eastern Creek Campus in New South Wales is a TRUE (Total Resource Use and Efficiency) zero waste certified facility, which achieved at least a 90% waste diversion from landfill for the 12 month period ending April 2024.
10. For further information, see Appendix 1 - Metrics and performance details: Customer Net Promoter Score.

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11. For further information on the security certifications, see Metrics and performance table and Appendix 1.

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12. For further information, see Appendix 1 - Metrics and performance details: Carbon.

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13. For the KPMG limited Assurance Report, see Appendix 2F.

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14. CDC offers customers in Australia to match 100% of the volume of electricity associated with customer equipment and data centre usage by purchasing and retiring an equivalent volume of LGCs sourced from renewable energy projects. For further information, see Appendix 2A.
15. We compare CDCs WUE measurement to published WUEs for comparable data centres to establish CDC as one of the most water efficient data centre operators in Australia and New Zealand.
16. Net zero carbon by 2030 for Scope 1, 2 and defined 3 (customer electricity, waste and business travel) is a market-based target which includes all Greenhouse Gases and is intended as the measured performance state at 2030. This market-based target accounts for Renewable Energy Certificates. From 1 Jan 2024 CDC is providing electricity that is 100% backed by renewable sources, which accounts for Scope 2 and customer electricity Scope 3. By 2030, CDC intends to achieve net zero carbon emissions for the remaining Scope 1 and defined Scope 3 emissions by purchasing carbon credits.
17. For further information, see Appendix 2A.
18. For further information, see Appendix 2C.
19. For further information, see Appendix 2A.
20. For further information, see Appendix 2D.

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21. For further information, see Appendix 2A.
22. For further information, see Appendix 2A.
23. For further information, see Appendix 2A.

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24. For further information, see Appendix 2D.

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25. As identified by the New Zealand Infrastructure Commission and the New Zealand Government, as part of the New Zealand Infrastructure Strategy.

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26. SO 45001:2018 Occupational health and safety management systems.
27. For further information, see Appendix 2E.

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28. The secondment occurred during the reporting period.

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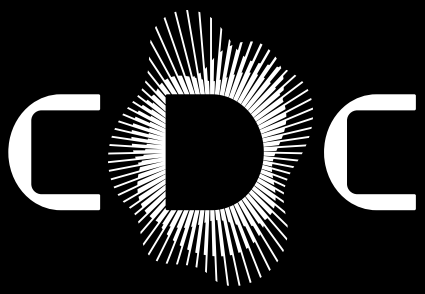
29. See Metrics and performance table for the complete list of security accreditations achieved by CDC.



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