cologix

Scaling Sustainably

ESG REPORT 2023

Introduction

MONTRÉAL, QUEBEC

"Embarking on our journey towards Scaling Sustainably, we're not just making commitments for today; we're shaping a future where success and sustainability intertwine, creating lasting value across our footprint."

LAURA ORTMAN, CEO

A MESSAGE FROM CEO LAURA ORTMAN

Each year, when our ESG Steering Committee comes together to discuss our next ESG Report, we think back on the year we have just completed, and we ask ourselves important questions. What have we done that we are proud of? What messages do we want our stakeholders to take away from our report? What is most important to us about Cologix now and for the coming years? These answers matter. They put a stake in the ground for the way we talk about this company and its goals. In the past, we've used terms like momentum, acceleration and engineering. The word that kept coming up as we thought about 2023 was clear – scale.

In business, *scale* means growing revenues to outpace costs. At Cologix, we want to scale beyond the traditional meaning. We are building the backbone of a digitally enabled world. We are building strategic, industry-leading facilities that operate at the digital edge. That backbone can be built only by considering the long-term impact we want to have in our industry. Our goals in growth and scale must be sustainable and exceed expectations in every way. In short, Scaling Sustainably means we achieve more than expected while carefully considering the resources we deploy across our footprint. We grow carefully, we hire thoughtfully and we make decisions based on Cologix's goals for our company, our customers, our communities and the planet. One cannot succeed without the others.

Our 2023 ESG Report highlights our dedication to scaling our impact across environmental, social and governance initiatives. This is our fourth ESG Report, our third since introducing our ESG Roadmap. I am so proud of the progress we have made toward realizing our ESG vision together. Join me in celebrating:

- Building a carbon-free energy footprint across Cologix. We now use 68% carbon-free energy across our footprint. As we continue to refine our ESG goals, we will always consider the energy impact our company and our industry have and work diligently to procure renewable and carbon-free energy for the future of our industry and our planet.

- The introduction of a comprehensive set of Key Performance Indicators (KPIs) across our ESG initiatives. Our ESG targets have not changed. These KPIs provide a framework for the measurement of our day-to-day goals, tracking our progress against our larger roadmap. Our targets and KPIs align to the topics our stakeholders consider the most important to measuring our performance in ESG.

- Five of our U.S. facilities have been certified by ENERGY STAR, indicating they are among the top 25 percent of similar buildings nationwide in terms of energy efficiency and greenhouse gas emissions generation.

- Continued alignment of our capital expenditures with our ESG initiatives. Since 2016, we have spent more than $32M in ESG-related CapEx and will continue to look for projects with ESG impact across our facilities.

Every year, our team learns more on our journey to Scaling Sustainably. We will continue to update you on our ESG impact and results in this report and throughout the year.

Sincerely,

**LAURA ORTMAN**
CHIEF EXECUTIVE OFFICER

SCALING SUSTAINABLY: ELEVATING OUR ESG IMPACT

Cologix is a leading North American colocation and interconnection data center provider. We have built an industry-leading platform of network- and cloud-neutral hyperscale edge and digital edge data centers that meet our customers' needs today and in the future. We provide our customers with a highly customizable and interconnected platform, built at scale to support the evolving needs of technology leaders across North America. As our journey continues, it is imperative we scale Cologix with sustainability in mind. From our internal systems and processes to the robust, interconnected ecosystem we provide to our customers, we are evolving our business to meet the demands of the future digital landscape. Scaling sustainably and responsibly is at the heart of our business strategy.

"As we continue to scale, sustainability is an integral part of our strategy. At Cologix, we prioritize responsible growth, addressing the needs of our people, our communities and the planet."

DAWN SMITH, PRESIDENT
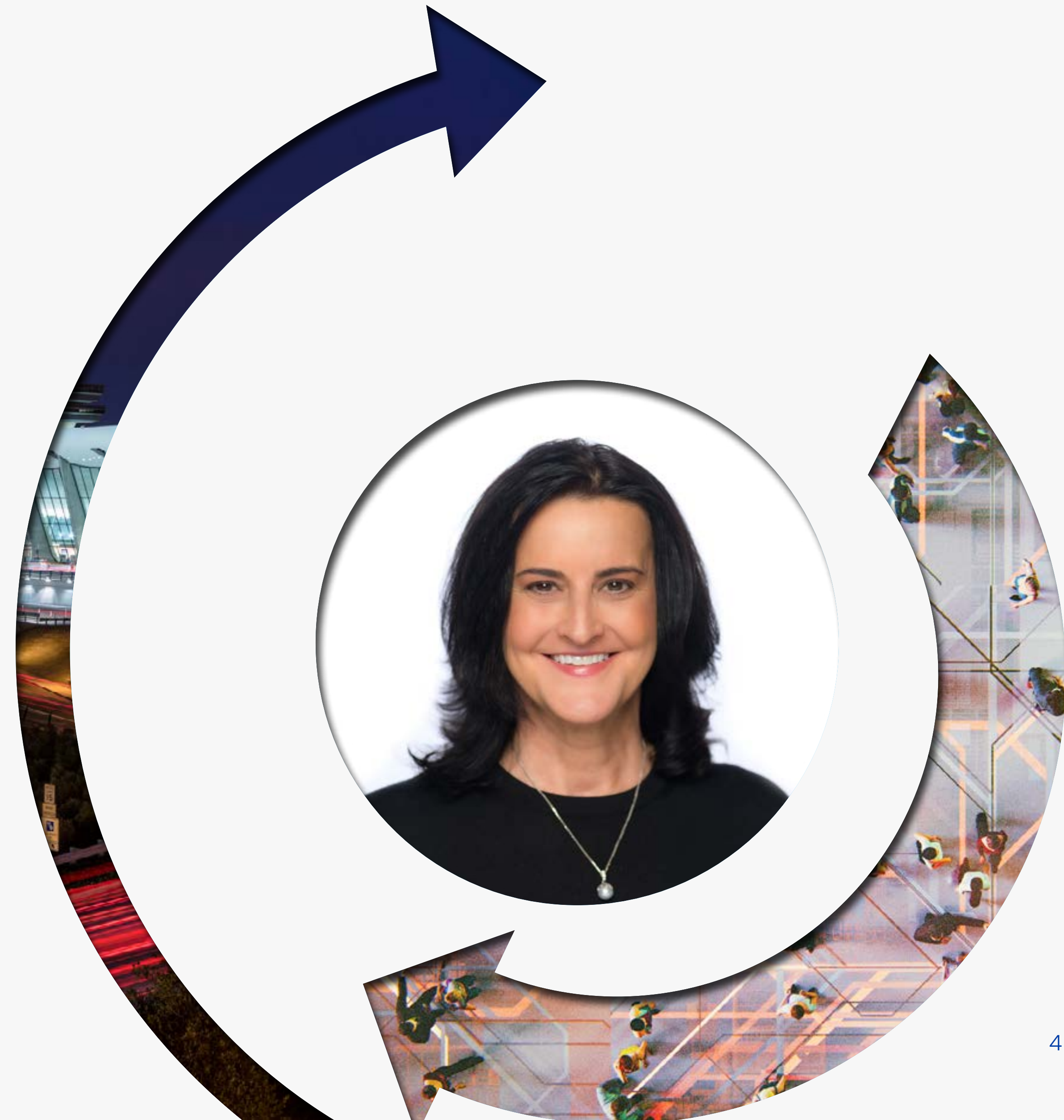
ABOUT COLOGIX

Based in Denver, Colorado, Cologix stands as one of North America's leading network-neutral interconnection and hyperscale edge data center companies. With an expansive presence spanning 40+ data centers across 11 strategic North American markets, Cologix provides direct connectivity to robust ecosystems and cloud onramps at the digital edge. Across these markets, customers can scale securely, with the flexibility needed to meet the dynamic needs of their IT infrastructure. As we continue to forge ahead on our roadmap of strategic growth, we're building out new facilities for hyperscale computing at the edge, in existing and new markets where we anticipate demand. Our commitment to a vast offering of connectivity products, coupled with our colocation solutions and customer service, ensures optimal outcomes for our customers.
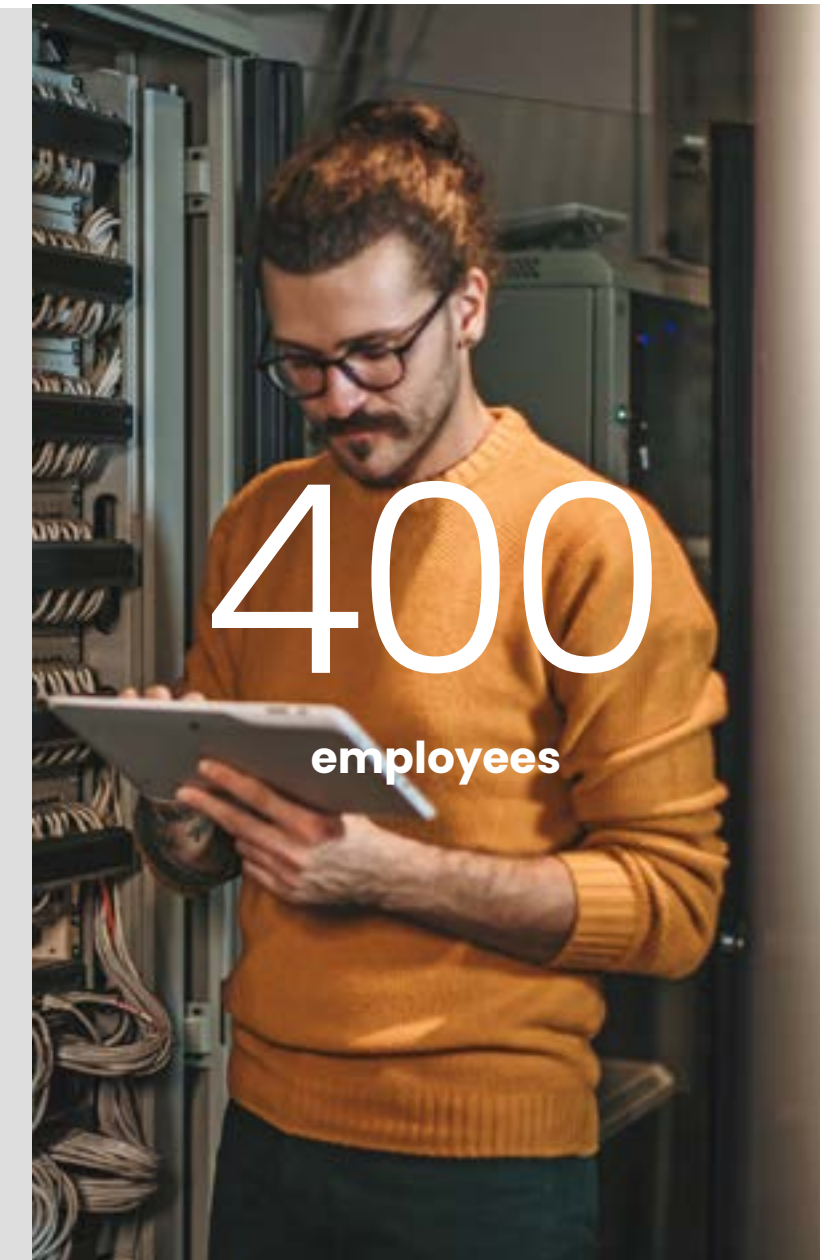
Cologix offers an extensive selection of 700+ networks and 360+ cloud providers within our network-neutral Meet-Me-Rooms, granting access to robust and scalable ecosystems across North America. We are scaling sustainably to enable continued growth and to support the complex technology requirements of the future.

20,000+
INTERCONNECTIONS

400
employees

2,000
customers

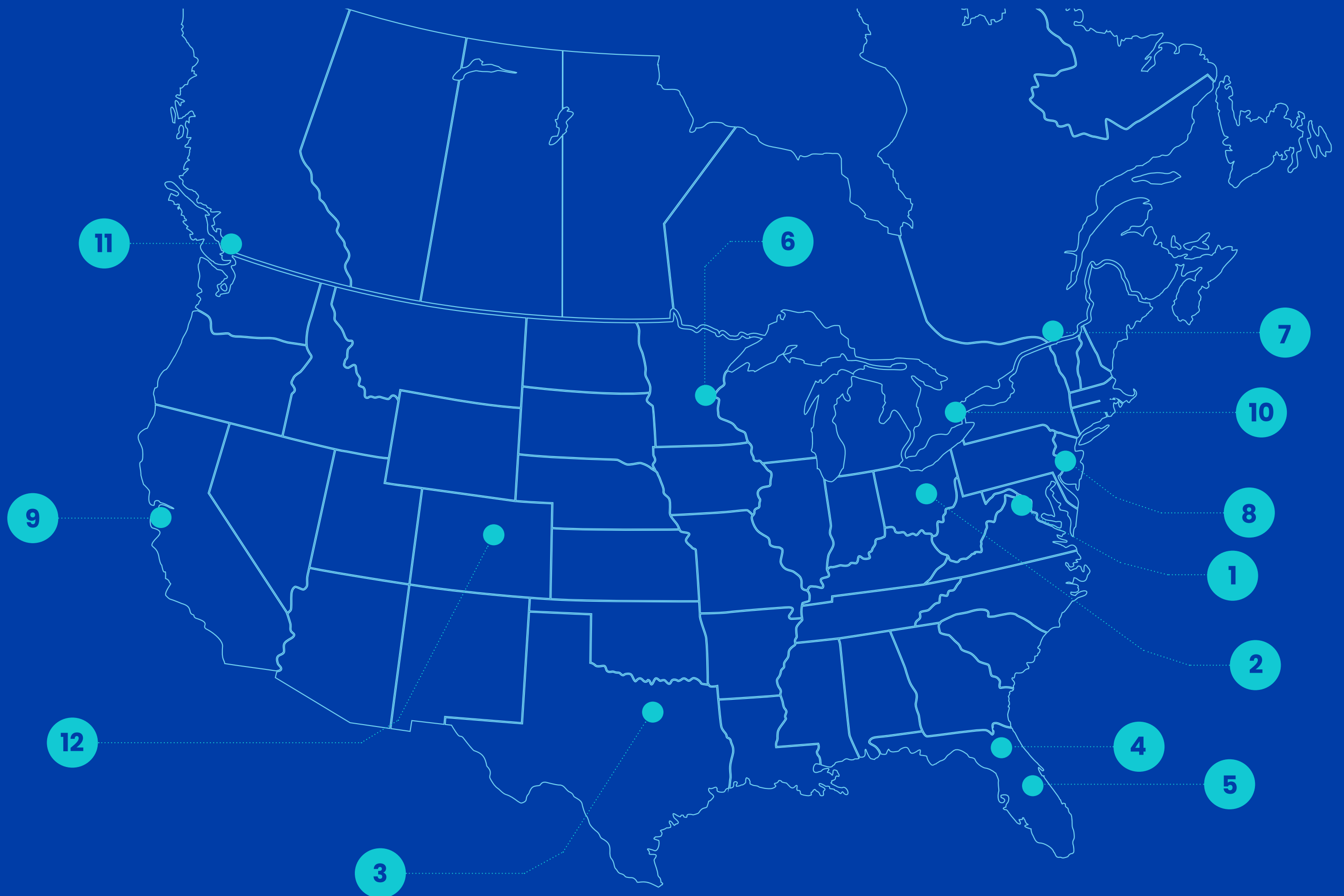**700+**
networks

11
North American markets

40+
data centers in North America

30+
direct cloud onramps

COLOGIX'S GEOGRAPHIC FOOTPRINT


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

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SCALING THE COLOGIX ECOSYSTEM

Since our inception, we have taken a multi-phased approach to building a comprehensive cloud ecosystem. With a single connection, our customers can access the partners and providers they need to accelerate their business at the digital edge. Our robust ecosystem not only enables connectivity to leading solution providers (and to each other), but also acts like a magnet that continues to attract more entities to drive growth. As Cologix has grown, our cloud onramps position us as a catalyst for an evolving industry. We continue with a multi-phased evolution of our cloud ecosystem to ensure we have the infrastructure and the partners and providers necessary to meet the needs of our customers.

OUR CLOUD AND NETWORK ECOSYSTEM

With one connection to our platform, customers can access the partners and providers they need to accelerate their business at the digital edge.

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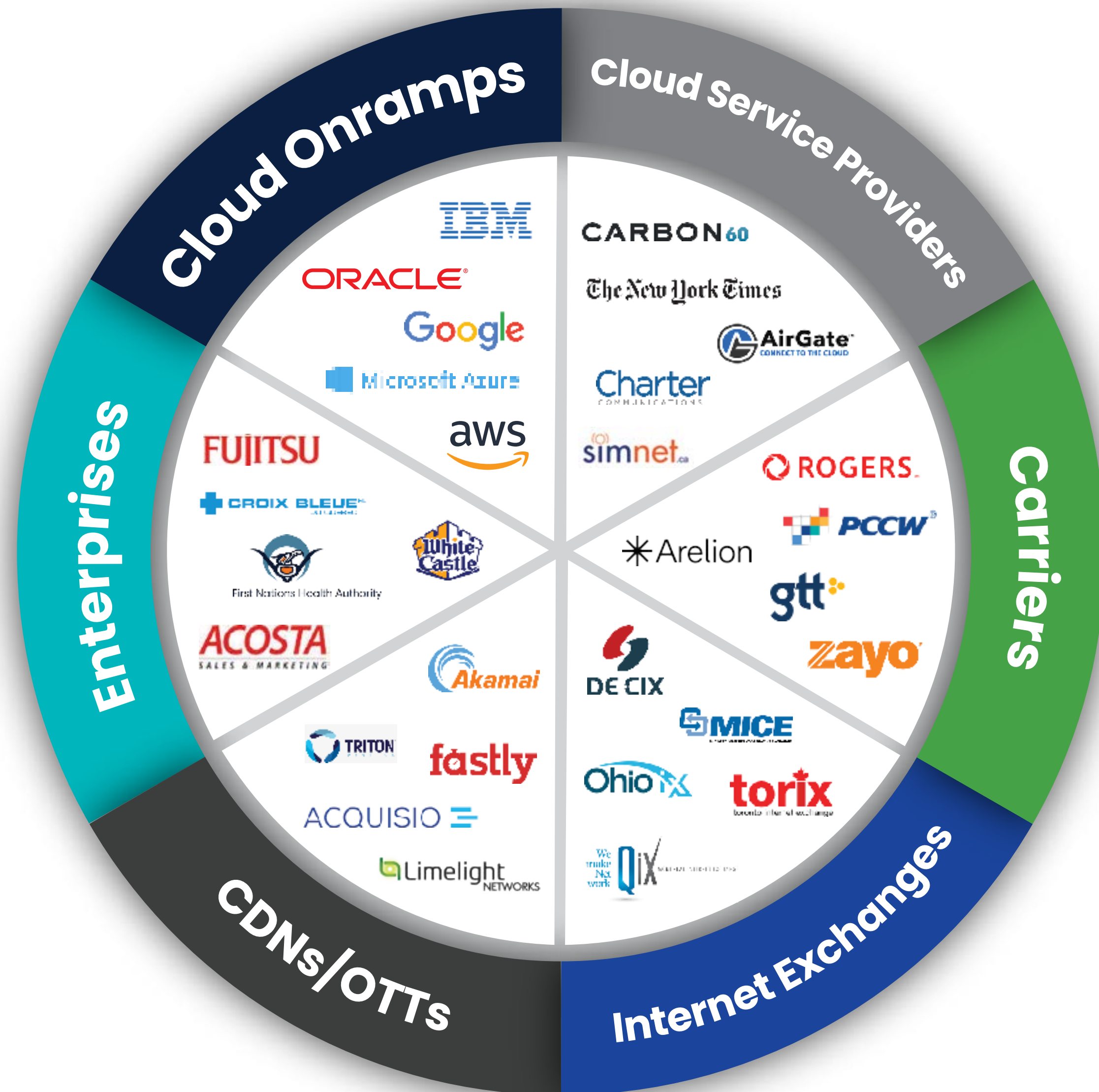
SPOTLIGHTS

ASH1 SELECTED AS FINALIST FOR DCD GLOBAL AWARDS

Cologix's ASH1 facility was selected for the 2023 DCD Global Awards, organized by Datacenter Dynamics, a leading media and events company specializing in the data center industry. The DCD award recognizes projects from across North America that have pushed the boundaries of data center design and construction. ASH1 was selected as a finalist based upon the industry-leading technologies, impressive engineering, unique design and efficient construction strategies deployed throughout the construction process.
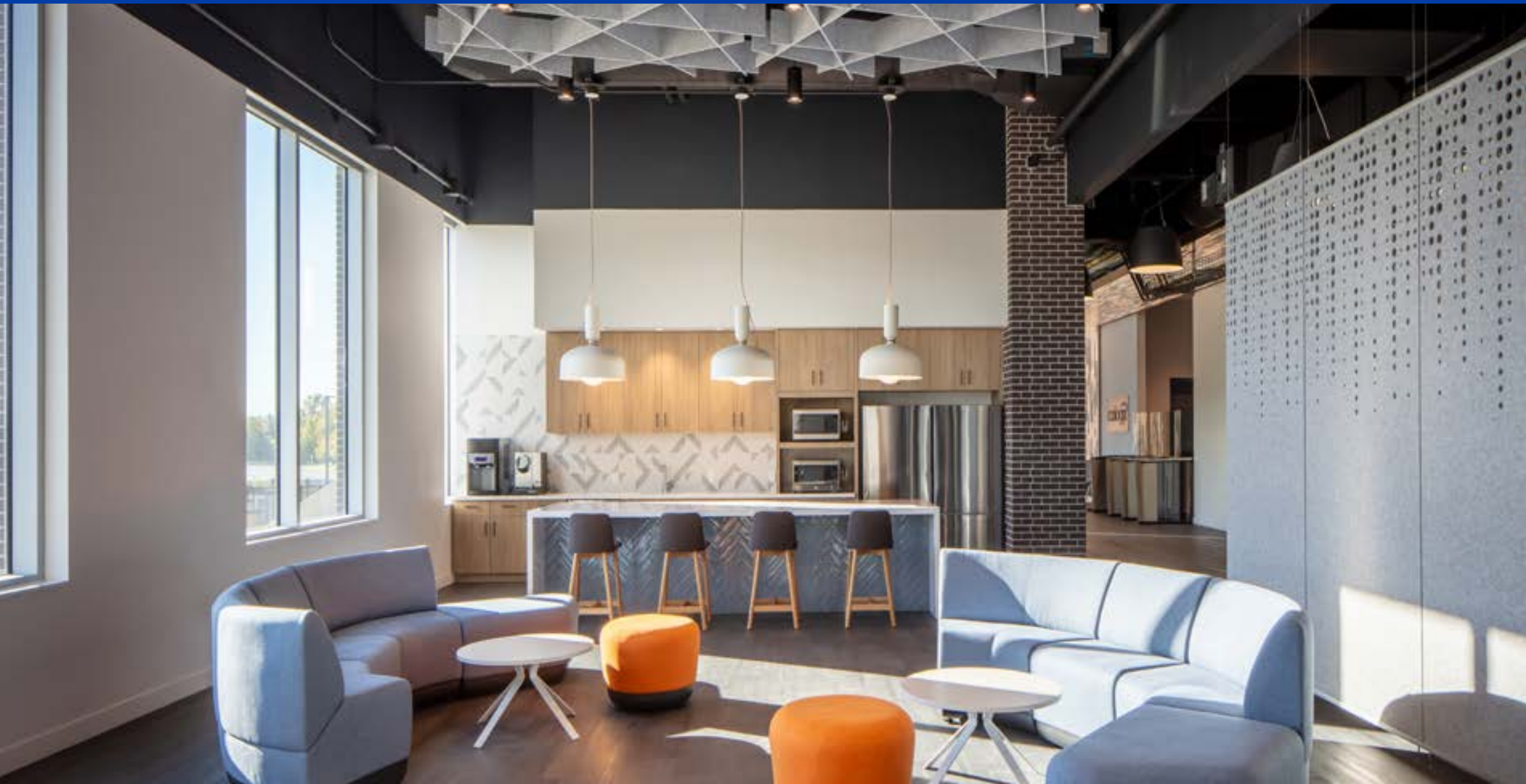
A HUB FOR DIGITAL INTERCONNECTIVITY

Cologix's connectivity solutions are cornerstones of our offering, designed to meet the evolving needs of our customers in an increasingly interconnected world. Our strategically located data centers provide access to a diverse ecosystem of networks, service providers and content delivery networks, enabling seamless, secure and reliable connectivity. Our redundant and resilient network architecture ensures high availability and low latency, necessary for mission-critical applications. With scalable solutions tailored to individual requirements, Cologix empowers customers to optimize their digital infrastructure and drive business growth through enhanced connectivity.

COLOGIX'S KEY STAKEHOLDERS

Customers and Prospective Customers

Employees

Industry Collaborators

Investors

Landlords

Suppliers and Ecosystem Partners

MONTRÉAL, QUEBEC

MATERIAL ESG TOPICS AT COLOGIX

In 2021, Cologix undertook a comprehensive materiality assessment to gather insights and feedback from our stakeholders regarding the environmental, social and governance (ESG) issues most important to our business. Since this time, we have continued to evaluate the relevance and completeness of our material topics as our business and ESG efforts have evolved. We work to engage stakeholders throughout the year to remain aware of what is important to them as we develop our ESG initiatives. Internally, we conduct employee forums each year focused on ESG topics. Externally, we actively communicate with investors, customers and prospects, participating in external surveys, responding to inquiries and facilitating proactive discussions to exchange insights and support our partners' ESG programs. These interactions ensure our ESG initiatives are aligned with our wider business strategy.

"The concept of materiality for Cologix starts with what topics are financially material to our company. It extends to the ways we showcase our values, our commitments and our goals to our stakeholders more broadly. Our ESG Steering Committee spends time each year ensuring our material ESG topics continue to be relevant for Cologix as we grow and scale."
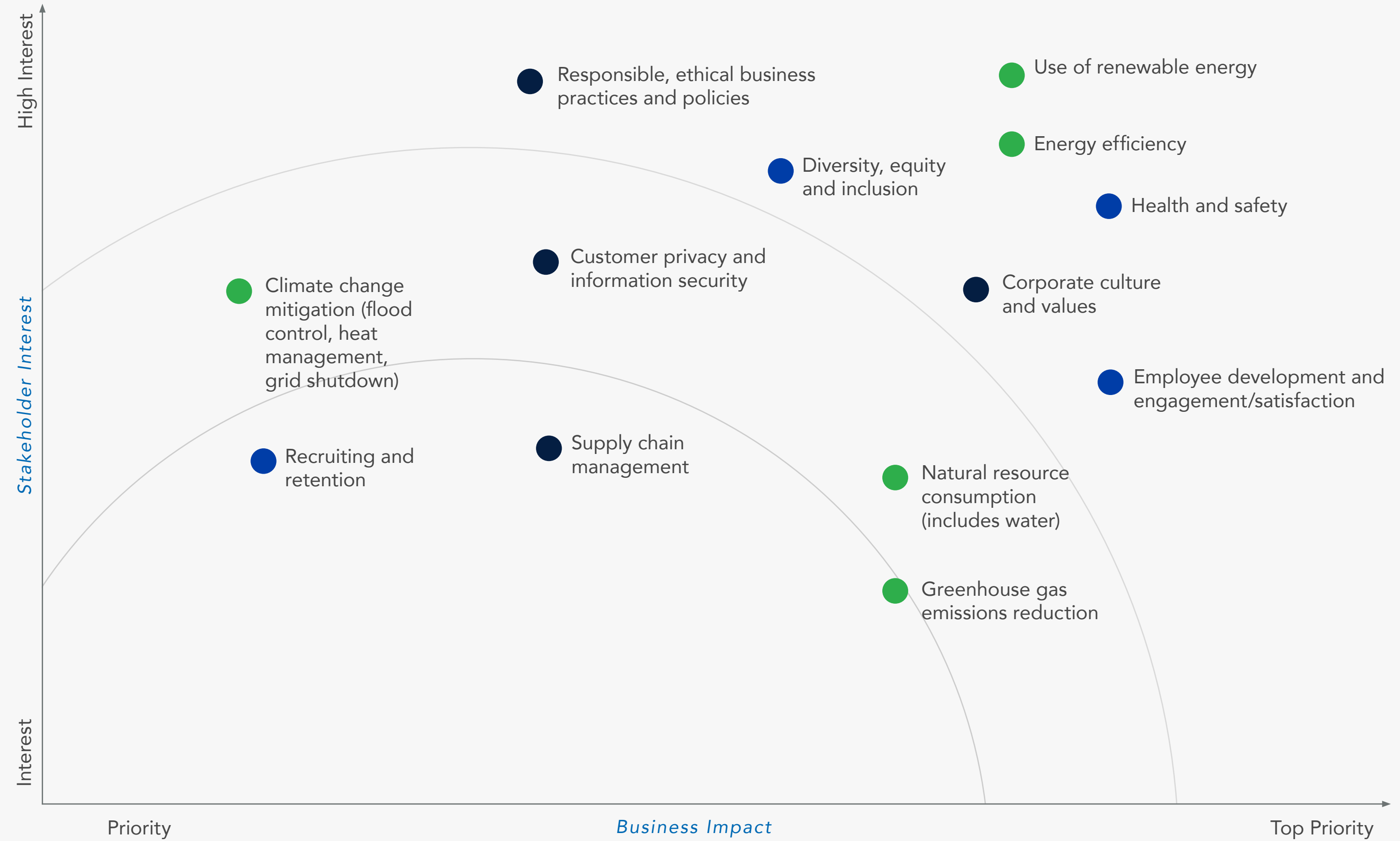
SCOTT SCHNEIDER, CFO

COLOGIX MATERIALITY MATRIX

Definitions for each of these materiality topics can be found in our 2021 ESG Report.

Legend:
- E — Environment
- S — Social
- G — Governance

Matrix (X-axis: Business Impact — Priority to Top Priority; Y-axis: Stakeholder Interest — Interest to High Interest):

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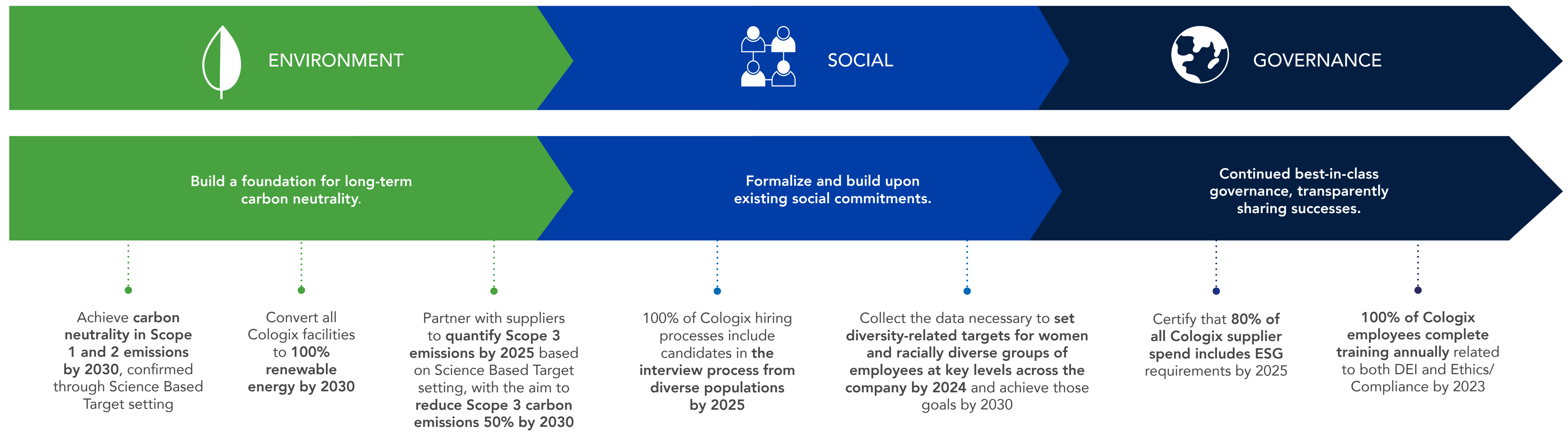- Natural resource consumption (includes water) (Environment)
- Greenhouse gas emissions reduction (Environment)

COLOGIX ESG ROADMAP: SCALING OUR IMPACT

As we continue our process of Scaling Sustainably, our comprehensive ESG Roadmap will be updated regularly to reflect the environmental, social and governance responsibilities we consider paramount to our company and our industry. In 2024, we are undergoing a process to evaluate our roadmap fully and update it to ensure our goals remain aligned with Cologix's growth and scale as a company. As part of our ongoing efforts to enhance our ESG performance, we are integrating new key performance indicators (KPIs) to further strengthen our processes and transparency in our initiatives. Within each section of this report, we provide additional insights into our ESG Roadmap, including goals, progress and specific KPIs. Below, you will find a snapshot of Cologix's current ESG Roadmap.

COLOGIX ESG TARGETS

ENVIRONMENT	SOCIAL	GOVERNANCE
Build a foundation for long-term carbon neutrality.	Formalize and build upon existing social commitments.	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**

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

Certify that **80% of all Cologix supplier spend includes ESG** requirements by 2025

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

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KEY PERFORMANCE INDICATORS

In 2023, as we have progressed in the work related to our ESG Roadmap, we have also identified a set of global key performance indicators (KPIs) that align with our ESG Roadmap. These KPIs, along with our reporting on key framework metrics including Sustainability Accounting Standards Board (SASB), Task Force on Climate-Related Financial Disclosures (TCFD), Global Reporting Initiative (GRI) and in the future, International Sustainability Standards Board (ISSB), form the metrics by which we will judge our ESG performance.

ESG KPIs

ENVIRONMENT KPIs	2023
Number of sites screened using climate risk software	100%
Power Usage Effectiveness (PUE) average across footprint	1.425
Scope 1 and 2 emissions and intensity per square foot	0.03
Water Usage Effectiveness (WUE) average across footprint	0.231
Total carbon-free energy	68%[1]
ESG CapEx Projects since 2020 (#)	205

SOCIAL KPIs	2023
Recognitions shared through employee awards platform	1,500+
Lost Time Injuries (LTI) annually	0
Employee connection events/engagements hosted annually	11
Percentage of employees offered benefits plans	100% of FTE
Employee engagement percentage (based on survey)	94%
Diverse employee representation by level (as available based on local laws and regulations)	See page 31 of this report

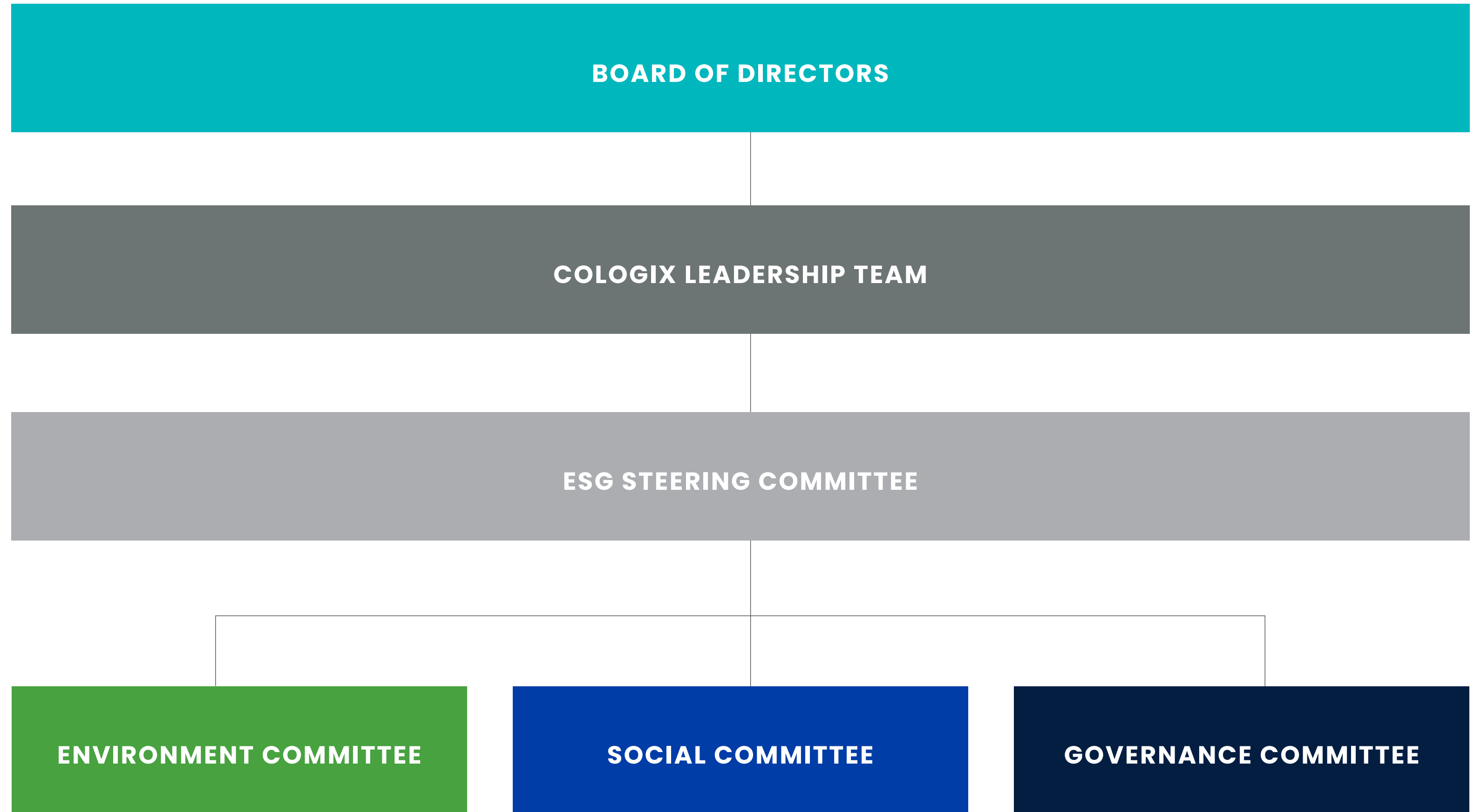| GOVERNANCE KPIs	2023
Number of ESG Committee Meetings	12+
Board diversity percentage	40%
Percentage of facilities compliant with ISO 27001, SOC 1, SOC 2, HIPAA and PCI-DSS	100%
Data centers with Business Continuity and Disaster response planning (BCDR) in place	100%
Reportable data breaches	0
Facility uptime across footprint	100%

[1] Includes energy billing totals supplied from local electrical grids.

ESG GOVERNANCE

Our ESG initiatives are led by Cologix's Chief Marketing and ESG Strategy Officer Page Haun in partnership with our ESG Steering Committee. Our ESG Steering Committee is comprised of leaders across Cologix whose roles align with material ESG topics. Three subcommittees related to environment, social and governance practices meet regularly throughout the year in addition to full Steering Committee meetings quarterly to discuss key initiatives and targets and track progress against our KPIs and ESG Roadmap. The Steering Committee and its leaders provide regular updates on ESG progress to our CEO, Cologix Leadership Team and Board of Directors.

The committee maintains an open-door policy for all Cologix team members to contribute ideas and feedback on ESG endeavors. In recent years, as we developed our ESG strategy, the ESG Steering Committee has hosted open forums aimed at encouraging transparent discussions on environmental, social and governance (ESG) topics. These forums are inclusive, allowing all employees to engage, ask questions, express viewpoints and question assumptions about ESG matters. Prior to each forum, employees are given the chance to submit questions anonymously through a survey. In 2023, we hosted one standalone ESG forum and introduced key topics related to ESG at our employee all-hands meetings throughout the year.

ESG GOVERNANCE STRUCTURE

BOARD OF DIRECTORS

COLOGIX LEADERSHIP TEAM

ESG STEERING COMMITTEE

ENVIRONMENT COMMITTEE

SOCIAL COMMITTEE

GOVERNANCE COMMITTEE

ESG AT COLOGIX WITH CHIEF MARKETING AND ESG STRATEGY OFFICER, PAGE HAUN

Q: **How has Cologix's perspective evolved since you joined the company?**

A: Building a responsible, sustainable company has always been a part of Cologix's DNA. It began with our TRUST framework, our core values framework, that sets the tone for all employees at Cologix. With that foundation, our work in ESG naturally expanded from there. When I joined Cologix, it was clear we were ready for an overarching ESG strategy that considered the work already happening across the company and set goals for the future that would inspire our entire company.

Q: **How do you approach building and leading cross-functional teams to execute ESG initiatives effectively?**

A: Cologix has always taken a "Together We Win" mentality, and that has been the guiding goal of our ESG work as well. From the beginning, it was important to us that every member of the Cologix team was part of the process to build an ESG function. Even going back to our first materiality study in 2021, we surveyed all employees and asked for their perspective. We have hosted employee forums on key ESG topics, and we discuss ESG at company-wide all-hands meetings. We also encourage our customers, partners and other stakeholders to ask us about our ESG initiatives, providing our ESG alias (esg@cologix.com) broadly to encourage engagement. We have worked to ensure our communications involve everyone at Cologix and that we actively listen to their questions and concerns.

Q: **What motivates and inspires you in your work to advance sustainability and ESG goals at Cologix?**

A: I am exceptionally proud of the Local ESG Teams we have formed at Cologix thus far, and we are continuing to expand to additional locations. In Florida, for example, our teams in Jacksonville and Lakeland formed a local team and have actively engaged in multiple ESG initiatives including food drives resulting in 750lbs of donations, quarterly blood drives, Adopt-a-Roadway programs, support for Knots of Love with over 100 beanies knitted and participation in semi-annual clothing drives for charities.

Q: **Looking ahead, what are some of the key priorities and goals for Cologix in terms of advancing its ESG agenda in the coming years?**

A: Each year, our team grows in its expertise related to ESG. We have made a strategic decision to include ESG-related responsibilities in the work of our entire leadership team, making our goals a priority in our company strategy. In 2024, I'm especially proud to have added Shafaq Hedstrom to Cologix's leadership team as Chief Energy Strategy Officer. Her expertise will be integral to developing a long-term energy strategy for Cologix using a diverse mix of energy resources.

Page Haun joined Cologix in September 2020 as Chief Marketing Officer and in 2021 her role expanded to include oversight of our ESG initiatives.

Environment

At Cologix, sustainability is deeply ingrained in our overarching journey of growth and maturity. As we expand, we are unwavering in our commitment to grow sustainably, ensuring alignment with our environmental, social and governance (ESG) responsibilities. As the global demand for data centers rises, so do the expectations on the industry to address its environmental impact. Recognizing this, we are dedicated to upholding the highest environmental standards. Every day, we strive to surpass our stakeholder expectations, driving sustainable data center management focused on positive environmental stewardship.

VANCOUVER, BRITISH COLUMBIA

MATERIALITY TOPICS
INCLUDED IN THIS SECTION

Climate change mitigation

Greenhouse gas emissions reduction

Energy efficiency

Use of renewable energy

Natural resource consumption

ASHBURN, VIRGINIA

OUR ENVIRONMENT ROADMAP: BUILDING A RENEWABLE ENERGY FUTURE

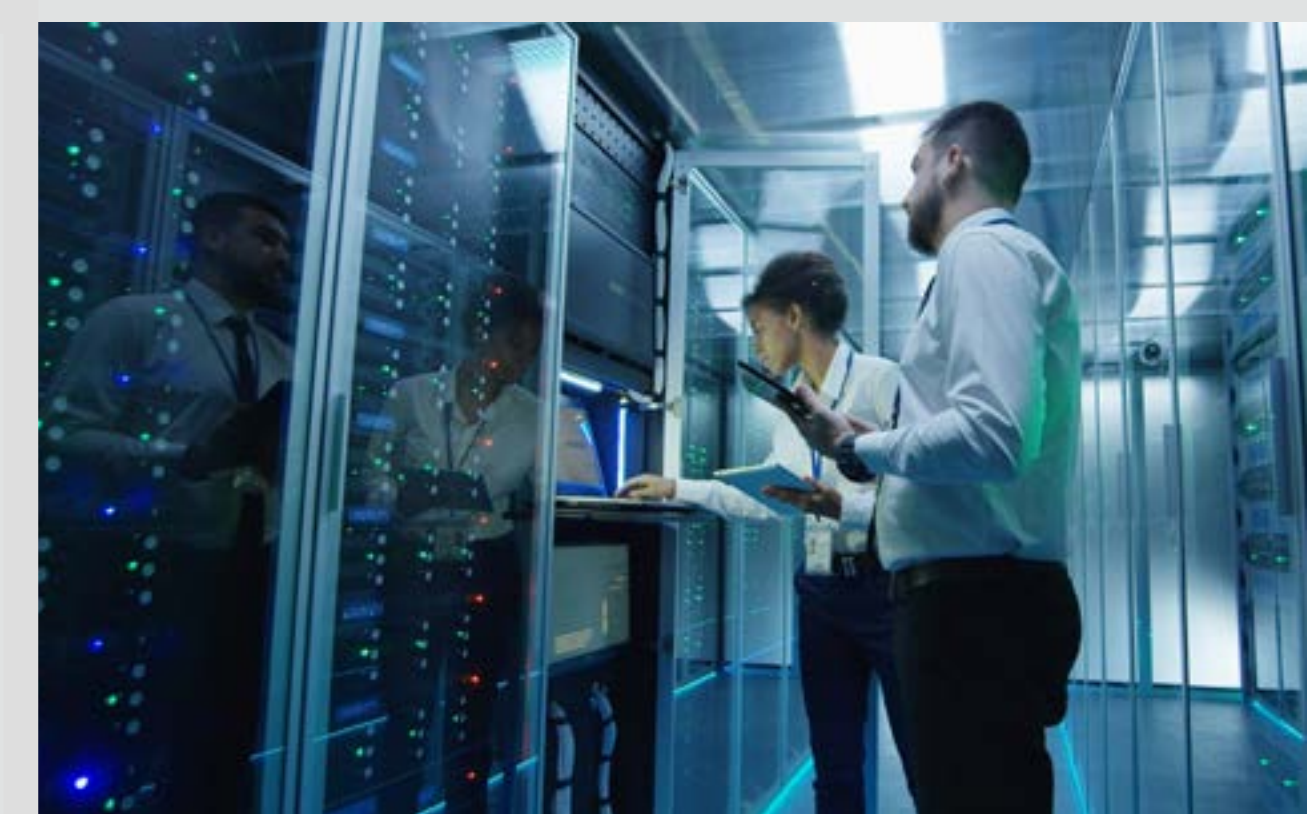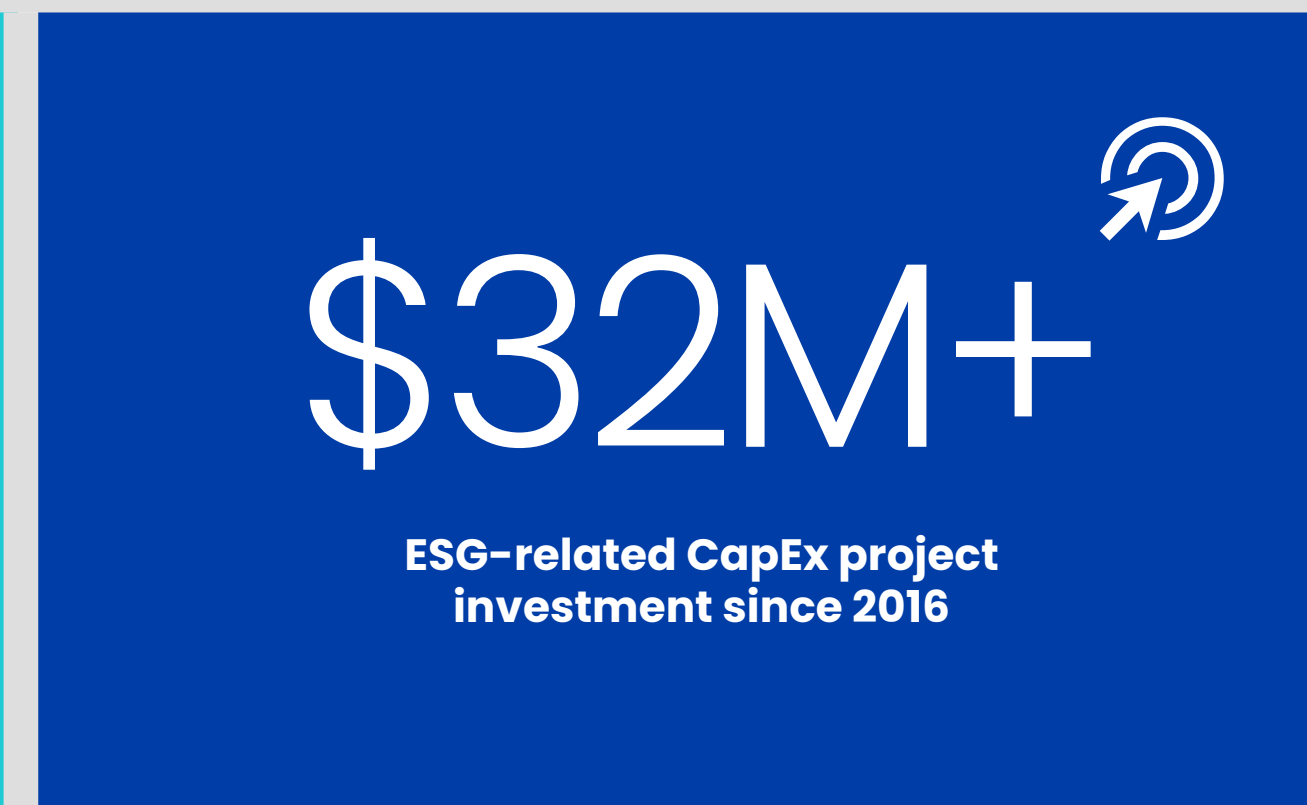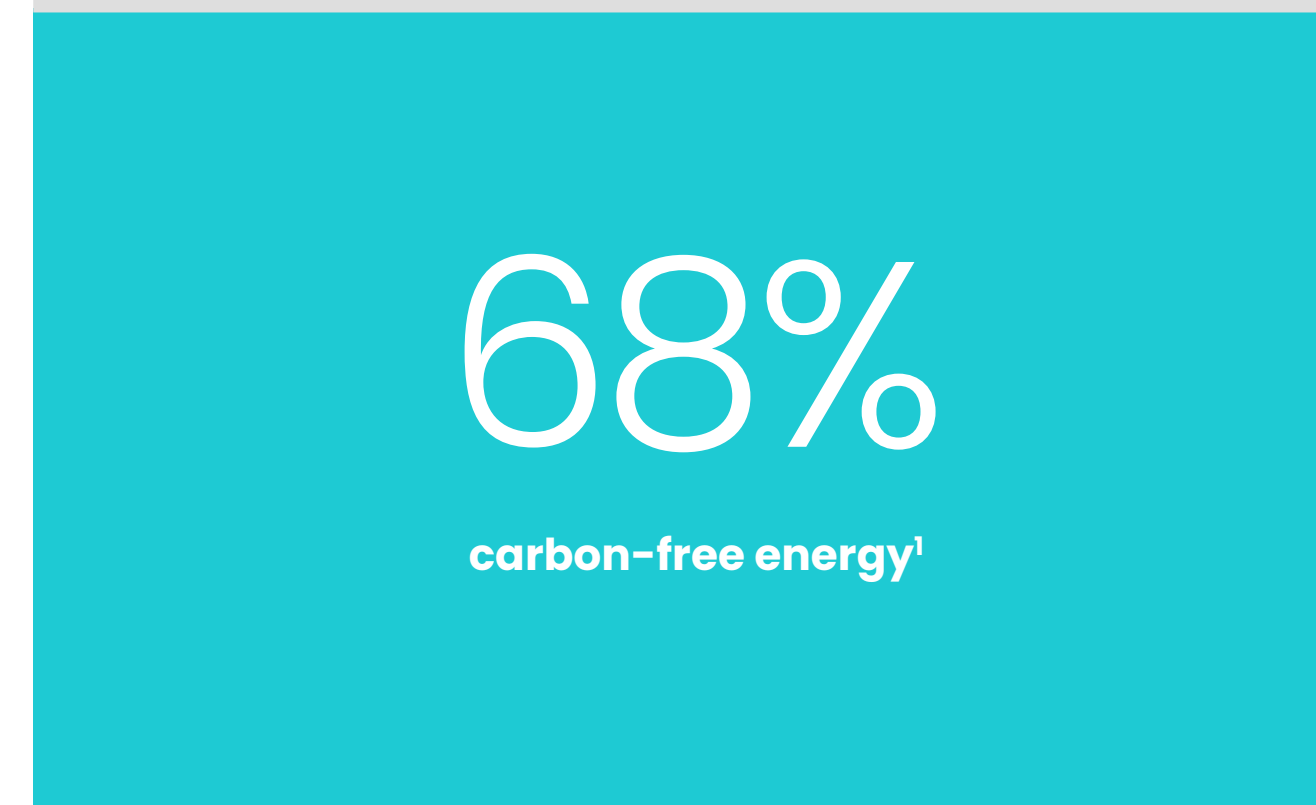**OUR GOAL:** Build a foundation for long-term carbon neutrality.

KEY ROADMAP STEPS

Roadmap Activity	Progress To Date
Identify the operational and external levers necessary to transition to renewable energy.	Hired a Chief Energy Strategy Officer in 2024 whose expertise will help to refine our energy strategy and roadmap for the future.
Develop the internal management processes and systems necessary to accurately measure, report on and ultimately decrease our environmental impact across the company.	Continuing to refine our emissions, energy, water and waste reporting across our operational footprint.
Incorporate renewable energy footprint plans into the cost structure and customer offerings of every Cologix facility.	In process
Align our internal environmental strategy to globally accepted certification frameworks and targets.	Reporting on SASB and TCFD frameworks and submitting annually to EcoVadis. Achieved Silver EcoVadis Medal in 2023.

EXPRESSED TARGETS

Target	Progress To Date
Achieve carbon neutrality in Scope 1 and 2 emissions by 2030, confirmed through Science Based Target setting.	Cologix will develop a holistic plan across our portfolio to reduce carbon emissions.
Convert all Cologix facilities to 100% renewable energy by 2030.	Cologix provides and will continue to make 100% renewable energy options available to customers in every location.
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.	Quantified Scope 3 categories and completing process to fully quantify footprint by 2025. Supplier Code of Conduct finalized and now a part of all contracting processes for Tier 1 suppliers, which represents 80% of total supplier base.

ENVIRONMENT

Cologix is deeply committed to managing our environmental impact responsibly, ensuring sustainability guides every decision as we grow and scale responsibly. At the core lies a firm commitment to environmental stewardship, driving us to align with renewable energy sources and actively seek ways to reduce our carbon footprint across all operations. As the data center industry evolves alongside technological advancements, Cologix is committed to long-term sustainability, ensuring our decision-making includes thoughtful consideration of our environmental impact, contributing to a more resilient and environmentally responsible future. In 2024, we are making additional investments in environmental management, including a process to implement ISO 14001 certification across our footprint related to environmental management systems. In addition, we are adding multiple dedicated positions at Cologix related to energy management.

[1] Includes energy billing totals supplied from local electrical grids.

62.5%
of eligible sites certified by ENERGY STAR™

68%
carbon-free energy[1]

$32M+
ESG-related CapEx project investment since 2016

205
ESG-related CapEx projects since 2020

ADDRESSING CLIMATE CHANGE

We recognize the importance of addressing climate change and are committed to taking steps within our company to combat it. Our goal-setting process prioritizes measures necessary for achieving carbon neutrality.

In 2021, Cologix committed to setting Science Based Targets aimed at achieving carbon neutrality by 2030. Since this time, we have defined our Scope 1 and Scope 2 greenhouse gas (GHG) emissions using the World Resources Institute GHG Protocol, ISO 14064-1 standards and Scope 1 and Scope 2 Inventory Guidance from the U.S. Environmental Protection Agency. We have continued to deepen our understanding of our GHG owned and purchased emissions data and have refined our reporting process to consider local emissions factors to effectively set targets. In 2024, we will complete an update of our 2030 ESG Roadmap and finalize our carbon target language for submission to the Science Based Targets Initiative (SBTi), following our 2022 commitment to SBTi. We are also working to complete our first submission to the Climate Disclosure Project (CDP) following this report's publication.

In 2024, Cologix hired our first Chief Energy Strategy Officer, Shafaq Hedstrom. Shafaq will work alongside our ESG and operations teams to implement key strategies to reduce Cologix's carbon footprint and enable our customers reduce theirs. In fall 2024, Cologix will comprehensively evaluate our current renewable energy footprint and define next steps in our journey toward more carbon-free energy. We look forward to sharing the results of this process and updates to our ESG Roadmap in our 2024 ESG Report.

We also conducted a complete evaluation of our Scope 3 emissions footprint in 2023. Based on our own supply chain structure and benchmarks across our industry, we have identified five key categories of Scope 3 emissions as material at Cologix based on GHG Protocol. They include purchased goods and services, capital goods, waste generated in operations, business travel and employee commuting. We are proud to publish data related to waste and employee commuting in this year's report, and are actively working with our suppliers to develop complete data for purchased goods and services, capital goods and business travel categories in our 2024 report.

As Cologix constructs new facilities, we are also building a process to calculate embodied carbon in our construction processes and develop a lifecycle approach to building practices. In 2024, we are evaluating baseline carbon for two new greenfield construction projects to understand our options to track embodied carbon and decrease our impact over time.

At Cologix, our analysis of our energy and emissions considers potential greenhouse gases emitted, expressed in terms of equivalent measurement of carbon dioxide.

LEED AND ENERGY STAR

We continue to align our Basis of Design to Zero Carbon Building Standards as well as LEED standards. We have also certified five of eight eligible sites with ENERGY STAR, with additional sites certifying in 2024. The certified sites have been verified to perform among the top 25 percent of similar buildings nationwide. On average, ENERGY STAR–certified buildings use 35 percent less energy and generate 35 percent fewer greenhouse gas emissions than their peers.

CO2 EMISSIONS AT COLOGIX

	2021	2022	2023
Square Feet Under Management*	1,542,700	1,610,700	1,901,744
Scope 1 Emissions (CO2e Metric tons)	22.22	25.29	17.01
Scope 2 Emissions (CO2e Metric tons)	59,923**	61,118	57,971
Emissions Intensity (Scope 1 + Scope 2 emissions in MT/square feet under management)	0.04	0.04	0.03
Scope 3 Emissions Categories (CO2e Metric tons)			
• Category 5 – Waste Generated in Operations			192.71
• Category 7 – Employee Commuting			966.52

*Does not include facilities under construction.

**In 2022, Cologix aligned our Scope 2 electricity reporting to consider local emissions factors which resulted in a restatement of our 2021 emissions totals.

"Cologix's customers expect us to scale sustainably and bring them the innovative solutions in energy management and efficiency. We are looking ahead at the technology that will shape our industry and help our customers meet their sustainability goals for years to come."

CHRIS HEINRICH, CHIEF REVENUE OFFICER

ENERGY MANAGEMENT AND EFFICIENCY

Energy is a core necessity in the operations of data centers. Each year, we look for projects that enhance energy management, improve efficiency and implement innovative technology to reduce energy consumption. Each Cologix data center operations team also looks for local and regional opportunities for advancement and innovation related to energy. In 2023, we invested $7 million in environmental CapEx projects, for a total of $32 million since 2016.

Additionally, we are actively transitioning our energy procurement strategy from fossil fuels to carbon-free alternatives sourced from both renewable and nuclear energy.

To date, we have invested in chillers, including water-cooled magnetic levitation chillers with TurboCor compressors, which are 50 percent more energy efficient than traditional chillers. We continue to use free air cooling in our Vancouver, British Columbia facilities and in Silicon Valley, California, where energy-efficient fans circulate outside air throughout the facility. We are also initiating a process to develop direct-to-chip liquid cooling processes in a new Columbus data center, bringing highly efficient cooling technology into our new facility builds.

Cologix has installed all new facilities with LED lighting, while actively incorporating LED upgrades in existing facilities. We continue to cut generator testing frequency across our facilities, saving emissions while ensuring generators remain available when necessary.

In 2023, Cologix's average Power Usage Effectiveness (PUE) was 1.425, significantly lower than the global industry average of 1.55[2]. Additionally, we sourced Renewable Energy Credits (RECs) for key sites in 2023, advancing our commitment to reducing our carbon footprint and promoting sustainable energy practices.

In 2024, we are implementing strategic software applications in multiple data centers that will optimize our cooling systems based on operational capacity, heat load demand and energy efficiency. We are also prioritizing sustainability with the Jupiter Intelligence assessment, using insights to strengthen our risk mitigation, expanding our ISO certifications and hiring energy-focused roles to support our energy management and transition to carbon-free sources.

[2]Uptime Institute Global Data Center Survey 2022

CASE STUDY

EVALUATING OUR CLIMATE RISK WITH JUPITER INTELLIGENCE

In 2023, Cologix partnered with Jupiter Intelligence for comprehensive climate risk assessments across our data centers. Leveraging Jupiter's ClimateScore™ Planning tool, we gained insights into weather event impacts, supporting our decision-making related to risk and resilience of our data centers.

Jupiter's advanced analytics developed a detailed risk analysis, empowering Cologix to ensure long-term resilience against climate-related threats. Through innovative models and algorithms, we identified and addressed current and potential future climate-related impacts. With these insights, our leadership team is informed to ensure that Cologix remains at the forefront of innovation and preparedness, safeguarding our operations against the evolving challenges posed by climate change.

ONTARIO SITES LEVERAGE LOW-CARBON SOURCES

A substantial portion of our Toronto-based data centers' electrical energy comes from a sustainable source, deep lake water cooling, supporting our commitment to environmental responsibility. Our TOR1 facility uses cold water from Lake Ontario to cool the building through the use of pipes that carry the cold water from the lake through a filtration plant that then transfers to a closed-circuit system that runs throughout TOR1. Through this sustainable system, TOR1 cools the facility in a highly efficient manner. Deep lake water cooling provides Cologix and our customers with other benefits as well. It reduces water consumption, lowers operating costs and also ensures more predictable energy costs. Cologix's use of this system currently displaces 55 MW of energy annually from Toronto's electricity grid, which is critical given the increase in power demand and continued strain on the power supply.

NATURAL RESOURCE MANAGEMENT

We aim to enhance and preserve the biodiversity surrounding our facilities through practices and actions that benefit the land and adjacent habitat. Cologix is committed to greater focus on land management and biodiversity conservation, aligning with our dedication to environmental stewardship and sustainable operations.

WATER

Water serves as a critical resource within data center operations, primarily used for cooling systems. Cologix remains committed to responsible use of water across all our facilities, ensuring our operations minimize water use and increase use of reclaimed water whenever possible. As a part of our ESG Roadmap, WUE is a key performance indicator for Cologix and we are targeting an average corporate WUE of 0.5L per 1kWh by 2030. Across our footprint, we have already achieved this target in 2023 with an average WUE of 0.231L, significantly lower than the average data center WUE of 1.8L per 1kWh.

More than 90% of Cologix facilities use closed-loop water systems, recycling water whenever possible rather than releasing it into the environment. We also uphold adherence to ASHRAE TC9.9 A1 guidelines, ensuring that our facilities maintain permissible temperature and humidity levels. This dual approach not only minimizes water consumption for cooling and humidification but also drives overall improvements in energy efficiency. In 2022, we began our initial quantification of water usage across our facilities. This involved meticulous data collection from water bills and the assessment of average usage per employee in locations where detailed water use statistics were previously unavailable.

We are currently tracking water usage for 100% of owned facilities and more than 90% of leased facilities, and in 2024 are working to finalize processes to track water in additional facilities. We continue to monitor sites in water-stressed or potentially water-stressed areas and to develop water stewardship plans for those locations. All new data center builds will include additional meters to more accurately measure and validate power and water consumption. We continue to evaluate available projects like reclaimed water and reuse for landscaping, reclaimed waste for heat solutions and other solutions that may be available to us.

VANCOUVER, BRITISH COLUMBIA

WASTE

At Cologix, our commitment to environmental responsibility extends to the management of waste. Recognizing the importance of waste reduction and recycling in our sustainability efforts, we are actively pursuing strategies to minimize waste generation, optimize resource use and promote a circular economy mindset across our operations.

In 2022, Cologix began an assessment throughout our operations to gain deeper insights into our solid waste streams. This included gathering data on all solid waste exiting our facilities, destined for either landfills or recycling centers. We also evaluated sites where recycling practices were not presently in place and collaborated with potential partners in these areas to introduce recycling initiatives. For example, our Columbus, Ohio facilities partnered with local waste authorities to transition to a more sustainable waste disposal system, incorporating recycling pickup and placing sorting bins in high-traffic areas. In Columbus, 34.5% of all solid waste, which equates to 16.5 tons of recyclable material, was diverted within the first year of the program.

Additionally, Cologix began an electronic waste (e-waste) recycling program with our partner Staples in New Jersey and Denver in 2022. To date, the program has already recycled 13,633 pounds of electronics, preventing more than 135,483 pounds of CO2e emissions. Looking ahead, we are committed to continuing the tracking of waste streams and expanding our recycling programs, including initiatives focused on e-waste, as part of our ongoing efforts to enhance sustainability across our facilities.

REDUCING SINGLE-USE PLASTICS

In 2023, Cologix made considerable progress reducing our single-use plastics. At all Vancouver sites, we have eliminated the purchase of bottled water and installed portable water stations for hot or cold water, savings hundreds of plastic bottles and more than $500 monthly. Additionally, we have distributed reusable bottles across multiple sites in Canada, encouraging employees to embrace sustainability by using refillable options. We have also distributed over 100 coffee mugs across the MTL 1-11 data centers and HQ office to further reduce waste.

At our Florida offices, we are updating the customer and employee break rooms and 2nd floor hallway at JAX2 with water stations, significantly decreasing our purchase of single-use water bottles. Additionally, as part of a 2024 CapEx Project, we are re-piping the JAX2 location and will add two additional fill stations for a total of four in the common area.

At Cologix, the sustainable growth of our business relies on the commitment and dedication of our team members. Our employees are not only the driving force behind our company's success but also the catalysts for the positive impact we strive to cultivate within our communities. We are dedicated to fostering a workplace culture that prioritizes health, safety, diversity, equity and inclusion. Every individual at Cologix plays a vital role in our collective success, working together to ensure the resilience and prosperity of both our teams and the wider community.

SOCIAL

TORONTO, ONTARIO

NEW JERSEY

MATERIALITY TOPICS INCLUDED IN THIS SECTION

Health and safety

Employee development and engagement/satisfaction

Recruiting and retention

Diversity, equity and inclusion

OUR SOCIAL ROADMAP: MOMENTUM FOR IMPACT

OUR GOAL: Formalize and build upon existing social commitments.

OUR SOCIAL ROADMAP: MOMENTUM FOR IMPACT

Roadmap Activity	Progress To Date
Continue to formalize diversity, equity and inclusion strategies and initiatives across Cologix by establishing a DEI steering committee to oversee initiatives in DEI.	Cologix's ESG Subcommittee focused on social impact is overseeing activities related to DEI and Cologix's ERGs.
Implement diversity training options for all employees.	Quarterly DEI-related training with 100% completion by active employees.
Develop employee resource groups (ERGs) to continue to engage key employee groups in DEI initiatives.	Launched and supported two ERGs, Cologix Women's Connection Network and Culture Club, and supported Local ESG Teams in multiple markets.
Align DEI initiatives with recruiting and retention efforts.	Actively posting roles to DEI-related recruiting boards.
Formalize additional employee engagement and recruiting activities.	Continued employee surveying and employee engagement activities.
Encourage employee volunteerism and community engagement.	Implemented Volunteer Outreach Leave Time (VOLT) policy for all employees. Local ESG Teams actively engaged in their markets with community volunteering and give back programs. Launched Cologix Cares, Cologix's community engagement and charitable giving program.

EXPRESSED TARGETS

Target	Progress To Date
100% of Cologix hiring processes include candidates in the interview process from diverse populations by 2025.	Posting open roles on key DEI-related job boards and including DEI in our sourcing process.
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.	Gathering voluntary information from employees to determine baseline for diversity-related targets.
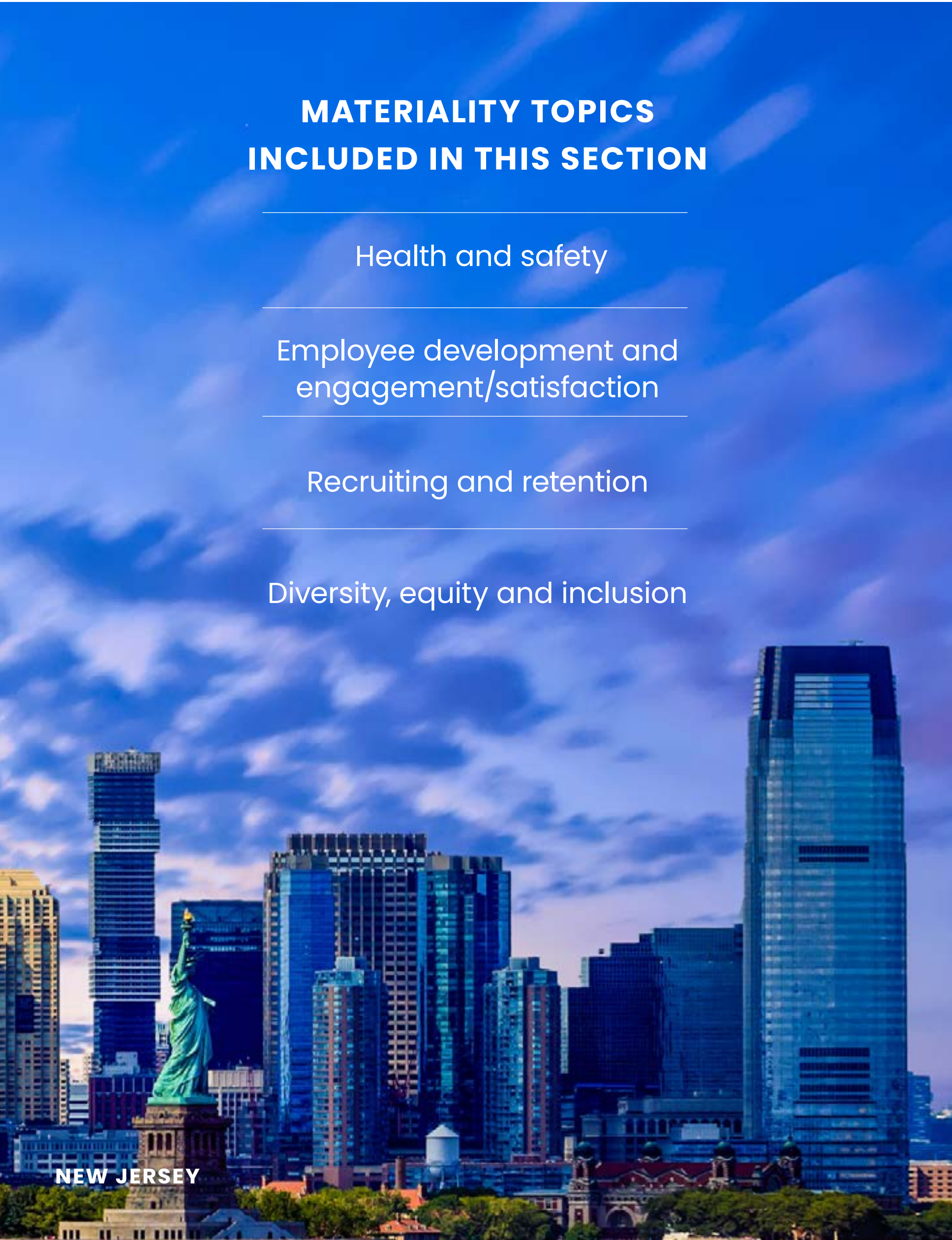
SOCIAL

At Cologix, our social impact is driven by the dedication, passion and hard work of our team members who propel us forward in our journey of growth and maturity. With a growing workforce of over 370 individuals, each person contributes to our company's positive impact and vibrant culture. We prioritize providing our employees with the support they need to succeed in their careers and actively cultivate a workplace environment that champions health, safety, diversity, equity and inclusion. Our goal is to foster a culture of trust, belonging and transparency that extends throughout our entire organization.

1,500+
recognitions shared through
employee awards platform

400
employees across
the U.S. and Canada

0
lost-time injuries
in 2023

11
employee connection events
hosted in 2023

12
all-hands meetings
held in 2023

HEALTH AND SAFETY

WORKPLACE HEALTH AND SAFETY

Ensuring robust safety processes and training of our employees remains a top priority at every Cologix location. We are aware of the hazards that may be present for those working in our data centers, including environmental risks, extreme temperatures, noise and tasks involving heights or electrical equipment. Our steadfast commitment to workplace safety is reflected in the comprehensive training programs we provide to our staff, covering essential procedures in data center operations, fall prevention, ladder safety and more.

Adhering to local regulations, we prioritize forklift and personal lift training to mitigate risks associated with heavy machinery. Our electrical systems demand specialized expertise, and all electricians and maintenance personnel, whether employed by Cologix or contracted, receive extensive training and are equipped with industry-leading protective gear. Stringent lockout/tagout procedures are in place to safeguard employees from hazardous energy sources during equipment maintenance.

Our dedication to safety extends beyond training protocols; we conduct annual health and safety audits and meticulously track all lost-time injuries. In 2023, we reported zero lost-time injuries, underscoring our commitment to minimizing workplace accidents. With a goal of zero injuries, we continuously strive to uphold the highest standards of safety for our team of over 370 employees.

EMPLOYEE WELLBEING

At Cologix, we recognize the importance of prioritizing the health and wellbeing of our employees, enabling them to perform at their best. We provide comprehensive insurance coverage, including medical, dental, vision care and life insurance, ensuring our employees have access to the support they need. In the United States, we are proud to offer unaccrued paid time off (PTO) to our employees, empowering them to take time as needed for personal and family obligations. Additionally, our commitment to mental health initiatives remains unwavering, offering resources and programs to enhance employee wellbeing.

Cologix is also dedicated to providing leave aligned with major events in an employee's life. All full- or part-time employees who have completed at least 12 months of continuous service are eligible for parental leave, including up to 12 weeks of paid leave for primary caregivers and up to two weeks of paid leave for secondary caregivers. In 2024, we are also adding to our policies a dedicated policy related to bereavement leave, providing employees with five days of paid time off after experiencing the death of a loved one. Our updated policy allows employees to take this leave continuously or separately, understanding the needs for time after the death of a loved one are not linear.

In 2023 we launched the Cologix Cares Program, our community engagement and charitable giving program, as part of our ongoing commitment to social responsibility. The program included a Cologix donation of $20,000 to charities of employees' choice that make a positive impact in the communities where we live and work. We remain committed to building our Cologix Cares Program and continuing our donations to impactful organizations as part of our collective dedication to giving back and making a difference.

**COLOGIX 2024 INITIATIVE:
THE FIVE ELEMENTS OF WELLBEING**

In 2024, we expanded our benefit of two wellness days off into a more formal, comprehensive program called "Cologix Five Elements of Wellbeing," to empower employees to prioritize health across multiple dimensions. Currently, we're launching this program company-wide, amplifying resources and support to enhance the wellbeing of our employees. Through this initiative, we're fostering a culture where a holistic approach to health is championed, ensuring every team member has the tools and encouragement to thrive across multiple factors including physical, mental, intellectual, and social and cultural health.

Physical

1

Developing healthy habits related to physical activity, nutrition and sleep.

Mental

2

Includes emotional, psychological and social aspects of wellbeing.

Social and Cultural

3

Developing connections in our lives, valuing community and respecting the unique differences of those around us

Wellbeing

4

Harnessing one's creative abilities, expanding knowledge and skills and developing professionally.

Intellectual

5

Caring for our planet and communities in ways that support wellbeing.

Environmental

EMPLOYEE DEVELOPMENT, ENGAGEMENT AND SATISFACTION

EMPLOYEE BENEFITS

Cologix is steadfast in our commitment to provide comprehensive employee benefits, ensuring the health and financial security of our workforce. All employees have access to retirement plans, including 401K for U.S.-based employees and RRSP options for Canadian employees, empowering them to plan for their futures with confidence. Additionally, our Volunteer Outreach Leave Time (VOLT) program provides our employees with eight hours of time off annually to volunteer with an organization of their choice.

In 2023, we increased our employee benefit offerings to provide a RRSP match for Canadian employees and additional benefits for dental and vision benefits for U.S. employees. We also upgraded our Human Resources Information System (HRIS) to Ceridian, which integrates HR, payroll, compensation, reporting and benefits administration, streamlining processes and improving accessibility for all our employees. By transitioning out of the ADP PEO model and managing our benefits and 401K plan independently, we gained greater control and flexibility in tailoring benefits to meet the diverse needs of our employees.

EMPLOYEE ENGAGEMENT

At Cologix, we take immense pride in our culture. Our TRUST values framework serves as the cornerstone of our unified company culture, shaping our decisions and behaviors daily. With much of our workforce operating remotely, the invaluable insights and strategies we've developed since moving to a remote-supportive workplace have become essential in nurturing a sustained level of engagement and trust, regardless of whether interactions occur in person or remotely.

Cologix has implemented several initiatives to enhance employee engagement, including regular all-hands meetings and employee recognition programs. In 2023, our All-Employee Survey achieved a 60% participation rate with 94% of employees noting they would recommend Cologix as an employer to their personal network. In response to our survey feedback, we are focusing on enhancing training programs to align with the evolving needs and aspirations of our workforce. In 2024, we plan to introduce specialized New Manager Training to equip newly appointed leaders with the tools and knowledge needed to effectively lead their teams and drive organizational success.

EMPLOYEE RECOGNITION

Cologix recognizes the critical role our employees have in our continued growth and success. We continue our investment in employee recognition programs to celebrate their achievements and foster a culture of appreciation. Our employee recognition platform serves as a central hub for recognizing outstanding performance, allowing colleagues and direct reports to nominate individuals who demonstrate exceptional dedication and excellence. Programmized initiatives to acknowledge employees, such as the "Weekly Warrior" and "Hero of the Month," further highlight the important contributions of our team members.

As we look ahead, Cologix remains committed to further enhancing our employee recognition programs to ensure that everyone's contributions are valued and celebrated. We will continue to explore innovative ways to recognize and reward outstanding performance, fostering a positive and supportive work environment where employees feel appreciated and motivated to excel.

WOMEN IN LEADERSHIP TRAINING

Over six months, Cologix brought together 15 women from diverse backgrounds to support the development of their leadership capabilities by elevating their influence and increasing their impact through covering topics such as confidence-building, developing communication strategies and growing peer support networks. The program culminated in the inaugural Cologix Women in Leadership Conference at our HQ in Denver and was led by author and speaker, Kellie Tomney. The conference was an opportunity to connect in person and to celebrate all of the participants' achievements over the last six months.

DIVERSITY, EQUITY AND INCLUSION

At Cologix, we prioritize Diversity, Equity and Inclusion (DEI) as fundamental values driving our success. With 40% female representation in executive leadership roles, we are committed to fostering a diverse and inclusive workplace where every voice is valued and heard. We continue to actively track DEI data, although we acknowledge the challenges of doing so consistently across all locations. Despite these obstacles, we remain committed to DEI and recognize its importance in fostering a vibrant and inclusive workplace culture.

In 2023, we achieved a 15% diversity hire rate, reflecting our dedication to building a workforce that reflects the diversity of the communities we serve. Additionally, we successfully completed DEI training for 100% of our employees, further enhancing awareness and understanding of DEI principles across the organization. We also developed and launched our first leadership training program, Women in Leadership, designed to accelerate the leadership capabilities of 15 high-performing and high-potential female employees, further advancing gender equity across all levels of the company.

Looking ahead, we will continue to implement voluntary tracking of diversity statistics in our employee and candidate data tracking systems to gain deeper insights into employee representation across various groups, including veterans and individuals with disabilities. Additionally, in 2024, we developed a standalone DEI policy to formalize our commitment to fostering a diverse, equitable and inclusive workplace for all.

DIVERSE REPRESENTATION AT COLOGIX

By Group	Female Representation			Racial/Ethnic Representation		
	Company Wide	United States	Canada	Company Wide	United States	Canada
Board of Directors	40%			0%		
Leadership Team	40%			0%		
All Employees	17%	24%	6%	Data unavailable	31%	Data unavailable
All Management	4%	5%	2%	Data unavailable	3%	Data unavailable
Technical Staff	3%	4%	1%	Data unavailable	4%	Data unavailable
All Other (Non-Technical) Staff	11%	4%	15%	Data unavailable	24%	Data unavailable

EMPLOYEE RESOURCE GROUPS

Cologix has two Employee Resource Groups (ERGs) in addition to its Local ESG Teams - the Culture Club and the Cologix Women's Connection Network (CWCN). These two ERGs provide valuable platforms for employees to connect, share experiences and support one another in their personal and professional growth. Additionally, Cologix actively supports grassroots efforts from employees interested in launching new ERGs, empowering individuals to create communities that align with their interests and identities. As we mentioned earlier in the report, we also have established Local ESG Teams in multiple markets, ensuring that our DEI initiatives and employee engagement efforts are tailored to the unique needs and perspectives of each location.

Both the Culture Club and the CWCN continue to be a valued resource to our employees, providing enriching experiences and opportunities to connect and collaborate. Our Local ESG Teams have also been particularly active, having organized various local activities and events to promote diversity, inclusion and employee wellbeing. As we look ahead, we are committed to supporting and expanding our ERG initiatives, recognizing their invaluable role in fostering a supportive and inclusive workplace culture at Cologix.


CULTURE CLUB

COLOGIX CULTURE CLUB

Cologix's Culture Club is dedicated to ensuring we live and celebrate our values-based culture and bring it to life in our daily activities. We believe that the best employees are those whose complete selves are welcomed, valued, recognized and taken care of. Through the Cologix Culture Club, we encourage engagement and connection, and provide a myriad of opportunities for employees to participate in fun and varied events and activities such as employee gift giveaways, monthly "morning coffee" calls and quarterly Book Club.

"The club provides a fun platform for employees to come together, connect and celebrate each other. The monthly events bring positivity to my day, allowing me to connect with colleagues from various backgrounds and fostering a sense of belonging and understanding within the company. Overall, the Culture Club's efforts create an inclusive and supportive work environment at Cologix."

LAURA DUNN, CHANNEL PROGRAM MANAGER

CASE STUDY
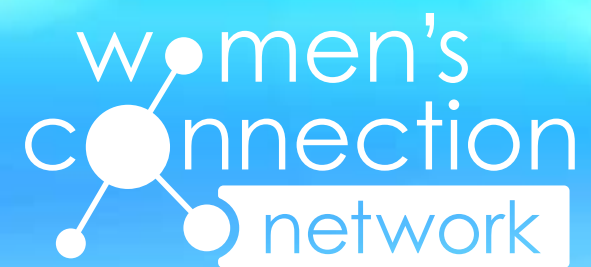
COLOGIX WOMEN'S CONNECTION NETWORK

Cologix Women's Connection Network (CWCN) brings together women at Cologix to learn, grow and support each other in a safe and positive environment. In 2023, the ERG met monthly and hosted four events throughout the year which included guest speakers, trainings and discussions in order to support its members in achieving their goals both inside and outside of work.

"I have been inspired by our guest speakers and our fellow women team members who have shared their experiences, challenges and triumphs in their past work history. It has encouraged me to continue to grow and learn in every aspect of my life, to balance work and home life, to set and reach my goals. This experience is bringing an inclusive, healthy and supportive work culture to Cologix where I work with the most amazing team. I look forward to all the experiences this coming year with CWCN."

EDITH VAN EGDOM, RFP SPECIALIST

EMPLOYEE ENGAGEMENT IN FLORIDA

In Florida, our teams in Jacksonville and Lakeland united to establish a Local ESG Team, enthusiastically participating in various ESG initiatives. These include food drives that yielded 750lbs in donations with $250 in cash donations, quarterly blood drives, participation in Adopt-a-Roadway programs, assistance to Knots of Love with over 100 knitted beanies for premature infants and involvement in semi-annual clothing drives for charitable causes.

EMPLOYEE VOLUNTEERING THROUGH VOLT

In 2023, Cologix's VOLT program launched providing 8 hours of Volunteer Outreach Leave Time for employees to volunteer in their communities. Employees have used their time to serve on nonprofit Boards of Directors, clean up their local rivers and streams, volunteer as firefighters and join fellow employees in giving back in local communities. As the program grows, we look forward to sharing stories of employee impact in the future.

For Cologix, good governance and a commitment to ethics, integrity and trust has been at the heart of our company from day one. As we scale our impact, we know we must continue to grow responsibly, ensuring our processes remain consistent across our value chain, reflecting our commitment to good governance, values and the importance of ESG for us and our customers.

Governance

MINNEAPOLIS, MINNESOTA

MATERIALITY TOPICS INCLUDED IN THIS SECTION

Corporate culture and values

Customer privacy and information security

Responsible, ethical business practices and policies

Supply chain management

TORONTO, ONTARIO

OUR GOVERNANCE ROADMAP: BUILDING TRUST, MAINTAINING INTEGRITY

OUR GOAL: Continue best-in-class governance, transparently sharing successes.

KEY ROADMAP STEPS

Roadmap Activity	Progress To Date
Ensure strong, good governance in ESG at Cologix with the creation of an ESG Steering Committee of subject matter experts.	Our ESG Steering Committee and individual subcommittees for E, S and G met monthly throughout 2023.
Ensure Cologix's Code of Ethical Standards, Business Practices and Conduct is understood by and accessible for all employees.	Continued quarterly employee training on Ethics and Compliance topics with 100% employee completion.
Develop additional policies to align with the Code of Ethical Standards and ensure annual ethics and compliance training addresses these topics fully.	In early 2024, developed a new suite of stand-alone policies for our team including Human Rights; Diversity, Equity, and Inclusion; Anti-Bribery and Anti-Corruption and Whistleblower Guidelines.
Develop a Supplier Code of Conduct and ensure all suppliers acknowledge the Code regularly.	Continued to roll out our supplier portal and ensure suppliers acknowledge our Code and expectations regularly.

EXPRESSED TARGETS

Target	Progress To Date
100% of Cologix employees complete Ethics and Compliance training annually by 2023.	Achieved. 100% of Cologix employees trained in 2023.

CORPORATE CULTURE AND VALUES

At Cologix, our values start with TRUST. Born from the input of our employees as well as the fundamentals that our executive team leads by, TRUST is the foundation that guides our decisions and actions every day. As we construct new facilities, we've looked for creative ways to infuse our TRUST values framework into the design of our buildings, ensuring that our team sees these foundational concepts every day in their work and that our customers understand Cologix's values and see them demonstrated every day across our data centers.
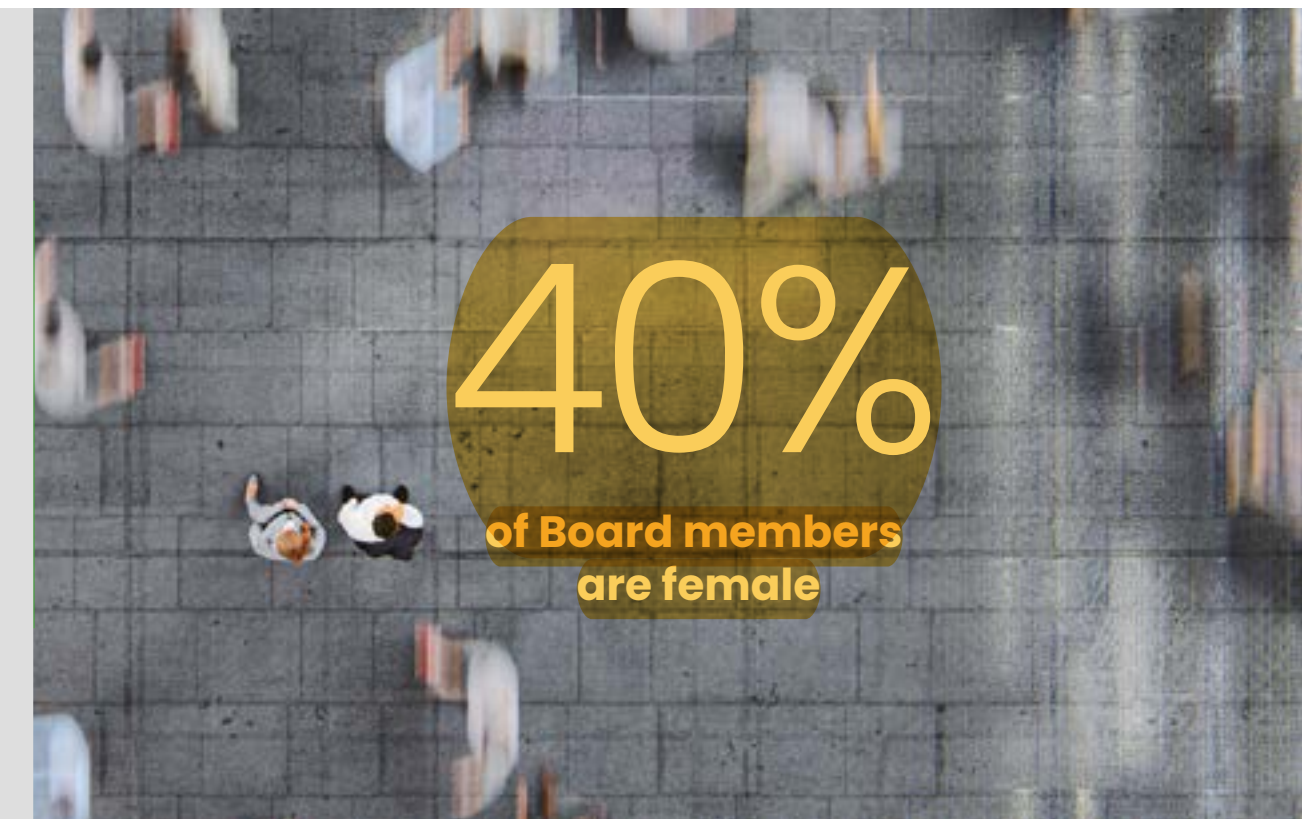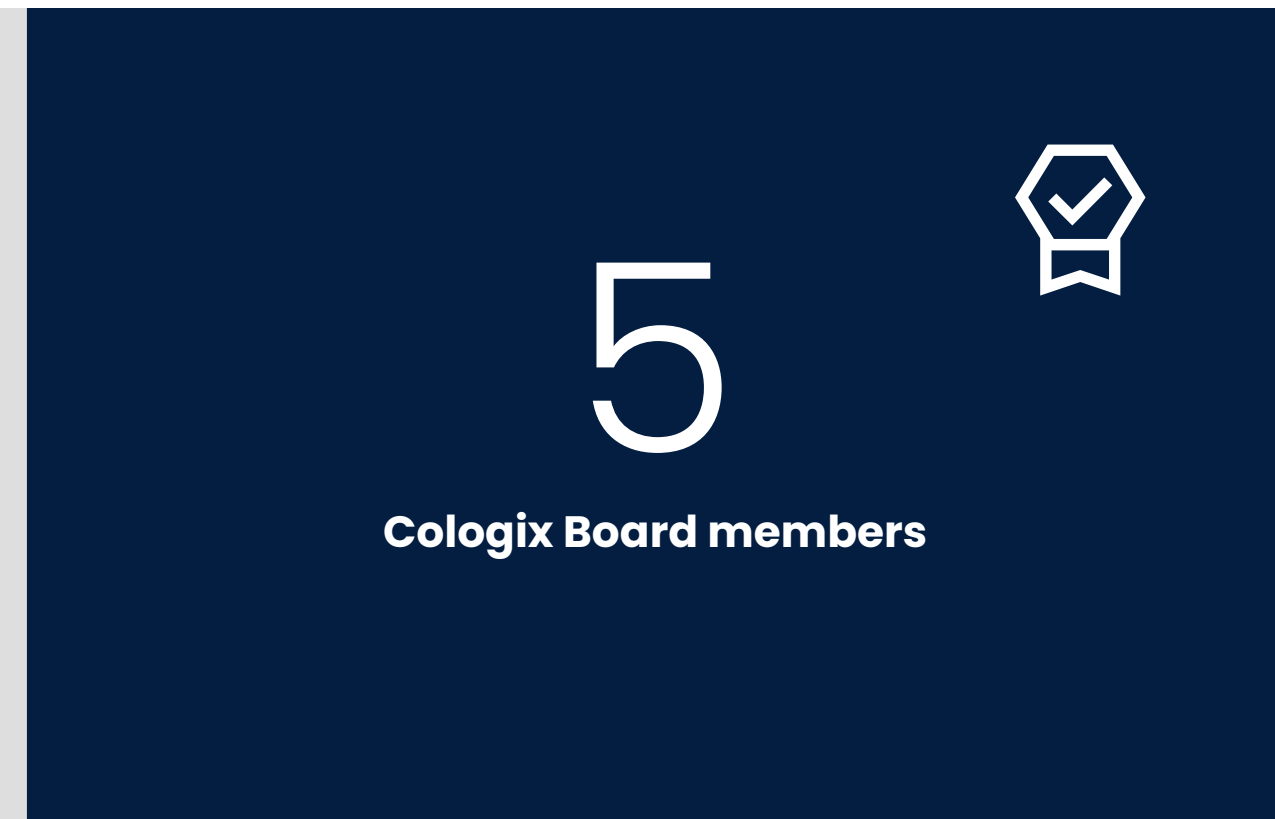
CEO LAURA ORTMAN RECEIVES THE GOLD GLOBEE CEO FEMALE OF THE YEAR AWARD

Cologix CEO Laura Ortman was honored with the 2023 Female CEO of the Year Award in the Technology category from GLOBEE® Business Awards, which celebrates excellence and innovation across industries and sectors worldwide. Laura was honored for her achievements, leadership and impact in the data center industry.

JACKSONVILLE, FLORIDA

RESPONSIBLE, ETHICAL BUSINESS PRACTICES AND POLICIES

Across Cologix's footprint, we work to ensure our team understands the ethical principles expected in every decision we make. We promote a responsible, sustainable business model that lays a foundation of ethics and integrity for everyone who works with Cologix. That structure is based on our values and includes our team, our customers, our suppliers and our investors.

100%
of facilities ISO 27001, SOC1, SOC2, HIPAA and PCI-DSS compliant

5
Cologix Board members

40%
of Board members are female

9
leadership team members

40%
of leadership team are female

OUR GOVERNANCE STRUCTURE

Cologix's Board of Directors includes five Board members, three of whom represent Cologix's investor partners. Cologix's CEO Laura Ortman and former CEO Bill Fathers (current Chairman of the Board) also serve as Board members. Each Board member also serves on at least one of our two committees focused on Audit and Compensation. Our Board of Directors is briefed regularly regarding our ESG initiatives.

ESG GOVERNANCE

The Cologix Leadership team oversees ESG activities across the company. Page Haun, Cologix's Chief Marketing and ESG Strategy Officer, leads our ESG Steering Committee that includes individual subcommittees focused on environment, social and governance initiatives. The Steering Committee, which includes the CEO and President, briefs our full Leadership Team and Board of Directors regularly regarding individual activities and the overall direction and structure of our ESG program.

COMPLIANCE AND ETHICS

Cologix's ethics and compliance programs are guided by our Code of Ethical Standards, Business Practices and Conduct (The Code). The Code outlines the standards of legal and ethical behavior we expect from all team members. The Code directly addresses topics of antitrust and competition, bribery, fair dealing, insider trading and other topics. In addition to the Code, we also have a suite of stand-alone policies including Business Continuity; Network Services Acceptable Use; Compliance Standard; Delegation of Authority, Document and Security Artifact Retention and Destruction; Encryption Policy and Standard; Gifts Policy; HIPAA Policy, Security Standard; Information and Data Classification Handling Standard; Internal Audit Policy; MMR Code of Conduct; Physical and Environmental Security Policy; Privacy Policy, Procurement Policy; Security Incident Response Policy; Supplier Code of Conduct and others.

In early 2024, as we continued to refine our policies and procedures across Cologix, we also created multiple new policies to solidify our commitment to good governance and strong integrity. These additions include an Anti-Bribery and Anti-Corruption Policy; Diversity, Equity and Inclusion Policy; Human Rights and Labor Standards Policy and a stand-alone Whistleblower Policy.

Our Whistleblower Policy outlines the process employees can take when voicing concerns. Any reports raising material accounting concerns are raised to the level of the Board's Audit Committee. Reports can also be made directly to the company's General Counsel or to any member of the Leadership Team. Anonymous reports can be submitted by mail as well. We are committed to investigating all reports, regardless of anonymity, and in the case of direct reports, 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 2023, we continued our practice of quarterly compliance training on topics related to ethics and compliance, achieving 100% training compliance throughout the year. Certain Cologix subsidiaries are not included in these compliance training courses, representing less than five percent of our employee base.

CUSTOMER PRIVACY AND INFORMATION SECURITY

We are dedicated to protecting our customers from physical breaches at our facilities while ensuring their IT infrastructure is secure from a wide variety of threats. Cologix facilities provide 24/7 security monitoring and guards on premises. All critical infrastructure is alarmed and equipped with card access and mantraps. Private, customizable cages are available across our facilities, including fire protection in every facility.

We are proud to maintain 100% compliance at our data centers related to key certifications including:

• 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.

• Payment Card Industry (PCI) Data Security Standard (DSS).

• HIPAA requirements related to protecting and securing electronic protected health information (ePHI).

• ISO 27001 certification by Schellman for our information security management system (ISMS) operating data centers.

In 2023, we completed several key upgrades and tests to ensure our IT infrastructure remains in compliance with our high standards across Cologix. We completed a full backup and recovery project across all facilities, upgraded our firewall, completed annual penetration testing and implemented any necessary remediation on owned IT systems. We also upgraded secure wireless access points at all sites and implemented enhanced security features specific to Office 365 to protect against ransomware, malware and account compromise. In 2024, we will continue a Cologix-wide rollout of band management capabilities for core network equipment and build best-in-class tools related to information security controls.

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SUPPLY CHAIN MANAGEMENT

Our supply chain partners exist across each of our 11 markets in North America, and we work hard to choose partners whose values match our own. Our suppliers' business practices include responsibility and sustainability practices that align with our ESG program at Cologix. Guided by our Supplier Code of Conduct, we ensure our suppliers understand the standards of legal and ethical behavior we expect from them. The Supplier Code aligns with our Code of Ethical Standards, Business Practices and Conduct, which applies to employees, officers and directors at Cologix. We expect all suppliers will operate ethically, in compliance with the law and in a way that meets our standards.

In 2023, we continued the implementation of our supplier tracking and onboarding system. Through this system, suppliers must acknowledge the Supplier Code of Conduct during their contracting process and it will allow us to identify key ESG-related risks during that process.

Our suppliers will continue to be key enablers for ESG excellence at Cologix. 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 partnerships 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 using 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 2023, Cologix achieved EcoVadis' Silver Medal, acknowledging our sustainability efforts. As a globally renowned platform, EcoVadis assesses companies across sectors, and our Silver Medal positions us among the top 20 percent in our sector, based on 21 sustainability criteria spanning environment, work practices, human rights, ethics and sustainable procurement. We will continue our submission to EcoVadis in 2024 and report on the results as they become available.

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CASE STUDY

BUSINESS CONTINUITY MANAGEMENT PROCESSES

In our industry, the importance of business continuity and disaster planning cannot be overstated. Our data centers are not just critical infrastructure for Cologix, they are critical infrastructure for our customers. Our business continuity plans are, in effect, major components of the business continuity plans for countless companies across our footprint. We know natural disasters pose a greater threat today than ever before, and we are committed to maintaining strong IT infrastructure.

Every Cologix facility has implemented a Business Continuity and Disaster Response Plan (BCDR). These plans are tested annually and address two key areas of focus: physical plans and information security. Plans and the tests that accompany them are reported in our audits for SOC2 and ISO 27001 certification annually. These BCDR processes include considerations of:

1. Location: Our process considers whether a location is in a path of concern for weather incidents including hurricane, flood and fire.

2. Power: Cologix data centers have redundant power and 99.999 percent uptime record level agreements in place to keep our customers' systems running and data intact.

3. Reliability: Customers have 24/7 access to a Network Operations Center (NOC) in case of a crisis, dedicated security teams, Remote Hands services and live support.

4. Comfort: Our data centers include spacious and inviting spaces for our customers to work in our facilities.

5. Accessibility: Our facilities are located near international airports and major interstates and thoroughfares.

SUPPLIER SPOTLIGHTS

FIBREBOND

Fibrebond designs and builds primary and backup power solutions. In our ASH1 facility, Fibrebond's modular electronic room bridges the gap between our main data hall and backup generators. Their solution helps Cologix continue our strong results on uptime in our facilities. Fibrebond's buildings are intentionally built with their waste streams in mind. Fibrebond's build process focuses on the elimination of waste and dead material by streamlining the shapes and sizes of their design beams. This process creates modular and highly adaptable rooms that fit in our data center build footprint. Fibrebond's design reduces thousands of pounds of waste in production, improving both cost and sustainability. We are proud to work with Fibrebond, a company with a mutual dedication to sustainable practices.

ROLLS-ROYCE

Rolls-Royce Power Systems division provides world class solutions and complete life cycle support to ensure their customers have sustainable drive and power generation solutions. Cologix has worked with Rolls-Royce across numerous facilities to provide emergency backup power solutions in our data centers. Rolls-Royce matches our dedication to environmental excellence, which is demonstrated through their extensive commitment and action to reduce their greenhouse gas footprint. They have already met their 2025 goal to reduce energy use in their operations and facilities by 50%, normalized by revenue, and are 67% of the way to achieving zero greenhouse gas emissions in their operations and facilities by 2030. Rolls-Royce sustainability initiatives touch every part of their business, and we are excited to continue our partnership toward a more sustainable future together.

Data Tables

SILICON VALLEY, CALIFORNIA

ABOUT THIS REPORT

Cologix is proud to produce our 4th annual ESG report sharing our progress and data related to Cologix's ESG journey and the topics material to our ESG performance.

This report includes data specific to our 2023 fiscal year but may also include initiatives launched in early 2024. We have included in this report the topics we feel our key stakeholders are most interested in, as well as those with the 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 and the Task Force on Climate-Related Financial Disclosures (TCFD).

COLOGIX 2023 SASB INDEX

Cologix is proud to disclose the recommended metrics for Sustainability Accounting Standards Board's (SASB) framework for software and IT services.
We have reported here all metrics in this standard that 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, 2023 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: 326,436,301 (2) Percentage grid electricity: 100% (3) Percentage renewable: Will report on this metric in 2024 ESG Report.
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 AND 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's 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 (Iaas) 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 AND MANAGING A GLOBAL, DIVERSE AND 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 2023 employee surveys, employee engagement is 94% 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 21% female, 12% racially/ethnically diverse. In Canada, management is 6% female. (2) In the United States, technical staff is <1% female, 50% racially/ethnically diverse. In Canada, technical staff is <1% female. (3) In the United States, all other (non-technical) employees are 38% female and 30% racially/ethnically diverse. In Canada, all other employees are 20% female.

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
INTELLECTUAL PROPERTY PROTECTION AND 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		
A) TC-SI-550a.1	Number of: (1) performance issues (2) service disruptions (3) total customer downtime	In 2023, Cologix experienced 100% uptime.
B) 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 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 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 and ESG Strategy Officer Page Haun. This group reports results regularly to the larger ESG Steering Committee, Laura Ortman 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 ensures 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 $25 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 outlines our goal to achieve carbon neutrality in Scope 1 and 2 emissions by 2030. We intend to follow 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. 11 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. 15.
B) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	See p. 19 of this report.
C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See p. 18 of this report.

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