

cologix

Accelerating the Edge

2020 ESG REPORT



THE COLOGIX EDGE

“The growth of the public cloud over the last 10 years will only continue, driving demand for interconnection, space and power now and in the future.”

Cologix operates on a roadmap of strategic growth. We set challenging goals, build our technical and industry expertise and fulfill our commitment to customer experience by hiring people who have a passion for the industry, at every level of the company.

BILL FATHERS
CHAIRMAN AND CHIEF EXECUTIVE OFFICER



THE COLOGIX EDGE

About Cologix

Cologix is proud to house the most robust, scalable data center ecosystem in North America. This ecosystem includes 39 interconnection and hyperscale edge data centers across 11 strategic North American markets. Our reliable, high-performance network and cloud connectivity provides critical IT infrastructure to over 1,600 customers across varying industries. We are 100% focused on network-neutral interconnection and colocation. This approach delivers the best results for our customers and our entire ecosystem. We work to support our customers and earn their business every day by offering a simple, hassle-free user experience. Our growth-oriented business model accelerates consistently to meet the growing demand for interconnectivity.

39

DATA CENTERS IN NORTH AMERICA

600+

NETWORK PROVIDERS

11

NORTH AMERICAN MARKETS

1,600

CUSTOMERS

29

PUBLIC CLOUD ONRAMPS



Headquartered in Denver, Colorado, Cologix provides access to massively scalable interconnection hubs and hyperscale edge data center colocation services in strategically placed locations.

1. Ashburn, Virginia
2. Columbus, Ohio
3. Dallas, Texas
4. Jacksonville, Florida
5. Lakeland, Florida
6. Minneapolis, Minnesota
7. Montréal, Quebec
8. New Jersey
9. Silicon Valley, California
10. Toronto, Ontario
11. Vancouver, British Columbia
12. Headquarters: Denver, Colorado

The Cologix Ecosystem

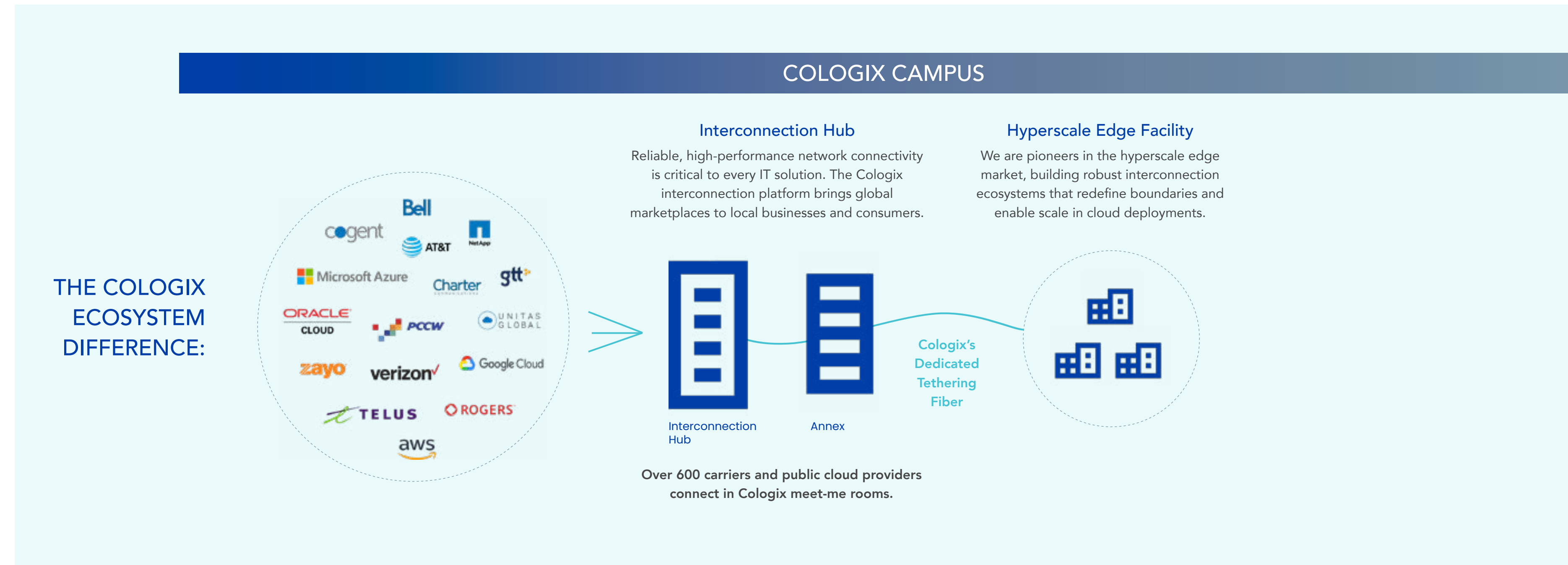
Connected Facilities in an Evolving Cloud Ecosystem

Our North American colocation ecosystem provides the choice and flexibility to meet the most challenging enterprise, technical, business and commercial objectives. In addition, we design, build and operate the data centers of tomorrow, today. We redefine the boundaries of typical data center solutions by integrating hyperscale capacity with robust interconnection ecosystems. We give our customers the flexibility to grow and the ability to connect together.

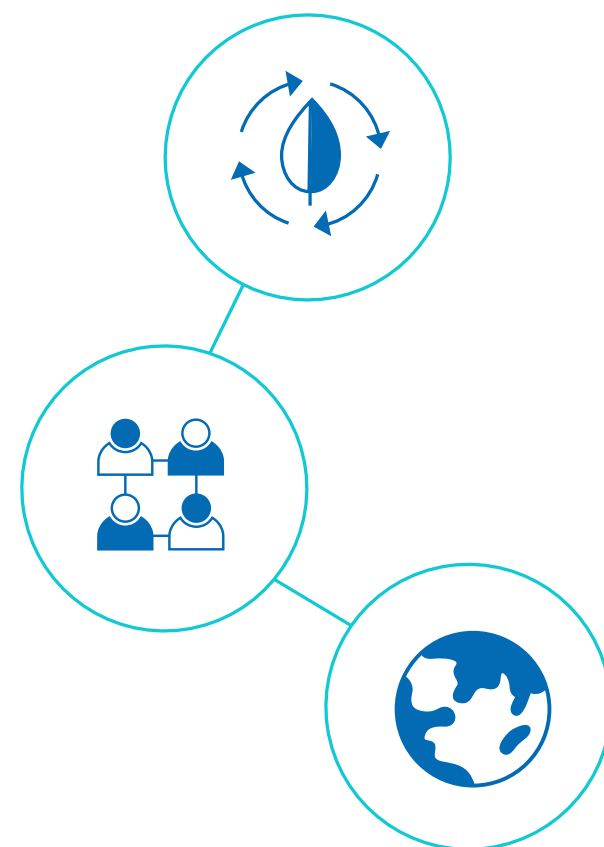
The Cologix Ecosystem

We know the success of our business today and in the future means investing in the strength of people, the planet and the communities we serve. Our business centers on sustainable IT infrastructure that builds trust in our entire ecosystem – trust that keeps companies, cities and individuals connected. That same focus on trust and interconnectivity underscores our commitment to strong environmental, social and governance strategies (ESG).

The long-term success of Cologix is fundamentally connected to the success of our ecosystem of partners. When the ecosystem thrives, we thrive. Only then are we positioned to create value that benefits all of our stakeholders.



Letter from our Chairman and CEO



Celebrating 10 Years of Growth

In 2020, Cologix celebrated 10 years of operations. In that time, we have grown from a single interconnection hub in Dallas to North America’s largest privately held interconnection platform. Our growth in the last decade has been in parallel with global adoption and acceleration of cloud computing. The growth of the public cloud over the last 10 years will only continue, driving demand for interconnection, space and power, now and in the future. I’m proud Cologix is a leader in this market, and our journey continues as we look ahead to a new decade of operations and growth.

Accelerating Sustainability During a Global Pandemic

As we all entered 2020, few could have predicted how different our world would be just a few months later. The COVID-19 pandemic affected every individual, company, city and country around the world. Suddenly, the digital infrastructure that often blended into the background in our society took center stage. Offices closed and employees found themselves working from their dining room tables and living rooms. Families relied on technology to connect children with grandparents and their schools.

At Cologix, we took action early to protect our employees, recognizing that they protected the digital infrastructure we all needed to sustain ourselves through the pandemic. I want to thank every Cologix employee who worked tirelessly to create and live by policies that protected one another throughout this time. I watched alongside our entire leadership team as our employees lived the values of TRUST that guide our business every day. Throughout the COVID-19 pandemic, our team made impactful choices, respected one another and never wavered from our commitment to our customers and partners.

Emphasizing ESG Performance

At Cologix, we’ve built an exceptional platform and team. We use the power of interconnection to grow our business. With growth comes responsibility, and we are adding to that responsibility an emphasis on ESG (environmental, social and governance) performance. This report marks our first effort to summarize both our current work in ESG and our roadmap that will continue to guide our work in these important focus areas.

For me, ESG excellence means:

1. Reducing our Footprint

We recognize our business is inherently energy intensive. We have strategically chosen to invest in markets where renewable energy options are readily available. How we consume energy is also of great importance to us. As we build larger facilities, energy efficiency is at the core of our basis of design. I believe we can be a part of the solution, working to achieve or exceed the goals set forth at COP 21 in Paris in 2015. Our industry is one filled with solutions, and we are committed to being as aggressive as possible in transitioning to more efficient, zero-carbon technologies.

2. Putting People First

Our technology platforms are only best-in-class because our people are best-in-class. Cologix employees are our most important stakeholders. Their safety and health come first. No year has made this clearer to us all than 2020. As we build our ESG initiatives, our people are at the center of them. We know high-performing teams are made up of people with diverse viewpoints and backgrounds, and we work continuously to build a culture of diversity, respect and collaboration.

3. Accelerating the Edge

Data infrastructure has a unique role to play in developing a sustainable digital supply chain for the future. We titled this report “Accelerating the Edge” to highlight the importance of interconnection and the hyperscale edge technology that will help Cologix grow for the next 10 years. Strong ESG performance, for us, means creating a culture of innovation – bringing our entire ecosystem along with us on this journey.

This report is the first step in a long journey focused on excellence in sustainable business practices and ESG initiatives. I look forward to continuing to update you on our work and sharing our roadmap for the future.

Sincerely,

BILL FATHERS
CHAIRMAN AND CHIEF EXECUTIVE OFFICER



“Strong ESG performance, for us, means creating a culture of innovation – bringing our entire ecosystem along with us on this journey.”

About This Report

Our 2020 ESG Report is our first step toward a robust, annual ESG reporting structure. Our leadership team and key Cologix employees from across the company came together to develop this report and the start of our ESG roadmap planning process. We look forward to developing robust key performance indicators (KPIs) that will showcase our performance in ESG annually.

Our 2020 ESG Report includes data specific to the 2020 fiscal year at Cologix. However, because this is our inaugural report, key ESG initiatives discussed throughout the report extend to years prior to 2020 and may also include initiatives launched in 2021. We have included in this report the material topics we feel our key stakeholders are most interested in, as well as those with the potential to impact Cologix's business. A full materiality assessment is included in our 2021 ESG roadmap.

This report's data aligns with the Sustainability Accounting Standards Board (SASB) standards for software and IT services companies.



“The Cologix team motto is ‘Together we win.’ That extends to all our stakeholders. We believe in partnership, collaboration and transparency with our customers, investors, community members and suppliers. This report emphasizes those partnerships and ensures everyone can be a part of our commitment to ESG.”



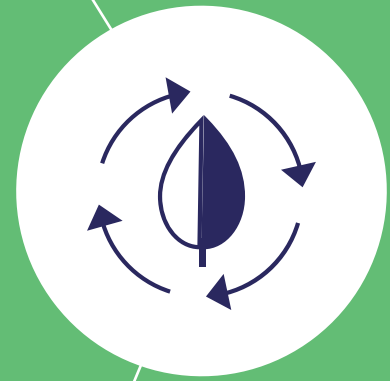
DAWN SMITH
PRESIDENT AND CHIEF OPERATING OFFICER

ENVIRONMENT

“Our sites are designed and built to deliver excellent energy efficiency and a low carbon footprint.”

Cologix intentionally sets high standards for ourselves in environmental excellence. We are honored to serve some of the world’s largest companies, many with industry-leading environmental initiatives. It is our goal to exceed their expectations and the expectations of all stakeholders in our environmental initiatives.

MATT SPENCER
CHIEF TECHNOLOGY OFFICER





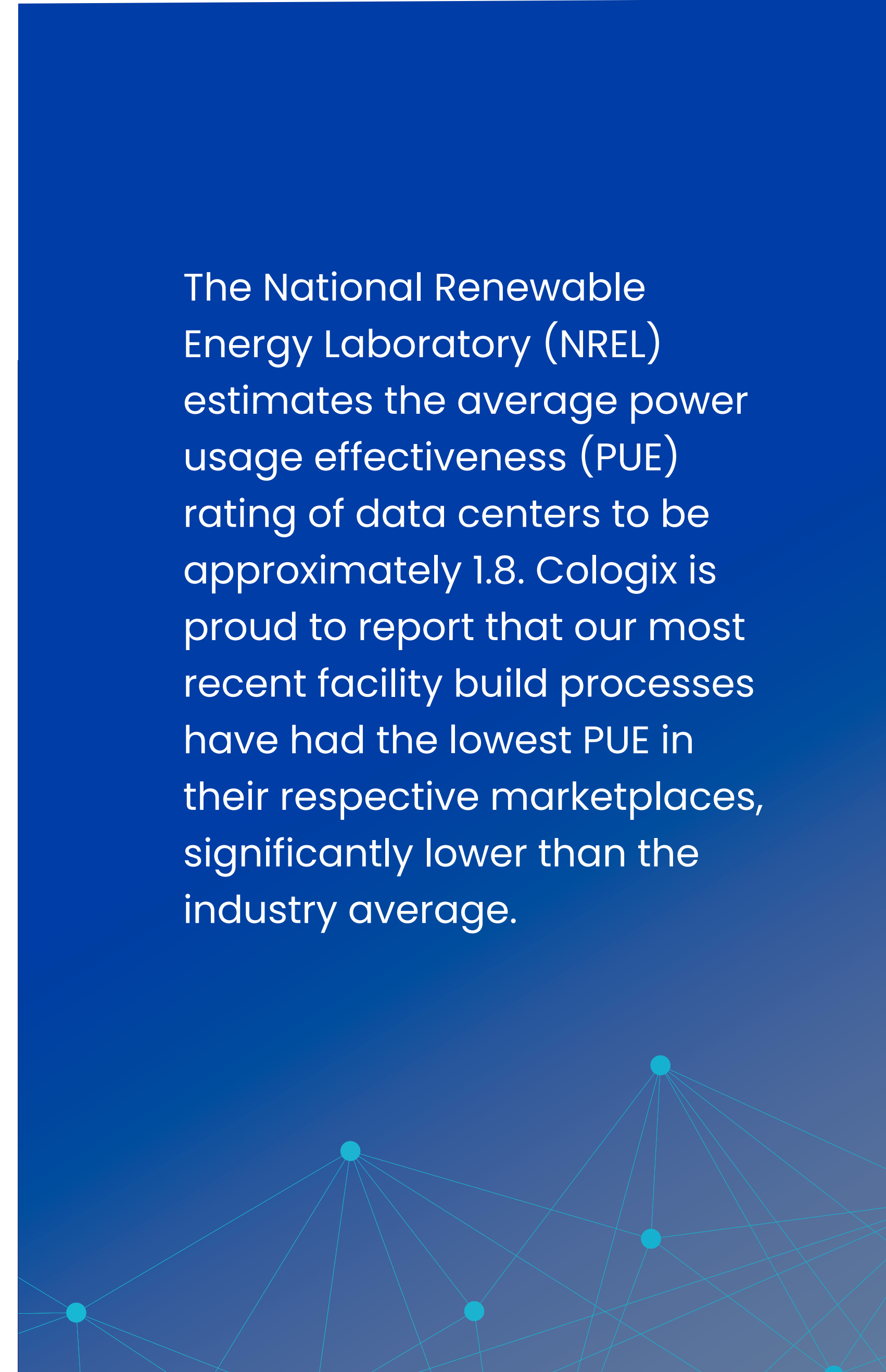
ENVIRONMENT

Cologix’s commitment to environmental excellence is rooted in multiple key areas in our business. We are proud to partner with and serve some of the world’s largest companies. Many of our partners boast best-in-class environmental management and expect the same from us. It is our goal to exceed their expectations. We extend that commitment to the standard by which we hold all of our stakeholders, both internal and external.

We also understand the entire business community must act now to address the issue of climate change. Climate change is a threat to countless environmental ecosystems globally and is a critical challenge that must be addressed by every individual, municipality and business around the world. The goals set forth at COP 21 in Paris in 2015 are important steps necessary to combating climate change. Cologix and our leadership team is committed to working to achieve or exceed these goals. We are being as aggressive as possible in transitioning to more efficient, zero-carbon technologies.

Construction and Design

We know our business is inherently energy intensive. For that reason, our commitment to efficiency starts with the design of our facilities and the selection of our sites. We have strategically chosen to invest in markets where renewable energy options are readily available. Throughout the design and construction process, we work to decrease our environmental footprint and increase energy efficiency. As we build larger facilities, energy efficiency is at the core of our basis of design.



The National Renewable Energy Laboratory (NREL) estimates the average power usage effectiveness (PUE) rating of data centers to be approximately 1.8. Cologix is proud to report that our most recent facility build processes have had the lowest PUE in their respective marketplaces, significantly lower than the industry average.

45%

RENEWABLE ENERGY USE, BASED ON 2020 TOTAL UTILITY USE

\$15M+

ENVIRONMENTAL CAPEX PROJECT INVESTMENT SINCE 2016

51

ENERGY EFFICIENCY PROJECTS COMPLETED IN 2020



Energy Management

Power and cooling are a significant operating cost for any data center company. At Cologix, energy efficiency is prioritized in all we do. Across our footprint, we actively look for opportunities to increase efficiency with key upgrades to our facilities that might include:

- **HIGH-EFFICIENCY COOLING.** Cooling costs can add up to more than half of a data center’s total energy usage. We invest in cutting edge performance chillers, including water-cooled magnetic levitation chillers with TurborCor compressors, which are 50% more energy efficient than traditional chillers.
- **FREE AIR COOLING.** In many locations, ambient outdoor air is cooler than the air inside the data center and can be used to reduce dependence on mechanical cooling. In Vancouver, we worked with city officials to authorize removing key windows in the building to encourage free air flow. At our facility in Santa Clara, California, energy efficient fans circulate outside air throughout the facility.
- **LED LIGHTING.** All new facilities are equipped with state-of-the-art LED lighting, much of which is equipped with occupancy sensors and dimming options to ensure lighting efficiency. In our existing facilities, we actively incorporate upgrades from fluorescent to LED lighting in annual energy plans and regular facility maintenance.
- **GENERATOR MONITORING AND TESTING.** Generator backup power remains the fastest way to convey power to a data center. Testing generators is important but generators are a source of carbon emissions. Through consistent generator monitoring and maintenance, our team has cut our generator testing from weekly to monthly, saving energy while ensuring generators are available when needed.
- **RETROFITTING.** We regularly monitor equipment in these centers for opportunities to retrofit and replace with newer, more efficient equipment. We retrofit variable frequency drives on major electric motor driven equipment such as pumps and Computer Room Air Handling (CRAH) units. End-of-life chillers are replaced with equipment that is more than twice as efficient. End-of-life CRAH units are replaced with units that have electrically commutated fans, which consume up to 70% less energy.

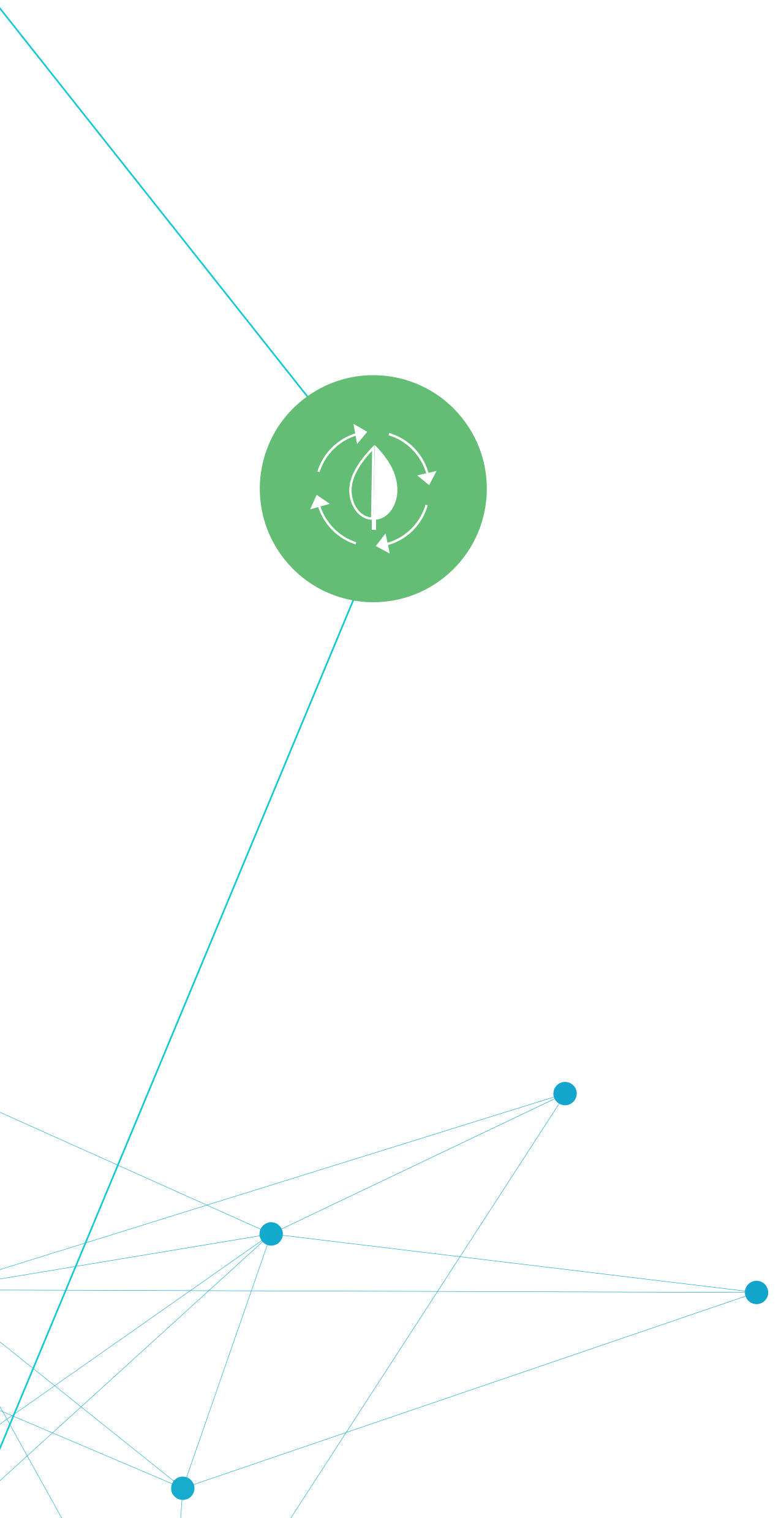
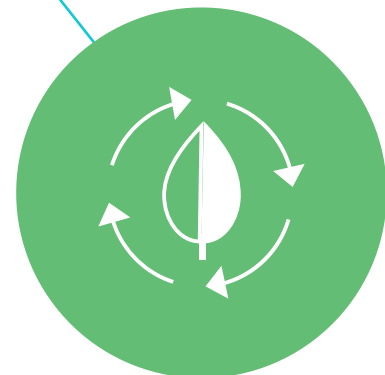
TOTAL RENEWABLE ENERGY IN 2020

102,230,444 kWh

45% OF ALL ENERGY IS RENEWABLE

“Our philosophy of environmental excellence is one that runs through the entire organization. It’s simple, we do the right thing. We are efficient with the resources we’ve been given.”

MATT SPENCER
CHIEF TECHNOLOGY OFFICER



Water

Water is a critical resource in data center technology, used primarily for cooling. Cologix is committed to being a responsible user of water in our facilities. Similar to our construction and energy efficiency processes, we consider the availability of water and its use in our decisions surrounding our geographic footprint from the beginning. We work to minimize water use and increase the use of reclaimed water wherever possible. We prioritize cooling systems that limit or eliminate the use of water and maximize free cooling to reduce water demand. We also ensure our facilities adhere to ASHRAE TC9.9 AI guidelines for allowable temperature and humidity ranges. This reduces water used for cooling and humidification, in addition to providing an overall energy efficiency improvement.

Waste and Materials Use

Cologix works to diminish waste and increase recycling in our facilities wherever possible. We work in partnership with local waste management providers to identify efficiency opportunities and implement waste management enhancements including compactors. We also work with suppliers who are committed to decreasing waste in their manufacturing processes.

RECYCLING HIGHLIGHT

We are proud to partner with East Penn Manufacturing for all Cologix's battery-specific needs. From East Penn's start 75 years ago, sustainable and safe recycling has been at the center of its business. Cologix relies on East Penn for critical uninterruptible power supply (UPS) batteries and returns batteries to them at end of life. East Penn's onsite, closed loop system of sustainable reuse extracts lead, plastic, and acid, ensuring virtually 100 percent of each spent battery they receive at their facility is fully recycled.

CASE STUDY

Data Center Spotlight: VAN3 Data Center



Cologix's VAN3 Data Center opened in September 2019, becoming the region's largest network neutral data center. VAN3 is one of the safest, most flexible and most connected data centers in the region. At more than 42,000 square feet, VAN3 tripled Cologix's capacity in Vancouver, a direct response to the growing demand for highly connected, scalable data center capacity from local digital media-intensive businesses and global cloud players. VAN3 offers local customers direct access to Google Cloud Platform, Amazon Web Services® Direct Connect, Microsoft® Azure ExpressRoute, IBM Cloud and Oracle FastConnect.

VAN3 was designed with state-of-the-art green technology focused on ultra-efficiency. Highlights include:

- Using outside climate to cool the data center for the majority of the year
- Waterless chiller systems using frictionless, magnetic levitation compressors coupled with built-in free cooling coils
- Hot aisle containment systems throughout the facility to achieve a best-in-class power usage effectiveness (PUE)
- \$5 million in seismic upgrades to help protect customers in event of an earthquake
- The use of four 1.5 megawatt generators that allow for 100% uptime

VAN3 also ensures our employees and customers are empowered to make their own sustainability choices when working in or visiting the facility. Amenities include:

- Three electric vehicle charging stations
- Bike lockers and showers that make bicycle commuting easy
- A location just a short, 10-minute walk to the nearest public transit station

\$5
million

SEISMIC
UPGRADES

100%

UPTIME

2

MEET-ME
ROOMS

42,000

SQUARE FEET

3

ELECTRIC VEHICLE
CHARGING STATIONS

SOC1, SOC2, HIPAA and PCI-DSS compliant

SOCIAL

“Our employees are the heart and soul of Cologix. Empowering them, connecting with them, giving them the opportunity to grow and thrive enables Cologix to grow and thrive as well.”

Our commitment to social impact begins with Cologix employees. They provide superior service to our customers, lift up and challenge one another and create long-term resilience and success for Cologix. We work hard to create a safe, diverse, equitable and inclusive culture that encourages every employee to reach their potential and contribute to the greater good.



DAWN SMITH
PRESIDENT AND CHIEF OPERATING OFFICER

300+

EMPLOYEES ACROSS THE U.S.
AND CANADA

0

LOST TIME INJURIES IN 2020

Bi-weekly

ALL-HANDS MEETINGS

SOCIAL

Our commitment to social impact begins with Cologix employees. Without a strong team of employees, Cologix cannot succeed. Our 300+ employees provide superior service to our customers and create long-term resilience and success for Cologix. We work hard to create a safe, diverse, equitable and inclusive culture that encourages every employee to reach their potential and contribute to the greater good. Cologix celebrated 10 years of operation in 2020. We credit our growth in those 10 years to dedicated employees who have fully embraced our culture and worked to make Cologix what it is today.

Workplace Safety

The safety and well-being of our employees is fundamental to our company's success. Ensuring our employees have a safe working environment is of the utmost importance to Cologix. We maintain industry leading standards in workplace safety, ensuring employees are well-trained on safety practices. We meet or exceed all local regulations on training related to forklifts and personal lifts. Our library of computer-based training includes resources on data center operations, fall prevention, ladder safety, roof safety and more.

Training and safety protocols are especially important with personnel working with electricity. We work to ensure all electricians and electrical maintenance staff are equipped with 40 cal/cm2 suits and other appropriate personal protective equipment (PPE). All sites practice lockout/tagout procedures for the control of hazardous energies. Our operations staff understand how critical following these procedures can be – for their safety, the safety of their colleagues and the safety of the facility.

We audit our health and safety programs annually and track all lost time injuries. In 2020, we were proud to have zero lost time injuries across the company.

Employee Wellness

Cologix offers a variety of benefits programs to support our employees' well-being and health. We know strong benefits practices help our employees bring their best selves to work. Investing in our employees' health is an investment in our company's success. These programs are based on local regulations and market practices, and showcase our commitment to good health for our employees. They include strong insurance programs in medical, dental, vision care and life insurance. In the United States, employees have access to a 401k plan with a partial match from Cologix. Quebec-based employees also have access to a Voluntary Retirement Savings Plan (VRSP). Cologix, along with our primary investor, Stonepeak Infrastructure Partners (Stonepeak), also offer our employees additional long-term cash based incentives. These cash incentive awards demonstrate our investors' understanding of the value our employees create for Cologix and their willingness to share that value with employees.

In the United States, Cologix is proud to offer unlimited paid time off (PTO) to employees. We empower our employees to work with their local management team to create a results-oriented work environment that allows employees to effectively balance their personal and professional lives.

The mental health of our employees is also a major priority for Cologix. During the pandemic, our leaders recognized that our high-performing, results-oriented team members could face burnout and provided employees across the enterprise additional flexibility and "gift days off" to ensure they had the necessary time to care for themselves and their families.





Team Engagement

Our geographically-dispersed footprint means our teams are remote and decentralized by design. For Cologix, this has always meant prioritizing clear communication and mastering the art of remote connectivity. The COVID-19 pandemic saw many more employees working remotely, making this dedication to good communication even more important.

Cologix’s values framework, TRUST, was created in 2018. Born from the input of employees and the fundamental values that drive our leadership team, TRUST guides our decisions and actions every day. The tenets of TRUST are: **Talented** teams empowered to make impactful choices; **Respect** for one another; **Unwavering** commitment to customers; **Success** achieved through accountability and results; and **Together** we win. The TRUST framework is introduced to employees during every new hire orientation process in a special section about culture. TRUST is referenced regularly in bi-weekly all-hands meetings throughout the year. The framework is also used in the company’s internal annual sales kickoff meeting which includes a full session on culture and values.

The final ‘T’ in the TRUST framework and the Cologix team motto is “Together we win.” For Cologix, this is more than just an inspiring quote. It is a way of living and thriving as a team. It encourages employees to reach out cross-functionally, recognizing each other for great work. We have formed several formal employee engagement initiatives to emphasize our “Together we win” motto.

- **THE COLOGIX CULTURE CLUB** was formed in 2014 as the “Fun Committee” and rebranded as the Culture Club in 2020 to inspire a culture of engagement and celebration across the company. The activities of the Culture Club connect employees across geographies and boost morale throughout the year. From themed team meetings and holiday-focused challenges – ugly sweater contest, Super Bowl picks and virtual karaoke, to name a few – to virtual book clubs and virtual coffee, companywide scavenger hunt competitions and team family feud tournaments, we have purposefully facilitated opportunities for engagement, competition and fun.
- **ONLINE EMPLOYEE RECOGNITION PLATFORM, AWARDCO** provides an internal online feed that links directly to every Cologix employee’s desktop. Employees can nominate and recognize colleagues and direct reports. These nominations recognize employees who exhibit the company’s TRUST values in their daily work. Awardco allows for cross-functional, manager-to-employee and employee-to-employee recognition. We know our investment in Awardco increases engagement, productivity, retention and satisfaction for our employees. The opportunity for recognition and celebration of one another is core to who we are as a team.
- **WEEKLY WARRIOR** is a company-wide initiative that encourages employees to get to know one another more deeply by providing a weekly feature about one employee, their interests and background. In addition, a welcome email is sent to the full company every time a new employee joins, introducing them and welcoming them to the team with personal anecdotes and photos.
- **BI-WEEKLY ALL-HANDS MEETINGS:** Every other week, all Cologix team members come together to share successes and learn as a team. These meetings feature key messages from leadership and recognition videos based on Awardco nominations. These virtual meetings also help to replicate the collegiality we have missed as a remote workforce during COVID-19.

We work hard to create a safe, diverse, equitable and inclusive culture that encourages every employee to reach their potential and contribute to the greater good.





Diversity, Equity and Inclusion

At Cologix, our commitment to diversity and inclusion starts at the top, with a leadership team comprised of 63% women. Though we are proud of our gender diversity at a leadership level, we also recognize we are early in our journey toward true diversity, equity and inclusion (DEI) as a company. Our team is working now to implement key initiatives, tracking mechanisms and employee feedback loops that form a strong foundation for our DEI program in the future. We work hard to foster a culture that encourages collaboration across teams and levels of leadership, and we view DEI as imperative in our environment.

We know Cologix is stronger when we add diverse voices to a conversation. A part of investing in our diversity and inclusion culture is infusing diversity and inclusion into our hiring practices. Cologix is an Equal Opportunity Employer and in 2020 amended all job descriptions with related language that provides clear accommodations for applicants unable to apply online.

Our teams and company grow when employees feel they can bring their full selves to work and share their ideas and concerns openly. Our employee engagement activities serve as a critical link to diversity and inclusion at Cologix, and we look forward incorporating additional DEI engagement activities in the future.

In the United States, we are proud that more than 38% of our technical staff are from ethnically diverse backgrounds. We know we must continue to build a diverse workforce across our company at all levels in the organization. Attracting more diverse talent, specifically women in technical and sales roles, is a key priority. We know certain areas of the technology sector have historically had a lack of gender diversity, and we are actively working to engage in initiatives to attract women to technology careers. Our President and Chief Revenue Officer, Laura Ortman, and other key leaders have participated in Women's Tech Forum, a community of women and allies in the cloud, networking and data center infrastructure industry.

Chief Marketing Officer, Page Haun, encouraged mentoring and advocacy for women in her blog post on the Cologix website celebrating our 10-year anniversary saying, "Throughout my career, I have had a front-row seat to observe challenges the technology sector presents in the inclusion of women. As a result of these experiences, I am a firm advocate for women in technology. I am proud to be a leader and a team member at a company where the majority of the executives are female and where we prioritize internal advancement, diversity, collaboration and flexibility."

"One of the reasons I joined Cologix was because of the company's inclusive leadership and culture of openness – both of which promote the empowerment of women professionally. In addition, five out of eight of Cologix's executives are women."



PAGE HAUN
CHIEF MARKETING OFFICER





Community Involvement

Cologix is proud to be an active member in the communities where our employees live and work. Employees drive community involvement efforts at a local level. We encourage employees to share with their colleagues the community volunteer efforts and encourage teams to volunteer together in their local communities.

EMPLOYEE HIGHLIGHT

LINDA COOK, DIRECTOR OF MARKETING, VOLUNTEER WITH SPECIAL OLYMPICS CANADA

Linda Cook is Cologix’s Director of Marketing, Canada & Hyperscalers. She joined the company in 2021, and says she was immediately taken by Cologix’s interest in her community volunteer work. Linda has been an active volunteer with Special Olympics Canada since 2012. Her son, Curtis, participates in Special Olympics’ speed skating program with Linda as his team’s assistant coach. When Linda joined Cologix, her supervisor introduced her to the entire company with an email about her dedication to Special Olympics and Linda was overwhelmed with the warm welcome she received. She said, “So many people wrote back and shared their stories of family members with disabilities or asked how to get involved with Special Olympics.” Linda says she regularly shares her son and her team’s successes in the workplace and says, “It’s kind of like what we say at Special Olympics. You find your people.”



LISA CROUCH, VICE PRESIDENT, BUSINESS ARCHITECTURE VOLUNTEER WITH A PRECIOUS CHILD

Vice President, Business Architecture, Lisa Crouch joined Cologix in 2011, and with her brought one of the Denver headquarters’ most beloved nonprofit partners, A Precious Child. A Precious Child provides children in need with opportunities and resources to empower them to achieve their full potential. Lisa found the organization through VolunteerMatch.org when searching for opportunities to give back in her community. After joining Cologix, her colleagues there supported her in her commitment to A Precious Child. Each year, Denver team members participate in A Precious Gift at the holidays, donating gifts for the children A Precious Child serves. Lisa said, “Our colleagues at Cologix know everyone deserves a strong foundation. Kids are the future and some of them just need a hand. It’s great to see my colleagues join in the work.”



CASE STUDY

The Cologix Response to COVID-19

"I'm proud of our entire team for the swift action and continued vigilance practiced throughout the pandemic. We were honored to be highlighted by Stonepeak as a leader in pandemic response, and I thank our team for a true 'together we win' mentality throughout this crisis."

BILL FATHERS
CHAIRMAN AND
CHIEF EXECUTIVE OFFICER

As the COVID-19 crisis arose in early 2020, Cologix executives faced the pandemic head on. Chief Technology Officer, Matt Spencer, credits Vice President, Data Center Operations, Robert Johnston, with early action to address COVID-19 internally. The operations team completed a statistical analysis early on to estimate possible impacts on operations and employees across the company. The team took swift measures to implement new cleaning procedures and procure ample personal protective equipment (PPE) at every site.

Throughout the pandemic, Cologix was committed to keeping on hand a minimum of six months of necessary PPE on either side of the U.S./Canada border, ensuring employees always had consistent access to PPE. The team kept meticulous records and delivered weekly reports on masks, hand sanitizer, gloves and other PPE inventoried for the full company.

As the pandemic became more serious globally in March 2020, Cologix swiftly locked down its data centers, providing remote access for customers. The company enhanced our "remote hands" offering to customers to ensure they could continue to operate fully without impacting the health and safety of data center teams. Management in each center separated shifts to avoid crossing paths and ensure continuity in local leadership.

For technicians whose presence on site was essential, Cologix provided reimbursement for private transportation and parking to allow employees to avoid public transit and travel to and from their locations safely. Facilities

required temperature checks, masks and regular use of hand sanitizer for those on-site. Market leaders had ultimate discretion to authorize expenditures and make strategic changes at their facilities based on local regulations and necessity.

With our teams' social interaction reduced in 2020, Cologix worked harder to maintain culture and collaboration within and across each and every team in the organization. A COVID-19 taskforce was formed quickly to regularly address the situation at hand and make decisions based on local market needs. This taskforce focused on clear communications across the enterprise and continues to meet bi-monthly to stay up to date on all developments. Bi-monthly all-hands calls were held throughout the pandemic and continue today, providing consistent touchpoints with the management team. CEO Bill Fathers provided regular business updates, and individual leadership team members shared updates, best practices and stories from employees doing extraordinary things both at home and from Cologix facilities.

Cologix's Human Resources team also rolled out multiple employee surveys throughout 2020 to ensure employees felt safe, protected and heard during the pandemic. In the company's August 2020 survey, 93% of employees noted they would recommend a friend work for Cologix and 96% of employees reported they were happy with the level of support they were receiving from their direct supervisor.

GOVERNANCE

“We want to be trusted partners in building value for our customers today and tomorrow. It’s important we exceed expectations at every customer touchpoint and interaction to build trust and loyalty.”

A strong governance structure honors the expectations of all stakeholders – our employees, investors, customers, suppliers and partners. The TRUST values framework Cologix lives by is a pivotal building block for the company’s ESG initiatives. It extends to the company’s entire value chain and business ecosystem, including its customers.



LAURA ORTMAN
PRESIDENT AND CHIEF REVENUE OFFICER

GOVERNANCE

Accelerating Good Governance

For Cologix, good governance means leading with our values and putting trust and accountability at the center of our work. This commitment manifests every day for every member of our team at every level of our business. We are steadfast in our commitment to strong ethical business practices, and we encourage a sense of collective responsibility to do what is right in every situation. Our governance initiatives work to address the expectations of all stakeholders.

Our Governance Structure

In 2017, Stonepeak acquired a majority interest in Cologix. As a major institutional investor, their partnership has been instrumental in our governance structure. Our Board of Directors includes our Chairman and CEO Bill Fathers, alongside three key members of the Stonepeak leadership team. Following a \$500 million investment in 2020, two representatives from Mubadala Investment Company attend and participate in Board meetings as Board observers. Each Stonepeak Board member participates in one of our two committees focused on Compensation and Audit.

ESG Governance

The Cologix leadership team directly oversees activities related to ESG across the enterprise. President and Chief Operating Officer, Dawn Smith, and Chief Marketing Officer, Page Haun, co-lead the company's ESG function. The company's environmental management function is led by Chief Technology Officer, Matt Spencer, and his team. Dawn, Page and Matt are actively assisted by other members of the leadership team to gather data, implement key initiatives and develop a culture focused on ESG excellence. Together with their teams, each of our leadership team members embraces and promotes the cultural imperatives and individual actions that contribute to our ESG roadmap and overall ESG objectives.



4

COLOGIX BOARD MEMBERS

8

LEADERSHIP TEAM MEMBERS

63%

FEMALE LEADERSHIP TEAM MEMBERS

100%

FACILITIES SOC 1, SOC 2, HIPAA AND PCI COMPLIANT





“Our commitment to ethics and responsibility in governance starts at the top. Our entire leadership team employs an open-door policy that encourages direct communication and transparency at every level.”

JESSICA BENNETT
GENERAL COUNSEL

Compliance and Ethics

In partnership with Stonepeak, Cologix created a Code of Ethical Standards, Business Practices and Conduct (the “Code”) which outlines the standards of legal and ethical behavior we expect all team members to follow to ensure we fulfill our commitment to conducting business with integrity. The Code directly addresses topics of antitrust and competition, bribery, fair dealing, insider trading and other topics. All employees are expected to read, acknowledge receipt of and comply with these standards. The Code acts as a framework for decision-making for all team members and guides our leadership team in developing a culture of ethics and integrity.

The Code also includes a robust whistleblower policy outlining any employee’s reporting process with concerns regarding violations of the Code or other company policies, as well as illegal or unlawful conduct. Any reports raising material accounting concerns are referred to the Audit Committee of the Board of Directors. Reports can be made directly to the company’s General Counsel or to any member of the leadership team directly. Anonymous reports can be submitted by mail to the General Counsel or leadership team. All reports are investigated regardless of anonymity, and in the case of direct reports, the company will take all appropriate action to protect the identity of the whistleblower and protect those making reports in good faith from any retaliatory action.

In 2021, Cologix has invested in the Skillsoft training platform to expand training capabilities related to key areas of ethics and compliance, including online training in sexual harassment, code of conduct review and other key topics. Employees will complete training annually through this platform’s robust training options.

Sustainable Supply Chains

Cologix’s standards for ethics and integrity extend to our supply chain partners. We expect our suppliers to operate ethically, in compliance with the law and in a way that meets our standards. We work diligently to choose suppliers whose values match our own, and whose business practices prioritize responsibility and sustainability.

Our supply chain includes relationships with utility providers in each of our 11 markets that are essential to operate, power and cool our locations. We have actively chosen many of our market locations based on the availability of renewable energy and the local utility provider in that market.

As Cologix grows and builds new, larger facilities to meet the needs of our customers, we are committed to utilizing suppliers and contractors to build our data centers who understand our commitment to ESG. Our design process for any new build considers low carbon options, prioritizes energy efficiency and ensures our suppliers align with these priorities.

Formal supply chain optimization processes and a new supplier code of conduct are a part of our ESG roadmap for the coming years. Cologix looks forward to ensuring our procurement process and partnerships with suppliers advances our ESG goals.



Security and Business Continuity

Cologix's customers know we are committed to protecting their IT infrastructure investment from a wide range of threats. Our colocation facilities provide increased security that protects customers from physical security breaches. Our facilities provide 24/7 advanced security monitoring and guards on premises. Additionally, all critical infrastructure is alarmed and equipped with card access and man traps. Advanced fire protection is installed throughout the facility and customizable private cages are available.

We are committed to safeguarding our equipment and creating an environment safe from natural disasters. We regularly monitor key risks related to natural disasters and weather events for all facilities and employ detailed response plans related to specific scenarios. We work to protect our own infrastructure and the infrastructure of our customers through best-in-class power systems capable of withstanding weather and natural disaster events.

In addition, our data centers enable our customers to meet key compliance requirements in their businesses. All Cologix data centers:

- Complete System and Organization Controls (SOC) Type 1 and Type 2 reviews. These reports detail and assure our internal processes related to security and environmental compliance, processing integrity, privacy and confidentiality.
- Comply with Payment Card Industry (PCI) Data Security Standard (DSS)
- Take steps to protect and secure electronic protected health information (ePHI) by complying with HIPAA requirements related to customer data.
- Achieved ISO 27001 certification in 2021.

OUR JOURNEY TO ISO 27001 CERTIFICATION

Published in 2013 by the International Organization for Standardization (ISO), the ISO 27001 family of standards helps companies manage the security of information assets. ISO 27001 provides a complex framework for implementing an information security management system (ISMS). Cologix embarked on our journey toward ISO 27001 certification in 2020. Spearheaded by executive leadership and led by the Cologix compliance team, the process required considerable commitment from numerous cross functional departments and leaders. We identified a dedicated ISMS manager, and developed three key ISO committees – Executive, Steering and Risk Management. Don Poskin, Vice President, Data Center Operations, said of the decision to launch the certification process, “We know ISO 27001 certification is ‘table stakes’ in our industry and for our customers. We have always taken information security very seriously. ISO 27001 certification builds on that commitment.” Cologix believes the time and resources invested in ISO 27001 certification are an important step to continue to protect the security of our customers, investors and all stakeholders. Our full certification report was complete in June 2021, and we look forward to using ISO 27001 standards as a driver for continuous improvement in information security controls and countermeasures.

CASE STUDY

Developing the Cologix Values Framework

In 2018, Bill Fathers transitioned from Board member to Chairman and CEO at Cologix. The same year, Laura Ortman joined Cologix as President and Chief Revenue Officer and Dawn Smith joined as President and Chief Operating Officer. With these three key leaders in place and the company on a path for rapid growth, an internal shift began as well. Cologix’s Human Resources and leadership team recognized the need to create a strong core values system to guide Cologix in its growth and development. Following that recognition, the process began to create what is today the company’s TRUST framework.

The critical first step in the process to create a core values framework was a company-wide employee survey. The survey asked employees to share their experience working for Cologix and aspirations for the company culture. It asked employees questions like:

What is important to you? What matters most at work? How do you want to be led and what do you admire in strong leaders? How do you want to participate in the growth of the company? How do you want to be communicated with and what do you expect from your leaders? What would make you love coming to work every day and be proud to work for Cologix?

The survey was intentionally open-ended, ensuring employees could share in-depth responses in their own words. After compiling the responses from this survey, the Cologix leadership team met to identify key challenges and opportunities that arose from employee responses. They discussed the themes of these responses and ensured those themes aligned with what was important to them as leaders. From that discussion came the overarching value of trust. Employees shared how important trust was to them – trusting Cologix, trusting their individual managers and trusting the leadership team.

From that foundational value of trust, the team built its pillars:

- Talented teams empowered to make impactful choices
- Respect for one another
- Unwavering commitment to customers
- Success achieved through accountability and results
- Together we win

The process that began in 2018 continues today, as the TRUST framework extends far beyond the company’s employee engagement platform and Human Resources department. The TRUST framework is a cornerstone of the company’s entire governance structure and is a pivotal building block for the company’s ESG initiatives. It extends to the company’s entire value chain and business ecosystem, including its customers.



COLOGIX 2020 SASB INDEX



This report is Cologix's first time reporting our environmental, social and governance performance. We are proud to report based on recommended metrics for Sustainability Accounting Standards Board (SASB) framework for software and IT services. We have reported here all metrics in this standard which are material to the Cologix business. We will continue to evaluate additional metrics in the future. All data presented here is for the year ended December 31, 2020 unless otherwise noted.

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE		
TC-SI-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	(1) Total kWh consumed: 228,853,955 (2) Percentage grid electricity: 100% (3) Percentage renewable: 45%
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Cologix is currently evaluating our process for calculating total water withdrawn and consumed. We anticipate disclosure on this point in our 2021 ESG report. Our data centers do not currently operate in regions with High or Extremely High Baseline Water Stress.
TC-SI-130a.3	Discussion of the integration of environmental considerations to strategic planning for data center needs	Cologix integrates environmental excellence in all data center operations and in design and construction process in any new facilities. Details of our environmental program can be found in the environment section of this report.
DATA PRIVACY & FREEDOM OF EXPRESSION		
TC-SI-220a.1	Description of policies and practices relating to behavior advertising and user privacy	Cologix is committed to protecting the confidentiality, integrity and availability of physical and electronic information technology assets and conforming to the controls of ISO 27001:2013 as applicable to the people, processes and technology within the ISMS scope.
TC-SI-220a.2	Number of users whose information is collected for secondary purposes	Immaterial to Cologix
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Immaterial to Cologix
TC-SI-220a.4	(1) Number of law enforcement requests for user information (2) number of users whose information was requested (3) percentage resulting in disclosure	Cologix is committed to responding in a timely fashion to any requests from law enforcement. Because these requests are sporadic in nature, we do not currently track their frequency.
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	Cologix does not operate in any countries subject to government-required monitoring, blocking, content filtering or censoring.



SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
DATA SECURITY		
TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	(1) 0 (2) 0 (3) 0
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	<p>It is Cologix' policy that networks are adequately managed and controlled in order to be protected from threats and to maintain security for the systems and applications using networks, including information at rest and in transit. Networks should be managed and controlled to protect information in systems and applications. Controls should be implemented to ensure the security of information in networks and the protection of connected services from unauthorized access.</p> <p>For networks that are deployed as an "infrastructure as a service" model, the security requirements shall be detailed in the vendor contract, terms of service and statement of work. This standard is applicable to networks within the control of Cologix.</p>
RECRUITING & MANAGING A GLOBAL, DIVERSE & SKILLED WORKFORCE		
TC-SI-330a.1		Immaterial to Cologix
TC-SI-330a.2	Employee engagement as a percentage	In Cologix's 2020 employee survey, 93% of employees report they are receiving the support they need from their superiors and 96% of employees note they would recommend Cologix to a friend.
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for: (1) management (2) technical staff and (3) all other employees	<p>Both gender and racial/ethnic group representation percentages are currently available only in the United States. Canadian business units currently track gender only. Available percentages are:</p> <p>(1) In the United States, management is 28% female, 10% racially/ethnically diverse. In Canada, management is 7.14% female. (2) In the United States, technical staff is 10.63% female, 38.29% racially/ethnically diverse. In Canada, technical staff is 3.07% female. (3) In the United States, all other employees are 29.54% female and 29.54% racially/ethnically diverse. In Canada, all other employees are 13.79% female.</p>



SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
INTELLECTUAL PROPERTY PROTECTION & COMPETITIVE BEHAVIOR		
TC_SI-520a.1	Total amount of monetary losses as a result of legal proceedings	No monetary losses that are material to operations or Cologix's ability to do business.
MANAGING SYSTEMIC RISKS FROM TECHNOLOGY DISRUPTIONS		
TC-SI-550a.1	"Number of (1) performance issues and (2) service disruptions; (3) total customer downtime"	In 2020, Cologix experienced 100% uptime.
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Security and business continuity is discussed in the governance section of this report.





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