

Community benefit plan 2026

Responsible by design

A long-term commitment to Schuylkill County, Pennsylvania —
and to the community writing its next chapter.



Dear Schuylkill County Community,

Thank you for taking the time to review Nebius' Community Benefits Plan. We recognize that projects of this scale bring both excitement and important questions, and we believe earning the trust of a community begins with listening and understanding and then following through on our commitments.

From the earliest stages of planning our AI Factory in Schuylkill County, we have worked to engage local elected officials, first responders, economic development organizations, educators, and nearby residents to better understand what matters most to this community. Those conversations have shaped both our approach to this project and the commitments outlined in this plan.

Our goal extends beyond building critical AI infrastructure. We want to create lasting opportunities that strengthen Schuylkill County for years to come.

That means investing in workforce development, supporting local schools and career and technical education programs, expanding access to STEM and AI education, and creating partnerships that prepare the next generation for careers in one of the world's fastest-growing industries. It also means being a transparent and accessible neighbor — sharing information, responding to questions, and maintaining regular touch points with the community throughout construction and long after operations begin.

We are committed to operating safely, working collaboratively with local officials and emergency services, and addressing community priorities as this project moves forward. We believe strong partnerships are built through accountability, consistency, and respect.

As industries evolve, we believe this community is well-positioned to help power the next generation of technological advancement. We're honored by the opportunity to invest here and look forward to building a partnership that delivers lasting economic opportunity while respecting the values and character that make this region unique.

This Community Benefits Plan marks the beginning of that commitment, and we look forward to building the future together.

With respect and commitment,



Danielle Milich
US Public Affairs Manager,
Nebius

Birmingham by the numbers


Zero
Impact on electric rates


1,000+
Construction & full-time jobs


\$87M
Projected annual tax revenue


Zero
Impact on water resources



John Sutter
Vice President US Public Affairs,
Nebius

How we build

Responsible AI is foundational to our development process, from facility design to operations to community partnerships. We are dedicated to working closely with stakeholders throughout the planning, construction, and operation of our AI factories.

Our commitments span the full lifecycle of infrastructure — how we design, who we build with and how we show up.



Design with discipline

How we build

Pay our own way

We bear the full cost of our power — never shifting it onto residents.

Efficient from day one

Closed-loop cooling minimizes water; power engineered for efficiency.

Designed for place

Architecture that reflects its surroundings — not warehouse boxes.



Early, transparent engagement

Show up before we break ground

Clear information

How facilities operate and what resources they need.

Open channels

Open houses, community panels, project websites, government updates.

Promises kept

Early commitments become our standard for the life of the facility.



Community partnership

Build with communities, not in them

Local education

GPU grants, K-12 AI literacy and curriculum for career switchers.

Hire locally

Recruit and train talent from the surrounding community.

Listen, assess, act

A community benefits plan shaped by local priorities.

Our community investment approach

Artificial intelligence is transforming every industry, creating new opportunities for innovation, economic growth, and high-demand careers. At Nebius, we believe our greatest contribution to the communities where we operate is helping prepare students, educators, and workers prepare for and participate in this future.

Education is the foundation of our Community Benefits Plan. While we are investing in the infrastructure that powers the AI economy, we are equally committed to investing in the people who will build, operate, and benefit from it. Through strategic partnerships with schools, colleges, universities, workforce organizations, and community nonprofits, Nebius will expand access to STEM education, AI literacy, technical training, and career pathways that create long-term opportunities for local residents.

This commitment begins in the classroom and continues throughout every stage of learning – from inspiring K-12 students to explore science and technology, to supporting higher education, technical certifications, apprenticeships, and adult reskilling. Through Nebius Academy and future collaborations with local educational institutions, we will help connect learners with the skills needed for tomorrow's economy.

Our investments prioritize programs that strengthen educational outcomes, prepare the future workforce, and create lasting pathways into technology, skilled trades, and other careers that will shape the communities we serve for generations.

K-12 STEM & AI Education

STEM curriculum and classroom enrichment.

AI literacy and digital skills

Robotics, coding, and hands-on learning opportunities

Teacher resources and educational programming

Career & Workforce Development

Apprenticeships and workforce development

Career and technical education

Adult learning and reskilling through Nebius Academy

Industry certifications and career pathways

Higher Education Partnerships

Community college and university partnerships

Scholarships and educational enrichment opportunities

Research and innovation collaborations

Student internships and experiential learning

Community partnerships that support education

Partnerships with nonprofit organizations that expand educational access

Career exploration, mentorship, and job readiness programs

Community initiatives that strengthen learning opportunities

Ongoing engagement with educators, students, families, and workforce partners

We are building something good for Birmingham — together

We welcome your ideas, questions,
and partnership opportunities.

If there's a community project you believe
Nebius should support, we want to hear about it.

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