CORPORATE RESPONSIBILITY ANNUAL REPORT 2024

Driving sustainable progress with environmental, social, and governance initiatives.

Updated September 2025

DATABANK
Data Center Evolved™

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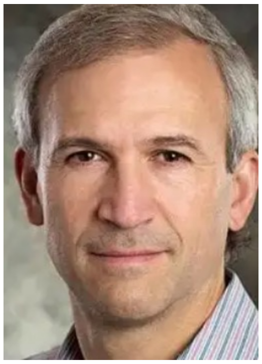
Letter from the CEO



I am pleased to report more growth and achievement for DataBank in 2024. We announced expansions in several markets, including Dallas and Salt Lake City. We celebrated the grand opening of a new facility in Denver and dedicated a new data center campus in New York. Aligning with our goal of controlling the underlying real estate that support our data centers, we announced the lease buy-back of our data center in Las Vegas.

To fund all this growth, we announced a $456 million securitization in February 2024, a $725 million financing facility in April, both of which came from green financing, and a $2 billion equity raise in October, led by AustralianSuper.

DataBank was recognized by several organizations in 2024. Two groups honored DataBank as among the fastest growing companies in North America: Inc. magazine and Deloitte, who named us on the Deloitte Fast 500 for the second consecutive year. The EPA's Green Power Partnership once again ranked DataBank among the top 100 green power users and, for the fourth consecutive year, among the top 30 green power consumers on the Top 30 Tech & Telecom list.

Our Universal Data Hall Design allows for flexibility in accommodating companies that need high-density compute environments as well as those with more traditional deployments. This design methodology garnered a Golden Globe Award as well as recognition from the Data Breakthrough Awards. DataBank also achieved certification in Nvidia's DGX-Ready Data Center Program.

Our Corporate Responsibility programs continued to grow and mature throughout 2024:

> **Environment:** We have made strides with our environmental programs, including decreasing our scope 1 and 2 emissions as we work toward our 2030 net zero goal, increasing our renewable power consumption to over 60%, incorporating green building materials in new construction, securing $1.2 billion in green financing, and designing an ISO 14001 aligned Environmental, Health, and Safety (EHS) Management System. Our efforts were recognized by placing 15th on the EPA's Green Power Partnership Tech & Telecom Top 30 and receiving a score of B on the CDP Climate Change questionnaire for the second year in a row.

Social: In 2024, we launched DataBank Cares to bolster our employees, our communities, and our culture through engagement, training, safety, inclusivity, and volunteerism. By the end of 2024, we exceeded 50 in our employee Net Promoter Score (NPS) to achieve the benchmark of "Excellent." We launched numerous new training programs as well as expanded our mentorship program. We continue to provide top-tier customer experiences and recorded a record high customer NPS of 56 by the end of the year.

Governance: Good governance and business ethics continue to be our focus through robust security and risk management procedures to keep data safe. We achieved 100% completion rates for employee training and policy acknowledgment across EHS and security. We certified our corporate environment and all data centers through ISO27001:2022 for added security and compliance validation as well as recertified our facilities across eight other data protection and security frameworks. We also remain dedicated to managing all risks responsibly and added a risk management function to support related initiatives.

We are pleased to have achieved all of this while remaining true to the principles and commitments outlined in this report: practicing conscientious stewardship of the enterprise for the benefit of all our valued stakeholders.

Raul K. Martynek
Chief Executive Officer, DataBank

Company Overview

DataBank empowers the world's leading enterprises, technology innovators, and content providers by ensuring their data and applications remain always available, secure, compliant, and scalable—ready to meet the demands of the AI-driven era.

Data centers are the backbone of our digital world, facilitating the movement of every piece of data. As digital needs evolve, so must data centers—shifting from traditional colocation facilities to dynamic ecosystems that ensure reliability, security, and flexibility at scale.

That's why businesses of all sizes—from hyperscalers and content providers to enterprises embracing hybrid IT—turn to DataBank's Data Center Evolved® approach.

Our nationwide edge infrastructure spans 65+ data centers strategically positioned within 100 miles of over 60% of the U.S. population. We offer 20 major interconnect hubs for seamless workload connectivity and "HPC-ready" facilities designed to support High-Performance Computing with advanced air- and water-cooling solutions.

This edge platform delivers a full suite of colocation, interconnection, cloud, and storage solutions, all with contract flexibility to prevent vendor lock-in. Our services are reinforced by hands-on support, managed security, and compliance solutions—allowing IT teams to focus on innovation rather than infrastructure.

We stand behind our solutions with a 100% uptime commitment offering, a customer portal that provides real-time visibility and control, and an operating culture built on accountability, precision, and collaboration.

At DataBank, we are redefining the data center experience—providing the reliability, security, and scalability organizations need to drive the future of digital business.

Corporate Responsibility Approach

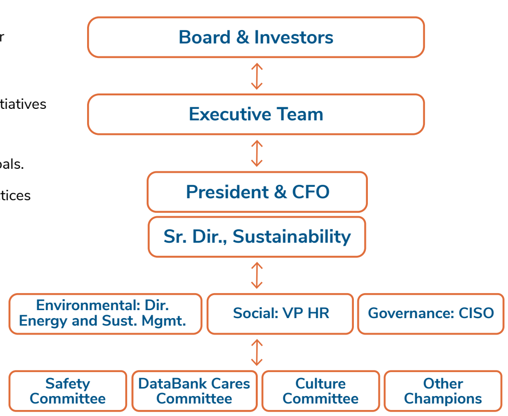
As DataBank continues to grow, so does our corporate responsibility. 2024 was a year of focus on continuous improvements and performance against our goals and strategy. Read more about our corporate responsibility approach, governance, and strategy on [our website](#).

CORPORATE RESPONSIBILITY GOVERNANCE

Our governance structure includes oversight and responsibility at all levels of the company. DataBank's Board of Directors provides direct oversight across all corporate responsibility topics, reviews policies, and receives quarterly metrics across all topics. The executive team also has direct oversight through regular reviews with the Corporate Responsibility Committee, which is led by our President & Chief Financial Officer (CFO) and Senior Director of Sustainability and composed of the Vice President of Human Resources (HR), Chief Information Security Officer (CISO), and the Director of Energy and Sustainability Management. The Corporate Responsibility Committee develops and cascades goals and initiatives through all areas of the business with the help of champions, such as our DataBank Cares, Safety, and Culture committees. Additionally, champions across each department – including HR, legal, security, compliance, development, construction, engineering, and operations – contribute to these efforts. The Corporate Responsibility Committee provides reporting to stakeholders, including the Board of Directors, the executive team, employees, customers, and the communities we serve. Material incidents are reported to the Board of Directors through incident reporting.

Corporate Responsibility Oversight Structure

Board & Investors	Provides guidance and oversight, reviews quarterly or annual reporting
Executive Team	Advises on and supports Corporate Responsibility initiatives and goals, reviews quarterly and annual reporting
Corporate Responsibility Leadership	Determines strategy and advises on initiatives and goals. Works with Corporate Responsibility committee and champions to integrate Corporate Responsibility practices throughout company. Produces quarterly reporting
Corporate Responsibility Committee	Collaborates with Corporate Responsibility leadership around strategy, initiatives and goals. Tracks and reports on Corporate Responsibility metrics
Corporate Responsibility Champions	Lead from across all departments, integrate initiatives into their work groups and provide support and accountability around goals. Includes sub-committees including DataBank Cares Safety, and Culture

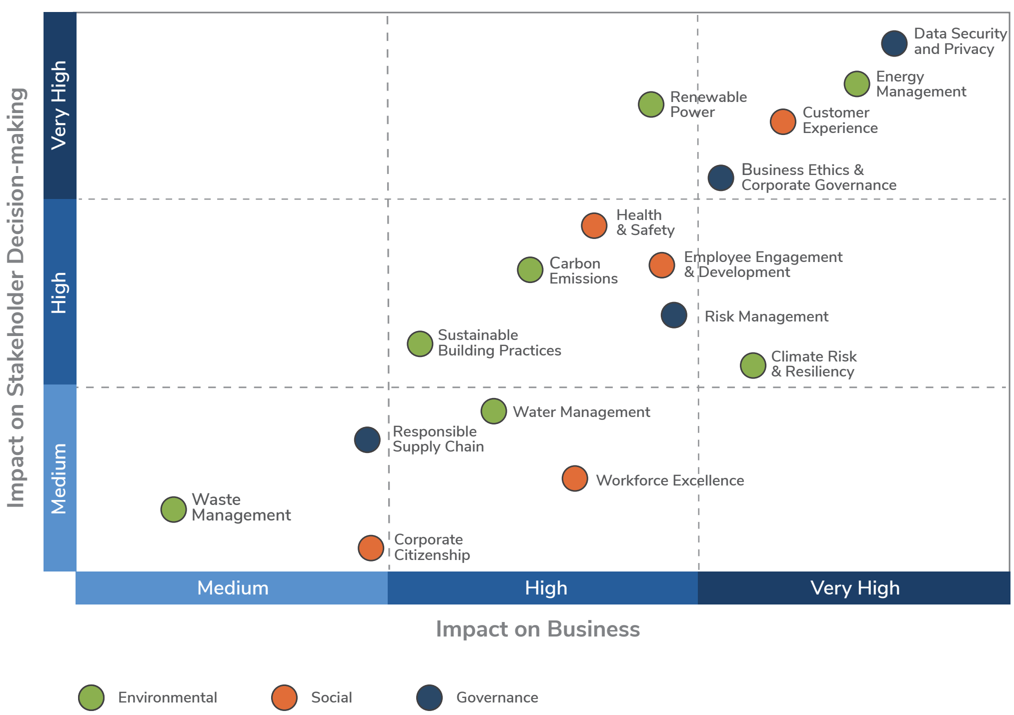


To further hold ourselves accountable, we report against globally recognized frameworks, including the Sustainability Accounting Standards Board (SASB), Taskforce for Climate-Related Disclosures (TCFD), CDP Climate Change Assessment, EcoVadis, and Global Real Estate Sustainability Benchmark (GRESB). Again this year, we have completed an independent third-party audit of our environmental and social data in accordance with the AA1000 assurance standard. Our assurance letter can be found in the appendix.

We continue to perform against our strategy that is informed by major stakeholders and globally recognized corporate responsibility guidelines and frameworks. Our material topics and strategy align with standards such as the Organisation for Economic Co-operation and Development (OECD) for Multinational, United Nations (UN) Global Compact, UN Sustainable Development Goals (SDGs), SASB, and TCFD. Further, we continued to submit to GRESB, EcoVadis, and CDP in 2024.

CORPORATE RESPONSIBILITY STRATEGY

We are still aligning with our initial material assessment from 2022, which engaged our major stakeholders: investors, executives, employees, and customers. We engaged with stakeholder groups to discuss material topics, risks, and opportunities. Additionally, those stakeholders provided valued feedback through the completion of a survey. We combined stakeholders' input to create a Materiality Matrix (below), which we intend to update assessment and align with double materiality frameworks in 2025.



In 2024, our identified material risks and opportunities informed our go-forward strategy, which aligns with globally recognized guidelines and frameworks such as OECD for Multinational Corporations, UN Global Compact, UN SDGs, SASB, and TCFD. SASB, TCFD, and UN SDG aligned reporting can be found in the appendix. Our strategy further identified priority topics for which initiatives, programs, and targets were developed.

CORPORATE RESPONSIBILITY RISK MANAGEMENT

Corporate Responsibility risk management is integrated throughout DataBank. This starts with oversight at the Board of Directors level within our executive team under our President & CFO. Our Senior Director of Sustainability, in collaboration with Corporate Responsibility Champions, bears direct responsibility for managing corporate responsibility risks within the organization. The Materiality Assessment process allows us to align our strategy around risks and opportunities. In alignment with globally recognized frameworks, our stakeholder engagement process involved the identification, analysis, evaluation, and management of risks across our corporate responsibility programs. Some risks, although identified and analyzed, were not rated high enough by our stakeholders to be included in our final Materiality Assessment. See the appendix for the full corporate responsibility risk assessment.

In 2024, we integrated our corporate responsibility and climate risk assessments with our enterprise risk assessment process, now overseen by our Director of Internal Audit and Risk Management. Moving forward, all risk management programs will be managed under this enterprise-level organization. For more information on these areas of risk, please see the Environmental Progress and Governance Progress sections.

CORPORATE RESPONSIBILITY METRICS AND TARGETS

In response to the growth of our corporate responsibility program, we standardized Key Performance Indicators (KPIs) for our priority material topics, ensuring best alignment with frameworks such as SASB, TCFD, CDP, and the GHG Protocol. Further, in 2024, we maintained our submissions to GRESB, CDP, and EcoVadis, and we reported in accordance with TCFD guidelines. We are proud to report that we achieved a Silver Medal from EcoVadis for the third year in a row and achieved a B score from CDP for the second year in a row. In 2024, we also achieved a score of 97 out of 100 and received a five-star rating from GRESB. See the appendix for metrics, targets, and TCFD reporting.

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Highlights and Progress

We are delighted to share our achievements and progress in meeting our objectives, alongside other significant milestones reached over the year:

HIGHLIGHTS

0 reportable environmental incidents

1000+ pounds of food donated during company-wide food drive

0 gallons of water consumed for cooling in our standard data center design

47% employee diversity (up from 45%)

100% of employees completed Security and EHS training

5 Employee Resource Groups (ERGs)

employee NPS score **53**

1.54 Operational weighted TTM average PUE (down from 1.58)

ISO 9001 & 14001 Quality and Environmental certifications in our UK data center

2 data centers with battery backup for resiliency and grid stability

0 scope 1 and 2 emissions goal by 2030

54% board diversity

21 data centers 100% renewably powered (up from 15)

29% of employees participated in ERGs (up from 27%)

8+ security compliance certifications

ISO 27001 security certification in all data centers

63% renewable power by grid supply and purchased RECs

$2M+ invested in energy efficiency

500+ employee volunteer hours (up from 200)

0% Gender wage gap

B CDP Climate Change score

Silver EcoVadis rating

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PROGRESS

Topic	Goal	Status
Energy Management	Complete 5 energy efficiency projects, resulting in 10,000 MWh of energy saving	In Progress
Renewable Power	40% procured renewable power	Achieved
	Contract one on-site solar project	In Progress
Carbon Emissions	Achieve scope 1 and 2 net zero emissions by 2030	On Track
	Conduct HVO fuel pilot	Achieved
Employee Engagement & Development	eNPS ≥50	Achieved
	>50% employees participating in recognition	Achieved
	Launch advanced leadership development program	Achieved
Health & Safety	Implement role-specific training	Achieved
	Implement >=2 additional safety standards	In Progress
	Continue to develop ISO aligned EHS management system	On Track
Workforce Excellence	Expand inclusive hiring practices to all new roles	Achieved
Risk Management	Continue to formalize risk program	Achieved

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Environmental Progress

In 2024, we made further progress toward implementing our environmental strategies and completing our targets: Our Climate Policy and Environmental Health and Safety (EHS) Policy continue to guide our actions. We proudly announce that, for another consecutive year, 2024 saw no reportable environmental incidents. We are also making steady advancements in our energy and net zero initiatives. Further, we published our Green Finance Framework in 2023 and announced $1.2 billion in green financing in 2024.

GREENHOUSE GAS (GHG) DATA RESTATEMENT AND METHODOLOGY CHANGES

In 2024 we continued to hone our data and metrics, particularly in regard to globally recognized reporting standards. In line with the GHG Protocol, we made several changes to past data and updated our methodology for current data. Data that has been restated is identified throughout this section and in our appendix.

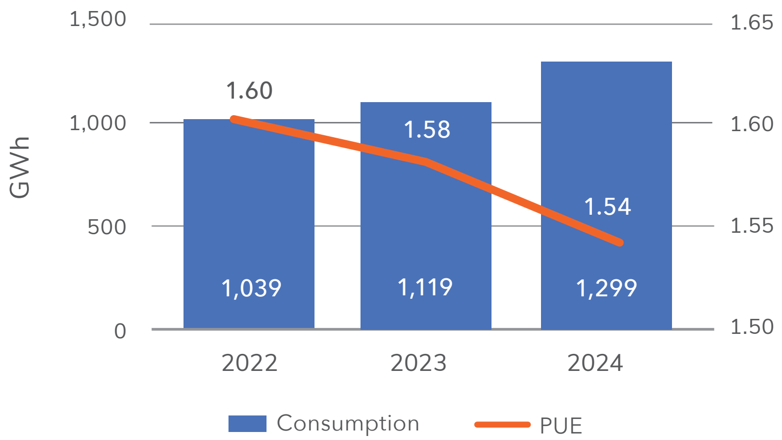
ENERGY EFFICIENCY

In 2024, we continued to improve our operations and invest in projects to make our data centers more efficient. We performed energy efficiency audits across all our data centers and collaborated with onsite and engineering teams to optimize energy consumption in each facility. Having standardized how we measure Power Utilization Effectiveness (PUE) and enhanced our Building Management Systems (BMS) in numerous facilities, we drove down company-wide PUE by more than 2.5%. We completed three large energy efficiency projects, including two LED lighting retrofits, one airflow optimization project, and one controls upgrade project. Two other large airflow projects remained in process going into the new year. Together, these projects resulted in over $3 million invested in efficiency and will save an estimated 15,000 MWh annually.

Our electricity consumption continued to rise from 1,121 GWh in 2023 to 1,299 GWh in 2024, an expected increase due to the growth of our business. However, our PUE continued to drop from 1.58 in 2023 to 1.54 in 2024, showing our commitment to more efficient use of power.

We continue to follow The Green Grid[1] recommendations for calculating operational PUE and report the trailing 12-month weighted average total data center load divided by load for IT equipment. Further, we take a conservative approach by including ancillary spaces in our calculations.

Electricity Consumption and PUE



2025 GOAL:

Complete eight energy efficiency projects, resulting in over 8,000 MWh of energy savings

RENEWABLE POWER

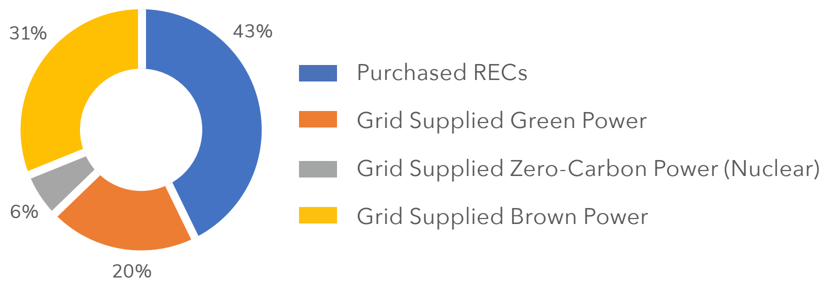
We increased our procured renewable power from 30% in 2023 to 43% in 2024, and added renewable energy procurement in six additional data centers, bringing our total to 21 sites powered by 100% renewable energy. Our renewables are procured through utility tariff programs or through load-following, contractually-bundled Renewable Energy Certificates (RECs) that adhere to regionality guidelines wherever feasible. Two of our renewably powered facilities are provided with certified renewable power from their local utilities. Our total renewable power consumption, when including grid-mix supplied power, accounts for 63%, up from 52% in 2023.[3]

2024 GOAL:

Procure 60%[2] renewable power

1. The Green Grid is a global consortium dedicated to promoting resource efficiency in information technology and data centers. It focuses on improving energy efficiency and reducing the environmental impact of IT operations. Green Grid has published methodology and calculations for PUE, Water Use Efficiency (WUE), and Carbon Usage Effectiveness (CUE). DataBank aligns with these methodologies.
2. Procured power only. Excludes renewable power consumed from grid mix.
3. 2023 renewable power percentage restated to incorporate US EPA eGrid updates.

Electricity Mix



2024 GOAL:

Begin construction on one rooftop solar project

DataBank ranks 15th on the EPA's Green Power Partner Tech & Telecom Top 30 list. We are actively increasing our procurement of green power, collaborating with our customers to supply their essential IT infrastructure with renewable energy at competitive prices. Additionally, we are initiating the deployment of solar and storage assets. In 2025, we expect to install our third Battery Energy Storage System (BESS) and begin installation on our first rooftop solar array.

EPA GREEN POWER PARTNERSHIP®

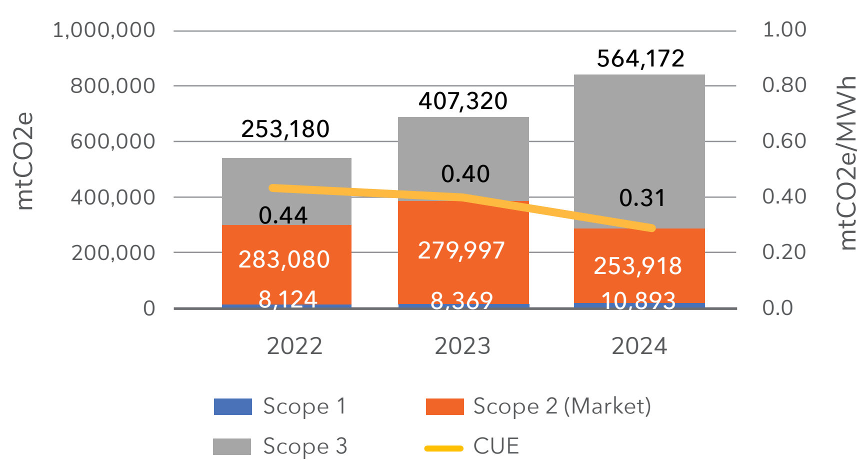
CARBON EMISSIONS

After our net zero goal and roadmap were approved by our Board of Directors in 2023, we have continued to make progress. In 2024, we built on this momentum to drive a decrease in scope 1 and 2 carbon emissions by nearly 9% from 2023. We have now reduced scope 1 and 2 emissions below our 2020 baseline levels. We continued to conduct GHG accounting for our full scope of emissions and other air pollutants. Our scope 1, 2, and 3 GHG accounting was conducted through a third party aligned with the GHG Protocol operational control methodology. Our 2024 GHG emissions data was verified by a third-party auditor in accordance with the AA1000 assurance standards. Scope 1 emissions include fuel usage for backup power generation, fugitive refrigerants, and natural gas for heating. Scope 2 emissions include procured electricity for facilities in which we have operational control. Since we account for scope 2 at the utility level, this largely includes customer IT load. Scope 3 emissions include material categories: purchased goods and services, capital goods, fuel and energy-related activities, business travel, employee commuting, upstream assets, downstream assets, and waste. We utilize a mix of financial and operational data to calculate estimates for scope 3 categories.

Our largest source of emissions, scope 2 procured electricity, is our primary focus for rapid decarbonization. We expect to completely mitigate this source of emissions through our energy efficiency programs, energy procurement, and renewable generation initiatives.

In 2024, we achieved our goal by conducting a successful pilot of the use of hydrotreated vegetable oil (HVO) to replace diesel in an emergency generator; however, we continued to see an increase in scope 1 emissions due to increased utility outages and additional generators at our new builds. Scope 3 emissions also continued to increase, an expected outcome of additional construction activities in 2024. While we have not yet set a goal for scope 3 emissions, we intend to address that where possible in the coming years.

GHG Emissions and CUE



2030 GOAL:

Achieve scope 1 and 2 net zero emissions

2025 GOAL:

Expand HVO usage

Scope 1 emissions will mainly be addressed through fuel-switching and new technologies. In 2025, we plan to expand our HVO program. We are also looking into other solutions for fuel-switching technologies that may incorporate other carbon-neutral and green fuels. To address fugitive refrigerants, we first aim to stop leaks before they happen with preventative maintenance. Then we will focus on replacing older equipment or adding new technologies that utilize fewer and less harmful refrigerants. Advanced data center cooling systems, some of which we are working with for our larger customers, will further reduce the reliance on refrigerants.

To more accurately represent our scope 3 emissions, we will conduct a Whole Building Life Cycle Assessment on one of our new builds; this will help us to determine embodied carbon in our data center design and be able to incorporate a hybrid methodology of spend and activity-based calculations. Further, we have begun to incorporate lower-carbon materials such as green concrete and green steel in our new construction.

For more on our use of lower-carbon materials, see Sustainable Building Practices in the next section. Using activity-based calculations, we'll be able to see the benefits of switching to these materials, which are not always apparent when solely using spend-based calculations.

SUSTAINABLE BUILDING PRACTICES

We continue to focus on best practices in sustainable building. We secured $1.2 billion in green financing that will support the development of efficient and sustainable data centers in our portfolio. We utilize our facility-siting framework, which takes environmental and social concerns into consideration during the siting process. This includes items such as availability of power, particularly renewable power; grid resiliency; biodiversity and habitat; physical risks (heat, wildfire, flood, wind, etc.); air pollution and emissions standards; cultural resources; and sound, noise, and light pollution. Incorporating each of these elements will allow for more informed and sustainable siting of our facilities. Further, we have expanded our environmental compliance by developing an ISO 14001 aligned program. More information about this program can be found in the Health and Safety section because our Environment, Health, and Safety programs include both disciplines.

As previously mentioned, we began using designs in our new construction that incorporate lower embodied carbon materials, such as green concrete, green steel, and higher proportions of steel (which then reduces the need for carbon-intensive concrete) with no changes to structural resiliency, cost, or timeline.

In 2022, we became a founding member of the iMasons Climate Accord (ICA) and began to work with this coalition to determine low and no-carbon alternatives for building materials in the digital infrastructure space. We have furthered our collaboration with the iMasons by joining their Sustainability Committee, which acts as an advisement and working committee to address sustainability standards for digital infrastructure, and by participating in the ICA's Material Working group, which addresses opportunities for lower carbon materials in the industry. For more information on our flexible, sustainable data center design, read our white paper.

The iMasons Climate Accord™

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CLIMATE RISK AND RESILIENCE

While climate risk may be a relatively new focus for many companies, resiliency has long been a cornerstone of data center operations. For DataBank, this starts at the board level, which has oversight of climate-related risks and opportunities, and cascades through the executive team to manage these risks and opportunities, and then the day-to-day activities of each employee. Our climate resilience strategies include measures such as assessing chronic and acute physical stresses during the siting and construction process as well as planning for our transition to net zero. We site our facilities outside the 500-year floodplains; design buildings to accommodate temperatures of at least 115 degrees Fahrenheit; reinforce our structures in areas at risk for earthquakes, hurricanes, tornados, and high winds; and plan for the unexpected with redundant power and cooling systems. Further, our siting framework includes short-, mid-, and long-term climate risk considerations. This framework has been incorporated into our enterprise-level risk assessment.

Our climate risk framework takes both a top-down approach, where high-level risks are identified at the company level, and a bottom-up approach, wherein each facility is assessed individually for risks specific to each data center's geography and operations. The results of our top-down assessment can be seen in the TFCD-aligned report in the appendix. Both the top-down and bottom-up approaches assessed physical and transition short-, mid-, and long-term climate-related risks (2030, 2040, and 2050, respectively). Physical risks such as extreme temperatures, wildfire, extreme weather, flooding, and water stress were evaluated at intermediate (2-3°C temperature rise) and high (4°C temperature rise) emissions scenarios. Transition risks, including carbon pricing, emissions regulations, insurability, grid resilience, and market risks were identified at a low (1.5°C temperature rise) emission scenario. Additionally, our net zero roadmap takes these risks and considerations into account.

DataBank's climate risk assessment and strategic response is a cross-functional collaboration of team members across sustainability, EHS, operations, facilities, construction, engineering, risk management, security, and finance. By prioritizing our key risks, measuring the effectiveness of mitigation initiatives currently in place, and delegating responsibility for risk avoidance and reduction, we continue to hone our practices to ensure climate risk management is integrated into our emergency planning, net zero roadmap, and continued growth.

WATER AND WASTE MANAGEMENT

Water is emerging as a larger focus in the data center industry. We have increased our efforts around water management to reflect that focus. We began tracking and reporting on our water consumption in 2022 and continue to improve data quality to support accurate reporting. Long before the focus on data center water consumption, we had adjusted our standard design for new builds to consume no water for cooling. While we still have legacy data centers that rely on evaporative cooling, 83% of our facilities do not use large scale evaporative cooling technology. Our water consumption has decreased two years in a row despite the growing load and the number of sites.

2024 consumption was an estimated 119,989 kGal, down from an estimated 123,782 kGal in 2023.[4] The majority of our consumption (78%) comes from just 12 of our sites where we utilize energy-efficient evaporative cooling technologies. Our Water Use Efficiency (WUE) is an estimated 0.57 liters/kWhs IT load, down from 0.66 in 2023,[4] and will continue to decrease as we build new sites since our standard design does not consume water for cooling.

We continue reporting on waste metrics and improving data quality for our scope 3 emissions accounting. Forty-six of our data centers have recycling and/or composting programs in place. We engage R2 and e-steward electronic waste vendors. In 2024, we collected 26,530 lbs. of electronic waste, either for recycling or to be sold for reuse.

Our 2024 water and waste data has been verified by a third-party auditor in accordance with the AA1000 assurance standards.

4. 2023 water consumption restated for accuracy.

Social Progress

In 2024, we continued to improve our customer experience, expand our EHS programs, and create workforce excellence under our DataBank Cares initiative.

CUSTOMER EXPERIENCE

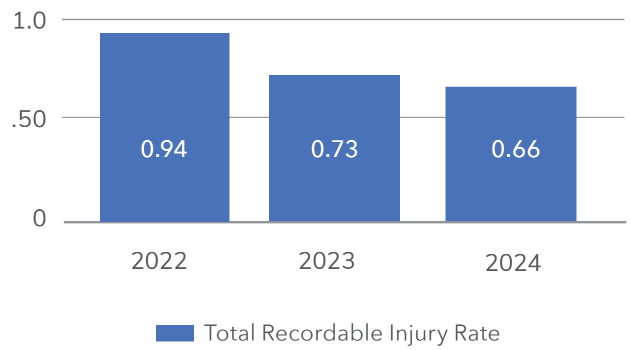
We have undertaken a comprehensive initiative to elevate our customer experience, implementing a myriad of enhancements. We achieved greater consistency with a focus toward introducing more automation across our customer onboarding process. By revamping processes and procedures, adding features to our Customer Portal, expanding our Customer Success Team, and expanding the Customer Advisory Council, we optimized the order flow for a seamless experience. Additionally, our business reviews have been refined to better align with each customer's unique needs. Further, in 2024, we supported our customers operationally by providing 99.9998% uptime for dual-corded customers. We also track customer experience through Net Promoter Score (NPS®) surveys. We are proud to have achieved a top tier customer NPS® of 56 for the full year 2024 (up from 49 in 2023), where the average NPS® for technology companies is 35, according to a Survey Monkey study.

Our focus on automation and consistency has transformed the customer onboarding journey while improvements to our Customer Portal and the expansion of our Customer Success Team have optimized the overall experience. Through strategic investments and a customer-first approach, we have introduced new processes, tools, and resources that streamline interactions and deliver greater value. We also refined our business review process to deliver tailored insights that address the unique goals of each customer. Operationally, our commitment to reliability remains unwavering. In 2025, we are proud to build upon the foundation of excellence established in previous years by continuing to enhance our customer experience.

HEALTH AND SAFETY

In 2024, we continued to improve our EHS performance and developed programs, processes, and procedures to address our more significant hazards and risks. The programs, which address the unique challenges of data center environments, are being incorporated into our ISO 14001 and 45001-aligned EHS management system to support continuous improvement in EHS performance and compliance. Our Total Recordable Incident Rate (TRIR) continues on a downward trajectory from 0.94 in 2022, to 0.73 in 2023, to 0.66 in 2024. Our 2024 TRIR is being audited by a third-party assessor.

TRIR



2025 GOAL:

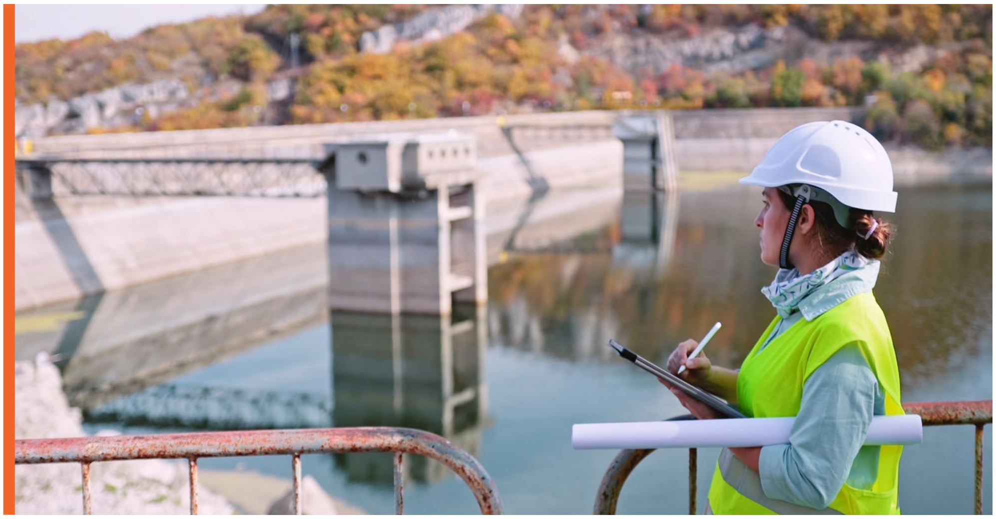
Implement ISO 14001 and 45001-aligned EHS management system

We continue to prioritize individual welfare by designing for safety and providing appropriate training, protective equipment, and hazard prevention measures. We provide personal protective equipment (PPE) to employees who are trained to work with and around chemicals, electrified equipment, and other hazards such as noise and heights. In 2024, we trained more than 165 employees in first aid, CPR, bloodborne pathogens, and automated external defibrillators (AEDs), and we trained nearly 65 employees in NFPA 70E electrical safety training. AEDs, first aid kits, hearing protection, eye wash stations, and spill kits are available at all data centers. We also updated emergency evacuation maps at 30 data centers. Safety at our construction sites continues to be a top priority. We continue to incorporate safety and sustainability features into our Universal Data Hall Design for new builds as well as renovations.

Environmental compliance is another focal area. We grew our EHS team with the addition of an environmental manager, and we enhanced our spill prevention and response capabilities by training data center staff and updating Spill Prevention Control and Countermeasure (SPCC) plans at 40 facilities. We continue to consider environmental aspects through the siting and development of new data centers, and we conduct all required surveys to assess and mitigate impacts to biodiversity and wildlife; wetlands and other critical habitats; air, sound, and light pollution; and community wellbeing. We specifically mitigate air emissions from our emergency backup generators with the addition of advanced technologies, such as selective catalytic reduction, to mitigate nitrogen oxides (NOx) and diesel particulate filter systems to mitigate particulate matter at select sites. We also mitigate sound pollution with noise-reducing technologies for our chillers and generators.

We continually evaluate EHS performance and compliance through our Plan-Do-Check-Act process, which touches numerous areas of our EHS programs:

- Annually updated EHS policy, which is provided to and acknowledged by all employees, full-time contractors, and visitors to our data centers, including vendors, suppliers, customers, and contractors.
- Site walks and assessments across our facilities.
- All employees have access to a dedicated email address for EHS support and a new, streamlined internal EHS website, where they can access resources related to EHS programs, procedures, training requirements, and guidance.
- In 2025, we will continue to develop components of our ISO 14001-and 45001-aligned EHS management system and roll them out in our data centers and construction operations.



DATABANK CARES

In 2024, we made significant progress in enhancing our employee programs, including the launch of DataBank Cares, which encapsulates our talent acquisition, engagement, development, culture, workforce excellence, health and safety, and corporate citizenship programs. These programs are jointly overseen by our SVP of Brand and Culture, VP of HR, VP of Organization Effectiveness, and Senior Director of Talent Acquisition.

Employee Engagement and Development

Our people and culture are two of our most critical business differentiators. 2024 produced another year of highly positive employee feedback and engagement at DataBank. In 2024, we increased our focus on, and investment in, our people and culture. This resulted in achieving two of our goals: >50 employee NPS® score and >50% of employees participating in organic peer-to-peer recognition. As a testament to our focus on culture, our attrition rate has steadily declined over the last 4 years and we ended 2024 with a low rate of 15%.

At the end of 2024, our eNPS® was 53, surpassing our goal of 50. These results align with the positive uptick in our annual Brand & Culture Survey, which had a 67% participation rate. Along with positive results came over 2,900 write-in comments that were instrumental in informing our 2025 DataBank Cares initiatives. In 2024, we experienced another year of record peer-to-peer organic recognition, which continues to be the hallmark of our culture. The primary mechanism, e-cards through our employee portal called The Vault, comprises non-monetary recognition that ranges from occasions like birthdays, anniversaries, and welcome-to-the-team messages to recognizing behaviors aligned with our Culture Cornerstones and Leadership Behaviors. In 2023, 43% of employees sent 7,172 e-cards to 94% of all staff. In 2024, we saw a healthy increase with 52% of employees sending 9,859 e-cards to 100% of all staff, thus achieving our goal of >50% of employees sending recognition. In 2025, we intend to maintain both our eNPS® and levels of employees sending recognition.

2025 GOAL:

Achieve an employee NPS® of >50

2025 GOAL:

>50% employees participating in recognition

One initiative that led to increases in our employee satisfaction and engagement was our training and development program. In addition to continuing to utilize our learning management system, DataBank University (DBU), to roll out required training, such as security awareness, first aid, and safety awareness, we expanded our training and development programs in many ways:

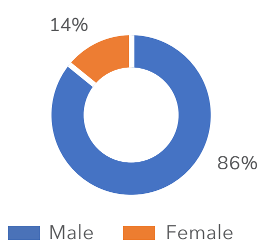
- The introduction of DataCenter Dynamics (DCD) Academy helped our employees to improve job performance, advance their career prospects, and even earn a certification that shows mastery in their field.
- Launching our Taking the Lead development program that is specifically designed for employees moving from an individual contributor role to a people leader position. In 2024, a cohort of 16 new leaders participated in an eight-session program, which took place over five months.
- Educational support through DB scholarships, tuition, and certification reimbursement programs. In 2024, $18,000 was awarded or reimbursed through these programs.
- A mentorship program open to the entire company that over 100 employees voluntarily joined. Looking ahead to 2025, we aim to broaden the scope of the program by increasing mentor participation and providing additional resources for skill-building and career growth.
- A book club, the DB Bookies, meets every other week to discuss business- and leadership-oriented books.

DATABANK

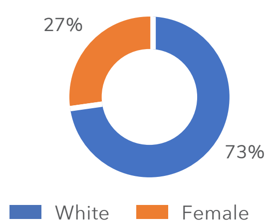
Workforce Excellence

DataBank is dedicated to creating an environment where everyone feels valued and supported to enable a top-tier workforce. We prioritize attracting, integrating, and serving individuals from all backgrounds, and we work to be inclusive of any race, ethnicity, gender, sexual orientation, religion, age, disability, socioeconomic status, family status, political beliefs, and national origin. We partner with organizations to ensure our job postings reach a wide and diverse audience. We also make sure our career site and application processes are accessible and inclusive, with clear language in job postings and flexible work options. We report on the diversity of our new hires, workforce, leadership, and Board of Directors. In 2024, our overall employee diversity was 47%, management diversity was 43%, and our new hire diversity was 58%. Internally, we offer training and benefits such as maternity and paternity leave to help

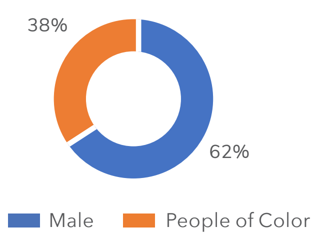
All Employees Gender Diversity



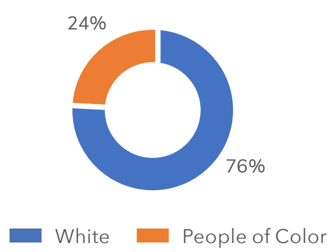
Leadership Gender Diversity



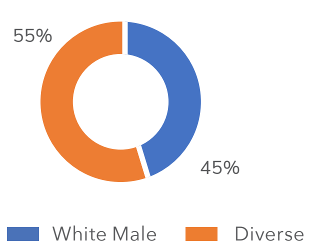
All Employees Racial/ Ethnic Diversity



Leadership/ Ethnic Diversity



Board Diversity



create an inclusive work environment. We again achieved wage parity between men and women in 2024. To promote an inclusive culture, we continued to develop our Employee Resource Group (ERG) program, which includes voluntary, employee-led groups that provide support and foster a sense of community. Our ERGs include groups for women, veterans, LGBTQ+ employees, multicultural employees, and volunteers. Our ERGs experienced notable growth in 2024 with 29% of employees participating in at least one ERG, up from 27% in 2023. The ERGs sponsored impactful events, including creative art workshops, book clubs, guest speakers, and lifestyle workshops like cooking and meditation classes. In addition, our ERGs played a central role in our Season of Giving event, which featured a variety of opportunities for employees to give back through donations and service. For 2025, we plan to strengthen our ERG network by adding new initiatives, expanding participation, and creating additional platforms for employees to collaborate and connect.

Corporate Citizenship

Giving back to our communities is at the heart of DataBank's values. Our Volunteers of DataBank ERG organized a variety of fundraising and volunteer events throughout 2024. We held a successful blood drive and food drives in multiple metros that contributed over 1,000 pounds of food to local food banks. We also supported local schools through donations of supplies and in-classroom volunteering. DataBank also focused on environmental impact, with employees participating in Earth Day events. Our community efforts culminated in our first annual Kindness Kits and second annual Season of Giving, during which we supported local women's shelters, wrote letters to military troops, and the U.S. Marine Corps Toys-for-Tots campaign. Through these initiatives, we organized 11 boxes of toys, wrote over 300 letters to military troops, and provided 340 Kindness Kits. Employees contributed over 500 hours of volunteer time throughout the year.

For 2025, we will continue to amplify our community engagement efforts, expanding volunteer opportunities and exploring new initiatives that align with our mission to create positive social impact. We will focus on supporting local communities with drives for Kindness Kits, pet supply collections, teacher supply drives, Toys for Tots, and writing letters to military troops. Additionally, we are committed to increasing our volunteer hour contributions and fostering new partnerships with local organizations.

Governance Progress

Good governance is a cornerstone of our business. We have again diligently fortified our risk and compliance frameworks for data security and privacy throughout the year, and we have introduced a new climate risk framework and assessment to further enhance our organizational resilience. We align with globally recognized business ethics guidelines and provide training to employees and other stakeholders in numerous areas.

DATA SECURITY AND PRIVACY

In 2024, we maintained all certifications at an exemplary level, showcasing our commitment to excellence in compliance and security practices. Notably, we successfully upgraded from the Statement on Standards for Attestation Engagements No. 18 (SSAE18) standard to the SSAE21 standard for Service Organization Control (SOC) reports (SOC1, SOC2, and SOC3) , and we continued our now 11-year streak of exception-free auditing. We are also making significant progress in upgrading from FedRAMP NIST SP800-53 Revision 4 to Revision 5, with final completion anticipated in 2025.

2024 was another robust year for our physical security, data security, compliance, and privacy initiatives. Building on our strong foundation, we maintained our ISO27001:2022 certification for all U.S. data centers, ensuring ongoing adherence to the highest standards of information security across our entire facility portfolio. As part of our rigorous security program, we conducted on-site security assessments at 28 data centers, reinforcing our proactive approach to risk management.

Aligned with our strategic objectives, we updated and refined our internal and external physical security policies and provided comprehensive training to all employees and key stakeholders. Routine maintenance activities, such as policy reviews and ongoing monitoring, continued as planned. Our annual security training program was successfully completed by all employees and full-time contractors, ensuring continued awareness and compliance. Everyone formally acknowledged our Security Policy, Privacy Policy, and Physical Security Policy as part of this process. We achieved recertification against major security compliance frameworks, including FedRAMP, FISMA, SSAE21 SOC1, SOC2, and SOC3, ISO27001:2022, HIPAA, PCI-DSS, NIST SP800-53 Revision 4, GLBA, CSA-STAR, and Privacy Shield – GDPR. These accomplishments reflect our ongoing commitment to safeguarding customer trust, operational integrity, and compliance excellence.

BUSINESS ETHICS AND GOVERNANCE

We maintained our efforts this year toward a strong focus around ethical business and governance practices. DataBank aligns with the ethical guidelines under OECD for Multinational Companies and the UN Global Compact. In 2024, we continued our track record of zero ethics, governance violations. We updated and developed numerous policies including our Code of Business Conduct and Ethics, Delegation of Authority, Internal Audit Charter, and Supplier Code of Conduct. We provided robust training to employees across areas of EHS and security. We also added an internal audit and risk management function to support topics across business ethics, corporate governance, and risk management.

We maintain our whistleblower hotline, which is available to all stakeholders, both internal and external to the company, and we provide protection against whistleblower retaliation.

RISK MANAGEMENT

We have enacted a comprehensive, enterprise-wide risk assessment as part of our ongoing efforts to strengthen our risk management and move toward full compliance with the 2013 Committee of Sponsoring Organizations of the Treadway Commission (COSO) Internal Control-Integrated Framework. Our commitment is demonstrated by our successful annual compliance audit (SSAE21 SOC1-2-3, HIPAA, PCI-DSS) with zero exceptions for the 11th year in a row and the generation of the annual, risk-based internal audit plan.

Continuing with our proactive approach, we strive to anticipate, alleviate, and strategize for potential business impacts before they occur. Risks are identified, assessed, and treated across all areas of the business, including finance, operations, strategy, and information security. Beyond the recent introduction the risk assessment process in alignment with the 2013 COSO framework, we carry out risk evaluations in line with FedRAMP requirements and NIST standards. These procedures encompass maintaining a risk register, evaluating major changes or discrepancies, conducting vulnerability and risk scans, and generating a security assessment report conducted by an independent third party. We are ISO 14001 and 9001 certified at our UK data center, and we are annually recertified for major compliance frameworks, including FedRAMP, FISMA, SSAE21 SOC1, SOC2 and SOC3, ISO27001:2022, HIPAA, PCI-DSS, NIST SP800-53R5, GLBA, CSA-STAR, GDPR, and the EU-U.S. Data Privacy Framework.

We utilize robust security controls to mitigate the risk of physical or cybersecurity impacts and ensure integrity in our financial statements. Additionally, we protect our facilities against the risk of natural disasters through our standard building design, which incorporates at least N+1 redundancy in power and cooling systems, and we plan for the unexpected through emergency action plans, business continuity plans, and disaster preparedness. We site our facilities with risk in mind and avoid building in 500-year flood plains, significant earthquake zones, or similar natural and recurrent disasters. When we do build in areas with increased risk of natural disasters, we incorporate robust building standards to withstand heat, floods, fires, earthquakes, and wind. In 2023, we developed climate and environmental siting considerations for new development. Together, with these siting recommendations and the completion of our climate risk assessments, we address the current and future risks posed by climate change at our facilities, which have now been added to our enterprise risk assessments.

During 2024, we achieved our goals to hire a Director of Internal Audit and Risk Management, and to formalize our risk management program and structure. We now aim at effectively implementing the risk-based annual internal audit plan, which was the result of the enterprise-wide risk assessment effort conducted in 2024. We made progress toward that goal by formalizing our climate risk framework and assessment and more fully addressing security risk by updating our physical security policy and obtaining the ISO 27001:2022 for our Information Security Management System.

RESPONSIBLE SUPPLY CHAIN

To protect the integrity of our business, DataBank engages in responsible supply chain practices that are also informed by risk assessments. In addition to general operational needs and lead times, DataBank analyzes world events and situations to assist in informing supply chain purchasing. Our supplier onboarding system receives Office of Foreign Asset Controls (OFAC) updates and validates all payees against these lists. We added to our responsible supplier program with the rollout of our EHS Policy and Supplier Code of Conduct, to which all suppliers are subject. We are further expanding this program with additional procurement policies and supply chain risk assessments, which are expected to be implemented in 2025.

2025 GOAL:

Expand responsible supply chain programs

Appendix and Data Tables

ENVIRONMENTAL DATA

Metric	Units	2020 Baseline	2022	2023	2024
Electricity Consumption[1]	GWh	905	1,039	1,119	1,299
Procured Renewable Power	GWh	186	208	303	557
Percent Procured Renewable Power[1]	%	21%	20%	27%	43%
Grid Supplied + Procured Renewable Power[1]	GWh	396	473	579	823
Percent Total Renewable Power	%	44%	46%	52%	63%
PUE		1.81	1.60	1.58	1.54
Water Consumption[2]	kGal	N/A	124,326	123,782	119,989
WUE[2]	L/IT kWh	N/A	0.72	0.66	0.54
GHG Emissions: Scope 1[3]	mtCO2e	7,401	8,124	8,369	10,893
GHG Emissions: Scope 2[3] (Location)	mtCO2e	330,895	370,034	376,960	431,384
GHG Emissions: Scope 2[3] (Market)	mtCO2e	263,918	283,080	279,997	253,918
GHG Emissions: Scope 3[1]	mtCO2e	99,644	253,180	407,320	564,172
Carbon Intensity[3, 4] (Location)	mtCO2e/MWh	0.48	0.36	0.34	0.34
Carbon Intensity[3,4] (Market)	mtCO2e/MWh	0.30	0.28	0.26	0.20
CUE[4]	kgCO2e/IT MWh	0.54	0.45	0.41	0.31

1 2020-2023 percent total renewable power restated to include US EPA eGrid updates

2 2022-2023 Water Consumption restated to include additional data accuracy and completeness

3 2020-2023 emissions data restated to include US EPA eGrid updates and additional data accuracy and completeness

4 Scope 1 + 2, CUE uses market-based scope 2

SOCIAL DATA

Metric	2022	2023	2024
Workforce Gender Diversity	13%	14%	14%
Workforce Racial/Ethnic Diversity	31%	34%	38%
Management Gender Diversity	24%	26%	27%
Management Racial/Ethnic Diversity[1]	10%	18%	24%
TRIR	0.94	0.73	0.66
Employee NPS	47	43	53

1. 2022 and 2023 numbers restated for accuracy

SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

DataBank's operations are related to both the Real Estate and Telecommunication Services standards, but not all metrics from both apply. Those that don't apply have been omitted.

Topic	Accounting Metric	2023 Response	Code
Energy Management	Energy consumption data coverage as a percentage of total floor area, by property subsector	100%	IF-RE-130a.1
	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	1) 4,744,026 GJs 2) 57% 3) 43% (procured RECs only) 63% (procured RECs+ grid mix)	IF-RE-130a.2, TC-TL-130a.1
	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	16.7%	IF-RE-130a.3
	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	See Environmental Progress section above Environment Website	IF-RE-130a.5
Water Management	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	1) 100% 2) 100%	IF-RE-140a.1
	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	1) 454,332 m^3 2) 37%	IF-RE-140a.2
	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	-.03%	IF-RE-140a.3
	Description of water management risks and discussion of strategies and practices to mitigate those risks	See Environmental Progress section above Environment Website	IF-RE-140a.4
Management of Tenant Sustainability Impacts	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	See Environmental Progress section above Environment Website	IF-RE-410a.3
Climate Change Adaptation	Area of properties located in 100-year flood zones, by property subsector	0	IF-RE-450a.1
	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	See Climate Risk and Resiliency Section above and Environment Website	IF-RE-450a.2

SASB Index Continued

Topic	Accounting Metric	2023 Response	Code
Data Privacy	Description of policies and practices relating to behavioral advertising and customer privacy	Privacy Policy	TC-TL-220a.1
	Number of customers whose information is used for secondary purposes	0	TC-TL-220a.2
	Total amount of monetary losses due to legal proceedings associated with customer privacy	$0	TC-TL-220a.3
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	1) 0 2) 0% 3) 0	TC-TL-230a.1
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	See Risk Management above and Governance Website	TC-TL-230a.2
Managing Systemic Risks from Technology Disruptions	(1) System average interruption frequency and (2) customer average interruption duration	1) 3.2 2) 785	TC-TL-550a.1
	Discussion of systems to provide unimpeded service during service interruptions	See Governance Progress section above and Governance Website	TC-TL-550a.2
Activity Metrics	Number of assets, by property subsector	69 Colocation Datacenters	
	Leasable floor area, by property subsector	170,594 m^2	
	Percentage of indirectly managed assets, by property subsector	NA	
	Average occupancy rate, by property subsector	N/A	

2024 DATA VERIFICATION STATEMENT

Download the full Independent Assurance Statement - Verification Statement here.

TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES REPORT

Download the full TCFD Report here.

DATABANK

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

	Material Topic	UN SDG
Environmental	Energy Management	12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION
	Renewable Power	7 AFFORDABLE AND CLEAN ENERGY; 13 CLIMATE ACTION
	Carbon Emissions	13 CLIMATE ACTION
	Sustainability Building Practices	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 13 CLIMATE ACTION; 11 SUSTAINABLE CITIES AND COMMUNITIES
	Climate Risk & Resilience	13 CLIMATE ACTION
	Water Management	6 CLEAN WATER AND SANITATION; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Waste Management	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Social	Health & Safety	3 GOOD HEALTH AND WELL-BEING
	Employee Engagement & Development	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH
	Workforce Excellence	5 GENDER EQUALITY; 10 REDUCED INEQUALITIES
	Corporate Citizenship	11 SUSTAINABLE CITIES AND COMMUNITIES
Governance	Data Security & Privacy	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	Responsible Supply Chain	12 RESPONSIBLE CONSUMPTION AND PRODUCTION