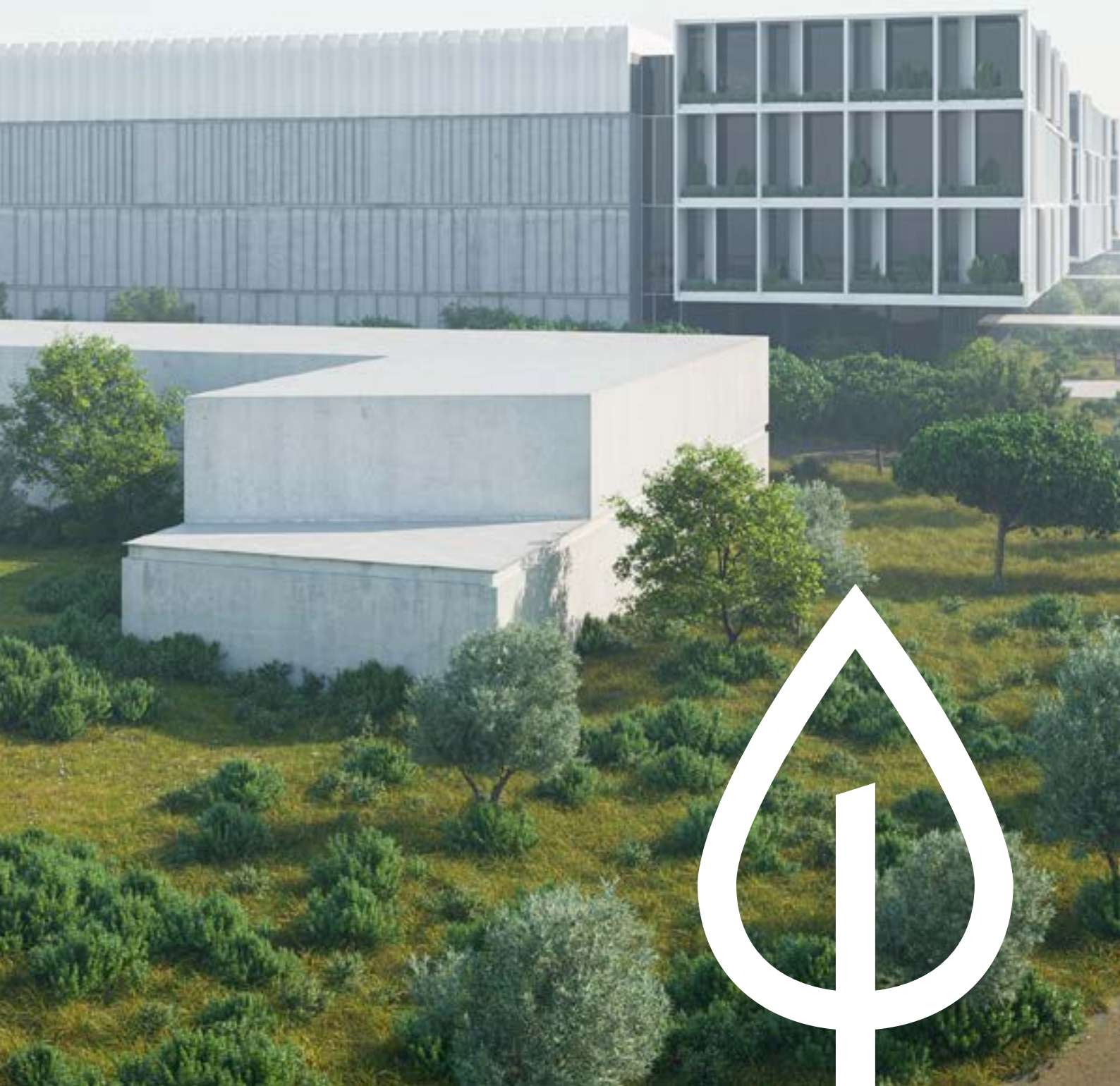# Start Campus Sustainability Guidelines

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Start Campus Sustainability Guidelines

We believe that Start Campus is in the forefront of establishing industry-wide — **100% green energy sustainable data centers**.

By prioritizing transparency and taking decisive action, Start Campus aims to inspire others in the industry and drive positive change on a local, national, and global scale.

Today, the rapid pace of global digital transformation is driving increasing volumes of data creation, storage, and usage leading to surging demand for data centers. While much has been achieved to address the power needs of these facilities, a change is needed if we are to continue to power digital and energy transitions while at the same time meeting goals for net zero emissions.

As a leading data center developer committed to sustainable practices and 24x7 renewable energy power, we at Start Campus want to share insights into its elevated sustainability standards, policies and good practices through this four-part blog series, with the goal of creating needed awareness, encouraging widespread adoption of best practices, and influencing new industry best practices.

Sustainability   **Site Selection**   **Green Power**   **Adaptability**   **Connectivity**   **Reliability**

At Start Campus, we believe in actively designing, measuring, reporting, and continuously improving sustainability-related standards goals to effectively assess **our environmental, social, and economic impact**.

This commitment ensures that we align with the targets set by the Paris Climate Agreement and fulfill the U.N.'s Sustainable Development Goals.

We take pride in being pioneers developing a comprehensive chain of connectivity embedded with sustainable initiatives at every step, fostering a collaborative ecosystem that drives holistic sustainability.

Our commitment is aligned primarily to 13 of the 17 United Nations Sustainable Development Goals (UN SDGs):

The Start Campus Sustainable Development Goals serve as guiding principles as we move toward global sustainability. To achieve these goals, we have established **four Sustainability Pillars**:

| For the Planet | For the Community | For Start Campus | For the Industry |

For the Planet

In this first blog of our four-part series, we shed light on Start Campus's Sustainability Guidelines and what sets us apart from other data center service providers whose efforts are limited to carbon offsetting by purchasing carbon credits from unrelated third parties. At Start Campus, we take innovative on carbon offsetting initiatives right at our campus sites through a range of initiatives.

At our SINES Project, a 495 MW hyperscale data center campus, we have designed an energy-independent system powered exclusively by renewable energy, and hybrid solar/wind parks supported by batteries and green power purchase agreements. This approach enables access to 100% green power 24/7 at competitive prices, allowing us to offer sustainable and cost benefits to our customers. Additionally, Start Campus boasts an exceptional Power Usage Effectiveness (PUE) rating of 1.1, ensuring optimal energy efficiency.

Scope 1 | Direct GHG emissions
Scope 2 | Indirect energy GHG emissions
Scope 3 | Other indirect GHG emissions

From the very beginning of the construction phase, we incorporated carbon modeling for Greenhouse Gas (GHG) emissions scopes 1 (direct emissions), 2 (indirect emissions), and 3 (other emissions), going beyond industry norms that only address emissions scope 1 and 2.

By utilizing state-of-the-art green concrete and recycled scrap metal in the construction of our SIN01 building, Start Campus has successfully achieved an outstanding 16% reduction in carbon emissions.

These sustainability-driven initiatives not only benefit our own data center facilities but also influence the broader data center industry and supply chain, promoting the use of eco-friendly construction materials.

Another key aspect of our sustainability focus is the restoration of natural habitats and the promotion of local biodiversity. We actively engage in planting, nurturing, and conserving native vegetation, as well as constructing water retention basins in strategic locations to promote endogenous species to thrive within our data center campus.

Collaborating with local universities, we identify suitable vegetation to support biodiversity while maintaining a net zero biodiversity loss.

By purposefully placing shade-loving vegetation around our buildings and beneath solar panels, we optimize space utilization while creating carbon sinks.

Over time, these carbon sinks will not only contribute to significant cost benefits, particularly with the anticipated rise in carbon tax, but also help us achieve carbon-neutral operations by 2025 (with a Carbon Usage Effectiveness (CUE) of 0) and full carbon neutrality by 2028 at the Start Campus SINES location.

Start Campus works to **synergize with neighboring industries** to reclaim waste heat and explore potential monetization of waste streams.

For instance, we leverage the cold ocean water rejected by the nearby liquefied natural gas facility that uses it as process water for their gasification processes, colling it down and creating huge efficiencies for our colling process and promoting circular economy within an industrial area.

Start Campus cools its data halls in two ways:

a) reusing the infrastructure of a decommissioned coal power station ocean water facility;

b) reclaiming cooled ocean water for cooling system from a nearby liquefied natural gas (LNG) import terminal, which in turn uses the ocean water to exchange heat for the regasification.

Our approach fosters holistic industry collaborations, driving operational efficiencies, lowering operational costs, and **moving the industry toward a green future**.

This highlights Start Campus's guidelines to address environmental sustainability — more specifically, it outlines what **Start Campus is implementing to elevate the company and industry's sustainability standards**.

For the Community

Welcome to part two of four in our blog series highlighting our sustainable best practices. This blog focuses on the company's **initiatives for sustainable community development**.

If you missed the first one "**For the Planet**," you can read the overview of our sustainability blog series **here**.

Sustainable Communities

Start Campus supports the community by creating sustainable industries and investing in local, pivotal projects that support the regional shift toward a circular economy.

These efforts include promoting sustainable economic growth through local employment and community involvement.

Some of the initiatives we are developing in Start Campus are:

Local Community   Education   Employment

⚡ Start Campus

We believe that community is the heart of the region and all that it surrounds.

Local Community

At the start of our SINES Project, we went to the community to present our concept and get feedback to understand how we could positively influence the region.

From that exercise, **GAMMA Community Platform** was born — an annual initiative that invests in community-driven projects. This proactive engagement funds and supports several community projects each year that target and benefit the municipalities surrounding Start Campus' projects.

The goal is to leave a positive impact in the region by promoting economic growth and prosperity through collaboration with local entrepreneurs, residents, and other stakeholders, helping to support their vision for the future.

The GAMMA Platform exists to empower community members to be leaders in regional development by supporting local initiatives that reflect **four investment pillars**:

Educational Development	Environment	Community	Entrepreneurship

We're committed to local communities and are constantly active in forums to continue to learn and grow with our community.

Education

Start Campus aims to **increase regional economic development** by creating positive spillovers from the promotion of sustainable entrepreneurship initiatives, and the re-skilling of local populations. By doing this, we improve employability, as well as the focus on training and developing skills in relevant areas of expertise.

We work with local technical schools to offer data center-related disciplines/ courses, resulting in new talent joining the industry. This aids in **building human capital** to address the market's skilled workforce shortage.

As a company we've collaborated with an IPS — Setúbal Polytechnical Institution — to develop a **new data science course specifically designed for data centers**. Engineers will be trained to support renewable energy and cooling operations at green facilities.

Employement

Our SINES Project promotes new employment opportunities with up to **1,200 direct jobs** and up to **8,000 jobs in total** for the local region.

Start Campus aims to use these guidelines to address **sustainability for the community**, and to support them through their various initiatives. By instituting these programs, we — and the industry as a whole — can foster an environment where workers and the community at large can and will thrive.

For more information about Start Campus Community engagement policy, visit **Sustainability for the Community**.

For the Company

Welcome to part three of our blog series highlighting our sustainable best practices here at **Start Campus**.

As one of **Europe's largest data center developments**, it's imperative that the design and construction of the campus create and foster a truly sustainable and completely renewable energy campus.

We aim to embed all aspects of environmental protection and social inclusivity, and increase local economic development in every department within the company.

To read the previous articles of this series, access:
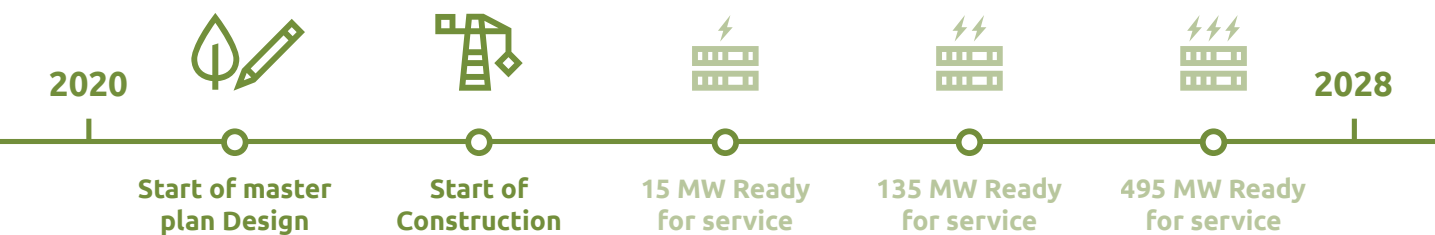
🌿 **For the Planet**   👥 **For the Community**

Company Culture

Established in 2020, Start Campus is an innovative global technology and green energy company on the frontlines of creating sustainable data centers. It is important to us that our employees understand how valued they are, and that they are an integral part of what makes Start Campus great.

2020				2028
Start of master plan Design	**Start of Construction**	**15 MW Ready for service**	**135 MW Ready for service**	**495 MW Ready for service**

At Start Campus, we firmly believe that **our employees are the backbone of our success**. Skilled staff that are passionate about improving and **disrupting the data center industry** are our greatest asset for supporting Start Campus's green initiative. We understand that a company is only as strong as its workforce.

In this article, we want to express our appreciation for their contributions, highlight the reasons behind our employee-centric approach, and **showcase the positive impact** it has on our organization.

Employee-Centric Culture

We at Start Campus believe that our employees are not only family, but a team working together to change the data center industry and the world. Their efforts are the reason we have made such strides since our inception in 2020. Our philosophy at Start Campus is built around **making our employees feel recognized for the important work they do**.

At the heart of our employee-centric philosophy is the creation of a supportive and inclusive environment. We strive to foster a workplace culture that promotes:

▸ Open Communication,
▸ Collaboration,
▸ and Respect.

By providing a safe and welcoming space, we empower our employees to bring their whole selves to work and contribute their unique perspectives and talents.

Start Campus enjoys recognizing and celebrating the achievements of our employees. Whether it's hitting sales targets, implementing innovative ideas, or going the extra mile to deliver exceptional customer service, we make it a point to acknowledge and appreciate their efforts.

From regular employee recognition programs to team celebrations and awards, we want our employees to feel valued and know that their hard work does not go unnoticed.

Professional Growth

Professional growth and development are essential for both individual employees and the overall growth of Start Campus. We encourage our staff to **expand their skill sets, educate themselves** on green initiatives, and **stay on the cutting edge of industry standards**. By investing in their growth, we are not only enhancing their capabilities but also cultivating a highly skilled and motivated workforce.

At Start Campus, we believe that **every employee has a unique perspective
and their own valuable insights to contribute.** We foster a culture that encourages and values employee feedback. We provide platforms for open dialogue, actively seek employee input on decision-making processes, and empower them to take ownership of their work.

By listening to and incorporating their ideas, we create a sense of ownership and pride, fostering a stronger sense of belonging. We firmly believe that diverse ideas lead to innovation, so we actively seek to diversify our workforce through inclusivity and open hiring practices. **Start Campus's employees are the driving force behind our achievements**. By prioritizing their well-being, recognizing their contributions, and investing in their growth, we create an environment where they can thrive.

For the Industry

Welcome to the fourth article in our blog series highlighting Start Campus's sustainability best practices.

To get caught up on the entire series, you can access:

For the Planet   For the Community   For the Company

Sustainable Industry

At **Start Campus**, we foster a collaborative ecosystem to help drive a holistic approach to environmental sustainability company-wide and on a global scale. This blog article outlines what Start Campus is putting in place to set industry-wide sustainability standards.

Start Campus's is pioneering sustainability initiatives to impact the entire data center industry and supply chain, driving the utilization of eco-friendly construction materials. By leading the way with their sustainability-driven approach, Start Campus inspires others in the industry to follow suit. Their innovative practices and commitment to environmental responsibility serve as a catalyst for change, motivating stakeholders to adopt greener alternatives and reshape industry standards.

To support our activities, we monitor and measure progress by achieving our sustainability development goals. We embed sustainability into the corporate goals and targets. We strive to be pioneers in developing and — more specifically — sharing our highly-detailed and 100% transparent Carbon Modelling System using BIMMS Software with the wider industry. We aim to set an example for all future companies to adopt the most sustainable and ethically driven deliverables.

By implementing our sustainable procurement policy and environment policy, Start Campus can influence the supply chain sustainability and push the global industry to innovate, build and deliver green solutions. We have developed and measured specific departmental action plans that define roles, responsibilities, and timescales for activities. To achieve company wide as well as global sustainability targets, we follow successful models of well-structured guidelines.

Carbon pledge
- ✔ Operations carbon neutral by 2025 Fully carbon
- ✔ neutral by 2028

Green Power
- ✔ Repurposed oceanwater cooling infrastructure
- ✔ Designed WUE of 0

Zero Water
- ✔ 100% renewable power
- ✔ Carbon modelling up to scope 3

Biodiversity
- ✔ Biodiversity protection
- ✔ 1.1. PUE

Sustainability Standards We Follow

The GRI Standards are the most widely used sustainability reporting standards in the world. They provide a framework for companies to report on their economic, environmental, and social impacts, in addition to performance. The GRI Standards are designed to be flexible and allow companies to tailor their reporting to their specific needs and context.

The International Organization for Standardization (ISO) 26000 is a guidance standard on social responsibility. It provides guidance on how companies can operate in a socially responsible manner, and it covers a wide range of topics, including human rights, labor practices, the environment, and governance.

Finally, Start Campus follows the **Sustainability Accounting Standards Board** (SASB) Standards. These provide a framework for companies to report on their sustainability performance in a way that is financially transparent. The SASB Standards focus on financial performance and the material sustainability issues that are most likely to impact a company's financial performance.

Start Campus is unwavering in its commitment to sustainability, making it an integral part of our corporate identity. This framework enables us to measure and report on our economic, environmental, and social impacts, and guide our decision-making towards a sustainable future.
We invite you to join us on this transformative journey towards a more sustainable and responsible world. Together, we can make a meaningful difference.