The Power of **Connection**

ESG REPORT 2024

cologix

Introduction

Montréal, Quebec

The Power of Connection

A Message from CEO Laura Ortman

In our industry, "connection" is a technical term, used to quantify speed or latency or categorize interconnection of infrastructure. At Cologix, connection means so much more. The power of connection is more than technical, it's a defining force in how we operate, grow and lead. Connection means aligning our people, platform and purpose in ways that move our business, our customers and our industry forward.

The importance we place on connection and connectivity is evident in the relationships we've built with customers and business partners, in the ecosystems we're scaling to support AI and cloud workloads, and in the way our teams work together with a shared sense of urgency, agility and care. As we reflect on 2024, we've seen the power of connection drive incredible outcomes in execution and impact across our footprint – from new data centers and markets to strengthening relationships to our customers and partners to ongoing positive engagement with our team members.

We're proud of how far we've come and excited about where we're heading. This year's ESG milestones demonstrate that momentum. I'm especially proud to highlight:

- **Maintaining strategic energy management:** We continued to emphasize the use of renewable and carbon-free energy sources, with 65% of our energy from carbon-free sources in 2024, even in a year when our footprint grew significantly. This is another step toward meeting the long-term energy goals that are necessary for our entire industry to maintain trust with our stakeholders and show our ongoing care and connection to the environment.

- **Scaling efficiently and responsibly:** Our ongoing investment in efficient building design aligns directly with our growth strategy at Cologix. By considering water, energy and materials efficiency in our Basis of Design, we are underscoring our dual commitment to innovation and sustainability.

- **Growing our team:** We welcomed more new team members to the Cologix family in 2024 than in any year of our history. We are hiring not just for today's needs, but for our future. Having the right people and the right skill sets at Cologix builds our momentum for the future. We will continue to build engagement programs to ensure our culture remains strong as we continue to grow.

- **Driving professional advancement:** Career development became a more formal pillar of our culture, with initiatives aimed at career pathing, leadership development and professional education development.

Connection makes this all possible.

It's how we exceed expectations by serving our customers, enable innovation and make progress on our ESG Roadmap. Our culture values winning together, building strong relationships and shared purpose. Together, we all move Cologix forward, and we know that culture continues to be critical and one of our unique differentiators.

As we look ahead, we know the data center industry and the sustainability landscape are changing faster than ever, and we will evolve with them. But our core values won't change. We will continue to lead with integrity, invest in sustainable growth and center our decisions around our people, our customers and our communities.

Thank you for being part of our journey — and for believing in the power of connection.

Sincerely,

LAURA ORTMAN
CHIEF EXECUTIVE OFFICER

"As we look toward 2025 and beyond, we know the data center industry and the sustainability landscape within it are continuing to evolve, and so will Cologix. As we grow, the core values that have been the foundation for our success won't change."
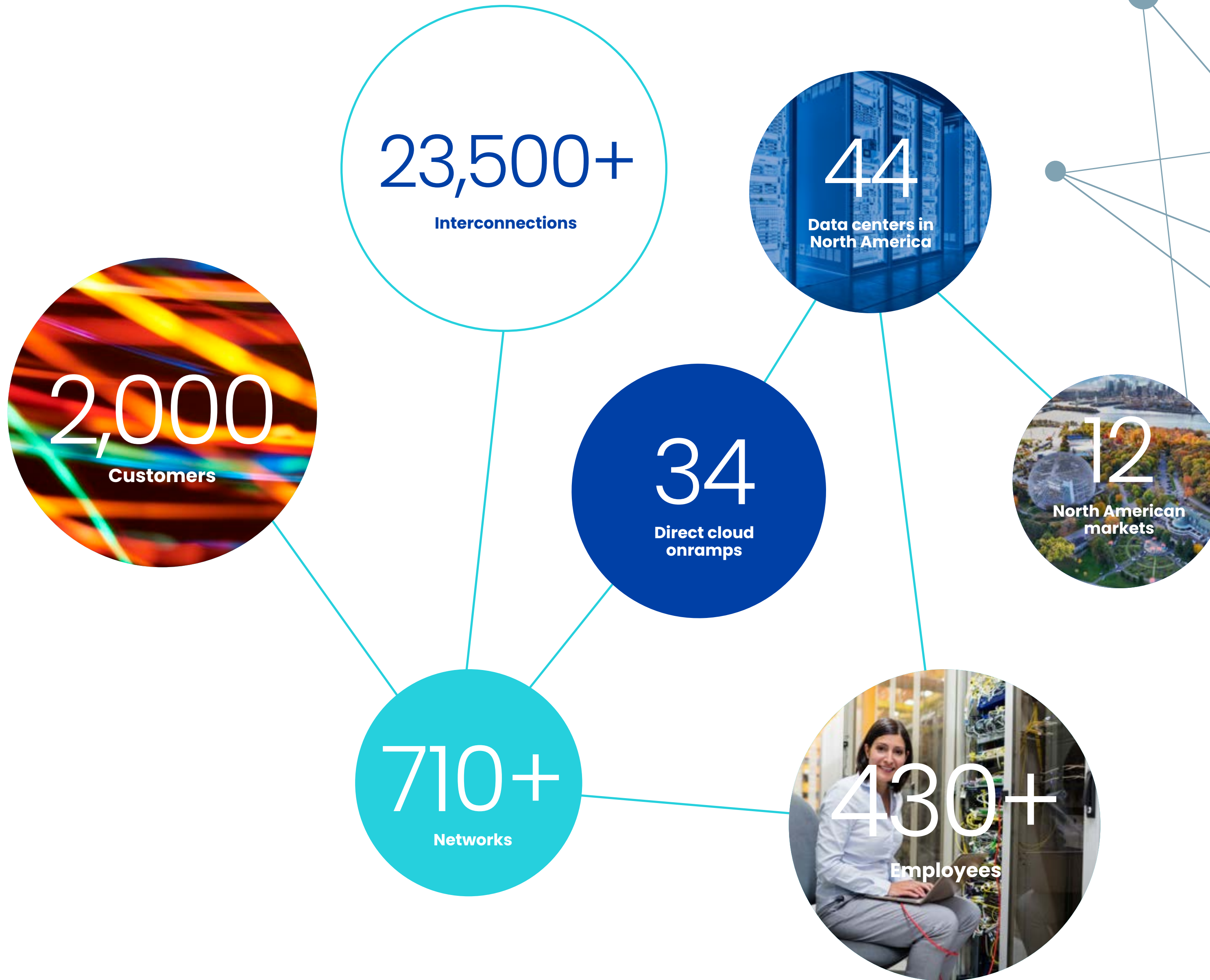
–**LAURA ORTMAN,** CEO

About Cologix

Based in Denver, Colorado, Cologix is a leading North American network-neutral data center provider. With a robust presence spanning 44 data centers across 12 strategic North American markets, Cologix empowers connectivity to ecosystems at the digital edge. Our commitment to network- and cloud-neutral interconnection, coupled with colocation services, ensures optimal outcomes for our customers.

Cologix offers an extensive selection of 710+ networks, 34 onramps and 350+ cloud providers within our network-neutral Meet-Me-Rooms, granting access to robust and scalable ecosystems in North America.

23,500+
Interconnections

44
Data centers in North America

2,000
Customers

34
Direct cloud onramps

12
North American markets

710+
Networks

430+
Employees

Cologix's Geographic Footprint

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

Cologix's Approach to Connection

Building a Sustainable Business Ecosystem

The digital economy cannot thrive without trusted, scalable and sustainable infrastructure. At Cologix, we're proud to be a part of this critical infrastructure that businesses of every size rely on — from hyperscale cloud providers fueling global AI breakthroughs, to businesses, hospitals, utilities and public institutions at the heart of local communities. And it's more than just about delivering capacity: our platform has been purpose-built to support the interconnection that's essential for thriving and resilient ecosystems that keep everyday systems and the economy running smoothly.

Our approach to growth is founded upon a belief in partnership and

a shared commitment to long-term results. We don't just serve customers. We build ecosystems that facilitate our customers' growth and that impact our entire industry. Whether it's a cloud provider expanding their edge footprint, a university advancing research through AI or a regional healthcare system that can't afford a minute of downtime, we understand the critical role we play.

The Power of Connection means building trust across our value chain, from our partners and customers to suppliers and communities.

Since our inception, we have taken a multi-phased approach to building a comprehensive cloud and now AI 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 that enable even more growth and opportunities for our customers. As Cologix has grown, our cloud onramps and AI-ready infrastructure position us as a catalyst for an evolving industry. We continue to build our cloud and AI ecosystems to ensure we have the infrastructure and the partners and providers necessary to meet the needs of our customers.
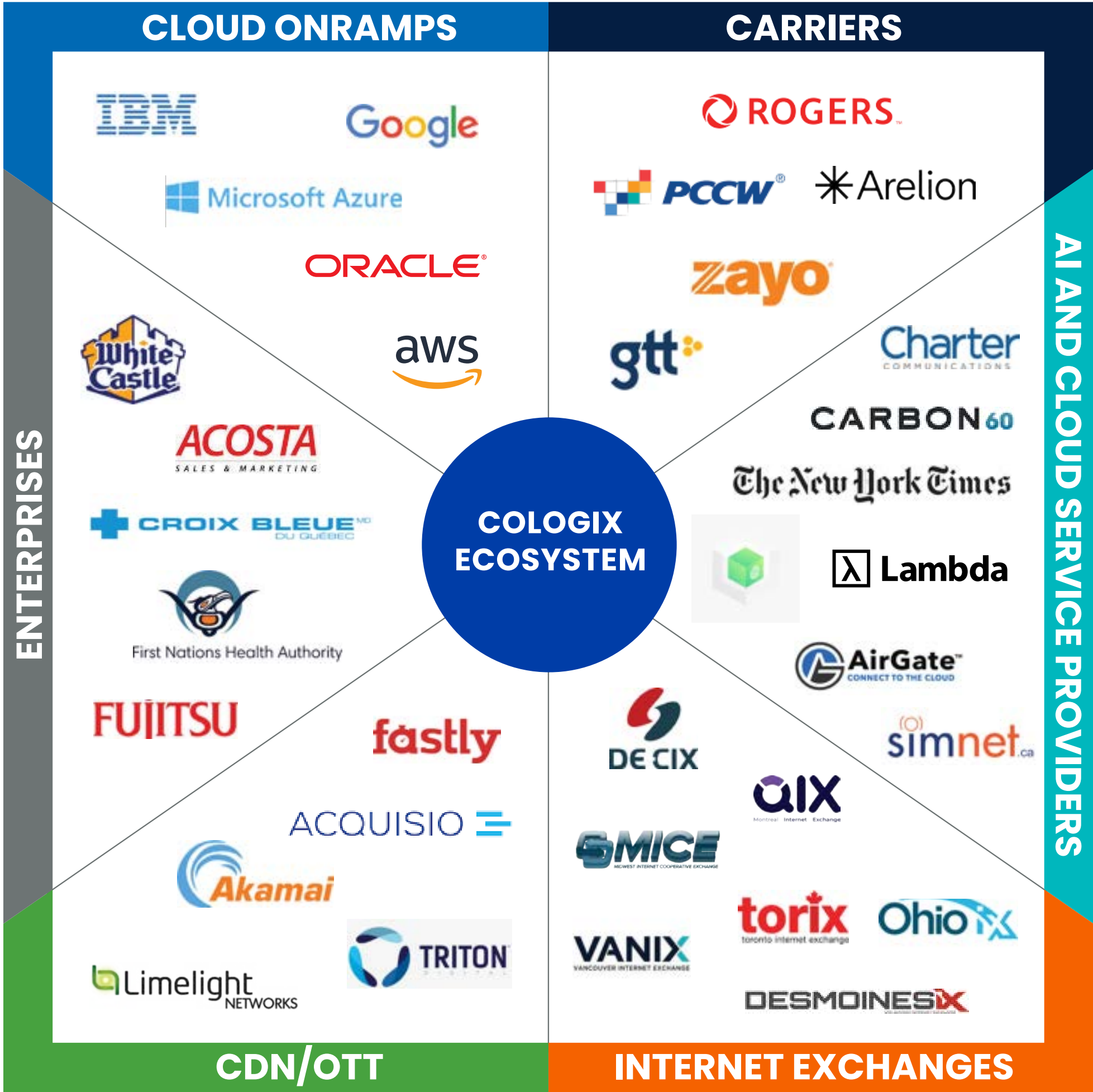
"Connection isn't just what we enable—it is our way of being at Cologix, a company that believes in the power of partnership and being strong together. At Cologix, we recognize that our role goes beyond infrastructure. We are building the ecosystems that power innovation, resilience and access across industries and communities."

–DAWN SMITH, PRESIDENT

Our Cloud, AI 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.

CLOUD ONRAMPS

CARRIERS

ENTERPRISES

AI AND CLOUD SERVICE PROVIDERS

CDN/OTT

INTERNET EXCHANGES

COLOGIX ECOSYSTEM

Enhancing Customer Experience

In today's digital economy, data centers are crucial for businesses to have reliable and secure IT infrastructure. With customer expectations growing in our industry, we are adapting and innovating to enhance the Cologix customer experience. In 2024, we continued to evolve our customer experience expertise, increasing our scalability and flexibility for our customers based upon their business needs, preferences and growth strategies.

Quarterly Business Reviews (QBRs) play a crucial role in our relationships. These meetings offer a valuable opportunity to understand dynamic needs, assess our performance, address any challenges, align strategic goals and drive continuous improvement.

In 2024, we also launched a new customer portal, InLogix, that puts actionable information at our customers' fingertips, enhancing their decision making. Our goal is to help our customers achieve their desired outcomes and maximize the value of our platform for their success.

"At Cologix, delivering an exceptional customer experience isn't just a goal — it's a core value that guides everything we do. We're committed to building lasting partnerships by truly understanding our customers' needs and consistently exceeding their expectations."

–CHRIS HEINRICH,
CHIEF REVENUE OFFICER

Defining ESG at Cologix

In 2025, we are celebrating our fifth year of investing specifically in ESG and publishing an annual ESG Report. This process began with a comprehensive materiality assessment in 2021. Each year, we have looked carefully at the topics we identified in that assessment and ensured they continue to match our processes and initiatives in sustainability, social impact and ethics across our operations. Every year, we engage our stakeholders to ensure we keep abreast of the topics that are important today in our industry and for our communities. 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.

In 2025, we plan to complete a comprehensive update of our materiality strategy, ensuring our roadmap is aligned with the data center industry today.

Cologix's Key Stakeholders

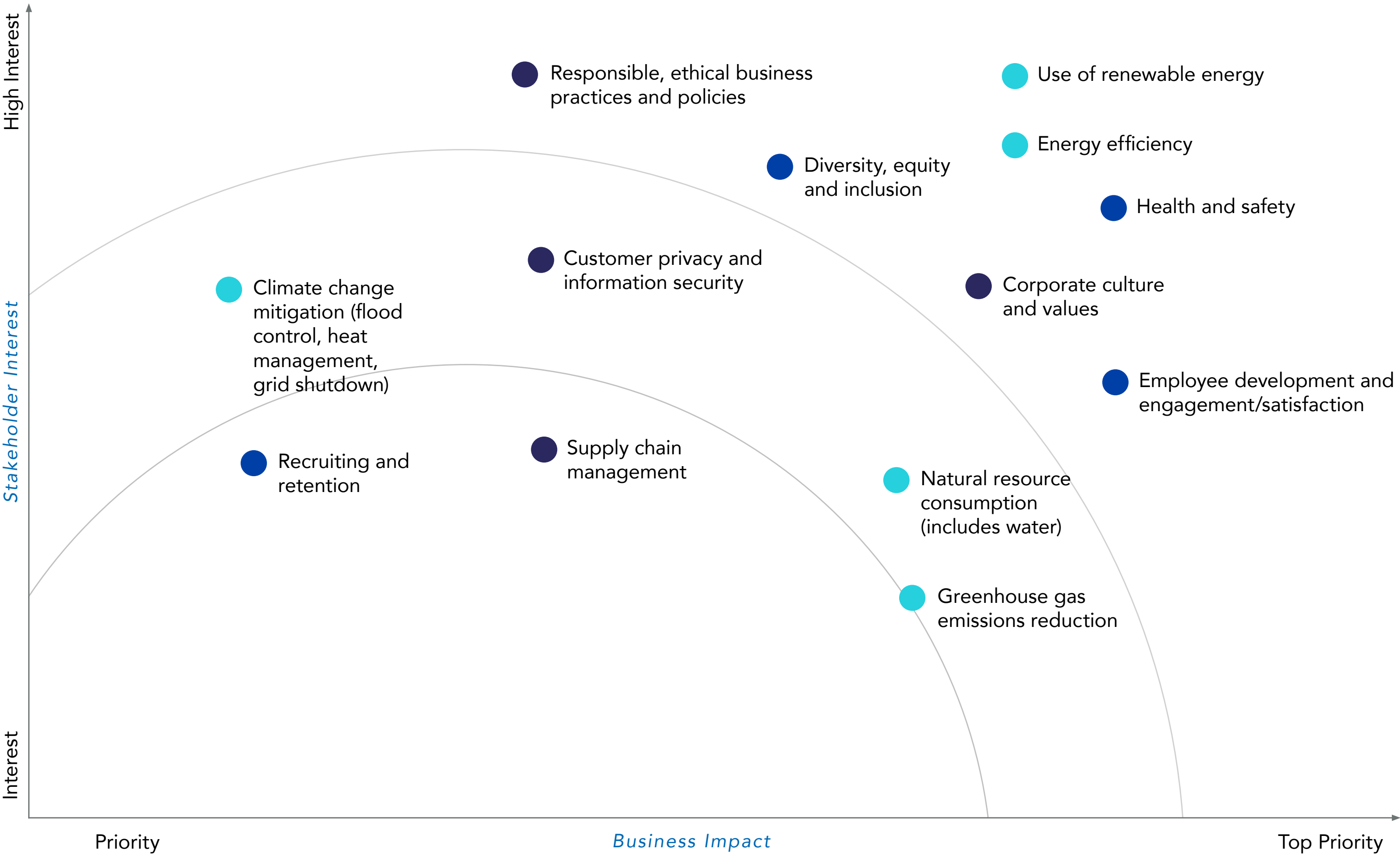|	
Employees	Customers and Prospective Customers
Investors	Utility Partners
Utility Partners	Community Members
Suppliers and Ecosystem Partners	Industry Groups
Industry Groups	Regulators and Policy Makers

Cologix Materiality Matrix

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

E Environment

S Social

G Governance

Stakeholder Interest

High Interest

Interest

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

Priority — Business Impact — Top Priority
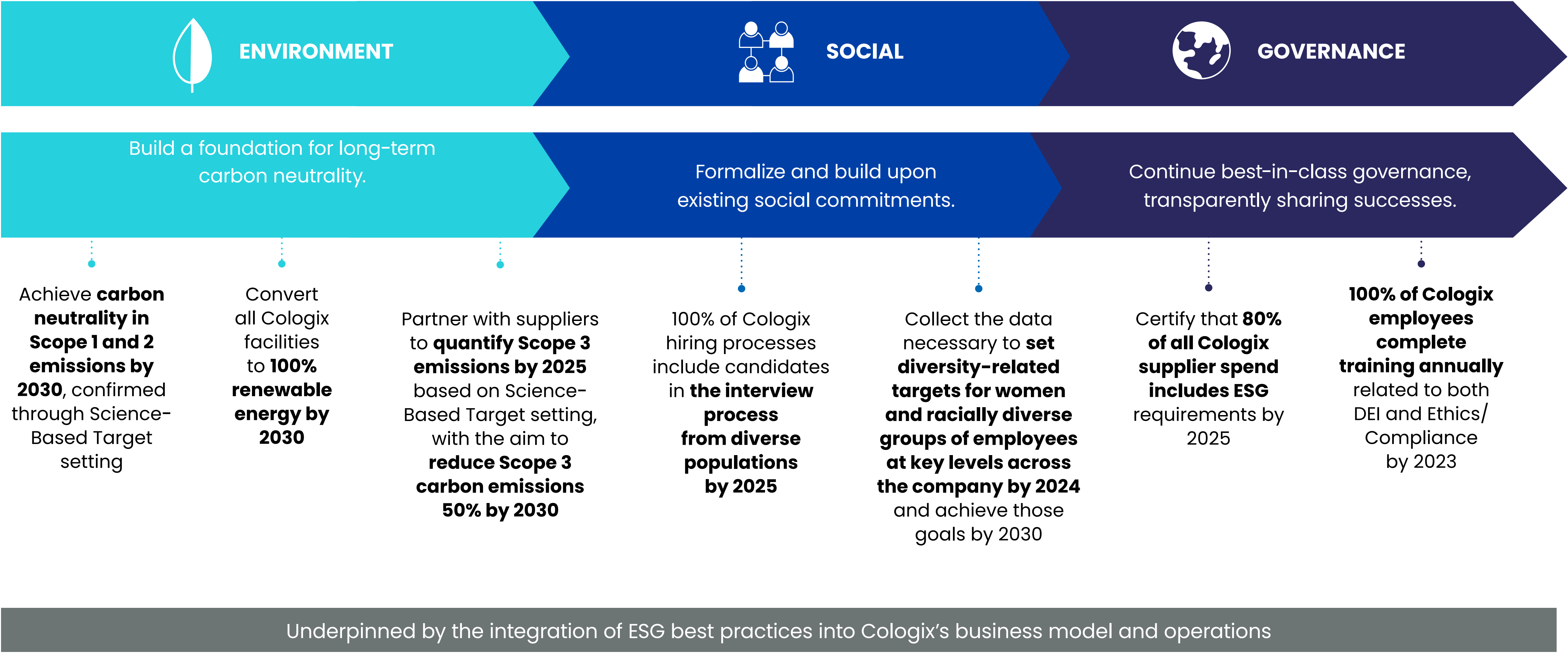
Cologix ESG Roadmap
Connecting Business and Impact Seamlessly

Staying connected to our stakeholders means continuing a transparent process to build our goals related to environmental responsibility, social impact and good governance. In 2024, we began a process that continues throughout 2025 to evaluate the ESG Roadmap we launched in 2022 and determine how its goals align with our business strategy and the industry landscape today. As we review our materiality assessment, we will also consult our key stakeholders on our ESG focus areas. In this report, we have already streamlined our key performance indicators (KPIs) in each area of focus to further strengthen our processes and transparency in our initiatives. Within each section of this report, we provide additional insights into our 2022 ESG Roadmap processes, including goals, progress and specific KPIs. On the next page, you will find a snapshot of Cologix's current ESG Roadmap.

Cologix ESG Roadmap

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

Key Performance Indicators

In our 2023 ESG Report, we added to our process a set of key performance indicators (KPIs) that align with our business strategy and ESG Roadmap. These KPIs, along with our reporting on key framework metrics including SASB, TCFD, GRI and in the future ISSB, form the metrics by which we will judge our ESG performance. In 2024, we continued to refine these KPIs and ensured they aligned with our existing business practices.

ESG KPIs

ENVIRONMENT KPIs	2024
Number of sites screened using climate risk software	100%
Power Usage Effectiveness (PUE) average across footprint	1.486
Scope 1 and 2 emissions and intensity per square foot	0.03
Water Usage Effectiveness (WUE) average across footprint	0.203
Total carbon-free energy	65%
ESG CapEx Projects since 2016 (#)	700+

SOCIAL KPIs	2024
Recognitions shared through employee awards platform	1,900+
Lost Time Injuries (LTI) annually	0
Employee connection events/ engagements hosted annually	25+
Percentage of employees offered benefits plans	100% of FTE
Employee engagement percentage (Net Promoter Score, based on survey)	+52
Employee attrition percentage (voluntary)	8.67%
Percentage of new hires referred by current employees	22%

GOVERNANCE KPIs	2024
Number of ESG Committee Meetings	12+
Board diversity percentage	33%*
Percentage of facilities compliant with ISO 27001, SOC 1, SOC 2, HIPAA and PCI-DDS	100%
Data centers with Business Continuity and Disaster Recovery planning (BCDR) in place	100%
Reportable data breaches	0
Facility uptime across footprint	99.999%

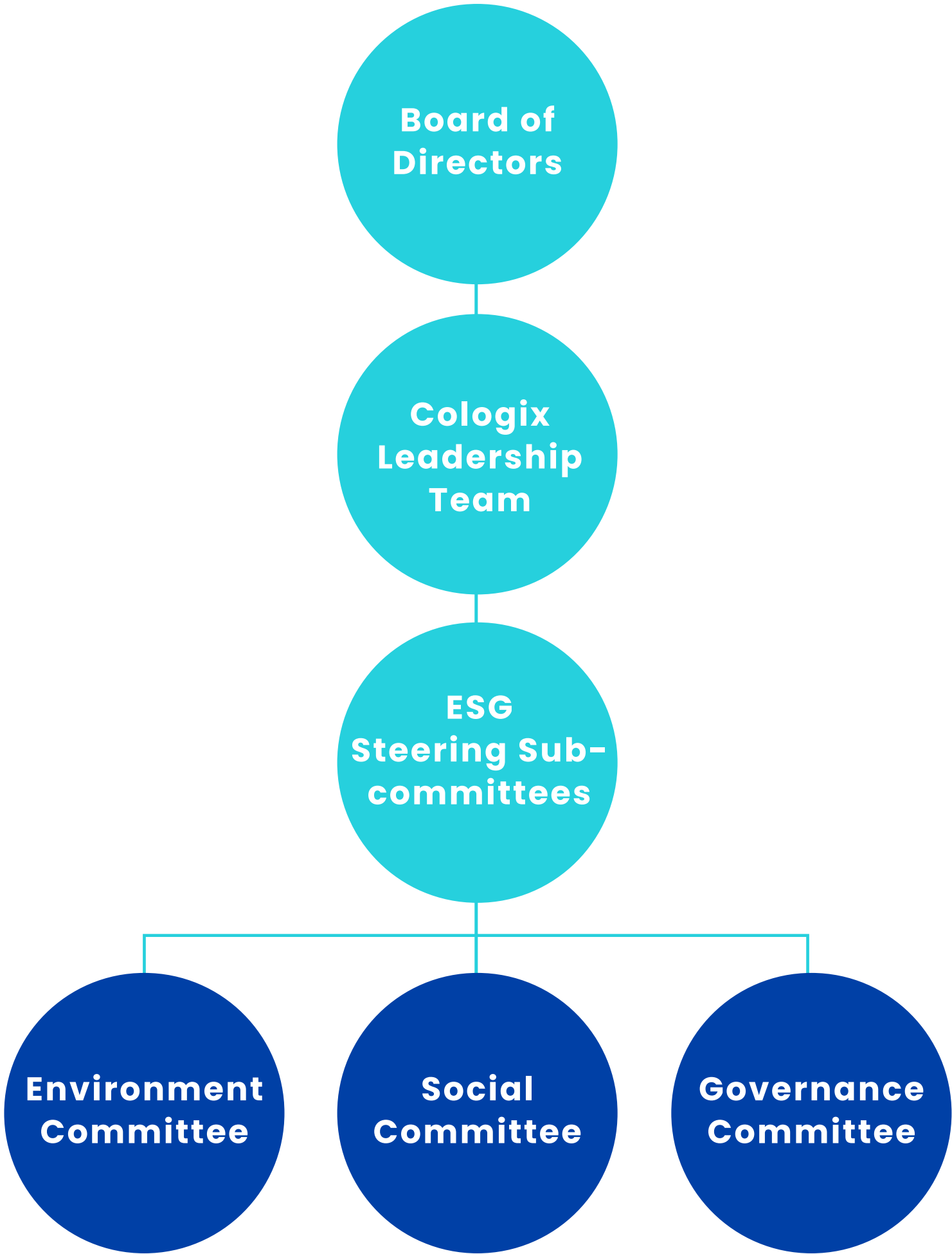* Includes Board members serving through November 2024.

ESG Governance

In 2024, our ESG Steering Committee continued to play a central role in guiding the implementation of our ESG KPIs and Roadmap. Made up of cross-functional leaders whose responsibilities align with our most material environmental, social and governance topics, the committee is led by Chief Marketing and ESG Strategy Officer Page Haun. Dedicated subcommittees for each ESG pillar meet regularly to advance initiatives, track progress against our goals and provide structured updates to the CEO, Cologix Leadership Team and our Board of Directors.

We remain committed to fostering open, inclusive dialogue around ESG. The committee maintains an open-door approach, encouraging all Cologix employees to share ideas and feedback. We continue to create intentional spaces for this dialogue through our frequent ESG updates that allow employees to engage directly, ask questions and challenge assumptions. In 2024, we hosted one dedicated ESG forum and integrated ESG discussions into company-wide all-hands meetings, ensuring these topics remain visible and actionable across the organization. We also maintain an ESG-related email address that allows employees to share ideas and questions throughout the year.

ESG Governance Structure

- Board of Directors
- Cologix Leadership Team
- ESG Steering Sub-committees
  - Environment Committee
  - Social Committee
  - Governance Committee

Environment

At Cologix, our commitment to environmental excellence builds powerful connections, linking our growth to responsible innovation, our customers to sustainable solutions and our industry to a more resilient future. As we expand across North America, we are committed to reducing our environmental footprint while meeting the rising demand for digital infrastructure. By investing in energy-efficient technologies, optimizing resource use and collaborating with our suppliers and partners, we ensure that sustainability isn't just an initiative, it's a driving force behind everything we do. Our commitment to environmental excellence strengthens our connection to our customers, communities and a cleaner tomorrow.

Materiality Topics Included

Climate change
mitigation

Reduce
greenhouse gas
emissions

Energy efficiency

Use of renewable
energy

Natural resource
consumption

Our Environmental Actions: A Strategic, Sustainable Future

Environment KPIs	2024 Results
Number of sites screened using climate risk software	100%
Power Usage Effectiveness (PUE) average across footprint	1.486
Scope 1 and 2 emissions and intensity per square foot	0.03
Water Usage Effectiveness (WUE) average across footprint.	0.203
Total carbon-free energy*	65%
ESG CapEx Projects since 2016	700+

* Includes energy billing totals supplied from local electrical grids related to hydroelectric, solar, wind and nuclear energy.

2024 Actions and Results

2024 Goals and Activities	2024 Results
Identify the operational and external levers necessary to maintain a clean energy portfolio.	Cologix's energy procurement practices balance customer needs, market constraints and our overall ESG goals. Our dedicated energy team is now led by a Chief Energy Strategy Officer, hired in 2024 to lead this function.
Develop the internal management processes and systems necessary to accurately measure, report on and ultimately decrease our environmental impact across the company.	Adding to our 2024 report additional categories of Scope 3 emissions (purchased goods and services, capital expenditures and business travel). Continued our process to accurately measure and report on water and waste across operations.
Incorporate a clean energy portfolio into the cost structure and customer offerings of every Cologix facility.	Cologix provides and will continue to make 100% renewable energy options available to customers in every location.
Align our internal environmental strategy to globally accepted certification frameworks and targets.	Actively spearheading a process to evaluate our ESG Roadmap throughout 2025 to determine new short- and long-term goals for Environment.

Environment

As the data center industry grows, we recognize our commitment to responsible environmental impact must grow as well. At Cologix, sustainability is a key foundational element to our company strategy. That means aligning our environmental policies with renewable energy procurement processes and actively working to reduce our carbon footprint across our operations. In addition, it means providing renewable energy options for our customers in every Cologix facility. In 2024, we continued to make environmental management and certification a priority across the Cologix geographic footprint, launching our implementation process to achieve ISO 14001 across all facilities and continued investment in Energy Star certification in key U.S. locations. We expect all Cologix facilities to achieve ISO 14001 certification by the end of 2025.

$48M+
ESG-related CapEx project investment since 2016

$17M
ESG-related CapEx project investment in 2024

700+
ESG-related CapEx projects since 2016

65%
Carbon-free energy across our footprint
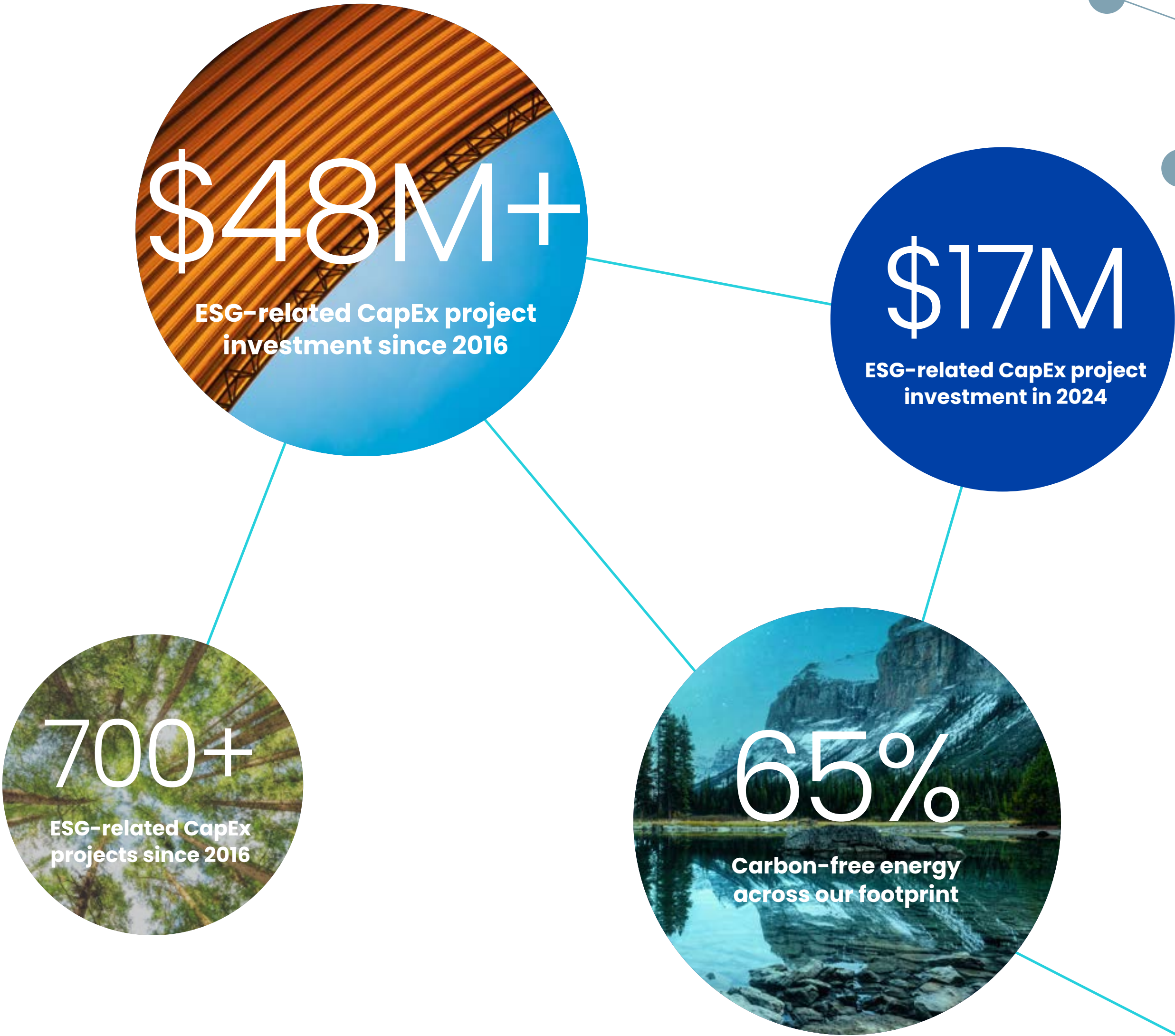
Addressing Climate Change

Building Carbon-Free Capabilities

We recognize the critical role we play in addressing climate change and remain committed to taking meaningful action to reduce our environmental impact. As we continue to expand, we are actively evaluating our greenhouse gas (GHG) emissions goals to ensure they align with the latest science, our industry's best practices and our long-term sustainability vision.

We remain committed to ensuring our long-term goals around GHG emissions and climate change align with science-based target setting processes globally. Since we began reporting on our emissions footprint in 2021, we have expanded year-over-year the depth of our emissions footprint reporting. In this report, we continued to expand our Scope 3 reporting to include new categories that represent a larger portion of our total emissions footprint. We have followed, in our emissions reporting, the standards of 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 also disclose information regarding our emissions to ratings and evaluation agencies including EcoVadis and will complete our first submission to the Carbon Disclosure Project (CDP) in 2025.

As we are approaching our third full year actioning on the work of our ESG Roadmap, in 2025 we are working to ensure our energy procurement processes and growth strategy align as we evaluate our emissions reduction goals. We plan to announce updated targets in a subsequent report, ensuring our Roadmap reflects our most updated commitments.

With our 2024 hiring of Chief Energy Strategy Officer Shafaq Hedstrom, we continue to enrich our focus and progress on energy management. Learn more about how we are supporting these efforts in this section's Q&A with Shafaq here.

Our Emissions Footprint

In 2024, we once again achieved high percentages of carbon-free energy across our footprint, with 65% carbon-free energy. We continue to implement key strategies including renewable energy purchasing agreements, on-site energy reductions and more action on our goals to reduce carbon emissions. Our overall Scope 2 emissions grew in 2024, influenced most notably by the opening of ASH1 in Ashburn, Virginia. This facility is a 455,000 square foot, 120MW capacity facility that now represents 17% of Cologix's total square footage under management. Despite this growth, however, we were proud to maintain an emissions intensity (emissions per square foot under management) of 0.03, the same as 2023.

We also continued to build processes to measure and manage our Scope 3 emissions footprint. We focus on five relevant 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 publishing, for the first time this year, details related to these five categories.

As we grow, we are also building a process to measure and reduce the embodied carbon in our new construction projects. In 2025, we will be working with vendors to establish baseline carbon measurements for key greenfield projects, laying the foundation for a long-term lifecycle approach to sustainable building practices.

"We are consistently expanding our portfolio across North America in response to increasing demand from major global cloud providers and large enterprises. As we grow, we are committed to maintaining the low emissions intensity rate our customers expect from Cologix."

–BRIAN CROSS, SENIOR VICE PRESIDENT OF SALES

COL4 Baseline Emissions Calculations

It has been 10 years since Cologix entered the Columbus market, recognizing its role as a key technology hub for business and the rising demand for colocation services there. Today, we are the largest interconnection and colocation provider in the area and continue to grow our impact there. In 2024, we opened our fourth Columbus location, COL4. COL4 was the first operating AI-ready colocation data center in the region and provides seamless integration with cloud services to support the surge in AI applications.

Our data center operations team has worked side-by-side with our ESG Environment Subcommittee over the past five years to build a comprehensive overview of our GHG emissions footprint. This includes our Scope 3 emissions, including those from the construction of new data centers like COL4. The opening of COL4 in 2024 gave us a unique opportunity to work alongside our construction partners to develop a baseline set of emissions for this building project, from end to end. Our 2024 emissions data applies spend-based methodology in our Scope 3 emissions. With the work ongoing to use COL4 emissions as a baseline understanding for our construction-related emissions, we will be on a path to better quantify our emissions footprint and consider the embodied emissions associated with the lifecycle of a data center in the future.

CO2 Emissions at Cologix

	2021	2022	2023	2024
Square Feet Under Management*	1,542,700	1,610,700	1,901,744	2,671,469
Scope 1 Emissions (CO2e Metric Tons)	22.22	25.29	17.01	69.44
Scope 2 Emissions (CO2e Metric Tons) – Location-Based	59,923**	61,118	57,971	89,403
Scope 2 Emissions (CO2e Metric Tons) – Market-Based	-	-	-	89,244
Emissions Intensity (Scope 1 + Scope 2 emissions in MT/square feet under management)	0.04	0.04	0.03	0.03
Scope 3 Emissions Categories (CO2e Metric Tons)			84,755.70	82,821.16
• Category 1 – Purchased Goods and Services			3,064.96	3,725.74
• Category 2 – Capital Goods			80,395.23	77,655.48
• Category 5 – Waste Generated in Operations			192.71	162.64
• Category 6 – Business Travel			136.28	160.09
• Category 7 – Employee Commuting			966.52	1,117.21

*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.

Energy Management Strategy Q&A with Chief Energy Strategy Officer, Shafaq Hedstrom

Q: **What are the most important strategic considerations for Cologix's overarching energy strategy?**

A: At Cologix, our energy strategy includes connecting our customers to reliable, sustainable energy solutions that align with their business needs while advancing our ESG commitments. As data center demand surges, securing access to power has become increasingly complex, particularly in constrained markets. That's why we're taking a proactive approach, leveraging deregulated energy markets, investing in innovative behind-the-meter solutions and collaborating closely with utilities and regulatory bodies to drive more sustainable outcomes.

Q: **Your team has developed a truly customer-centric approach to energy solutions development. What does a "customer-first" approach entail for Cologix?**

A: Cologix is uniquely positioned to serve enterprises, financial institutions, healthcare providers and cloud connectivity partners, among others with distinct energy preferences. Our customer-first approach means we design our strategy to meet diverse customer needs related to energy. We are executing a comprehensive energy strategy deploying a diverse mix of energy sources to ensure power supply and reliability for customers.

Q: **Energy markets create both opportunities and restrictions in energy procurement. How do you see market forces affecting our energy strategy today and in the future?**

A: Many of Cologix's facilities fall within deregulated power markets that give us greater control over our energy mix. This allows us to procure cleaner energy options and navigate market fluctuations more effectively than in traditionally regulated utility markets. As power reliability concerns grow, our ability to source diverse energy solutions in deregulated markets ensures that we can balance sustainability, cost and resilience for our customers.

Q: **How do you see Cologix rising to the challenge of energy management in the future?**

A: Rising power costs, stricter utility requirements and evolving regulatory landscapes present ongoing challenges in energy procurement. We are actively working with utilities, regulators and industry partners to advocate for balanced solutions that support both growth and sustainability. Additionally, as we continue our evaluation of greenhouse gas reduction targets, we are exploring long-term procurement strategies that align with our customers' evolving sustainability needs and balance costs.

Q: **What are some of the most exciting innovations you see for Cologix in the near future?**

A: A prime example of our forward-thinking approach is our 25MW fuel cell project, one of the first of its kind in Columbus, Ohio. In partnership with the local utility, we are deploying fuel cell technology as a behind-the-meter solution at our Cologix Johnstown campus. Unlike traditional combustion-based power generation, fuel cells produce cleaner energy with significantly lower emissions. In Ohio and within PJM, fuel cells are recognized as a renewable energy resource under the state's Alternative Energy Portfolio Standard (AEPS), making this first-of-a-kind project a landmark step in our sustainability journey. This initiative underscores Cologix's leadership in energy innovation and our commitment to finding scalable, lower-carbon energy solutions in challenging markets.

Energy Management
Our Transition to Renewable and Carbon-Free Energy

The data center industry is dependent on robust energy management systems and energy availability to build the most innovative solutions for our customers. With each of our data centers, we consider the ways we can improve energy efficiency and implement innovative technologies to reduce our energy footprint and build a foundation of lower carbon options for Cologix and our customers.

In 2024, Cologix's average Power Usage Effectiveness (PUE) was 1.486, which remains lower than the global industry average of 1.56. We also procured Renewable Energy Credits (RECs) for key customer-related deployments in 2024, advancing our commitment to reducing our carbon footprint and

promoting sustainable energy practices. We continued our use of the Jupiter Intelligence assessment, using insights to strengthen our climate risk mitigation. We also expanded our ISO certifications and Energy Star processes in 2024.

Across our North American footprint, each of our data center operations teams is collaborating with our sales teams, energy teams and our customers directly to find ways to make our data centers most efficient. In 2024, we continued to invest in energy management projects and initiatives that emphasize environmental excellence in general.

More than $16.5 million in capital expenditures were made in 2024 related to environmental management and

energy reduction, totaling $48 million in environment-related investment since 2016. For example, at SV1 in California, we completed a cooling optimization project in 2024 that uses AI to efficiently manage and adjust cooling systems, maintaining a consistent optimal temperature across the data center. This project included the installation of 67 cooling units to establish baseline data across 746 environmental sensors in the facility. The cooling optimization unit lives in a dedicated, on-site appliance providing direct cooling control and an offline AI engine controlling algorithms and sensor databases across the facility. This optimization project is a perfect example of a project where cost optimization and sustainability goals align.

ENERGY STAR Guiding Our Way

Cologix data centers ASH1, COL1, COL2, COL3, JAX2 and SV1 have earned EPA'S ENERGY STAR certification. To be eligible, a building must score 75 or higher, indicating it performs better than at least 75% of similar buildings throughout the country. The score, which is calculated within EPA's ENERGY STAR Portfolio Manager Tool, factors in various criteria, including differences in operating conditions and regional weather data.

"Pursuing certifications including ENERGY STAR, ISO 14001, EcoVadis and others, pushes our teams across Cologix to manage our facilities to high standards for environmental excellence. More and more, we are seeing how important these certifications and ratings are to our customers. They provide an important indicator for ESG excellence our customers can trust."

–TARA RISSER, CHIEF BUSINESS OFFICER

Natural Resource Management

In 2024, Cologix continued to prioritize responsible land management as part of our commitment to environmental stewardship. We actively seek opportunities to enhance and protect the natural ecosystems surrounding our facilities, implementing sustainable practices that support local habitats. As we grow, we remain focused on minimizing our environmental footprint and integrating biodiversity-conscious strategies into our operations, ensuring that our expansion benefits both our business and the communities where we operate.

Cologix's new MTL8 facility in Montréal was designed with ecological restoration in mind, specifically working to recreate a sustainable wooded environment that mimics the local natural ecosystem. The project team focused on preservation and restoration of native species that are well-adapted to the area's climate and soil. The extensive project included planting 574 new trees and preserving 83 existing trees. This project will be a part of our LEED Gold pursuit at this site, with 97% of the site's land remaining vegetated green space.

Building Ohio Responsibly

Cologix is expanding in Columbus, Ohio, with the completion of our fourth and most advanced data center, COL4. This state-of-the-art facility spans 256,000 square feet and delivers 50MW of power, positioning us to meet the escalating demands for AI and cloud integration. Designed with sustainability at its core, COL4 incorporates energy-efficient LED lighting and EV charging stations, and is constructed following Leadership in Energy and Environmental Design (LEED) principles.

Beyond environmental considerations, our expansion in Ohio underscores our dedication to community engagement and economic development. In addition to investing in the local infrastructure and creating job opportunities, contributing to the region's growth, we foster an inclusive workforce. Our initiatives in Columbus exemplify how strategic development can drive technological advancement and community enrichment simultaneously.

Water

Water serves as a critical resource within data center operations, primarily utilized for cooling systems. Responsible water use is important, not just in water-stressed areas, but across our facility footprint. We are working to minimize water use overall and emphasize responsible water management in all Cologix data centers.

Cologix facilities prioritize the use of closed-loop water systems, aimed at recycling water whenever possible rather than releasing it into the environment. We 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. We work hard to quantify our water usage across our facilities and calculate Water Use Effectiveness (WUE). This involves meticulous data collection from water bills and the assessment of average usage per employee in locations where detailed water use statistics are unavailable. In 2024, our WUE decreased year-over-year, reaching an average of 0.203 across our facilities, significantly lower than the industry average of 1.8.

Our Basis of Design for new facilities is forward-thinking, including for water management and minimizing water use. We are implementing alternative cooling systems at several sites, diminishing water use almost entirely. We are also continuing to explore ways to use reclaimed water for landscaping, reclaimed waste for heat solutions and other solutions that may be available to us.

Waste

Waste reduction and recycling are an important aspect of our sustainability initiatives at Cologix. While our overall waste footprint is small, given that the human traffic in our data centers day-to-day is small, we rely on our local operations experts to track and evaluate our waste and recycling footprint and ideate new ways to minimize our waste generation. Together with these leaders at our local facilities, we are optimizing recycling systems and promoting the mindset of a circular economy in our data centers.

In 2024, we continued to assess our solid waste streams across our facilities, gathering waste data from all facilities including data on waste in landfills and with recycling partners. We continued to evaluate options for recycling where we are not currently collaborating with recycling providers.

In 2024, we continued our electronic waste (e-waste) recycling program in New Jersey and Denver with our partner Staples. To date, the program has already recycled more than 13,820 pounds of electronics, preventing more than 105,016 pounds of CO_2e 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.

Building Sustainability Strength in Canada

Cologix was a pioneer in providing network-neutral interconnection and colocation solutions in the Canadian market. Our ecosystem and interconnection offerings are major advantages along with our constantly expanding Canadian footprint. Our growth in Canada has been a cornerstone of a strong renewable energy footprint and a foundational strength in our overall ESG program. Our concentration in key urban centers – Montréal, Toronto and Vancouver – means we are uniquely positioned to bring sustainable data center options to our customers in the strategic markets they want to be. Montréal has become particularly enticing for many customers thanks to its cost-effective power solutions and strong commitments to sustainability. Our Montréal data centers have a very green story to tell, helping Cologix to align with our customers' sustainability goals.

As we continue to grow and invest in Canada, we are working to share more about our sustainability investments and programs. In October 2024, Cologix Chief Marketing and ESG Strategy Officer Page Haun spoke with the team from Sustainable Biz Canada, detailing our work build clean energy and emphasize sustainability in our 22 Canadian sites. We will continue to invest in the Canadian data center market, with interconnection and sustainability at the core of our business there – providing our customers with the products and in the markets they need to accelerate their business.

Social

At Cologix, the success of our ESG initiatives is predicated upon the dedicated work of the Cologix team and their deep connection to one another and the communities where they live and work. Our team members fuel innovation and shape our positive impact. At the heart of our social commitments is the health, safety, wellbeing and respect of our team members across North America. Together, we are crafting a thriving and more meaningful future.

Materiality Topics Included

Health and safety

Employee development and engagement/ satisfaction

Recruiting and retention

Culture and inclusion

Our Social Actions: A Team Built on Connection and Engagement

Social KPIs	2024 Results
Recognitions shared through employee awards platforms	1,900+
Lost Time Injuries (LTI) annually	0
Employee connection events/engagements hosted annually	25+
Percentage of employees offered benefits plans	100% of FTE
Employee engagement percentage (Net Promoter Score, based on survey)	+52
Employee attrition percentage (voluntary)	8.67%
Percentage of new hires referred by current employees	22%

2024 Actions and Results

2024 Goals and Activities	2024 Results
Continue to formalize social and culture strategies and initiatives across Cologix by establishing a steering committee to oversee activities across these initiatives.	Cologix's ESG Subcommittee focused on Social Impact is overseeing activities related to culture and Cologix's ERGs.
Implement social and cultural training options for all employees.	In 2024, we continued quarterly training in topics across employee culture, diverse perspectives and building inclusive environments, with 100% completion by Cologix team members.
Develop employee resource groups (ERGs) to continue to engage key employee groups across our footprint.	Cologix Women's Connection Network (CWCN), Culture Club and three local ESG Teams were active in 2024, with four additional local ESG Teams formed at the end of 2024.
Consistently build upon employee engagement and recruiting activities.	Transitioned to a new software recognition and reward platform to increase effectiveness of employee recognition across teams and locations. Continued to build opportunities for team members to connect and build camaraderie. Launched our formal Wellbeing Program.
Encourage employee volunteerism and community engagement.	Continued emphasis of Cologix's Volunteer Outreach Leave Time (VOLT) program, providing employees with paid time off for volunteerism. Also invested in volunteer time at key events throughout the year to give employees the opportunity to connect and give back together in person.
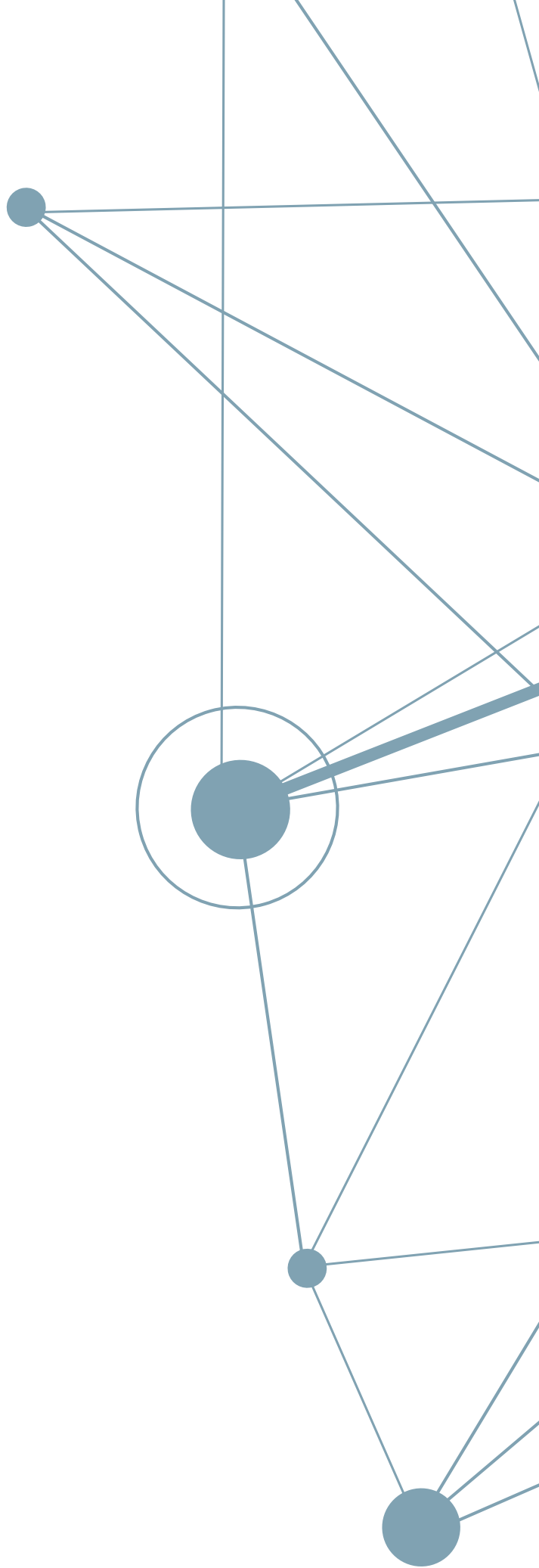
Social

At Cologix, our social impact is powered by the dedication, passion and expertise of our growing team. With more than 400 talented individuals, each person plays a vital role in shaping our culture and driving meaningful change. We are committed to empowering our employees with the resources and support they need to thrive, fostering an environment where the health, safety, wellbeing and respect of all people is at the core of everything we do. Our goal is to cultivate a workplace built on trust and transparency, where every voice is valued.

430+
Employees across the U.S. and Canada

1,900+
Recognitions shared through employee awards platform

25+
Employee connection events hosted in 2024

0
Lost-time injuries in 2024

6
All-hands meetings held in 2024

Health and Safety

Workplace Health and Safety

At Cologix, safety isn't just a priority, it's a part of our commitment to total team wellbeing and aligns directly with our TRUST values. We recognize the unique challenges of working in data centers, from construction activities to managing mechanical and electrical equipment. We take a proactive approach to workplace safety, ensuring every team member is equipped with the knowledge, training and tools needed to work with confidence and security.

Our comprehensive safety programs cover critical areas such as data center operations, fall prevention, ladder safety and more. We strictly adhere to local regulations, prioritizing forklift and personal lift training to reduce risks associated with heavy machinery. Given the specialized nature of our electrical systems, all electricians and maintenance personnel (whether Cologix employees or contractors) undergo extensive training and are outfitted with industry-leading protective gear. To further safeguard our teams, we enforce stringent lockout/tagout procedures to eliminate risks from hazardous energy sources during maintenance.

Beyond training, we continuously evaluate and refine our safety protocols through annual health and safety audits and meticulous tracking of workplace incidents. In 2024, we reported zero lost-time injuries, reinforcing our unwavering commitment to minimizing workplace accidents. Our goal is zero injuries, and we remain dedicated to fostering a safety-first culture that protects our team of more than 430 employees every day.

Employee Wellbeing

At Cologix, we believe that wellbeing includes a commitment to creating a supportive, engaging and thriving workplace. In 2024, we formalized our Wellbeing Program, ensuring that every employee has access to meaningful resources, activities and initiatives that promote a balanced and fulfilling work-life experience. Our program is built around five core areas: Physical, Mental, Social and Cultural, Intellectual and Environmental Wellbeing.

Key Wellbeing Initiatives in 2024

- **Cologix Women's Connection Network:** We hosted quarterly Women's Connection Network events, providing a platform for women across Cologix to support one another and grow their careers.

- **Culture Club Events:** Each month, our Culture Club brings employees together, fostering connections, engagement and fun.

- **Fitness Challenge:** In May, employees participated in our Fitness Challenge, demonstrating our collective commitment to physical health and wellness.

- **Kindness Week:** We launched Kindness Week in September to great success, reinforcing the power of positivity and gratitude in our workplace.

- **Mindful Mondays:** In August, we launched Mindful Mondays, sharing mindfulness principles to help employees cultivate balance and focus.

- **Quarterly Book Club:** Dozens of employees received a book each quarter and engaged in lively discussions.

- **Wellbeing Days:** To encourage employees to focus on their personal wellbeing, we introduced two dedicated Wellbeing Days — April 15 and October 28 — to allow our employees to recharge in ways that matter most to them.

By prioritizing wellbeing in all its forms — physical, mental, social, cultural, intellectual and environmental — we are creating a workplace where people thrive, connect and succeed together.

Cologix Wellbeing Initiative

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

4
Intellectual
Harnessing one's creative abilities, expanding knowledge and skills, and developing professionally.

5
Environmental
Caring for our planet and communities in ways that support wellbeing.

Wellbeing

As we reflect on the past year, we are proud of the programs we executed that have connected our teams, strengthened our culture and empowered our employees to prioritize their personal and professional wellbeing.

Investing in Learning and Growth

At Cologix, we recognize that continued learning is a key pillar of professional wellbeing. In 2024, we expanded our training and education opportunities. We extended our Women in Leadership program, providing pathways for career advancement for women at Cologix. We also launched a Dale Carnegie leadership program for new-to-leadership employees to build key competencies in our leaders including honesty, integrity, positively influencing others, development of others, effective communications and more. Dale Carnegie's Performance Change Pathway™ helps managers to create a process that emphasizes input, awareness, experience, sustainment and output as they build teams and drive organizational results.

In addition, we allocated for the first time to each Cologix department specific budgets for professional development, giving leaders the opportunity to build tailored professional development to meet employee and team needs.

Our Volunteer Outreach Leave Time (VOLT) program empowers employees to give back to causes they care about in the communities where they live and work. We were proud to see a 227% increase in participation in 2024, from 108 hours logged in 2023 to 354 in 2024. In addition, our Cologix Cares program — our charitable giving program launched at the end of 2023 — allowed us to make a meaningful impact again in 2024. Highlights of the 2024 program include a donation to help counter the impacts of Hurricane Helene and an end-of-the-year donation to five charitable organizations selected by our employees: St. Jude Children's Research Hospital, Wounded Warrior Project, Food Banks Canada, Covenant House and Ronald McDonald Children's Charities.

SPOTLIGHT

Cologix Cares Partners

In 2024, Cologix hosted our Sales Kick Off (SKO) event in Austin, Texas. There, we partnered with BigHope, a nonprofit organization providing accessible STEM education to nurture the brilliant minds of tomorrow's leaders. We know first-hand the importance of this kind of education for our industry – building skills from AI-assisted coding to robotics. At this fun and engaging event, we challenged our team to a game of "Are You Smarter Than a 5th Grader?" and donated $10,000 to help the organization continue its work.

Employee Development, Engagement and Satisfaction

Employee Engagement

With a team dispersed across North America, we know it takes hard work to develop a unifying company culture and build strong communications that emphasize our values and create team camaraderie. But we are committed to this. We are intentional in building engagement and connectivity across teams and employees.

Each year, we survey all of our team members to understand their current thoughts about multiple topics that guide our strategy. Team members share ratings on our leadership's effectiveness, overall satisfaction, engagement programs and more in this annual survey. We have consistently seen engagement scores above 85% with past surveys, and in 2024 adopted Net Promoter Score as our main KPI related to employee engagement. Net Promoter Score provides a score from -100 to +100 in terms of favorability. A score above +50 is considered excellent. In our 2024 employee sentiment survey, our Net Promoter Score from employees was a +52.

One of the many ways we ensure employee communication stays constant and open is by hosting regular all-hands meetings. Since 2021, we've held more than 30 all-hands meetings where the Cologix Leadership Team has shared company initiatives, major wins, next steps in key activities and recognized employees for their hard work. These meetings have been 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 Benefits

Through our TRUST values framework, we are committed to providing our employees with comprehensive benefits that support their health, financial security and overall wellbeing. We believe that investing in our people is essential to building a strong, engaged workforce, and we continuously enhance our offerings to meet their evolving needs.

All employees have access to robust retirement plans, including 401(k) options for U.S.-based employees and RRSP plans for our Canadian employees, both of which include company matches. These plans empower our team members to plan for their futures with confidence. Our Volunteer Outreach Leave Time (VOLT) program continues to provide full-time employees with eight hours of paid time off annually to support nonprofits of their choice, reinforcing our commitment to social impact and community engagement.

Over the past year, we have significantly expanded our benefits to offer more tailored, flexible options for our employees. In the U.S., we expanded from one benefits plan to four, giving employees greater choice and flexibility in their healthcare coverage. In Canada, we grew from one plan to three, ensuring better alignment with the diverse needs of our workforce. We introduced enhanced dental and vision benefits for U.S. employees, providing greater access to essential healthcare services. Paid time off in the U.S. remains unaccrued, giving employees continued flexibility in managing their time away.

Expanding Bereavement Leave

In 2024, Cologix adopted a new policy for bereavement leave for team members, providing employees with up to five days of paid time off from work after experiencing the death of a loved one. It was important to our leadership team members to remove from any definitions of which family members were included in bereavement leave policies. We also outlined that this leave may be taken continuously or separately, understanding funeral or memorial arrangements, resolution of financial matters and personal mourning is not linear. Employees are encouraged to work directly with their managers to craft arrangements if additional time is needed after a loss.

Employee Recognition

At Cologix, we know that our success is built on the dedication, talent and hard work of our employees. That's why we are committed to fostering a culture of appreciation, ensuring that every team member feels valued for their contributions. Our employee recognition platform serves as a central hub where colleagues and managers can recognize individuals and teams who go above and beyond. Highlighting employees in our "Weekly Warrior" and "Hero of the Month" programs shines a spotlight on individuals or teams and their outstanding performance, reinforcing the importance of teamwork, innovation and excellence across our organization.

This year, we launched a new initiative to celebrate our team members who have been with Cologix for seven or more years — our Colo-Versary program! In 2024, 70 employees reached this milestone, demonstrating their long-standing dedication to our mission and culture.

The Maskell Family Celebrates a Collective 50+ Years at Cologix

We are especially proud to recognize the Maskell family, whose deep-rooted commitment to Cologix has made a lasting impact over the years. Their journey with us exemplifies the values of loyalty, expertise and teamwork that define our success. Paul, Sean and Steve Maskell have all worked with Cologix. Sean says, "Who would have guessed that a small colocation startup in Toronto would become this absolutely amazing ride?" He calls his brothers Paul and Steve, and himself, the "three colocation amigos." Sean is celebrating 20+ years in the company, Steve nearly 18 years and Paul 16 years. Together, they are a force of good for their coworkers, customers and everyone they interact with at Cologix. Sean says their goal is "to be the best, to prosper professionally and personally and to create a legacy within this industry."

Inclusion

An Essential Part of Cologix's Values

For our company, a commitment to inclusivity is directly connected to our fundamental values and our TRUST framework. We believe we form talented and empowered teams by recognizing the need for respect, an inclusive environment and a diverse set of experiences and perspectives that bring new ideas.

We recognize the importance of diverse thinking and backgrounds as we continue to support more and varied customers. We celebrate our team members for who they are and for their contributions to our company and our customers. For example, at Cologix, we have always believed the diversity of viewpoints is important to the success of our company. Today, our leadership team includes 50% women. We are committed to an inclusive and respectful workplace, and we recognize the importance of these initiatives in our success as we grow and scale. In 2024, we continued quarterly human resources training that emphasizes topics related to our values and culture. We saw 100% completion of these training courses by our team, ensuring the principles of fairness and inclusion are reaching everyone at Cologix.

Looking ahead, we will continue to share voluntarily reported 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.

Diverse Representation at Cologix

By Group	Female Representation			Racially and Ethnically Diverse Groups		
	Company Wide	United States	Canada	Company Wide	United States	Canada
Board of Directors	33%*	-	-	0%	-	-
Leadership Teams	50%	-	-	10%	-	-
All Employees	17%	22%	8%	Data unavailable	30%	Data unavailable
All Management	4%	5%	2%	Data unavailable	4%	Data unavailable
Technical Staff	3%	4%	2%	Data unavailable	6%	Data unavailable
All Other (Non-Technical) Staff	14%	18%	7%	Data unavailable	24%	Data unavailable

* Includes Board members serving through November 2024.

Cologix Resource Groups Give Back

- In 2024, the Cologix Women's Connection Network (CWCN) hosted our inaugural Cologix Women in Leadership training program. The event brought together 15 women from diverse disciplines within Cologix for five months of learning and collaboration. It culminated with an in-person conference featuring leadership development speaker and author Kellie Tomney.

- Exemplifying Cologix's "Together We Win" attitude, the Denver Culture Club cheered on the Rockies alongside supplier partner MGAC at Denver's Coors Field in summer 2024.

- Multiple teams across Cologix held blood drives to positively impact their local communities. Our Florida ESG Team partnered with Life South to hold two blood drives, one following the devastation of Hurricane Helene. The Denver ESG Team held a blood drive and increased their number of donations year-over-year. We also partnered with Data Center Coalition's industry-wide blood drive that resulted in more than 814 industry pledges to donate blood in the U.S.

- At our Executive Leadership Team meeting in Denver in December 2024, we partnered with A Precious Child to help families and children in need. The team donated a combined 72 hours of volunteer time at this event. Together, we prepared gift bundles for 595 children, sorted 575 pounds of clothing for youth and adult caregivers and created 150 hot cocoa cups for children to receive during the holiday season.

Employee Resource Groups

In 2024, Cologix continues to support and invest in our two cornerstone Employee Resource Groups (ERGs) – the Culture Club and the Cologix Women's Connection Network (CWCN). These groups remain essential in fostering connection, inclusion and professional development across our organization. They offer employees meaningful ways to engage with one another, celebrate diverse perspectives and grow both personally and professionally.

Building on this foundation, Cologix expanded our ESG engagement by launching Local ESG Teams focused on social and environmental actions. In 2023, Local ESG teams formed in Denver, Florida and Montréal. In 2024, four additional teams were added in Columbus, Dallas, Toronto and Vancouver. These localized groups help drive grassroots initiatives that reflect the unique environmental and community priorities of each region.

We are proud to see these ERGs organizing impactful events and initiatives that enhance our inclusive workplace culture and demonstrate our ongoing commitment to environmental and social responsibility. As we move forward, we are dedicated to supporting these groups and empowering employees to lead meaningful change within their communities and across our company.

Five Years of Cologix Wellbeing Days

In 2020, as our team weathered the storm of a global pandemic, the Cologix leadership team recognized that our highly committed employees could be facing burnout. The pandemic made for what could feel like an "always on" environment, and employees needed to hear the leadership team prioritize mental health and balance – for everyone. This discussion launched the idea of a "gift day," providing employees with an extra day off to spend with their families or care for themselves. In 2021, the "gift days" continued and focused on wellbeing as employees coped with added stress from the pandemic. As this program solidified at Cologix, it became a part of our culture.

Laura Ortman posted on LinkedIn about its efficacy, sharing "Today is more than just another day on the calendar. Yes, for many of us it is Tax Day, but for our team here at Cologix, Inc. it's one of our Cologix Wellbeing Days. I've heard some of our team have grand plans to hike and golf while others are hoping to relish a quiet day. Whatever it is that you choose today, please do it with all your heart. We know our team works hard and want everyone to know their dedication does not go unnoticed."

In 2024, our employees used these important days to reconnect with family and recharge their batteries.

Sr. Desktop Support Specialist Vincent Nguyen started his day with a cinnamon roll.

The Montréal sales team spent the wellbeing day together, golfing alongside the St. Lawrence River.

Toronto Data Center employee Chris Lamb enjoyed time with his cycling team.

Governance

At Cologix, we have built our company on a foundation of strong governance, ethics, integrity and trust. As we expand our reach, we are focused on growing responsibly while maintaining consistent standards across our value chain related to ethics and responsibility. Our dedication to good governance and ESG is not just about doing what is right; it is about creating lasting value for our customers, our industry and the communities we serve.

Montréal, Quebec

Materiality Topics Included

Corporate culture and values

Customer privacy and data security

Responsible, ethical business practices and policies

Supply chain management

Our Governance Actions: Building Trust and Maintaining Integrity

Governance KPIs	2024 Results
Number of ESG Committee Meetings	12+
Board diversity percentage	33%*
Percentage of facilities compliant with ISO 27001, SOC 1, SOC 2, HIPAA and PCI-DSS	100%
Data centers with Business Continuity and Disaster Recovery (BCDR) plans in place	100%
Reportable data breaches	0
Facility uptime across footprint	99.999%

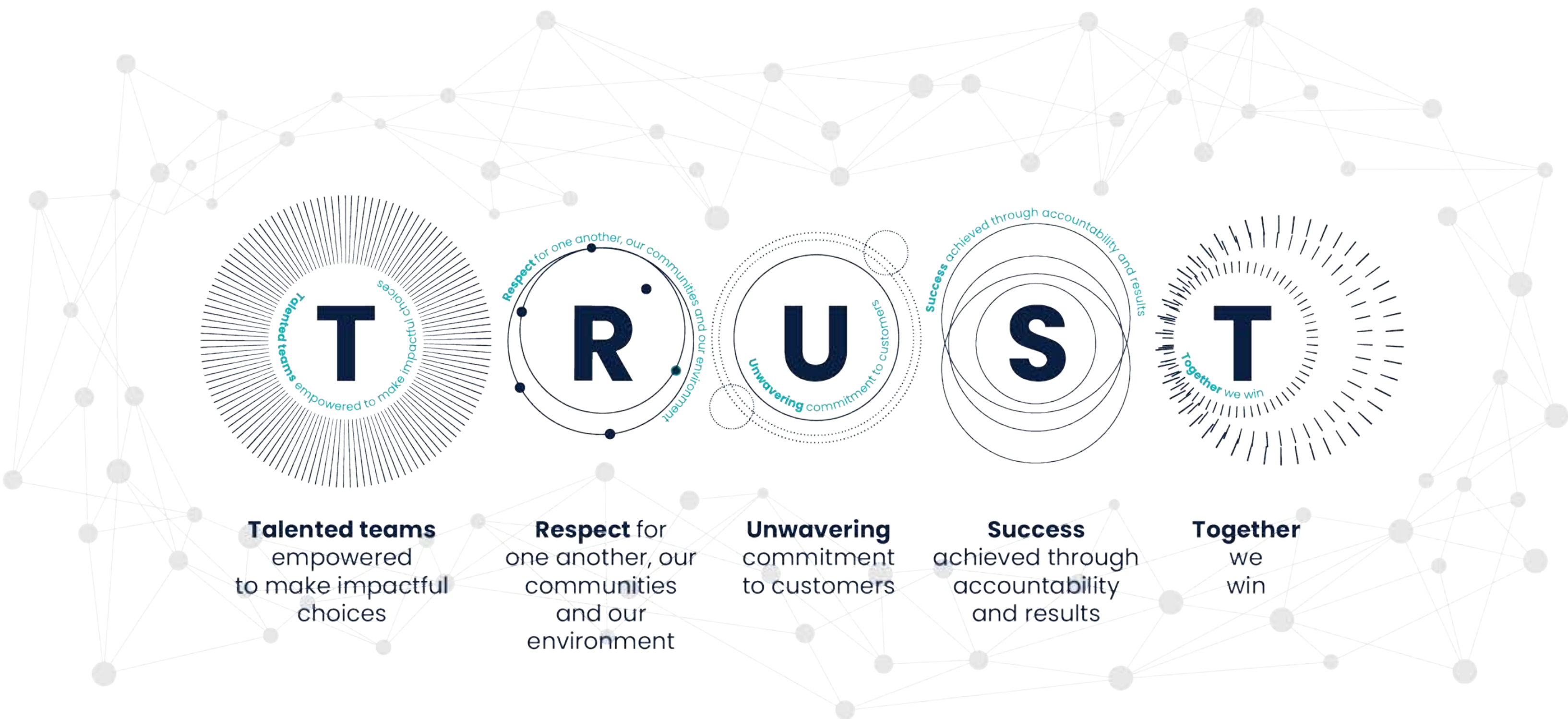* Includes Board members serving through November 2024.

2024 Actions and Results

2024 Goals and Activities	2024 Results
Ensure strong, good governance in ESG at Cologix overseen by our ESG Steering Committee of subject matter experts.	Our ESG Steering Committee and individual subcommittees related to environment, social and governance initiatives met monthly throughout 2024.
Ensure Cologix's Code of Ethical Standards, Business Practices and Conduct is understood by and accessible for all employees.	Continued quarterly employee training on compliance and ethics topics with 100% employee compliance.
Ensure Cologix policies align with the Code of Ethical Standards and ensure annual ethics and compliance training addresses these topics fully.	Continued to update our stand-alone policies annually to align with any changes in our business needs or standards.
Develop a Supplier Code of Conduct and ensure all suppliers acknowledge the Code regularly.	Continued to onboard suppliers into our portal and ensure acknowledgement of our Code and expectations regularly.

Corporate Culture and Values

At Cologix, everything starts with TRUST. Shaped by our employees and embodied by our leadership, our TRUST values framework is the foundation that drives our decisions and actions every day. As we build and expand, we look for innovative ways to weave our TRUST values into the very design of our facilities, creating spaces that reflect our commitment and inspire our team in their daily work.

Talented teams empowered to make impactful choices

Respect for one another, our communities and our environment

Unwavering commitment to customers

Success achieved through accountability and results
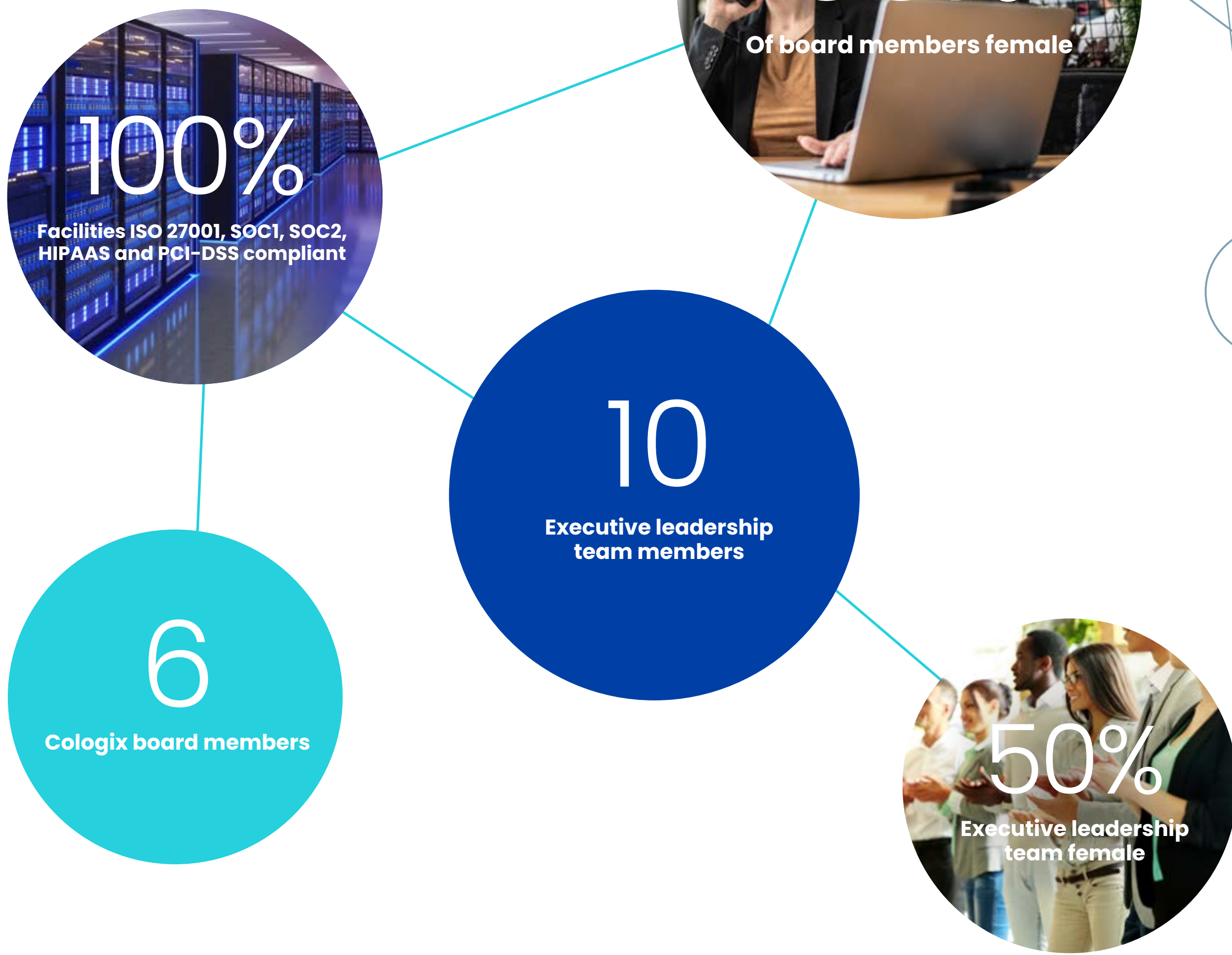
Together we win

Responsible, Ethical Business Practices and Policies

Across our stakeholders, we strive to foster a deep understanding of the ethical principles that guide our decisions every day. We champion a responsible and sustainable business model built on integrity, creating clear expectations for everyone who works with us. Our values shape our impact and results, extending across our team, customers, suppliers and investors.

Governance Highlights

33%
Of board members female

100%
Facilities ISO 27001, SOC1, SOC2, HIPAAS and PCI–DSS compliant

10
Executive leadership team members

6
Cologix board members

50%
Executive leadership team female

Data Centre Magazine names Page Haun to Top 10 Marketing Leaders list

Page Haun was named one of Data Centre Magazine's Top 10 Marketing Leaders in 2024. This recognition highlights Page's leadership in driving Cologix's brand, ESG strategy and market presence as we continue to grow as a leading North American data center provider.

With a passion for innovation and a commitment to sustainability, Page has been instrumental in shaping Cologix's story, connecting our customers to innovative digital infrastructure while championing ESG initiatives that make a lasting impact.

Our Governance Structure

The Cologix Board of Directors includes six Board members, three of whom represent Cologix investor partners. Cologix CEO Laura Ortman and former CEO Bill Fathers 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 on our ESG initiatives.

ESG Governance

The Cologix leadership team provides oversight for ESG initiatives across the company. Page Haun, our Chief Marketing and ESG Strategy Officer, leads the ESG Steering Committee, which is supported by dedicated subcommittees focused on environmental, social and governance priorities. The Steering Committee regularly updates our full leadership team and Board of Directors, ensuring alignment on key initiatives and the overall direction of our ESG program.

Compliance and Ethics

At Cologix, ethics and integrity are the foundation of our business practices. Our Code of Ethical Standards, Business Practices and Conduct ("The Code") outlines the legal and ethical expectations for our team, covering areas such as fair competition, anti-bribery, insider trading and responsible business practices.

To uphold strong governance, we maintain a comprehensive suite of policies that support compliance, security and ethical decision-making across our organization. We continuously refine these policies to align with best practices, ensuring our commitment to integrity remains at the core of everything we do.

In 2024, we continued our commitment to ethics and compliance through quarterly training sessions, ensuring 100% participation among eligible employees. A small subset of Cologix subsidiaries, representing less than five percent of our workforce, is not included in these specific training programs.

Customer Privacy and Information Security

We are committed to protecting our customers' IT infrastructure with strong physical security measures at all Cologix facilities. Our data centers feature 24/7 security monitoring, on-site guards and advanced access controls, including alarmed critical infrastructure, card access and mantraps. To further enhance security and flexibility, we offer private, secure cages throughout our facilities, all equipped with fire protection systems.

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.

Cologix continues to implement strong cybersecurity and information security training for our team members across North America, ensuring our systems remain strong and our team is well-versed in the most up-to-date information on protecting our systems from attack.

In 2024, Cologix completed a comprehensive company-wide review and audit of our data privacy practices. This initiative inventoried how Cologix collects, stores and uses personal information across the entire company and confirmed compliance by each department with all applicable U.S. and Canadian data privacy and protection laws. By proactively monitoring the company's collection and use of personal information, we are reinforcing our commitment to transparency, accountability and the highest standards of information security as part of our promise to protect the privacy of our customers, employees and partners.

infra/STRUCTURE Summit Features Cologix CEO on AI Landscape

In September 2024, Laura Ortman joined global IT leaders at the infra/STRUCTURE Summit, speaking on a panel on the impact of AI on the IT landscape globally. The group detailed the future of AI in data centers, for cloud providers and for the entire IT ecosystem. Cologix is committed to staying ahead of the curve on AI implementation and trends for both our business and the work our customers do around the world.

Supply Chain Management

Our supply chain spans all 12 North American markets and we are committed to working with partners who reflect our values. We expect our suppliers to operate with integrity, follow the law and integrate responsible and sustainable business practices that align with our ESG commitments. Our Supplier Code of Conduct outlines the standards we uphold and ensures suppliers understand the expectations we have for legal and ethical behavior. It aligns with our broader Code of Ethical Standards, Business Practices, and Conduct, which applies to all Cologix employees, officers and directors.

In 2024, we continued implementation of our supplier tracking and onboarding system, requiring suppliers to acknowledge the Supplier Code of Conduct during the contracting process. This system enhances transparency and helps us to identify key ESG-related risks within our supply chain.

Our suppliers are some of our most critical partners in driving ESG excellence at Cologix. Our supply chain includes key relationships with utility providers in each of our 12 markets, which are essential to powering and cooling our data centers. We strategically select many of our locations based on access to carbon-free energy and the partnerships we build with local providers. As we expand and develop larger facilities to meet growing customer needs, we are committed to working with suppliers and contractors who understand our ESG priorities. Every new build is designed with low-carbon materials, energy and water efficiency, and sustainability in mind, ensuring our supply chain supports our long-term ESG goals.

EcoVadis Silver Medal

In 2024, Cologix was once again awarded the EcoVadis Silver Medal, recognizing our commitment to sustainability. EcoVadis, a globally respected assessment platform, evaluates companies across industries on 21 sustainability criteria, including environmental impact, labor practices, human rights, ethics and sustainable procurement. This achievement places Cologix among the top 15 percent of companies in our sector, reinforcing our dedication to responsible business practices and continuous ESG improvement.

Vertiv has been a long-term strategic Cologix supplier across our entire North American footprint, and continues to be a trusted partner in our growth and scale. Vertiv provides critical infrastructure across data center operations in both the U.S. and Canada. Our cross-border collaboration has flourished in recent years, with Vertiv providing support in multiple Cologix facilities. Their deep understanding of the data center industry makes them a key partner in our expansion across North America. Their global footprint of manufacturing facilities means Cologix is able to localize shipping and manufacturing to decrease emissions, when possible, in our projects together.

Vertiv's products provide critical infrastructure for power, cooling and management of energy, water and space for the data center industry. Their products inherently make data centers more efficient and sustainable, and Vertiv has emphasized sustainability in their business model since its inception. Outside of their products' sustainable benefits for Cologix, the company has emphasized responsible and sustainable business practices in its own facilities. Like Cologix, Vertiv has earned the EcoVadis Silver Medal, showcasing their commitment to sustainability globally. Suppliers like Vertiv, who not only share our values in sustainability but demonstrate them with certifications like these, are core to Cologix's process to meet our ESG goals.

Clune Construction has been a foundational partner in Cologix's expansion efforts, most notably through their long-term involvement in the ASH1 data center project. Since the launch of the development project in 2019, Clune has been there every step of the way — from demolition to site preparation to innovative design execution. Their strategic thinking helped to transform initial plans into a three-story facility, maximizing the land's potential and power capacity. This collaboration required close coordination, working with local authorities to ensure safety standards were met due to the size and complexity of the building. The result was a purpose-built, high-speed development tailored to a single, bespoke tenant.

What sets Clune apart is the strength of their relationship with Cologix — grounded in transparency, creativity and shared problem-solving. Their approach goes beyond construction; they actively help shape sustainable and forward-thinking solutions, including new initiatives to track and manage carbon emissions through a partnership with Greenly. As a 100% employee-owned ESOP company, Clune fosters a culture of ownership, collaboration and accountability, aligning perfectly with Cologix's values. Recognized as one of Deloitte's Best Managed Workplaces and known for a strong focus on DEI and governance, Clune exemplifies what it means to be a true partner.

Protecting Our Value Chain in Today's Era of Extreme Weather

In an age of accelerating climate change and unpredictable extreme weather, data center management companies like Cologix sit at the crossroads of digital infrastructure and disaster resilience. Responsible for maintaining mission-critical operations for thousands of customers — from cloud service providers to financial institutions — Cologix recognizes that disaster recovery (DR) and business continuity (BC) aren't just operational safeguards; they're core to the company's value proposition.

Consider that Cologix's data center platform spans the physical infrastructure of our 44 data centers across North America, hundreds of power and cooling systems, information security, network operations, customer support, customer accessibility and our commitment to compliance. In recent years, we

have seen climate-related events affect all of these systems, from the hurricanes in Florida and the Southeast U.S. to wildfires in California and floods in the Midwest and Northeast. At Cologix, we know a single point of failure in this chain – whether power loss or network interruption – can ripple across industries that depend on us for 24/7 uptime.

Cologix's disaster recovery and business continuity planning is specific to our operations and built around two key pillars: physical preparedness and information security.

1. Physical Resilience and Infrastructure Hardening

- Location Risk Assessment: Every facility undergoes geo-specific climate risk evaluations. High-risk zones for hurricanes, flooding or wildfires receive prioritized mitigation strategies.

- Redundant Power Systems: With 99.999% uptime SLAs, data centers are equipped with uninterruptible power supplies (UPS), multiple utility feeds, backup generators and critical spare parts to ensure uninterrupted service.

- ClimateScore™ Risk Modeling: In 2024, Cologix deepened our partnership with Jupiter Intelligence, using the ClimateScore™ Planning Tool to forecast and mitigate long-term threats such as sea-level rise, wind intensification and extreme temperatures.

2. Information Security and Certified Continuity Planning

- Annual SOC 2 and ISO 27001 Audits: Every site's BCDR plans are tested, refined and documented each year as part of external audits.

- 24/7 Network Operations Center (NOC): Real-time monitoring, Remote Hands services and live technical support ensure rapid response in any crisis.

- Customer-Centric Continuity: Cologix aligns our BCDR strategies with those of our enterprise customers, acting as an extension of our digital resilience strategies.

- Facility Accessibility: Proximity to major interstates and airports ensures that personnel and customers can access sites even during regional disruptions.

Cologix's commitment to disaster recovery and business continuity has yielded several critical operational benefits. By embedding BCDR into the core design of our facilities, Cologix has achieved systemic resilience, minimizing vulnerabilities not just at individual sites but across our entire network. This proactive approach fosters trust and transparency, as Cologix regularly shares disaster recovery test results in audit reports and involves customers directly in continuity planning, strengthening partnerships through shared responsibility. Moreover, our layered resilience model is highly adaptable, providing scalable best practices that support Cologix's growth into regions facing diverse and evolving climate threats.

As climate events continue to test the resilience of global infrastructure, Cologix's commitment to continuous improvement, risk intelligence and customer-centric planning ensures it stays a stable backbone in an unstable world.

Data Tables

Cologix 2024 SASB Index

The Sustainability Accounting Standards Board (SASB) Standards guide the voluntary disclosure of financially material sustainability information by companies to their investors. As of August 2022, the International Sustainability Standards Board (ISSB) of the IFRS Foundation assumed responsibility for the SASB Standards. Cologix references disclosure topics and accounting metrics from the SASB Standards for Software and IT Services. All data presented here is for the year ended December 31, 2024, unless otherwise noted.

SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2024 Disclosure
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE				
TC-SI-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	Gigajoules (GJ) Percentage (%)	(1) Total kWh consumed: 472,018,921 (2) Percentage grid electricity: 100% (3) Percentage renewable: 65% carbon free
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	Quantitative	Thousand cubic meters (m3), Percentage (%)	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	Quantitative	n/a	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	Discussion and Analysis	n/a	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	Quantitative	Number	Immaterial to Cologix
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	Reporting currency	Immaterial to Cologix

Cologix 2024 SASB Index

SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2024 Disclosure
DATA PRIVACY AND FREEDOM OF EXPRESSION				
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	Quantitative	Number, Percentage (%)	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	Discussion and Analysis	n/a	Cologix does not operate in any countries subject to government-required monitoring, blocking, content filtering or censoring
DATA SECURITY				
TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Quantitative	Number, Percentage (%)	(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	Discussion and Analysis	n/a	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 & MANAGING A GLOBAL, DIVERSE & SKILLED WORKFORCE				
TC-SI-330a.1	Percentage of employees that require a work visa	Quantitative	Percentage (%)	0%
TC-SI-330a.2	Employee engagement as a percentage	Quantitative	Percentage (%)	+52 Net Promoter Score

Cologix 2024 SASB Index

SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2024 Disclosure
RECRUITING & MANAGING A GLOBAL, DIVERSE & SKILLED WORKFORCE				
TC-SI-330a.3	Percentage of (1) gender and (2) diversity group presentation for (a) executive mgmt, (b) non-executive mgmt, (c) technical employees, and (d) all other employees	Quantitative	Percentage (%)	Due to limitations in voluntarily submitted diversity data, all available diversity data is found on page 40.
INTELLECTUAL PROPERTY PROTECTION & COMPETITIVE BEHAVIOR				
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting currency	No monetary losses that are material to operations or Cologix's ability to do business.
MANAGING SYSTEMIC RISKS FROM TECHNOLOGY DISRUPTIONS				
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative	Number, Days	In 2024, Cologix experienced 100% uptime.
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	n/a	Security and business continuity is discussed in the Governance section of this report.

Cologix 2024 TCFD Index

The Task Force on Climate-Related Financial Disclosures (TCFD) developed a voluntary framework for companies to provide climate-related information to stakeholders. As of 2024, the International Sustainability Standards Board (ISSB) of the IFRS Foundation assumed responsibility for the TCFD Framework. The following is the response for Cologix for calendar year 2024.

Recommended Disclosure	Response
GOVERNANCE	**2024 DISCLOSURE**
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. Key members of the Cologix Executive Leadership team are represented on Cologix's environment subcommittee of the ESG Steering Committee. This group oversees the company's environmental reporting, planning and execution. Environment committee members include President Dawn Smith, Chief Marketing and ESG Strategy Officer Page Haun and Chief Energy Strategy Officer, Shafaq Hedstrom. This group communicates regularly with the larger ESG Steering Committee, CEO Laura Ortman and the Board of Directors. The cross-functional nature of our Steering Committee and subcommittee leadership ensures leadership at every level is privy to decision-making related to climate reporting and risk management.
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 options to our customers.

Cologix 2024 TCFD Index

Recommended Disclosure	Response
STRATEGY	
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. More than $17M million in CapEx were made in 2024 related to environmental management projects and environmental excellence initiatives, total $48M+ million in environment related investment since 2016. We 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.
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 are currently evaluating our renewable energy footprint and assessing next steps in emissions reduction goals. We plan to announce updated short- and long-term targets in future 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 assessing our enterprise risk management (ERM) process and we plan to report on any updates and progress that are made 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.

Cologix 2024 TCFD Index

Recommended Disclosure	Response
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. 13 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. 16.
B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	See p. 22 of this report
C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See p. 20 of this report

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