cologix

► ENGINEERED FOR SCALE

2021 ESG REPORT

A MESSAGE FROM CEO BILL FATHERS

▶ CONNECTING SCALE AND SUSTAINABILITY

In 2021, I was proud to introduce our stakeholders to Cologix's Environment, Social and Governance (ESG) strategy in our inaugural ESG Report. Today, I'm encouraged and excited to share with you our progress in ESG since then. The entire Cologix team, led by Chief Marketing and ESG Strategy Officer Page Haun, has participated over the past year in setting an aggressive agenda that is "Engineered for Scale" – in ESG and for Cologix as a whole.

Earlier this year, we secured significant new investment from partners with a strong focus on ESG as a priority. This ensures we can invest more in all aspects of our ESG program and accelerate our expansion of the Cologix business, both in terms of data center footprint and number of employees. This growth allows us to make investments in the latest technologies to drive energy efficiency in our greenfield developments and reduce our overall emissions footprint to rapidly bring up our overall ESG profile. In our existing facilities, we are making improvements in energy efficiency and emissions, but we know these tend to be slower changes.

Across our footprint, we are setting the course for carbon neutrality. Though our business is inherently energy intensive, we can still set clear goals to invest in renewable energy. By the end of 2024, nearly 70% of our footprint will be less than two years old. We are also exploring every option to procure more energy from entirely renewable energy sources Our origins in Québec and British Columbia and our partnerships with renewable energy providers there are fundamental in this strategy today and in the future. We are committed to setting carbon targets that align with the Science-Based Targets initiative (SBTi) and will continue to share our goals and progress in this report annually.

In addition to the work we are completing on carbon and energy, this report will showcase additional strides we've taken since our last report on ESG initiatives. Three I'm exceptionally proud of include:

- Taking concrete steps to formalize our Diversity, Equity and Inclusion initiatives and the launch of our first employee resource group (ERG) with the Cologix Women's Connection Network (CWCN). Though I'm proud to have more than 50% female representation on our leadership team, we have a long road ahead to ensure increased representation for women across Cologix.

- Engaging all Cologix employees in the process of understanding material issues related to ESG and gaining their trusted feedback as we set our roadmap. We continue to conduct regular employee surveys and communicate with employees with regular all-hands meetings where they are updated regarding our full business strategy and results.

- Forming a strong governance structure to guide our ESG activities. Our ESG Steering Committee reports directly to me and our Board of Directors, actioning our ESG Roadmap and initiatives to ensure our investments in ESG are effective across the enterprise.

As the adage goes, with great power comes great responsibility. Cologix is focused on scale, and as we grow our market presence, we recognize our responsibility is to ensure our growth is sustainable and considers its impact – for Cologix, for the people who trust in us and for our planet.

Sincerely,

Bill Fathers
Chairman and Chief Executive Officer

INTRODUCTION

"The last year at Cologix has been about engineering our footprint to achieve the scale and impact we know our customers need. We are staying true to our core strategy, addressing key market needs for the next generation of digital infrastructure."

Laura Ortman, President and Chief Revenue Officer

▶ **SCALING OUR IMPACT – SMARTER AND FASTER**

As North America's leading private, network-neutral data center and interconnection platform, Cologix brings together the digital infrastructure and ecosystems today's businesses need. Cologix knows our customers' businesses are growing and their investment in digital infrastructure is growing with them. To meet their needs, Cologix is aggressively scaling our hyperscale edge and digital edge data center footprint and ensuring our company is well positioned to be the foundation for the next generation of digital infrastructure.

ABOUT COLOGIX

▶ Headquartered in Denver, Colorado, Cologix is North America's leading private, network-neutral interconnection and hyperscale edge data center company. We operate more than 40 data centers in 11 strategic North American edge markets. Cologix enables connectivity to robust ecosystems at the digital edge. We connect our customers to 1,800+ solutions and partners to manage growth. Our dedicated, direct access to more than 300 cloud service providers and onramps to all major public cloud providers make us the premier platform in North America.

Today, Cologix is executing on a roadmap of strategic growth, scaling our ability to support complex technology advancements across our markets. We are setting challenging goals while continuing to build and leverage our technical and industry expertise, engineering our company for increased scale and ongoing positive impact.
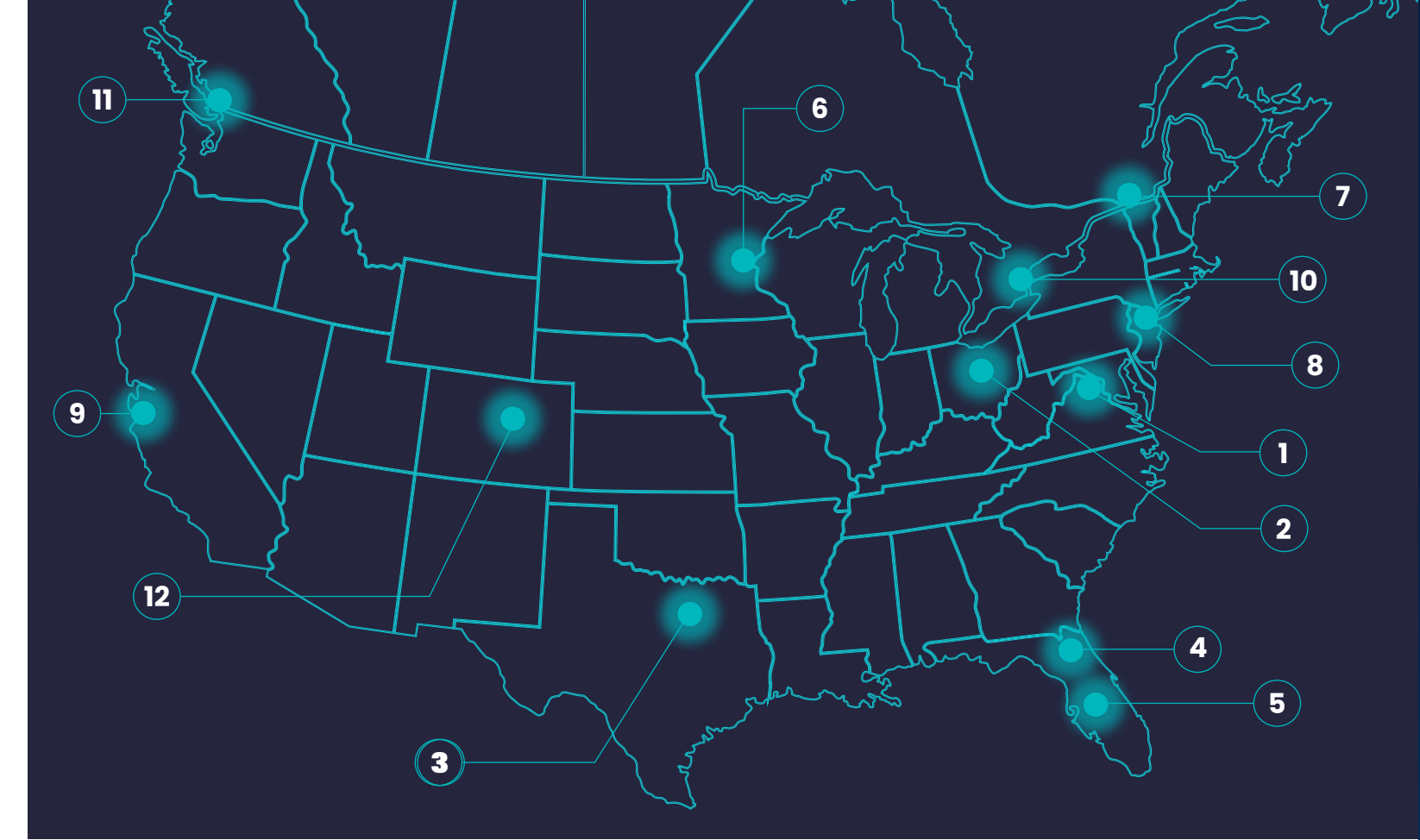
The Cologix platform includes more than 40 digital edge and Scalelogix℠ hyperscale edge data centers across North America.

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

1,600+	**700+**	**350+**	**40+**	**30+**	**11**
customers	network providers	cloud service providers	data centers in North America	public cloud onramps	north american markets

SCALELOGIX[SM] EXPANDS HYPERSCALE EDGE FOOTPRINT

In early 2022, Cologix announced plans to expand our hyperscale edge data center portfolio and branded them as Scalelogix[SM] data centers. Our Scalelogix data centers leverage high-speed, ultra-low latency and highly secure access to fixed, 5G and public cloud networks. Supporting very large footprint deployments, Scalelogix data centers enable operational excellence through greater application performance and lower overall distribution costs at the edge. These state-of-the-art data centers connect to our existing carrier hotels and connection hubs to increase access to our network-dense ecosystems across North America. Scalelogix facilities build on our commitment to energy efficiency, offering a low carbon footprint that uses green technology to reduce environmental impact for Cologix and our customers.

Cologix is hard at work on a state-of-the-art facility in Ashburn, Virginia that will bring 120 MW capacity and one million square feet of data center colocation into our portfolio. This highly efficient and scalable facility will be the only data center in the region designed and built from the ground up with our hyperscale clients for hyperscale edge traffic. Built at the intersection of the world's most dense fiber networks, our 23-acre Ashburn facility offers low seismic and flood risk, sitting 300 feet above sea level and 34 miles outside the nuclear blast radius of Washington D.C.

MATERIAL ESG TOPICS AT COLOGIX

In 2021, Cologix completed a robust materiality assessment to gather insights and feedback from our stakeholders on the issues most impactful to Cologix related to environmental, social and governance strategy. This process began immediately following the publication of our inaugural ESG report, which launched in July 2021. We engaged with stakeholders from across our business to more deeply understand their connection to and prioritization of the ESG issues addressed in that report, and expand on potential issues we should consider in the future. In addition, we used this process to develop our ESG Roadmap to set our strategy, goals, metrics and process for disclosure surrounding these topics.

Our materiality process included quantitative and qualitative analysis from our stakeholders. Members of each stakeholder group completed a comprehensive online survey with questions across ESG topics.

We also conducted a series of one-on-one and group interviews with key customers and prospective customers, investors, employees and partners.

After receiving all stakeholder feedback, the Cologix Leadership Team met in a series of workshops to digest stakeholder feedback and align around the topics that would make up the Cologix materiality matrix, contributing to our ESG Roadmap development process.

KEY STAKEHOLDERS ENGAGED IN OUR MATERIALITY PROCESS

Competitors and Collaborators
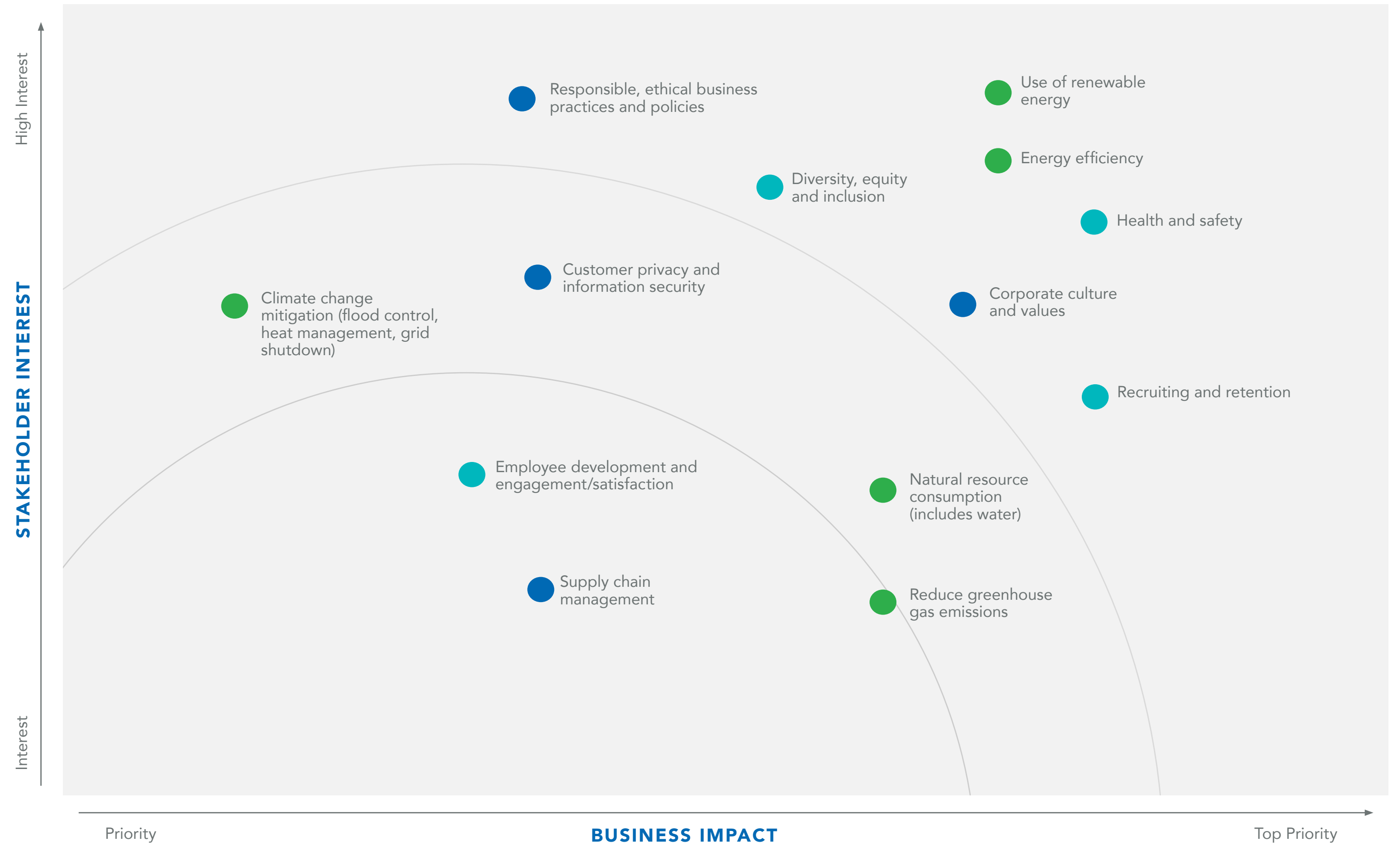
Customers and Prospective Customers

Employees

Investors

Suppliers and Ecosystem Partners

COLOGIX MATERIALITY MATRIX

▶ Following our materiality study in 2021, our executive team aligned to identify the top 13 material topics and weighted their importance based on stakeholder interest and potential business impact. Each of these topics is of deep importance to the Cologix business today and in the future. Our ESG roadmap guides our work across these key material topics.

E Environment

S Social

G Governance

STAKEHOLDER INTEREST

High Interest

Interest

BUSINESS IMPACT

Priority

Top Priority

- Responsible, ethical business practices and policies
- Use of renewable energy
- Energy efficiency
- Diversity, equity and inclusion
- Health and safety
- Customer privacy and information security
- Corporate culture and values
- Climate change mitigation (flood control, heat management, grid shutdown)
- Recruiting and retention
- Employee development and engagement/satisfaction
- Natural resource consumption (includes water)
- Supply chain management
- Reduce greenhouse gas emissions

MATERIAL ESG TOPICS AT COLOGIX

MATERIAL TOPIC DEFINITIONS

ENVIRONMENT	SOCIAL	GOVERNANCE
Climate change mitigation Our most significant climate threats involve flood control, heat management and grid shutdown. As our global environmental ecosystems are threatened by climate change, we both work to mitigate the threats of climate change and prepare for its effects today. We regularly monitor key risks related to natural disasters and weather events and employ detailed response plans related to specific scenarios.	**Diversity, equity and inclusion** We are committed to implementing key initiatives in diversity, equity and inclusion at every level. We work to build an inclusive culture built on respect, dignity and fairness and incorporating our values at every level.	**Corporate culture and values** We have a strong set of shared values, beliefs and behaviors that flow throughout our company and define our integrity and expectations for all stakeholders. Our policies and procedures are built on these values for all stakeholders, but especially our employees. We extend these values to our communities, where we work to be a welcomed partner and contribute to the social good of our communities wherever possible.
Energy efficiency Understanding power and cooling are a significant operating cost in any data center company, we must be as efficient as possible in our use of energy across our footprint.	**Employee development and engagement/satisfaction** We employ a strong core values system in our company that invests in our employees' growth and development and ensures employees are comfortable sharing feedback.	**Customer privacy and information security** The confidential information of our customers and their equipment inside our colocation facilities are secure and protected from breach. We are compliant with the highest levels of data security certification standards.
Natural resource consumption Water is a critical resource in data center technology. We work to minimize water use and increase the use of reclaimed water wherever possible.	**Health and safety** We provide a safe working environment that includes strong training and compliance practices. We provide benefits programs to support our employees' well-being and health.	**Responsible, ethical business practices and policies** We employ a Code of Ethical Standards that directly addresses the topics of antitrust and competition, bribery, fair dealing, insider trading and other areas to ensure our business is operated with the highest standards of ethics and responsibility. We have a formal system for addressing complaints of individuals engaged in business or societal relationships with Cologix and take appropriate action to investigate and address complaints.
Reduce greenhouse gas emissions We are actively tracking and working to reduce greenhouse gas emissions both from our operations and indirectly through our value chain.	**Recruiting and retention** We are able to attract employees with the valuable skills necessary to run our business and retain and advance the skills of our existing workforce.	**Supply chain management** We extend our standards for ethics and integrity to our supply chain partners and expect those partners to comply with the law. We actively choose suppliers whose values match our own, prioritizing sustainability and responsibility.
Use of renewable energy We are actively working to transition our energy footprint to renewable energy options wherever possible and choosing to invest in markets where renewable energy is readily available.		

DEVELOPING COLOGIX'S ESG ROADMAP

▶ From our materiality process, we developed a robust ESG Roadmap that will drive the creation and implementation of key ESG initiatives across Cologix in the coming years. In each area of ESG, we considered in our roadmap the strengths Cologix brings to the table in each area as well as the areas we recognize could be most improved upon to bolster our ESG impact across our operations. In each section of this report, we have provided additional details about our roadmap and its goals. Below, you'll find a snapshot of Cologix's ESG Roadmap Targets – the quantifiable goals we have set for ourselves in ESG.

COLOGIX ESG TARGETS

ENVIRONMENT
Build a foundation for long-term carbon neutrality.

SOCIAL
Formalize and build upon existing social commitments.

GOVERNANCE
Continued best-in-class governance, transparently sharing successes.

Achieve carbon neutrality in Scope 1 and 2 emissions by 2030, confirmed through science-based target setting

Convert all Cologix facilities to 100% renewable energy by 2030

Certify that 80% of all Cologix supplier contracts include environmental responsibility requirements by 2025

Partner with suppliers to quantify Scope 3 emissions by 2025 based on science-based target setting, with the aim to reduce Scope 3 carbon emissions 50% by 2030

100% of Cologix hiring processes include candidates in the interview process from diverse populations by 2025

Collect the data necessary to set diversity-related targets for women and racially diverse groups of employees at key levels across the company by 2024 and achieve those goals by 2030

100% of Cologix employees complete training annually related to both DEI and Ethics/ Compliance by 2023

UNDERPINNED BY THE INTEGRATION OF ESG BEST PRACTICES INTO COLOGIX'S BUSINESS MODEL AND OPERATIONS

DEVELOPING COLOGIX'S ESG ROADMAP

▶ **ESG GOVERNANCE**

In 2021, as we developed our ESG Roadmap, Cologix also formed an ESG Steering Committee made up of key leaders across Cologix whose roles align with our roadmap topics across ESG. This group regularly shares the progress in their areas of focus with our CEO, the Cologix Leadership Team and the Cologix Board of Directors. Each of these individual leaders works diligently to ensure ESG initiatives are conveyed across their teams at every level of our organization.

ESG GOVERNANCE STRUCTURE

BOARD OF DIRECTORS

COLOGIX LEADERSHIP TEAM

ESG STEERING COMMITTEE

| Environment Committee | Social Committee | Governance Committee |

ABOUT THIS REPORT

▶ Our 2021 ESG Report marks our second annual ESG Report and our first that shares Cologix's ESG Roadmap and the materiality topics we have identified as most important in measuring and reporting on our ESG performance.

This report includes data specific to our 2021 fiscal year but may also include initiatives launched in early 2022. We have included in this report the materiality topics with the highest stakeholder interest, as well as those with the greatest potential to impact Cologix's business.

This report's data aligns with the Sustainability Accounting Standards Board (SASB) standards for software and IT services companies. For the 2021 report, we have also expanded our disclosure to include transparency regarding climate risk at Cologix, aligning with the Task Force on Climate-Related Financial Disclosures (TCFD).

ENVIRONMENT

"Every day, Cologix interacts with global corporate leaders whose environmental programs are truly best-in-class. These important relationships offer us an opportunity to both learn and lead, setting goals together that create a more sustainable future for our planet."

Chris Heinrich, Chief Sales Officer

▶ 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.

MATERIALITY TOPICS INCLUDED IN THIS SECTION:

Climate change mitigation

Reduce greenhouse gas emissions

Energy efficiency

Use of renewable energy

Natural resource consumption

ROADMAP: ENGINEERED FOR ENVIRONMENTAL EXCELLENCE

Our Goal	Build a foundation for long-term carbon neutrality
Key Roadmap Steps:	• Identify the operational and external levers necessary to transition to renewable energy. • Develop the internal management processes and systems necessary to accurately measure, report on, and ultimately decrease our environmental impact across the company. • Incorporate renewable energy footprint plans into every Cologix facility's cost structure and customer offerings. • Align our internal environmental strategy to globally accepted certification frameworks and targets.
Expressed Targets:	• Achieve carbon neutrality in Scope 1 and 2 emissions by 2030, confirmed through science-based target setting. • Convert all Cologix facilities to 100% renewable energy by 2030. • Certify that 80% of all supplier contracts include environmental responsibilty requirements by 2025. • Partner with suppliers to quantify Scope 3 emissions by 2025 based on science-based target setting, with the aim to reduce Scope 3 emissions by 50% by 2030.

ENVIRONMENT

For Cologix, we know our most important responsibility across the ESG spectrum is to manage our environmental processes and specifically to decrease our carbon footprint. Our customers rely on Cologix to meet their needs in terms of renewable energy in our facilities and our carbon footprint. We take into consideration the best-in-class environmental management of many of our customers and strive to match their rigor in this area.

Our commitment to environmental excellence begins with the design of our facilities and extends through their lifecycle. We strategically invest in markets with access to renewable energy. We work to evaluate and mitigate our environmental impact. Each year, we invest in environmental capital expenditure projects to ensure our facilities' technology remains highly efficient. Since 2016, we have invested more than $20 million in environmental projects.

134,818,720 kWh
total renewable energy use in 2021

$20M+
environmental capex project investment since 2016

69
environmental capex projects since 2020

47%
renewable energy use, based on 2021 total utility use

ADDRESSING CLIMATE CHANGE AND PURSUING CARBON NEUTRALITY

We are part of a larger business community that must act to address climate change now. Climate change is a threat to both local and global environmental ecosystems and a critical challenge no individual or company can ignore. The goals set forth at COP 21 in Paris in 2015 outline the steps necessary to combat climate change globally. Our climate change strategy considers these goals and works to be as aggressive as possible to achieving them across our operations.

In 2021, we began the process of collecting baseline data and defining the operational parameters necessary to accurately calculate our carbon footprint. These first steps toward comprehensive carbon measurement mean we can now effectively set targets and address our overarching environmental impact. The process was overseen by our ESG Steering Committee and key leaders responsible for environmental operations across Cologix facilities.

This process included quantifying emissions from all Cologix facilities and vehicles, as well as purchased electricity and water. We calculated Cologix's Scope 1 and Scope 2 greenhouse gas (GHG) emissions for the 2021 calendar year using the World Resources Institute (WRI) GHG Protocol, ISO 14064-1 standards, also considering Scope 1 and Scope 2 Inventory Guidance form the U.S. Environmental Protection Agency (EPA).

Cologix's growth means that each year, we will continue to expand our square footage under management, and subsequently, our overarching environmental footprint. As such, we've aligned our GHG emissions reporting to display both total Scope 1 and Scope 2 emissions, but also an emissions intensity metric based on our total square feet under management.

While our overarching emissions intensity across our North American facilities was 0.07 in 2021, we are proud to report our Canadian operations achieved a CO2 intensity of 0.003, which aligns with LEED Platinum Certification Levels for CO2 intensity. As we work to reduce our overall CO2 intensity across our footprint, we will refer to LEED carbon footprint standards as we set goals for our facility reduction plans.

In 2022, we will begin our analysis of Scope 3 emissions, identifying the most important categories of emissions at Cologix. Our goal is to develop a process to measure accurately our Scope 3 footprint by 2025, subsequently reducing that impact in line with science-based target setting by 2030.

CO2 EMISSIONS AT COLOGIX

	2021
Square Feet Under Management	1,542,700
Scope 1 Emissions (CO2e Metric tons)	22.2
Scope 2 Emissions (CO2e Metric tons)	109,188.9
Emissions Intensity (Scope 1 + Scope 2 emissions in MT/square feet under management)	0.07

ENERGY MANAGEMENT AND TRANSITION TO CARBON FREE ENERGY

▶ Data center operations are inherently energy intensive. Our operations leaders are continuously searching for opportunities to better manage our energy footprint, increase efficiency and upgrade our facilities with leading technology for energy reduction. In addition, we are working to transition our energy purchasing program from fossil fuels to carbon free energy options from both renewable and nuclear energy sources. Across our footprint, this includes projects in areas including:

- **High-efficiency cooling.** More than half of a data center's total energy use is related to cooling. Cologix invests in environmentally friendly chillers, including water-cooled magnetic levitation chillers with cutting edge technological performance. This includes TurboCor compressors, which are 50% more energy efficient than traditional chillers. In 2021, in our New Jersey facility, we replaced four condensing units with new Carrier 38AUD series air-cooling units which significantly decreased energy usage and use environmentally sound refrigerant. Our Montréal Scalogix data center was upgraded with the innovative Liebert CW system, improving energy efficiency through an optimized chilled water coil design. At our Minneapolis data center Variable Frequency Drive (VPD) upgrades were performed on HVAC pumps and fans to improve efficiency.

- **Free air cooling.** Ambient outdoor air is often cooler than the air inside our data ceners and can be used to reduce dependence on mechanical cooling. We continue to use free air cooling in our Vancouver facilities and in Silicon Valley, California where energy efficient fans circulate outside air throughout the facility. HVAC controls are set at all our data centers to maximize the free air cooling operating timeframe.

- **LED Lighting.** All new facilities at Cologix are equipped with state-of-the-art LED lighting, much of which includes occupancy sensors and dimming options to improve efficiency. In existing facilities, we actively incorporate LED upgrades in our annual energy plans and regular facility maintenance. In 2021, for example, projects were initiated at our Columbus, Lakeland, Minneapolis and Toronto data centers to upgrade older systems with LED lighting.

- **Generator monitoring and testing.** Generator backup power remains the fastest way to convey power to a data center. Testing generators is a source of carbon emissions and we have quantified that impact for the first time in this report related to Scope 1 emissions. We continue to cut generator testing frequency across our facilities, saving energy while ensuring generators remain available when necessary.

- **Retrofitting.** We monitor all equipment regularly and look for opportunities to retrofit or replace with newer, more efficient options. In 2021, we invested more than $5 million in environmental capex projects, many of which upgraded equipment to more efficient options. In 2021, our Minneapolis, Montréal, Silicon Valley and Vancouver data centers received extensive upgrades with new, high-efficiency cooling and power distribution systems.

NATURAL RESOURCE CONSUMPTION

▶ Cologix recognizes our energy consumption is our most important challenge related to environmental management. Our consumption of additional natural resources, including water and other materials, is also important in how we calculate, define and mitigate our environmental footprint.

Water is a critical resource to data center operations, primarily for use in cooling. We are committed to being a responsible user of water across our facilities. In all new construction projects, we consider the availability of water and its use in our decisions surrounding our geographic footprint. We work to minimize water use and increase the use of reclaimed water whenever possible. Many Cologix facilities use closed-loop water systems that recycle water rather than returning it to the environment. We ensure our facilities adhere to ASHRAE TC9.9 A1 guidance for allowable temperature and humidity ranges. This reduces water used for cooling and humidification and ensures an overall improvement in energy efficiency.

CASE STUDY

DEEP LAKE WATER COOLING

In Toronto, we are proud to use deep lake water cooling (DLWC) in our TOR1 facility to harness the cold temperature of the water at the bottom of Lake Ontario to cool our data center in a sustainable way. Each winter, the water in Lake Ontario cools to just under 4° C. The colder surface water sinks to the bottom of the warmer water in the rest of the lake where it remains throughout the year. The City of Toronto constructed three intake pipes more than five kilometers long to bring this cold water to a filtration plant and transfer it to a closed-circuit system that can be used by companies like Cologix. Companies across the Toronto region are using DLWC and partnering with the City of Toronto to focus on resiliency and carbon emission reduction, decentralizing energy supply and reducing loads on the local energy grid.

THE COLOGIX BASIS OF DESIGN

Cologix's guiding principle for our Basis of Design is to deliver highly reliable data center products to our end customers. We believe industry-leading, mission critical data center facilities begin with excellent design. We use high quality materials, equipment and components, carefully constructed by trusted vendor partners. We consider the environmental impact of our build and operations process and rigorously maintain our facilities throughout their lifecycle. Cologix data centers are built to last and deliver consistent, high quality services to our customers. These are just a few of the important aspects of data center design and construction that guide our processes.

Power Usage Effectiveness (PUE)

As we build larger facilities across our footprint, energy efficiency is at the core of our Basis of Design. We design to an annualized PUE of 1.2, well below the industry average of 1.8.

Building Standardization

By standardizing our Basis of Design, we can create strong, repeatable designs that bring valued building partners to the table across our footprint. We create sustainable supply chain partnerships and eliminate transactional relationships. This means stronger communications, shared values, more accurate forecasting for the best use of materials and more efficient planning throughout our build processes.

Electric Vehicle Charging Stations

All new Cologix facilities include electric vehicle charging stations. In locations where we own and operate vehicles, we are actively working to transition to electric vehicles.

Building Envelope Construction

A strong building envelope means using exterior materials that are structurally sound and appropriate for their climate. We align our building envelope construction to the requirements of ASHRAE 90.1-2010 (climate zone 4A).

Electrical Generators

The majority of Cologix's Scope 1 emissions are from electrical generator runs necessary to ensure 100% uptime in our facilities. All electrical generators are enclosed in environmentally controlled shelters, complete with motorized dampers, block heaters, effective lighting, convenience outlets and sufficient space inside to allow maintenance technicians to work in warm and dry conditions protected from outside weather. All generator engines have dual starters, redundant battery sets and swappable fuel filters that improve start and run reliability to ensure continuous electrical supply to data centers. The additional benefit of these steps to protect the integrity of our generators is fewer tests of the generators while still maintaining high electrical integrity in our facilities.

Water

Our Basis of Design provides for state-of-the-art cooling systems that work with the environment where each facility is built. Our most recent data center builds have utilized waterless systems or highly efficient air-cooled, chilled water solutions. We will continue to deploy these systems in our Basis of Design to improve our water usage effectiveness and align with ASHRAE TC9.9 A1 guidelines for temperature and humidity ranges across our facilities.
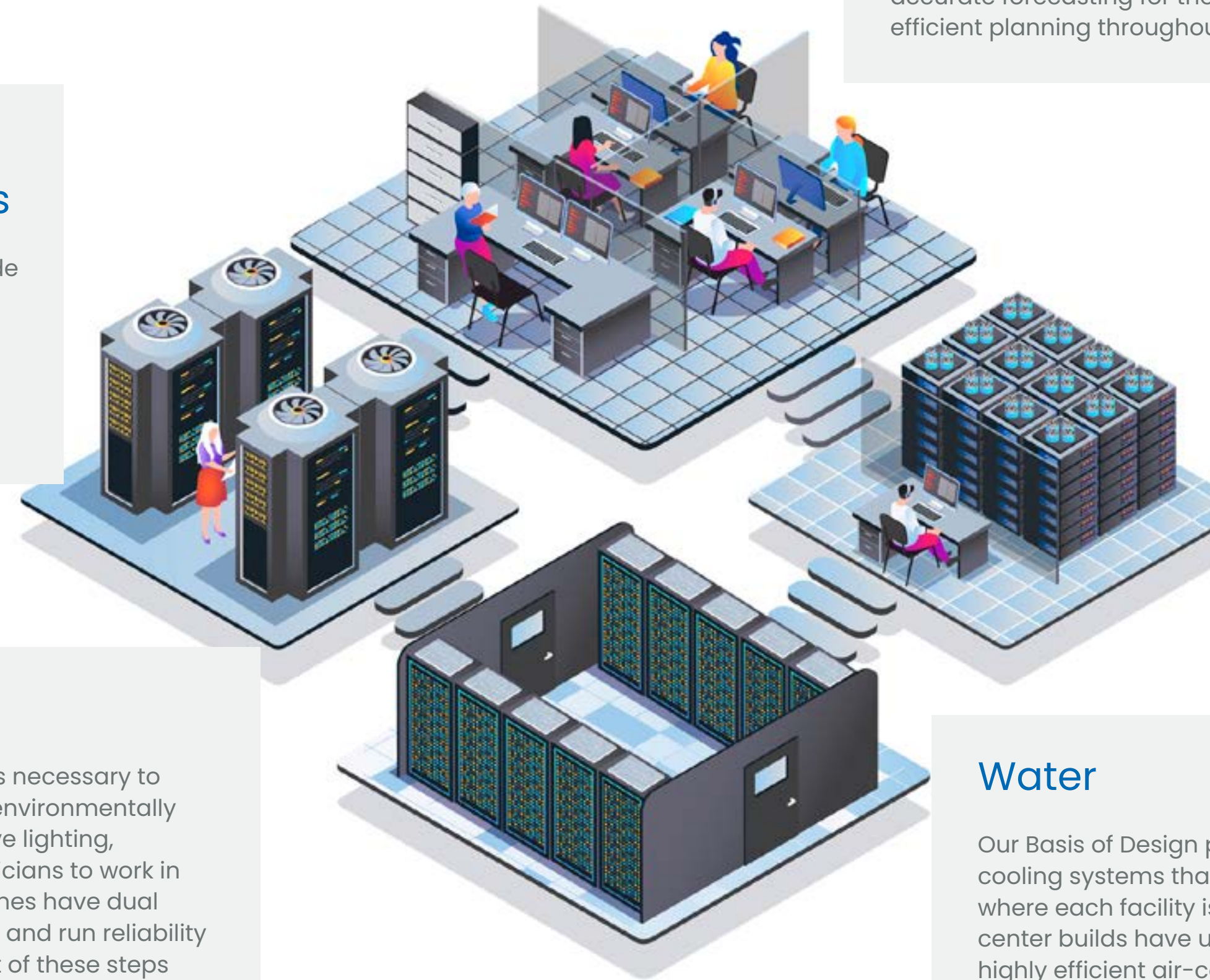
PARTNERS WHO SHARE OUR VALUES

Cologix is proud to work with customers and suppliers whose values match our own and whose businesses prioritize ESG excellence. Our journey in ESG has led to conversations across our value chain, driving mutually beneficial partnerships and initiatives with current and future partners. Two highlights in 2021 include:

▶ PARTNER SPOTLIGHT: ARELION

Arelion, a global leader in connectivity and IP services, shares Cologix's dedication to sustainability and deep connection to renewable energy infrastructure across each of our business footprints. Together, we connect edge facilities at scale in areas that bring our customers new opportunities to digitize workflows, as well as deploy computing power and storage in locations with predictable renewable energy options. As the world of work continues to change, real-time video collaboration requires connectivity at scale in edge markets, which also reduces carbon intense global travel requirements for customers globally. Today, Arelion works with Cologix with eight points of presence (PoPs) in seven markets and is actively growing with us as we bring scale to new edge markets in North America. Our mutual dedication to increasingly sustainable power options, including hydro, wind and solar, ensures lower carbon footprint options for Cologix, Arelion and our customers.

▶ PARTNER SPOTLIGHT: ROLLS-ROYCE POWER SYSTEMS

Rolls-Royce's Power Systems division provides world-class power solutions and complete life-cycle support to ensure their customers have sustainable drive and power generation solutions. Cologix has worked with Rolls-Royce to provide emergency backup power solutions in our data centers. Rolls-Royce shares our dedication to environmental excellence and has created a roadmap to net zero that aims to decrease the greenhouse gas emissions from their products by 35% by 2030 from 2019 levels. The ultimate goal is to reach net zero carbon emissions by 2050. For Rolls-Royce, data center emergency power solutions are most commonly powered by mtu Series 4000 diesel engines, which Cologix uses in many of our facilities. Today, Rolls-Royce has approved the use of synthetic fuel options for these engines that can reduce CO_2 emissions by up to 90%. They are also exploring options to implement extended testing intervals for data center systems to further reduce emissions by decreasing running time. Looking to the future, Rolls-Royce is investing in hydrogen-fueled engines and fuel cells for even further emissions reduction. Together, we can see a future where data centers may not need a fuel-run generator at all. We look forward to many more years of partnership implementing these advanced technology solutions.

SOCIAL

"Diversity, equity and inclusion are at the center of our goals for social impact. We are building a company where all diverse communities have a seat at the table and where our employees know their voices are respected and heard."

Dawn Smith, President and Chief Operating Officer

▶ 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 enables every employee to reach their potential and contribute to the greater good.

MATERIALITY TOPICS INCLUDED IN THIS SECTION:

Diversity, equity and inclusion

Health and safety

Employee development and engagement/satisfaction

Recruiting and retention

ROADMAP: ENGINEERED FOR SOCIAL IMPACT

Our Goal	Formalize and build upon existing social commitments
Key Roadmap Steps:	• Continue to formalize diversity, equity and inclusion strategies and initiatives across Cologix by establishing a DEI steering committee to oversee initiatives in DEI. • Implement diversity training options for all employees. • Develop employee resource groups (ERGs) to continue to engage key employee groups in DEI initiatives. • Align DEI initiatives with recruiting and retention efforts. • Formalize additional employee engagement and recruiting activities. • Encourage employee volunteerism and community engagement.
Expressed Targets:	• Ensure 100% of externally posted opportunities at Cologix include applicants from diverse populations at one or more stages of the interview process by 2025. • Collect the data necessary to set diversity-related targets by 2024 for women and ethnically diverse groups, and achieve set targets by 2030.

SOCIAL

▶ Cologix's social impact centers on our employees across North America whose hard work and dedication keep our company strong. With more than 300 employees, each individual's actions contribute to the positive impact of our company and its culture. The long-term sustainability of Cologix depends on having employees who bring their authentic selves to work and take pride in the work we do together. We know that means their workplace must be safe, diverse, equitable, inclusive and invested in their potential as people.

"Social impact at Cologix starts with our employees, but also includes our full value chain. We are all a part of building the Cologix culture. Our geographic diversity means we have to build trust and connection even more intentionally – with one another and with our key partners and customers."

Page Haun, Chief Marketing and ESG Strategy Officer

1500+	300+	20+	20+	1
recognitions shared through employee platform	employees across the U.S. and Canada	all-hands meetings held in 2021	employee connection events hosted in 2021	lost time injuries in 2021

HEALTH AND SAFETY

▶ **WORKPLACE HEALTH AND SAFETY**

The safety and well-being of our employees is important at every location across our company. For the employees who work in our data centers, we are especially cognizant of the hazards their work may present including environmental hazards, heat, cold, noise, working from heights or with electrical equipment and systems. We are committed to best practices in workplace safety and ensure all employees are well trained on the leading safety practices we consistently deploy in our facilities and workplaces. We use a library of computer-based training that ensures our employees are up to date on the most important procedures in data center operations, fall prevention, ladder safety, roof safety and more. We also adhere to all local regulations regarding forklift and personal lift training.

The electrical systems in our data centers also require specialized training. All electricians and electrical maintenance staff (whether contracted or employed by Cologix) are outfitted with 40 cal/cm2 suits and appropriate personal protective equipment (PPE). All data center sites practice lockout/tagout procedures that keep employees safe from hazardous energy sources on machines and equipment during repair work. Training and consistency ensure our staff follow these procedures to keep themselves, their colleagues and our facilities safe and secure.

We audit our health and safety programs annually and track all lost time injuries. In 2021, we reported only 1 day of lost time due to an injury across our more than 300 employees. As our goal is always zero injuries, we will continue to drive toward this target in 2022 and beyond.

EMPLOYEE WELLNESS

Cologix knows that investing in our employees' health enables them to bring their best selves to work. We offer strong insurance programs for our employees including medical, dental, vision care and life insurance. In addition, we have continued our focus on mental health initiatives that benefit our employees. Launched during the COVID-19 pandemic in 2020, we have implemented enterprise-wide flexibility for employees and regular "gift days off" to ensure the continued well-being of our employees as they cope with added stress from the global pandemic.

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 build upon a family-oriented work environment that allows employees to effectively balance their personal and professional lives.

EMPLOYEE DEVELOPMENT, ENGAGEMENT AND SATISFACTION

▶ **EMPLOYEE BENEFITS**

Across Cologix, we ensure employees have access to best-in-class benefits plans. In addition to our health coverage detailed on the previous page, all Cologix employees have access to a retirement savings plan. In the United States, employees can access a 401k plan with a match from Cologix. In early 2022 in Canada, we expanded our voluntary retirement savings plan (VRSP) available only to Québec employees to a registered retirement savings plan (RRSP) available to all Canadian employees.

Cologix management and its investors are always reviewing ways to provide additional incentives to recognize employees and the value they create for the company. These incentives demonstrate our investors' willingness to share that value creation with employees.

EMPLOYEE ENGAGEMENT

Though the Cologix team is dispersed across a large footprint, we work hard to ensure we have a unifying company culture, clear communication across our teams and a foundation of TRUST – our values framework that underpins everything we do. Because many of our employees work remotely, we have continued our best practices developed in the early days of COVID-19 to ensure employee engagement even with remote connectivity.

One of the many ways we ensure employee communication stays constant and open is by hosting regular all-hands meetings. In 2021, we held more than 20 all-hands meetings where the Cologix Leadership Team shared company initiatives, major wins, next steps in key activities and recognized employees for their hard work. These meetings were especially important during major initiatives and changes including the launch of our new Scalelogix product

and during Cologix's recapitalization, answering employee questions about our growth, strategy and investors. These meetings allow for an open line of communication across our employee base and emphasize the open-door policy our Leadership Team has with employees every day.

EMPLOYEE RECOGNITION

The "S" in our TRUST values framework means "Success achieved through accountability and results." A part of that accountability is ensuring our team members are rewarded and celebrated for their personal success and the success they create for Cologix. In 2021, we continued to grow our investment in our Awardco platform for employee recognition by implementing a monetary awards program that gives points to employees that can be used to purchase Cologix branded products. Launched in January 2021, all employees received 100 points to start and can be awarded points based on activities that align with our TRUST values framework. Employees can nominate colleagues and leaders and recognize their direct reports. Recognition is also given in cross-functional ways across teams to encourage collaboration and share successes across departments. In 2021, more than 1,500 employee recognitions were given in the Awardco platform.

In March 2021, we celebrated Employee Appreciation Day company wide with recognition in Awardco and at our regular all-hands meeting.

We also continue to employ regular email communications including our "Weekly Warrior" program and recognition of new employees, birthdays, anniversaries and more. With a geographically dispersed team, in remote or hybrid work environments, we know these small touchpoints accumulate to ensure our colleagues feel recognized and supported on a daily basis.

EMPLOYEES ENGAGE IN VOLUNTEERISM

Employee engagement is important inside Cologix but we also recognize how important it is for employees to engage in their communities, giving back to the places we all live and work. Employees at Cologix are proud to share their community volunteer efforts with their colleagues at company meetings, in online features and through informal communications. Here, you'll find the inspiring stories of three Cologix team members whose volunteer efforts are exceptional in their own communities.

CORINNE SHALVOY

Senior Director, Talent, Employee Engagement and DE&I
Co-Founder and Volunteer, Castle Rock Run Club

Corinne is a native of Colorado but lived and worked around the country before returning with her family to the Castle Rock, Colorado area in 2014. Corinne and her husband searched the area for a running group that shared their interest in trail running and ultra-marathons. When they didn't find one, they decided to start their own. Since then, Castle Rock Run Club (CRRC) has grown to more than 400 members who are passionate about running, exploring longer distances and supporting each other in their efforts.

CRRC members don't just run, though, they also volunteer across the Denver area to run aid stations at local races. They regularly do trail maintenance and participate in environmental stewardship that keeps area trails clean and ready for runners. Corinne says the group is so much more than just running. "For many of us, this group makes us better parents and better colleagues. We're able to set goals and achieve something we never thought we could." The group continues to grow and was recently featured in Trail Runner Magazine's "Trail Town" segment. Corinne says the group's ethos boils down to similar concepts found in Cologix's values framework of "together we win." For CRRC it's "everyone together, loving nature, getting outside and pushing themselves to the limits."

EMPLOYEES ENGAGE IN VOLUNTEERISM

▶ KATIE FALUOTICO
Software Support Specialist
Volunteer, A Precious Child

Katie Faluotico joined Cologix in 2021. It's no surprise to her Denver colleagues that she's a great fit for the team because she's a long-time volunteer at one of Cologix's community partners – A Precious Child. Katie has spent many years wearing multiple hats in A Precious Child's organization. She's been a member of their Board of Advisors, a parent chair for their youth advisors, a gala chair and more. Her involvement even spurred the excitement of her 14-year-old daughter. Together, Katie and her daughter helped A Precious Child launch a junior youth advisory board of 7th and 8th graders who dedicate 50 hours or more per year to the organization.

A Precious Child's goal is to empower children to reach their potential across the Denver area. They provide essential clothing, shoes, school supplies and more to 48,000 children and 6,000 parents each year. Katie says the organization is special to her because it's been a family commitment. "The first year my daughter Addy was involved, she marched into her elementary school principal's office and declared she was running a sock drive. That year, she collected 450 pairs of socks. Today she's a member of the youth advisory board and a part of the organization's mentorship program. I'm proud to share this experience with my daughter and with Cologix!"

▶ MICHAEL MITCHELL
Technical Project Manager
Firefighter, EMT, Trainer, Genesee Fire and Rescue

Michael joined Cologix in 2022 as a Technical Project Manager. He ensures Cologix's systems perform at their best across the company. But Michael's experience with big projects doesn't stop in technology. When he moved to West Golden, Colorado, Michael quickly found himself drawn to his local volunteer fire station. Located at 7,800 feet elevation, the Genessee Fire Protection District serves a community of 4,000 people. Their volunteer firefighters must be experts at wildfire protection. Michael immediately signed up for the job.

Michael trained with Genesee Fire and Rescue and the Highland Rescue Team, and eventually became an emergency medical technician (EMT). He served actively for more than 10 years and retired in 2016 as a lieutenant. Today, Michael continues his involvement with the department as a trainer, using his skills in incident command and communications procedures to help plan for large and complex wildland fire support. He's become an expert in fire apparatus including the design of wildland interface trucks. Michael said, "I realized right away this job was not for the faint of heart. But I didn't want to be the guy standing on the sidelines. I really immersed myself and learned everything I could."

DIVERSITY, EQUITY AND INCLUSION

▶ In 2021, we worked to formalize diversity, equity and inclusion (DEI) programming that enhances our existing commitment to DEI. Today, our Leadership Team is made up of 56% female leaders. In early 2022, we added our first female Board member, Kristin Leung, Managing Director and member of the investment team at GIC, Singapore's sovereign wealth fund. We reported on our United States gender and racial/ethnic representation for the first time in our 2020 ESG Report and will continue to report these statistics annually to ensure accountability and long-term transparency of our DEI initiatives. While we continue to implement initiatives across DEI, we have significant work ahead to ensure gender and racial/ethnic diversity across all levels of our organization. In 2022, Cologix is pursuing the implementation of a more robust employee and candidate data tracking system that will facilitate the tracking of diverse representation across the company and better our understanding of existing employee representation across a variety of groups.

BY GROUP	FEMALE REPRESENTATION			RACIAL/ETHNIC REPRESENTATION		
	Company Wide	United States	Canada	Company Wide	United States	Canada
Board of Directors	20%			0%		
Leadership Team	56%			0%		
All Management		29%	6%		12%	Data unavailable
Technical Staff		10%	3%		36%	Data unavailable
All other (Non-Technical) Staff		33%	12%		18%	Data unavailable

DIVERSITY, EQUITY AND INCLUSION

▶ EMPLOYEE RESOURCE GROUPS

As we formalized DEI activities at Cologix, we recognized the importance of celebrating diversity with key employee resource groups (ERGs) across Cologix. Our Cologix Culture Club, formed in 2014 as the "Fun Committee," became an important model in developing ERGs across Cologix. The Culture Club emphasizes engagement and celebration, competition, mutual support and fun. The Culture Club today focuses on engaging employees through fun activities and tournaments as well as ensuring employees can collectively celebrate the lighter side of the workplace. The Culture Club modeled themes of unity, teamwork and community, inspiring in our employees the desire to create ERGs with this same foundation. Throughout 2021, our Leadership Team and individual female employees across Cologix expressed interest in the creation of a women's ERG.

In early 2022, the idea became a reality with Leadership Team champions Laura Ortman and Dawn Smith. Together with women-identified employees across Cologix, we launched the Cologix Women's Connection Network (CWCN). CWCN enables women to network with one another inside and outside of Cologix and brings together women leaders from our industry and beyond. CWCN provides women a safe environment to share stories and listen and learn from one another as well as to practice the important skill of networking. To that end, events are not recorded, ensuring the women attending feel comfortable sharing candidly with their fellow CWCN members.

As we continue to develop DEI initiatives across Cologix, we will actively support other grassroots groups interested in launching formal ERGs across the company.

COLOGIX WOMEN'S CONNECTION NETWORK HOSTS INAUGURAL EVENT

In January 2022, CWCN hosted its first guest speaker, Ann Ayers, the CEO of Raise the Future, a leader in child-serving nonprofits whose mission is to ensure every young person goes through life knowing they have a caring adult by their side. Ann was previously the Dean of Colorado Women's College at the University of Denver and co-founded Equity Labs, a DEI team-based curriculum. Nearly 90% of Cologix's female employees attended the event and from it, a committee of CWCN volunteers was formed. This committee plans events and speakers, communicates about the work of CWCN to women across the company and ensures the ERG meets the needs of all women at Cologix.

GOVERNANCE

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

"At Cologix, good governance is never an afterthought. Integrity and the TRUST framework drive our long-term vision and goals as well as our everyday actions. The TRUST framework can be seen in every customer interaction and in our support for our employees."

Rachel Stack, Chief Financial Officer

MATERIALITY TOPICS INCLUDED IN THIS SECTION:

Corporate culture and values

Customer privacy and information security

Responsible, ethical business practices and policies

Supply chain management

ROADMAP: ENGINEERED FOR SOCIAL IMPACT

Our Goal	Continue best-in-class governance, transparently sharing successes
Key Roadmap Steps:	• Ensure strong, good governance in ESG at Cologix with the creation of an ESG Steering Committee of subject matter experts (completed in 2021).
	• Continue to bolster Cologix's reputation and participation in industry initiatives through key industry-related and supply chain driven partnerships.
	• Ensure Cologix's Code of Ethical Standards, Business Practices and Conducts is understood by and accessible for all employees.
	• Develop additional policies to align with the Code of Ethical Standards and ensure annual ethics and compliance training addresses these topics fully.
	• Develop a Supplier Code of Conduct and ensure all suppliers acknowledge the Code regularly.
Expressed Targets:	• 100% of Cologix employees complete Ethics and Compliance training annually by 2023.

CORPORATE CULTURE AND VALUES

At Cologix, our core values are based upon the TRUST framework which guides the way we build our culture and our policies across the enterprise.

Unwavering commitment to customers

"Our focus on customers is at the core of everything we do. An Unwavering Commitment to our Customers means we have a deep understanding of our customers' needs and empathize with their business challenges, become trusted partners to build value in their businesses today and tomorrow, and continuously exceed expectations at every customer touchpoint and interaction to build loyalty."

Laura Ortman, President and CRO

Talented teams empowered to make impactful choices

"Talented teams include people with different strengths who express a variety of diverse viewpoints and opinions in a collaborative manner. Our teams come together to find innovative solutions to serve our customers and partners and provide value for all stakeholders."

Rachel Stack, CFO

Together we win

"Delivering mission critical infrastructure services spread out across the entire continent of North America to some of the world's most demanding clients is a team sport. We are all human and there will be times that you need someone to help you out – so pay that forward and proactively offer someone help, even when they don't ask. Never miss a chance to congratulate someone for achieving something and feel free to embrace our clients as part of the broader team effort to deliver excellence all day, every day."

Bill Fathers, Chairman and CEO

Respect for one another

"Respect means we encourage our coworkers, customers and partners to express opinions and ideas. We listen to those ideas and opinions and use them to change and improve our work and our products and services."

Dawn Smith, President and COO

Success achieved through accountability and results

"Accountability is not something you just impart on others; you must first start by holding yourself responsible and then accountable. At Cologix we start with individual responsibility and extend that outward to our teams and vendor partners. Ultimately, we are accountable to our customers, driving the success of their business and with that will come our success."

Nathan Hazelwood,CDO
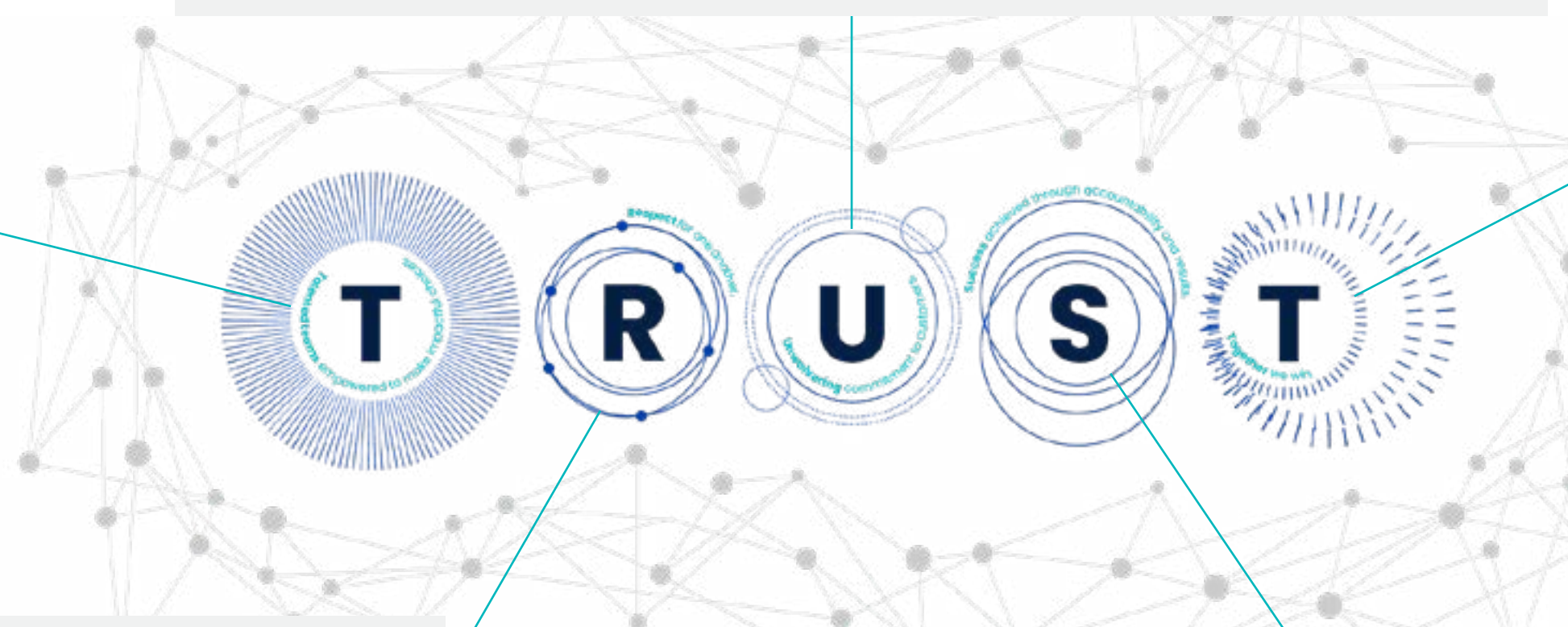
RESPONSIBLE, ETHICAL BUSINESS PRACTICES AND POLICIES

▶ A strong governance structure means using our values framework and ensuring it leads us to make the most responsible and ethical decisions, policies and procedures. Our goal is to make ethical decision-making easy. A strong ethical foundation means every employee knows their role and feels empowered to do the right thing every day. Together, we have a collective responsibility to make choices that positively impact our company and our stakeholders.

100%
Facilities soc 1, soc 2, hipaa and pci compliant

56%
Female leadership team members

9
Leadership team members

5
Cologix board members

RESPONSIBLE, ETHICAL BUSINESS PRACTICES AND POLICIES

OUR GOVERNANCE STRUCTURE

In 2022, Cologix completed a recapitalization with investor partner Stonepeak, which resulted in changes to our Board of Directors. Today, our Board includes five members, each of whom serves on at least one of our three committees focused on Compensation, Audit and Real Estate.

ESG GOVERNANCE

The Cologix Leadership Team directly oversees activities related to ESG across the enterprise. An ESG Steering Committee comprised of key leaders focused on environmental, social and governance initiatives reports regularly to the Leadership Team and the Board of Directors on the initiatives' progress and results that contribute to our ESG roadmap and overall ESG objectives.

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 2022, Cologix is beginning implementation of our new training platform, to include additional training for employees related to ethics and compliance including training in sexual harassment, code of conduct and other key topics. Employees will complete training annually.

CUSTOMER PRIVACY AND INFORMATION SECURITY

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

We are committed to safeguarding our data centers 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.

- Are working to reach ISO 27001 certification by Schellman. In 2021, more than 90% of our sites received ISO 27001 certification. We expect 100% of sites, including those currently under construction, to complete certification by 2023.

SUPPLY CHAIN MANAGEMENT

"Our suppliers share our values. They are long-term, trusted partners we believe in and who believe in us."

Nathan Hazelwood, Chief Development Officer

▶ 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 partnership we will form with the local utility provider in that market.

As Cologix grows and develops 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.

In 2022, Cologix will roll out our first Code of Supplier Conduct which outlines the expectations of supply chain partners. We will require suppliers to acknowledge this Code in their contract processes with Cologix and will monitor that acknowledgement on an ongoing basis.

CRAFTING COLOGIX'S FUTURE IN DEVELOPMENT:
A Q&A WITH CHIEF DEVELOPMENT OFFICER NATHAN HAZELWOOD

Q: **You joined Cologix in fall of 2021. What attracted you to this opportunity and Cologix's development prospects?**

A: I enjoy the opportunity to shape an organization's direction and to take a company to new levels, and that's exactly where Cologix was in its process. The company's assets were interesting, our new Scalelogix brand was incredibly compelling and I thought to myself, this sounds like a great adventure! Cologix isn't just creating "pie in the sky" goals, they have a focus that is admirable in many ways. Our carrier hotels can help to change markets and build an infrastructure for connectivity we don't see everywhere. Even more importantly, I saw how engaged Cologix's team was and how dedicated each employee is to this company's growth and success. It was a team I wanted to be a part of.

Q: **As Cologix continues to grow, what are some of the company's most exciting opportunities in development?**

A: Joining the company, I was especially intrigued and excited about our scale and growth in Canada. A lot of data centers say they have a North American footprint but don't prioritize projects north of the border. At Cologix, our Canadian footprint is integral to our success. We've connected with the proximity our clients need to the most important markets in Canada. We're not in the suburbs of Vancouver.

We're right there in the city where our customers need us to be. It's like being on Wall Street in New York City. We will continue to build that kind of place-based connectivity across our footprint, but our ability to meet the needs of customers in the Canadian market is exciting. We also have our strongest footprint for renewable energy in Canada with 89% of our Canadian energy being renewable. In that way, we're setting the course for our ongoing development toward zero carbon emissions in Canada and throughout our footprint.

Q: **Your role as Chief Development Officer means you are crafting close relationships with Cologix's supply chain partners. What contributes most to our supply chain's sustainability and responsibility?**

A: A responsible and sustainable supply chain starts with the relationships we build and the partnerships we foster across our operations. We align with companies who have the same values we do. We move from having vendor relationships to having true, multi-faceted partner relationships where we work together to build success. We look for both footprint-wide partners who can stay with us on every project and hyper-local experts who are directly connected to the needs of our local builds. For Cologix, it's rarely about the cheapest option. We look for companies who can be our long-term, trusted partners for years to come.

APPENDIX

COLOGIX 2021 SASB INDEX

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
COLOGIX 2021 SASB INDEX		
TC-SI-550a.1	Cologix is 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, 2021 unless otherwise noted.	
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE		
TC-SI-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	(1) Total kWh consumed: 288,691,050 (2) Percentage grid electricity: 100% (3) Percentage renewable: 46.7%
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	In most Cologix locations, water withdrawal and consumption is completed in a closed-loop system and we do not actively track water consumption. None of our data centers operate in regions with High or Extremely High Baseline Water Stress. Learn more about our water and other natural resource management in the environment section of this report.
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 the 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	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. 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.
RECRUITING & MANAGING A GLOBAL, DIVERSE & SKILLED WORKFORCE		
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals (2) located offshore	Immaterial to Cologix
TC-SI-330a.2	Employee engagement as a percentage	Based on three key engagement questions in 2022 employee surveys, employee engagement is 89.9% positive.
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) Management (2) Technical staff (3) All other employees	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: (1) In the United States, management is 29% female, 12% racially/ethnically diverse. In Canada, management is 6% female. (2) In the United States, technical staff is 10% female, 36% racially/ethnically diverse. In Canada, technical staff is 3% female. (3) In the United States, all other (non-technical) employees are 33% female and 18% racially/ethnically diverse. In Canada, all other employees are 12% female.
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. No monetary losses that are material to operations or Cologix's ability to do business.
MANAGING SYSTEMIC RISKS FROM TECHNOLOGY DISRUPTIONS		
A) TC-SI-550a.1	Number of (1) performance issues (2)service disruptions (3) total customer downtime	In 2021, Cologix experienced 100% uptime.
B) Describe 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.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

RECOMMENDED DISCLOSURE	RESPONSE
GOVERNANCE	
A) Describe the board's oversight of climate-related risks and opportunities.	Cologix's Board of Directors has ultimate responsibility for ensuring the company's long-term sustainability both financially and in terms of climate-related and other societal risks. Our ESG Steering Committee (detailed below) led by President and Chief Operating Officer Dawn Smith and Chief Marketing Officer Page Haun, regularly briefs the full Board of Directors regarding material risks including climate-related issues and ensures the initiatives associated with mitigating those risks align with Cologix's overarching business strategy.
B) Describe the management's role in assessing and management risks and opportunities.	Cologix's executive leadership team is responsible for the company's ESG initiatives and takes a team-based approach to assessing both risks and opportunities across our ESG programs. Cologix's ESG Steering Committee is comprised of leaders from across the company and includes a subcommittee focused on environment. Cologix President and Chief Operating Officer Dawn Smith leads the environment subcommittee of the ESG Steering Committee and oversees the full Cologix operations team which includes individuals responsible for environmental reporting, planning and execution. Dawn is joined on the environmental subcommittee by key leaders in the operations organization as well as Chief Development Officer Nathan Hazelwood and Chief Marketing Officer Page Haun. This group reports results regularly to the larger ESG Steering Committee, CEO Bill Fathers, and the Board of Directors. Across each of these levels of leadership at Cologix, addressing short and long-term climate-related risks is well established and encourages a multi-pronged approach that crosses every layer of Cologix's leadership.
STRATEGY	
A) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	In 2021, Cologix completed a materiality assessment to gather insights and feedback from our stakeholders which included a deep dive on our risks and opportunities related to all topics across the ESG spectrum, but especially related to environmental excellence and climate change. As it relates to climate change mitigation, we recognize our most important climate-related threats involve flood control, heat management and grid shutdown. We continuously improve upon locally-focused plans to strengthen our preparation for natural disasters and weather events and we employ detailed response plans related to specific scenarios. Cologix recognizes our North American footprint represents an important opportunity to enhance our clients' technological infrastructure across the region and ensure customers can increase sustainability and energy efficiency in their own supply chains, decreasing carbon emissions across our footprint and our clients' footprints. We are actively working to increase our use of carbon free and renewable energy sources, mitigating our exposure to energy-related risks and providing renewable energy opportunities to our customers.
B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Each Cologix data center operations team develops and evaluates local and regional opportunities for advancement and innovation related to energy and climate risks. Since 2016, we have spent more than $20 million on environment-related capex projects across the Cologix footprint and will continue to search for capex projects that improve our efficiency and make us more climate resilient. We empower our local leaders, in partnership with our executive leadership team, to identify these solutions and include them in their business planning and strategy. Across our North American footprint, we proactively include climate risk mitigation in our Basis of Design for all new facilities, and actively address it in the financial and strategic planning for those facilities at all levels in the organization.

RECOMMENDED DISCLOSURE	RESPONSE
C) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Our ESG Roadmap, launched publicly in this report, outlines our goal to achieve carbon neutrality in Scope 1 and 2 emissions by 2030. We intend to follow the globally recognized Science-Based Target initiatives as we formulate our strategy, which includes 2°C or lower scenarios. Cologix's footprint is growing steadily and we will consider that growth as we set targets. We look forward to reporting on our progress toward science-based targets in subsequent ESG reports.
RISK MANAGEMENT	
A) Describe the organization's processes for identifying and assessing climate-related risks.	The ESG Steering Committee, in partnership with the entire executive leadership team and Board of Directors, is responsible for identifying and assessing risks both ESG-related and across the business. We are actively working to build a sophisticated enterprise risk management (ERM) process and look forward to reporting on additional developments in this area in subsequent ESG reports.
B) Describe the organization's processes for managing climate-related risks.	Cologix's climate-related risks are identified by the ESG Steering Committee and managed in concert with local facility leaders and operational leadership teams. Our executive leadership team and Board of Directors work directly with these teams to ensure a 2°C or lower scenario with appropriate management and monitoring.
C) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Cologix will continue to update our ESG materiality matrix and monitor our work across all climate-related goals and KPIs on an annual basis.
METRICS AND TARGETS	
A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	See our ESG roadmap on p. 10 of this report, which outlines our overarching environmental goals. Key KPIs and their tracking mechanisms can be found in the environment section of this report beginning on p. 12.
B) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	See p. 15 of this report.
C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	See p. 15 of this report.

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