Milam County Data Center Community Compact

Nov. 9, 2026

On Nov. 9, SB Energy and Open AI presented the Milam County Community Compact to the Commissioners Court.

Milam County Community Compact

Burlington, Milam County, Texas

Milam County's strength is in the people who call it home: families who come together at the county fair, teachers who help young people see what their future could hold, local business owners who invest in their neighbors, and volunteer first responders who answer the call. As SB Energy and OpenAI become part of this community through Milam County Data Center, we want to build on that strength. Working alongside SB Energy, local leaders, and community partners, we see an opportunity to support education so more young people can build their futures close to home, open pathways to rewarding careers, and strengthen county public services. This Community Compact begins with a commitment to listen, follow through, and shape that future together with the people of Milam County.

We have dedicated time to listening to Milam County residents, educators, local officials, businesses, and community organizations to better understand what matters to them. To everyone who has shared concerns, offered feedback, and welcomed us into the life of this community: thank you. We are grateful for your openness about the places where families are thriving and where more support is needed. We recognize the trust it takes to share those experiences, and we take seriously the responsibility that comes with being part of your community. What we have heard has already shaped much of our early work. This compact builds on those conversations and actions.

SB Energy is developing Milam County Data Center, and OpenAI will exclusively use the computing capacity it provides. As part of this long-term relationship, SB Energy and OpenAI have a responsibility to be present in Milam County and accountable for the commitments we make. We are working alongside Open AI and our project partners to support the community throughout construction and operations. This compact sets out SB Energy and OpenAI's public commitments and how we will report on our progress.

In Milam County, SB Energy and OpenAI will:

Be Accountable to Milam County Residents

- **Listen to the Community.** We will continue regular listening sessions with residents, local officials, schools, businesses, and community organizations. Our dedicated community engagement lead will use this feedback to shape local priorities and future commitments.
- **Keep Discussions With Public Officials Open.** SB Energy and Open AI will not require public officials to sign nondisclosure agreements. Any confidentiality protections will be narrowly limited to legitimate security information, trade secrets, or proprietary or competitively sensitive information. Those protections will not be used to prevent officials from sharing information residents need to understand the project's impacts and commitments.

- **Keep the Public Informed.** We will continue project updates to the Milam County Commissioners Court at least four times each year, with a goal of meeting every other month, for up to six scheduled updates annually. We will coordinate with the Court and our project partners and publish progress updates on the project website.
- **Maintain Clear Channels for Questions and Concerns.** Residents can reach our teams through SB Energy's Community Engagement Team, OpenAI's Community Lead, or the project email listed on the website. Whichever channel residents choose, we will coordinate to get questions and concerns to the right team, acknowledge inquiries within one week, and follow up with next steps. Concerns requiring technical review will be referred to the responsible team and tracked through a response.
- **Report Publicly on Our Commitments and Impact.** We will publish an annual report on community investments, workforce initiatives, and progress across this compact, including available information on how the project and our partnerships are benefiting Milam County. Working with SB Energy and community partners, we will share results such as residents reached, training opportunities supported, local business participation, and improvements to public services. We will share updates throughout the year as results become available. The annual report will identify completed actions, work underway, and commitments that need further attention, including steps to address delays or shortfalls.

Respect Shared Resources and Support Reliable Service

Residents deserve clear information about how Milam County Data Center connects to the Texas electric grid, uses shared resources, and affects neighboring communities. SB Energy and Open AI have been working with ERCOT and Oncor, the transmission and delivery utility, on the studies, approvals, and technical requirements needed to connect the project responsibly.

- **Pay Our Own Way on Energy.** SB Energy and Open AI will cover the full cost of the electricity Milam County Data Center uses and the additional energy infrastructure required to serve the project, so those costs are not shifted to households or other electricity customers. This includes the project's grid connection, substations and transmission facilities built specifically for Milam County Data Center, and any new generation capacity required to meet its electricity needs. Where infrastructure serves multiple customers, Milam Count Data Center will pay the share of additional costs attributable to the project. We will work with the relevant utilities and regulators to make these responsibilities clear in the applicable agreements and explain publicly how project-related costs are allocated.
- **Support Grid Reliability.** SB Energy and Open AI will ensure our energy consumption advances grid reliability. We are still determining the most effective site-specific strategies to monitor electricity demand, manage how quickly the site increases its electricity use, and reduce demand when required to meet grid operating requirements. OpenAI and SB Energy will explain the final connection arrangements and any agreed load-reduction requirements in plain language, including when they apply and who is responsible.
- **Publish Clear Information About Community Impacts.** SB Energy and Open AI will measure and publish the following information on the project website:
- **Noise.** Independent noise studies beginning at the start of operations and annually thereafter, measuring sound at property boundaries and immediately neighboring areas, with public summaries and follow-up on reported concerns.
- **Water.** Milam County Data Center will use a closed-loop cooling system that recirculates water from the initial fill, with only minimal additional water needed intermittently for maintenance. After the initial fill, water will primarily be used for domestic purposes. Our water-stewardship approach

will focus first on using water efficiently and then on supporting locally relevant conservation and restoration efforts. Our goal is to become water positive within the first five years of operations by supporting measurable water conservation and restoration efforts that restore more water to local watersheds and communities than the facility consumes. We will work with local water providers and watershed partners to identify projects that address local water priorities. We will track facility water consumption and compare it against restoration benefits that will be determined using an industry-approved and transparent methodology, and report annually on water use, projects supported, their measured or estimated benefits and progress toward our goal.

- **Energy.** Onsite electricity use, including electricity generated and consumed, with an explanation of the project's grid connection and any agreed load-management arrangements.
- **Sustainability.** Site-specific information about cooling systems, backup generator emissions, use of renewable energy and other technologies and practices used to reduce environmental impacts.
- **Plan With Local Service Providers.** We will continue working with project partners and local water providers to address questions about supply capacity, infrastructure improvements, conservation, and service reliability, and communicate the outcomes of relevant studies and planning.

Be a Good Neighbor During Construction and Operations

- **Share Information About Disruptive Work.** We will work with Open AI, DPR, and Sundt to provide advance notice of construction activities involving road closures, detours, or changes to access for neighboring properties.
- **Coordinate Around Local Needs.** We will work with our construction partners and local authorities on truck routes, road concerns, emergency access, and opportunities to avoid school arrival and dismissal times where feasible.
- **Respond to Neighborhood Concerns.** We will provide a clear route for residents to raise concerns about noise, lighting, dust, drainage, or other project impacts. When necessary, we will involve the appropriate technical and project partners and follow up on action taken.
- **Support Emergency Readiness.** We will continue coordination with local fire, EMS, law enforcement, and emergency planning partners on site access, communications, and response planning. Together, we will explore opportunities for additional training and equipment investments that strengthen local capacity.

Invest in Community Priorities

Milam County Data Center's contribution should be visible in families' daily lives: in children who are healthy and ready to learn, older residents who can age with dignity and connection, and working adults who can build secure futures close to home. SB Energy and OpenAI's approach will consider the conditions that shape health and well-being, including education, economic stability, access to care, and a sense of belonging. What we have heard points toward K–12 education, support for older residents, jobs and skills, and community culture as emerging priorities. We will keep listening and leave room for community-identified needs to shape future investments.

- **Strengthen Opportunity Across Generations.** We will work with residents and local organizations to identify investments that support children's learning and well-being, help older residents remain connected and supported, and expand opportunities for families to thrive. Community input will guide the priorities and design of these investments.
- **Support Community Health and Belonging.** We will consider opportunities to improve access to care, support students' long-term health, and strengthen the places, traditions, and

relationships that sustain local life. We will develop this work with the community as needs become clearer.
- **Focus on Measurable Improvements in Daily Life.** As investments take shape, we will agree with community partners on what success should look like and how to track it. Our annual report will describe who is being reached and what is changing for residents, alongside the investments made. We will use that learning and ongoing feedback to refine our approach.

Create Pathways to Local Jobs and Local Business Opportunities

- **Create Access to Good Jobs Close to Home.** A good job can help a family plan for the future: pay that supports a household, health and retirement benefits, paid vacation, and room to advance. We will work with project employers to build those opportunities for local residents, so people can develop rewarding careers in the community they call home. We will make role-specific pay, benefits, qualifications, and working arrangements clear as opportunities are advertised.
- **Make Opportunities Visible.** We have already shared Milam County Data Center job openings through local education and workforce partners. We will continue that outreach and work with project employers to maintain a live jobs feed on the project website.
- **Connect Residents With Workforce Opportunities.** We will work with project employers and local education and workforce partners to share information about expected roles, skills, recruitment schedules, and training and apprenticeship pathways as plans develop. This coordination will help Milam County residents understand upcoming opportunities and how to prepare, while helping local partners align training with employer needs.
- **Help Residents Prepare and Advance.** SB Energy and OpenAI will build on the commitment to a rolling 12-month forecast of upcoming roles so local training providers can align preparation with employer needs. The project will support Milam County, schools, colleges, workforce organizations, and employers on training, learn-and-earn pathways, and opportunities to advance into roles with greater responsibility and earning potential.
- **Support Local Business Growth.** Milam County Data Center is already creating opportunities for local enterprises. We will continue to work with Open AI to support best efforts to expand opportunities for qualified Texan businesses in construction, maintenance, landscaping, transportation, food services, and other project needs. We will make upcoming opportunities and supplier requirements easier to find, provide a way for businesses to register their interest, and hold supplier information sessions with the teams responsible for purchasing. Our annual report will describe local supplier participation and, where partners can provide the data, statewide purchasing.

Build a Lasting Relationship

We want Milam County residents to see the benefits of Milam County Data Center in their own lives and to know that their voices continue to shape our work. We will stay present, report transparently on progress, and address problems when they arise. This compact grows from the time we have spent listening and the relationships we are building. We will keep strengthening it together. By signing the final approved compact, SB Energy and OpenAI affirms these public commitments to the people of Milam County and its intention to carry them out in good faith with the partners responsible for delivery.