



Creating Impact

INDUSTRY-LEADING TEAM DESIGNING
& DELIVERING TURNKEY DATA CENTERS

**We design, build and deliver the most
advanced turnkey data center
infrastructure in the industry.**

WHO WE ARE & WHAT WE DO



Turnkey Data Center Design Build with Integrated MEP Equipment Manufacturing.



In House **Vertical Integration** from “Soup to Nuts” including:

- Project Design (Architecture, Civil, MEP, Substation, Fire Protection & CFD)
- Equipment Design
- Equipment Manufacturing
- Construction & Construction Management
- Commissioning Management



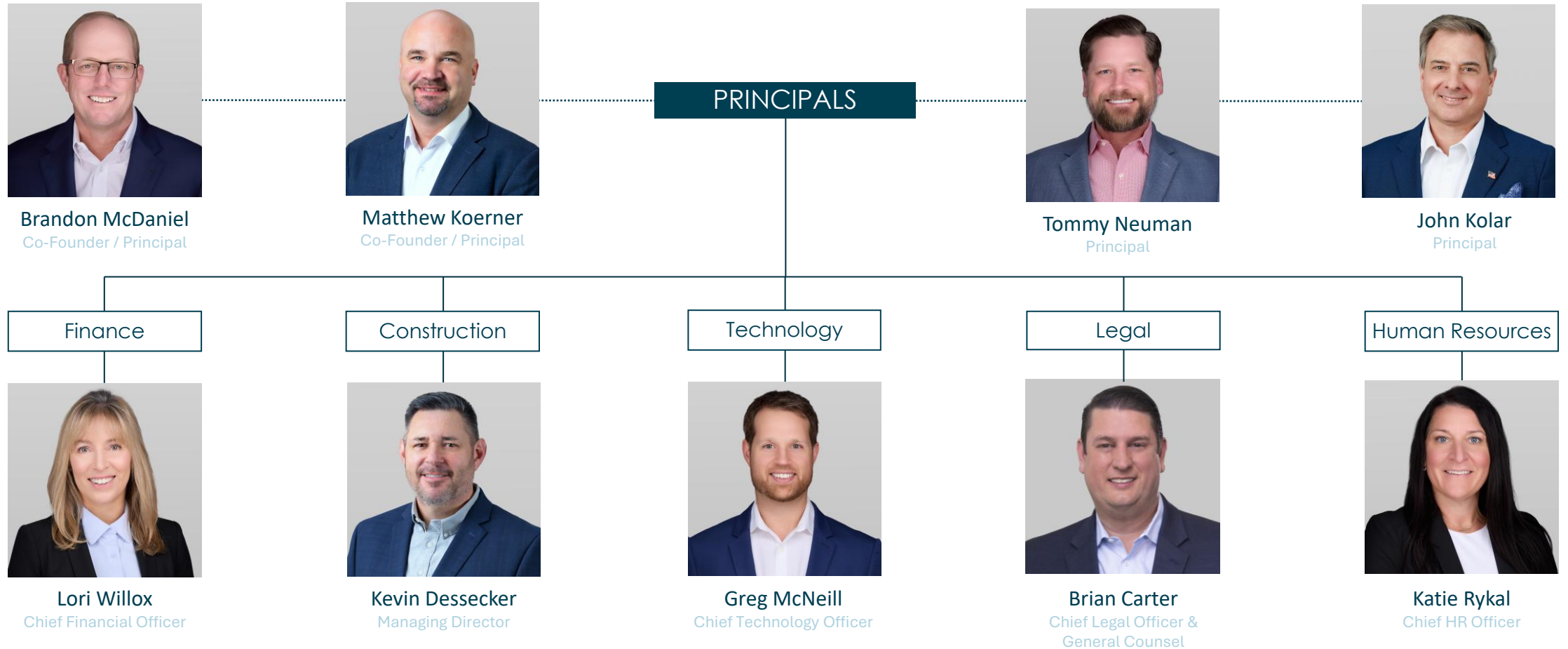
Rapid Deployments and reduced timelines.



Integra's Manufactured Equipment is exclusively used on Integra Turnkey Projects.

INTEGRA

ORGANIZATION CHART



Where did INTEGRA Start?



- In 2014, Integra began as an engineering and design services organization.
- In 2018, Integra began manufacturing equipment.
- In 2023, Integra designed the Optistax.
- In 2024, Integra opened manufacturing operations in Houston and Akron.

What is a Data Center?



- A data center is a physical location that stores computing machines and their related hardware equipment.
- Contains the computing infrastructure that IT systems require, such as servers, data storage drives, and network equipment. It is the physical facility that stores any company's digital data.

What is a Data Center?



Inside Data Center

- Equipment
 - Electrical Distribution
 - Cooling Infrastructure
- Compute
 - Rack Servers
 - Blade Servers
- Storage
 - Block Storage Devices
 - File Storage Devices
- Network
 - A large number of networking devices, such as cables, switches, routers, and firewalls connect other data center components to each other and to end-user locations. They provide flawless data movement and connectivity across the system.

CONFIDENTIAL CLIENT

Hyperscale Project

Project Brief:

Master Planned and Developing 600 MW campus with phased deployment of multiple 56 MW and 112 MW Data Centers building on the campus. Development included HV and MV substations along with AI focused infrastructure deployments to allow for high density AI loads.

Services Provided:

- Site Master Planning including MV and LV substations.
- Technical lead on lease negotiations.
- Design customization based on hyperscale client's requirements.



PHASE 1



56 MW DATA CENTER PHASE



18-MONTH COMPLETION

PHASE 2

112 MW DATA CENTER PHASE

18-MONTH COMPLETION

PHASE 3

112 MW DATA CENTER PHASE

STAGGERED DELIVERY WITH
12-MONTH COMPLETION
SCHEDULE

PHASE 4

112 MW DATA CENTER PHASE

STAGGERED DELIVERY WITH
12-MONTH COMPLETION
SCHEDULE

PHASE 5

112 MW DATA CENTER PHASE

STAGGERED DELIVERY WITH
12-MONTH COMPLETION
SCHEDULE

CONFIDENTIAL CLIENT

Hyperscale Project

Project Brief:

This is a multi-phase implementation of Integra's modular equipment across 2 campuses. The first phase shown here utilizes our traditional MEP line-up. Phase II is the implementation of OptiStax, which densifies the site capacity.

Services Provided:

- Turnkey Design/Build
- Lease negotiation support
- Integrated Design
- Construction Management
- Manufactured and Procured Equipment

PHASE 1



24 MW'S CRITICAL INFRASTRUCTURE
WITH 20 MW LEASABLE



120,000 SQUARE FOOT DATA
HALL FIT-UP / FIT-OUT



12 MONTH BUILD SCHEDULE

PHASE 2

48 MW'S CRITICAL
INFRASTRUCTURE WITH 40 MW
LEASABLE

141,000 SQUARE FOOT DATA HALL
FIT-UP / FIT-OUT

12 MONTH BUILD SCHEDULE



HOUSTON FACILITY

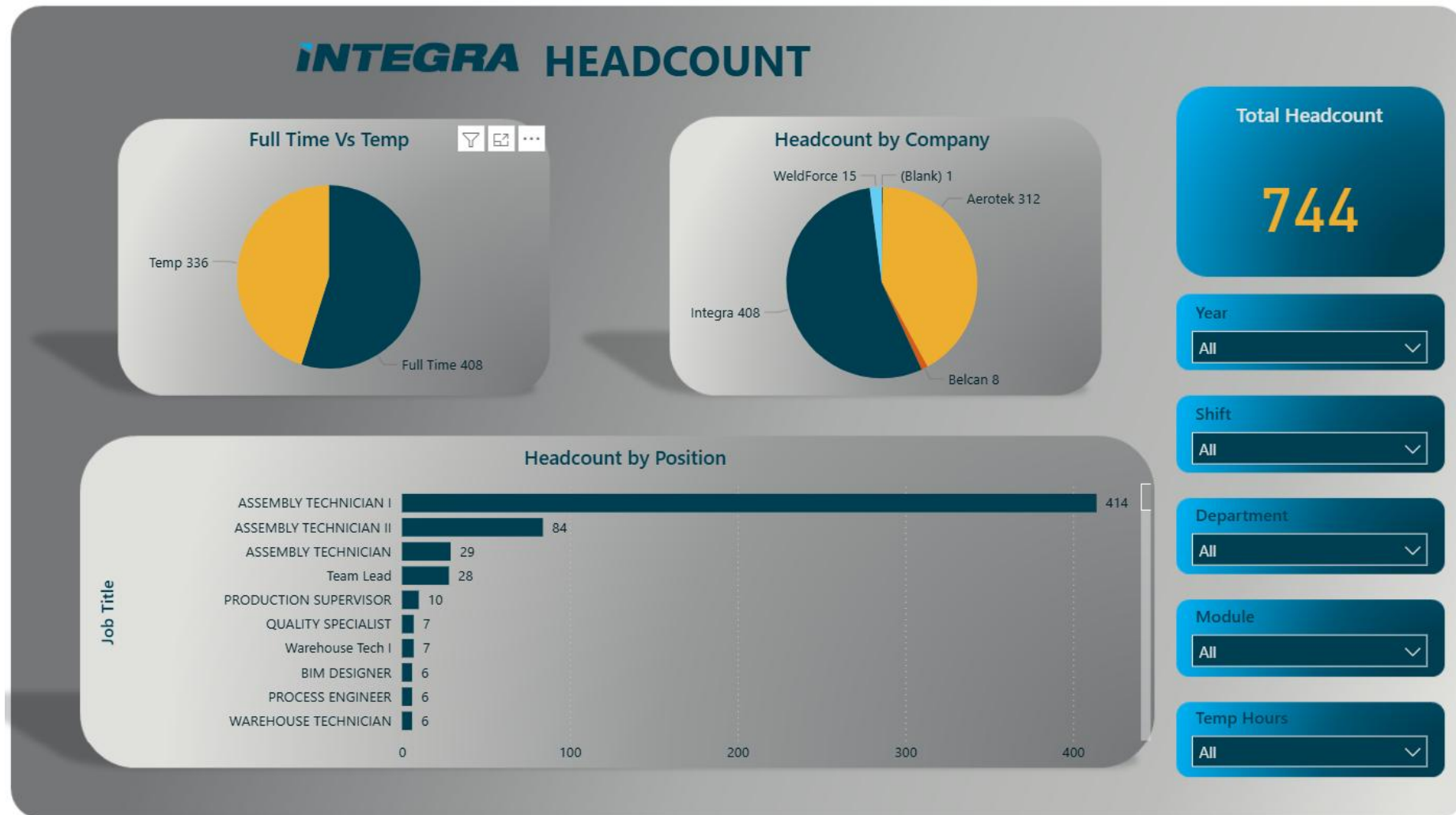


Financial Investment



Category	Total Invested Cost	
Furniture and Fixtures	\$	225,387
Leasehold Improvement	\$	4,521,092
Machinery and Equipment	\$	1,417,540
Vehicles	\$	91,145
Investment as of 7/31/2025	\$	6,255,165
Total Investment Anticipated	\$	10,000,000
Remaining investment commitment	\$	3,744,835

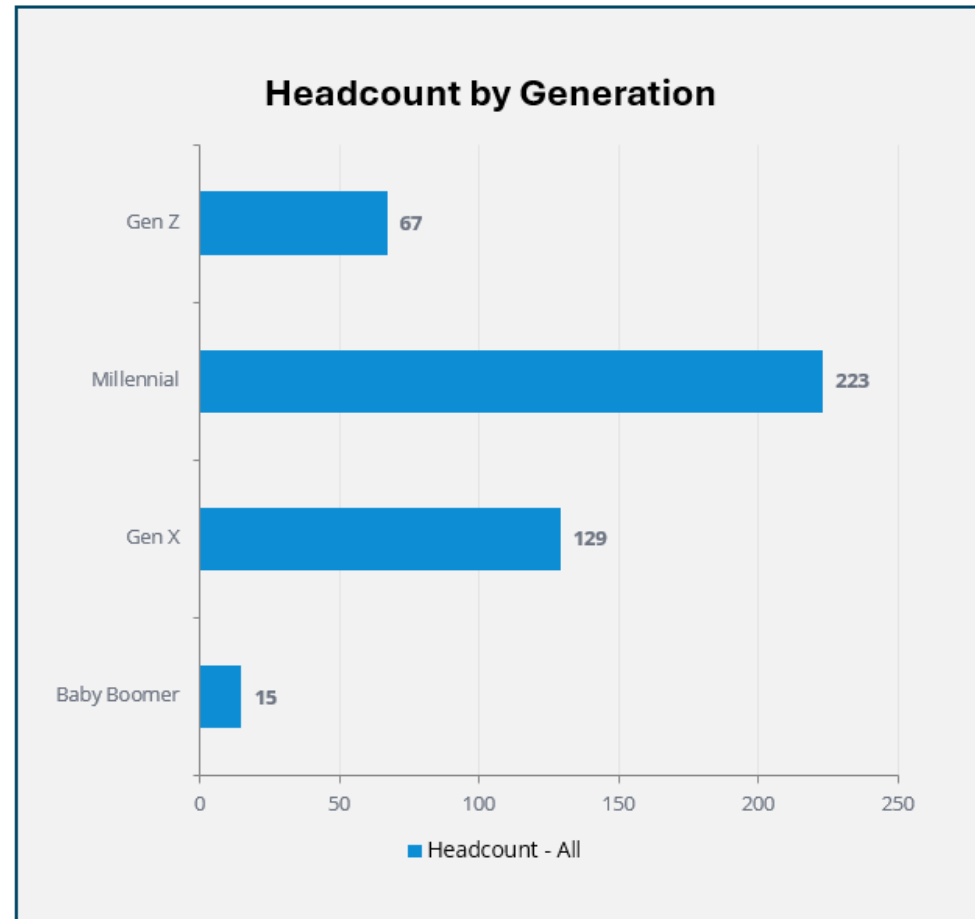
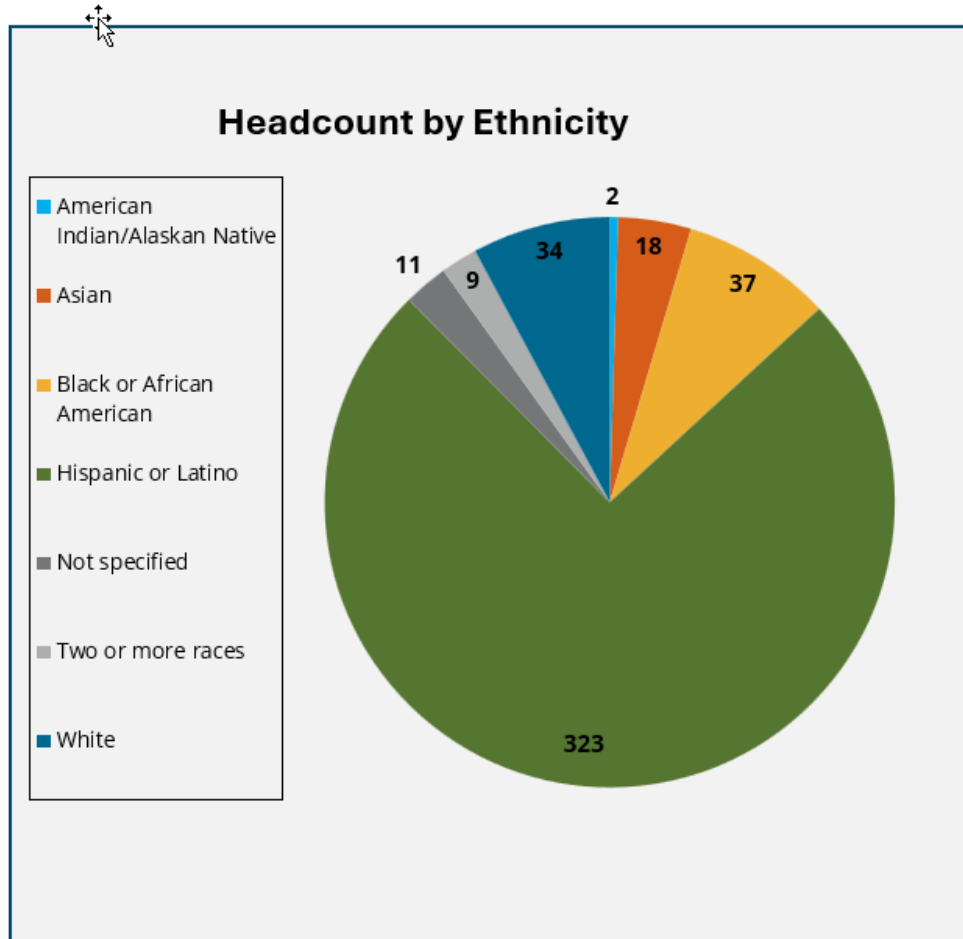
Employment Demographics



As of 9/2/2025

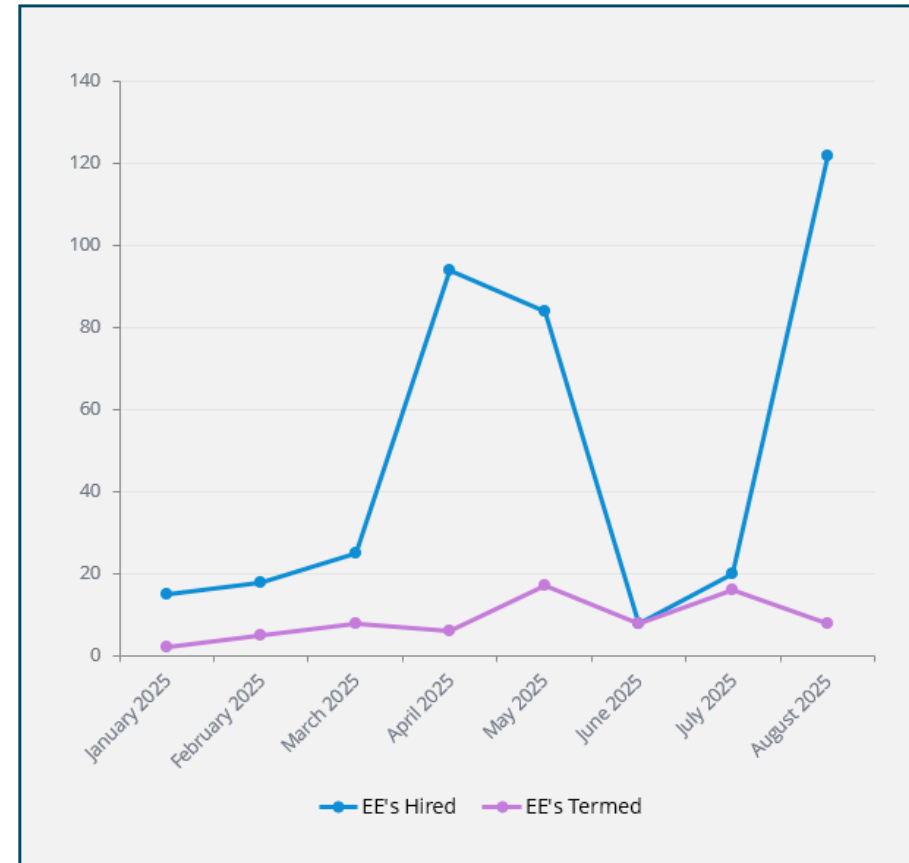
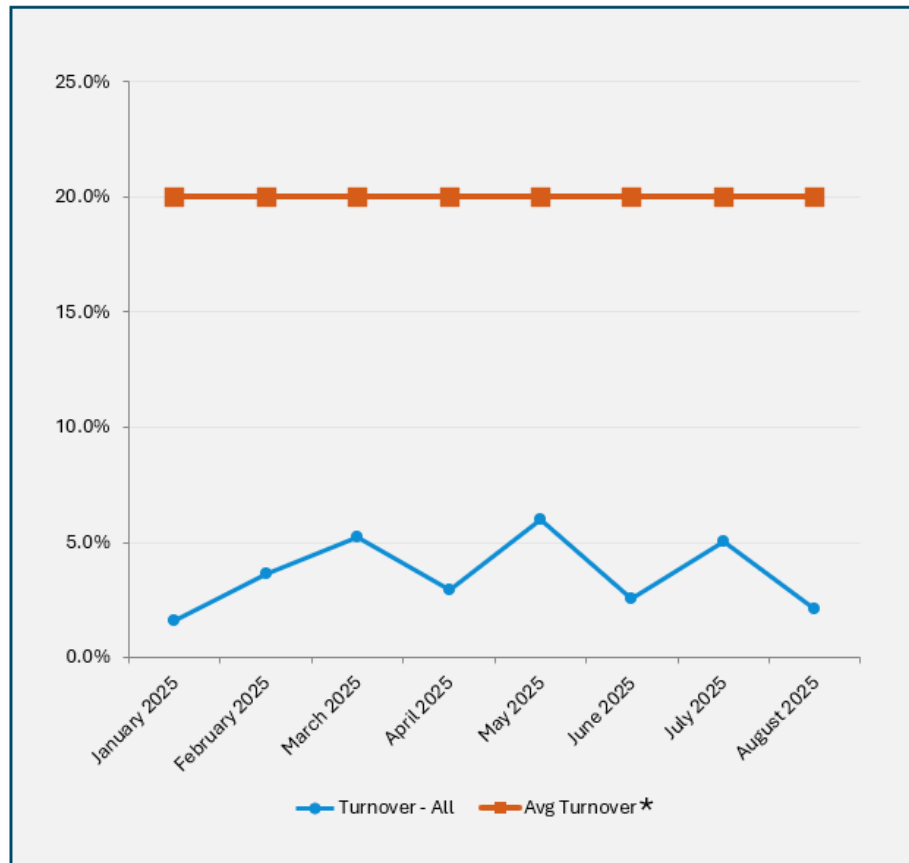
Employment Demographics

Houston Demographic Detail



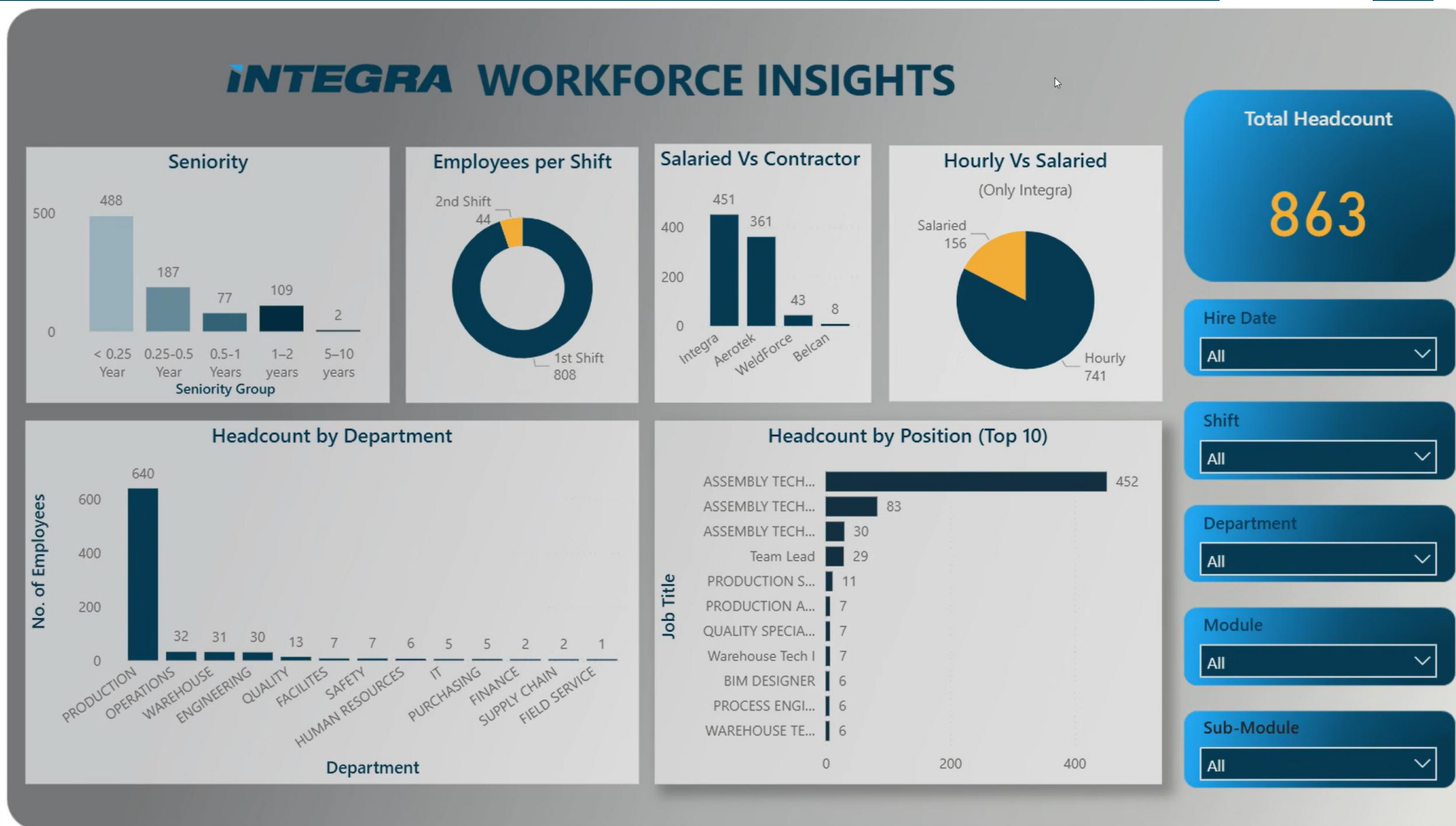
Employment Demographics

Houston Turnover Detail



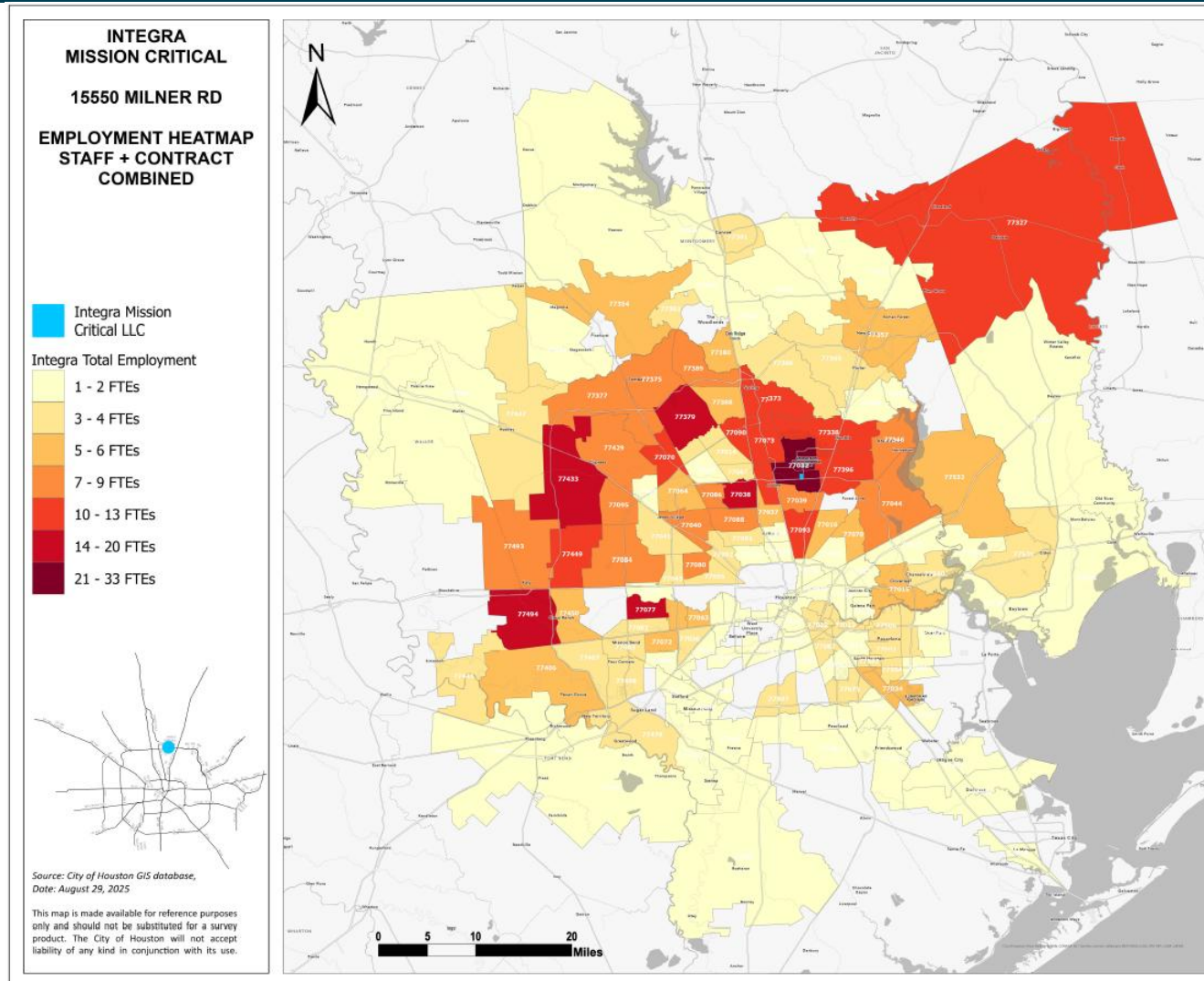
*based on 2024 Mfg Workforce Trend Reports

Employment Demographics

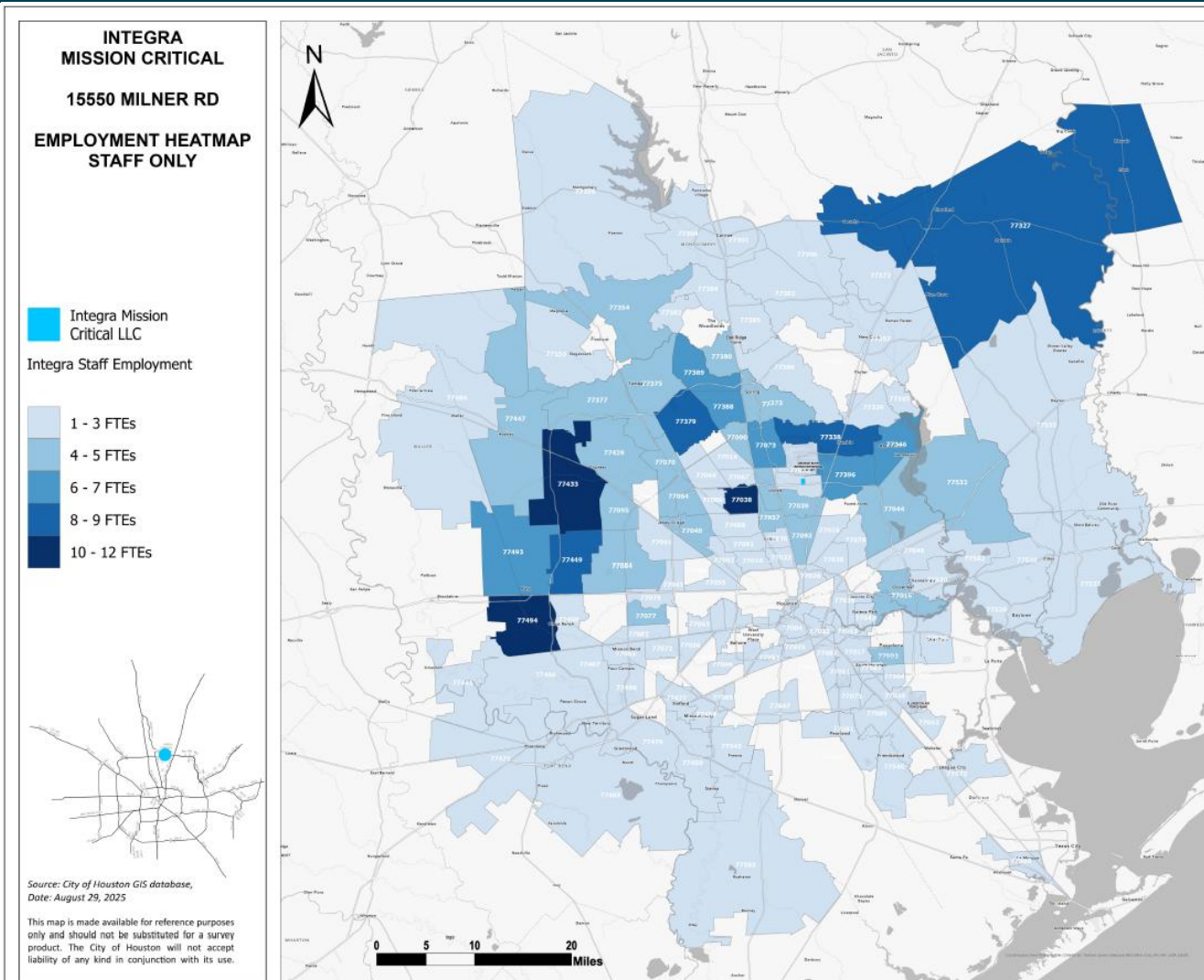


As of 9/11/2025

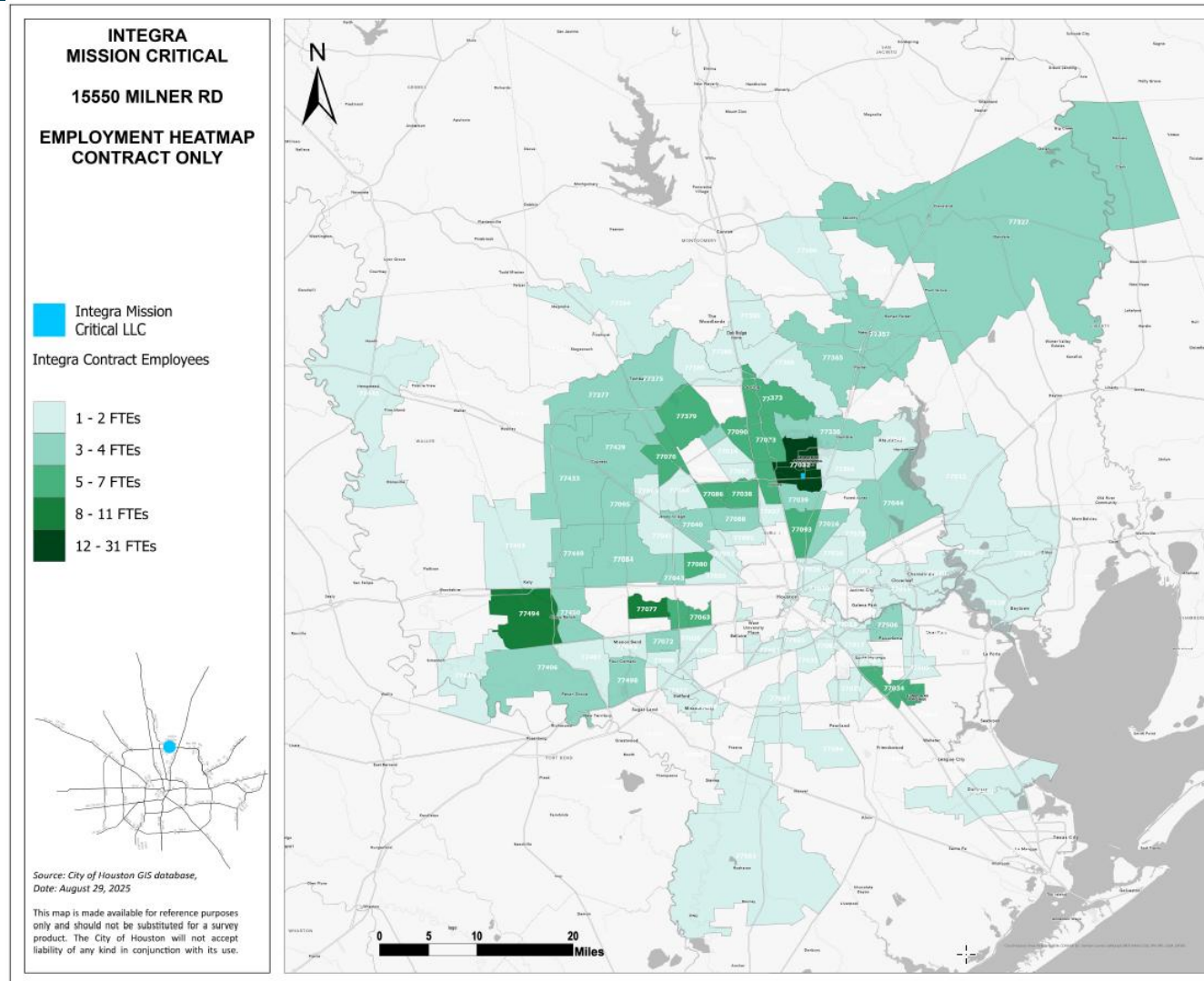
Zip Code Heat Map - Combined



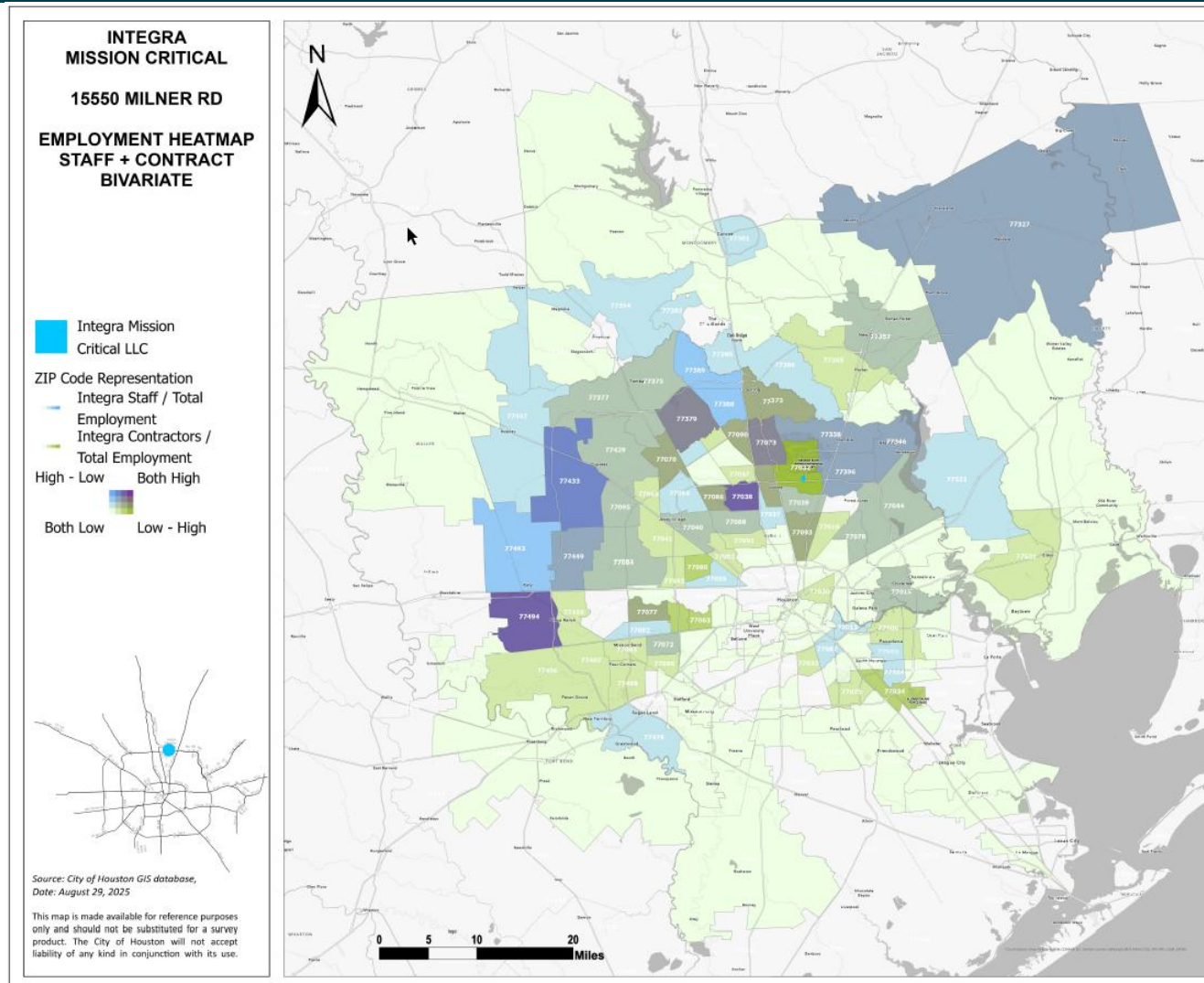
Zip Code Heat Map - Employees



Zip Code Heat Map - Contract



Zip Code Heat Map - Bivariate



Buddy Program Overview

The Buddy Program streamlines onboarding by pairing new hires with experienced mentors, ensuring faster productivity, stronger engagement, and improved retention.

Key Objectives

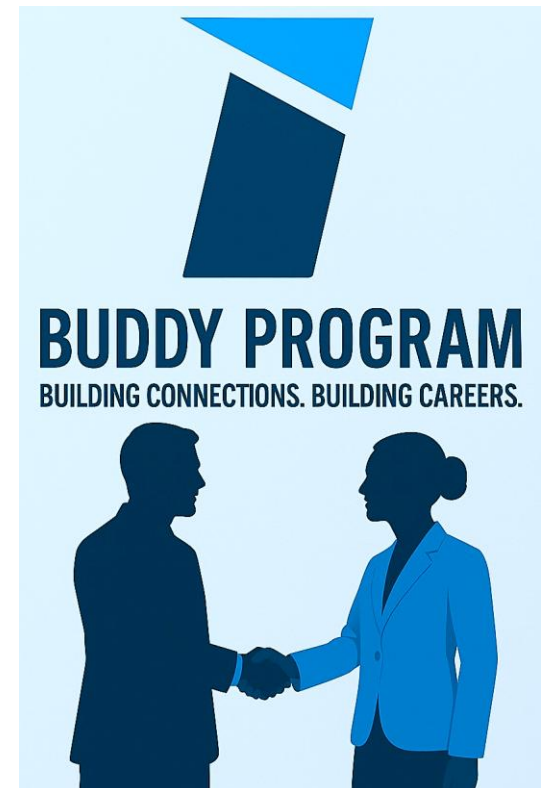
- **Accelerate integration:** Employees gain confidence and independence faster through structured guidance.
- **Reinforce safety & quality:** Early focus on safety training, standards, and processes reduces risk.
- **Enhance engagement:** New hires feel supported, welcomed, and connected to their team.
- **Drive accountability:** Supervisors and Team Leads stay actively engaged with progress checkpoints.

Program Structure

- **Pre-Arrival** → Preparation of workstation, buddy assignment, and role planning.
- **First Day** → Orientation, safety training, team introductions, and role overview.
- **First Month** → Ongoing buddy support, weekly team lead check-ins, skills coaching.
- **30-Day Review** → Supervisor-led evaluation with Buddy and Team Lead input to confirm readiness and next steps.

Leadership Impact

- Builds a stronger, more connected workforce
- Reduces turnover risk during critical first 90 days
- Creates a standardized onboarding process across teams
- Improves long-term performance through early development



Training & Growth

At Integra, we are committed to building a workforce that is skilled, safe, and prepared for the future. Our Training & Growth framework invests in employees through structured learning, technical expertise, and leadership development—driving stronger performance and long-term retention.

Our Commitment

- Provide continuous learning opportunities that support both career progression and personal growth
- Strengthen technical expertise while cultivating leadership and soft skills
- Ensure compliance, safety, and excellence across all roles

Core Training Programs

- **Onboarding & Buddy Program** – Ensures new hires integrate quickly and successfully
- **Safety & Compliance Training** – Covers OSHA, ISO, and role-specific requirements
- **Technical Skills Development** – Hands-on training and cross-training to deepen expertise
- **Leadership & Soft Skills** – Building communication, problem-solving, and team leadership capabilities

Growth Opportunities

- **Career Pathways** – Clear advancement tracks for every role
- **Mentorship Programs** – Senior leaders guiding professional development
- **Certification Support** – Tuition reimbursement for industry-recognized credentials such as forklift and crane certification
- **Continuous Learning Culture** – Ongoing workshops, lunch & learns, and external training opportunities

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Testimonials - Alexandra



Testimonials – Ariana & Mary



Testimonials – Citri



Testimonials – John



Testimonials – Nick



Testimonials – Walter



Testimonials – DJ



Testimonials – Second Chance



Testimonials – Second Chance

