



# PURPOSE

DRIVEN  
BY

# ESG

ESG REPORT 2025



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## • A Message from **CEO Laura Ortman**

Every day, businesses and individuals rely on data – through voice calls, video streaming, financial transactions and essential digital services. From local schools accessing online resources to hospitals sharing critical information, from emergency services maintaining 911 availability to people accessing digital entertainment services, reliable digital infrastructure underpins the functions of modern communities.

As the demands for, and uses of, data continue to grow, the role of data centers has never been more critical to ensuring information moves securely, efficiently and without interruption. Advances in AI and other emerging technologies are intensifying this demand, placing new importance on infrastructure that can operate closer to where data is created, stored and consumed.

We play a vital role in an evolving digital ecosystem. We enable low-latency connectivity, supporting mission-critical services and strengthening the resilient digital foundations our communities depend on every day.

At the same time, our industry has a responsibility to ensure this unprecedented period of growth is accompanied by a commitment to sustainability.

At Cologix, that responsibility is captured in a simple idea that defines how we operate today. **We are Purpose Driven.**

At Cologix, purpose means understanding infrastructure that enables sustainable innovation and remaining accountable to the people and communities connected to it. It means recognizing that every Cologix

project becomes part of a larger ecosystem that includes customers, employees, partners and the local communities where our facilities operate. Together, we ensure that ecosystem becomes a platform for opportunity.

The Cologix team connects people, businesses and communities every day. We drive value for our entire ecosystem, and when we all work together, infrastructure becomes more than technology. It becomes a platform for opportunity. We understand as a collective that growth alone is not the goal. Purposeful growth is.

**As we reflect on 2025, several milestones stand out as examples of how purpose guided our progress during the year.**



**Growth alone is not the goal. Growing with purpose is.**

-LAURA ORTMAN, CEO

**We aligned our vision and mission with the future of Cologix**

A cross-functional team shaped new vision and mission statements rooted in our values, positioning the company to meet the next wave of demand for intelligent infrastructure across North America.

**We ensured our ESG strategy remains purpose-fit for the future**

We completed a comprehensive review of our 2030 ESG Roadmap. Because AI has reshaped our industry since we launched it in 2021, we used stakeholder engagement and a refreshed materiality process to confirm our commitments remain practical, transparent and relevant as our platform scales.

**We achieved our first LEED Gold certification**

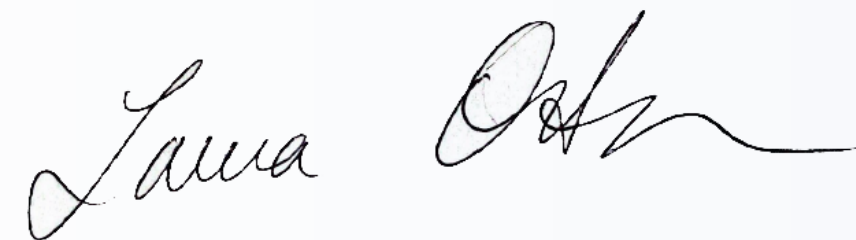
In September we opened MTL8, one of the first colocation data centers in Canada to earn LEED Gold certification. Powered by hydroelectric energy and engineered for high-density AI workloads, the facility was designed to minimize environmental impact, with careful attention to the biodiversity of the surrounding wetlands.

**We invested in strong power procurement strategies**

Meeting accelerating demand requires sustained investment in energy systems. In 2025 we procured reliable energy to support our customers' growth while holding to our environmental commitments, reaching 67% carbon-free energy across our portfolio, a footprint we grow every year.

As we look ahead in 2026 and beyond, the pace of change in our industry will only accelerate. While the industry evolves, our guiding principles remain constant. We will continue developing infrastructure that builds and connects ecosystems. We will continue growing responsibly and transparently. And we will continue investing in the people, partnerships and communities that drive our purpose and growth.

**Together we win.**



**LAURA ORTMAN**  
CHIEF EXECUTIVE OFFICER



# ABOUT

Cologix

Headquartered in Denver, Colorado, Cologix operates more than 45 data centers across 13 strategic North American markets. Through our network-neutral interconnection model, customers can access hundreds of networks and carriers, cloud onramps, internet exchanges and AI service providers through a single connection. This creates highly scalable digital ecosystems at the edge.



# About Cologix

## Growth Driven

Cologix was founded on the belief that the digital economy depends on trusted, connected infrastructure. Since our inception in 2010, we have built a network-neutral platform of carrier-dense data centers designed to enable the ecosystems that power modern business, cloud computing and artificial intelligence.

Our growth has been intentional, strategic and ecosystem-driven. We prioritize expansion in markets where connectivity matters most. We are differentiated by our carrier hotels,

interconnection hubs and emerging hyperscale corridors in edge markets. This strategy allows us to support the evolving infrastructure needs of enterprises, service providers, AI innovators and vital public institutions.

Today, Cologix supports thousands of customers across industries that depend on reliable digital infrastructure. These organizations range from enterprises, cloud service providers, hyperscalers and AI infrastructure providers driving the next generation of artificial intelligence innovation.



# Cologix's Growth and Impact Since 2010

Cologix recognizes our 15th anniversary and 15 years of customer-focused growth. Completion of a new double materiality assessment that informs our ESG Roadmap and 2030 targets, strengthening alignment between sustainability strategy and long-term business growth

Cologix launches operations with the acquisition of DALI in Dallas, establishing the foundation for a network-neutral interconnection platform across North America

Strategic growth continues with new data centers in Columbus, Ohio; Lakeland, Florida; and New Jersey, expanding the company's interconnection ecosystem across the U.S.

Cologix celebrates 10 years of growth, marking a decade of acquisitions, expansions and ecosystem development across North America. We also formalized our ESG strategy

Launch of the Cologix ESG Roadmap, including long-term targets related to carbon neutrality, renewable energy, diversity and responsible governance



Expansion into key connectivity hubs with acquisitions in Montréal and Minneapolis, strengthening Cologix's position in major digital infrastructure markets

Significant expansion of the Montréal and Toronto markets through acquisitions from COLO-D and Metro Optic, reinforcing Cologix's leadership in Canadian interconnection markets

Publication of Cologix's first ESG Report, establishing a framework for transparency around environmental stewardship, social impact and governance practices. In addition, we acquired our first facility on the U.S. West Coast, adding SVI to our portfolio

Continued expansion of the Cologix platform through acquisitions in Toronto, Vancouver, Montréal and Des Moines. Introduction of comprehensive ESG KPIs to track progress across environmental, social and governance priorities

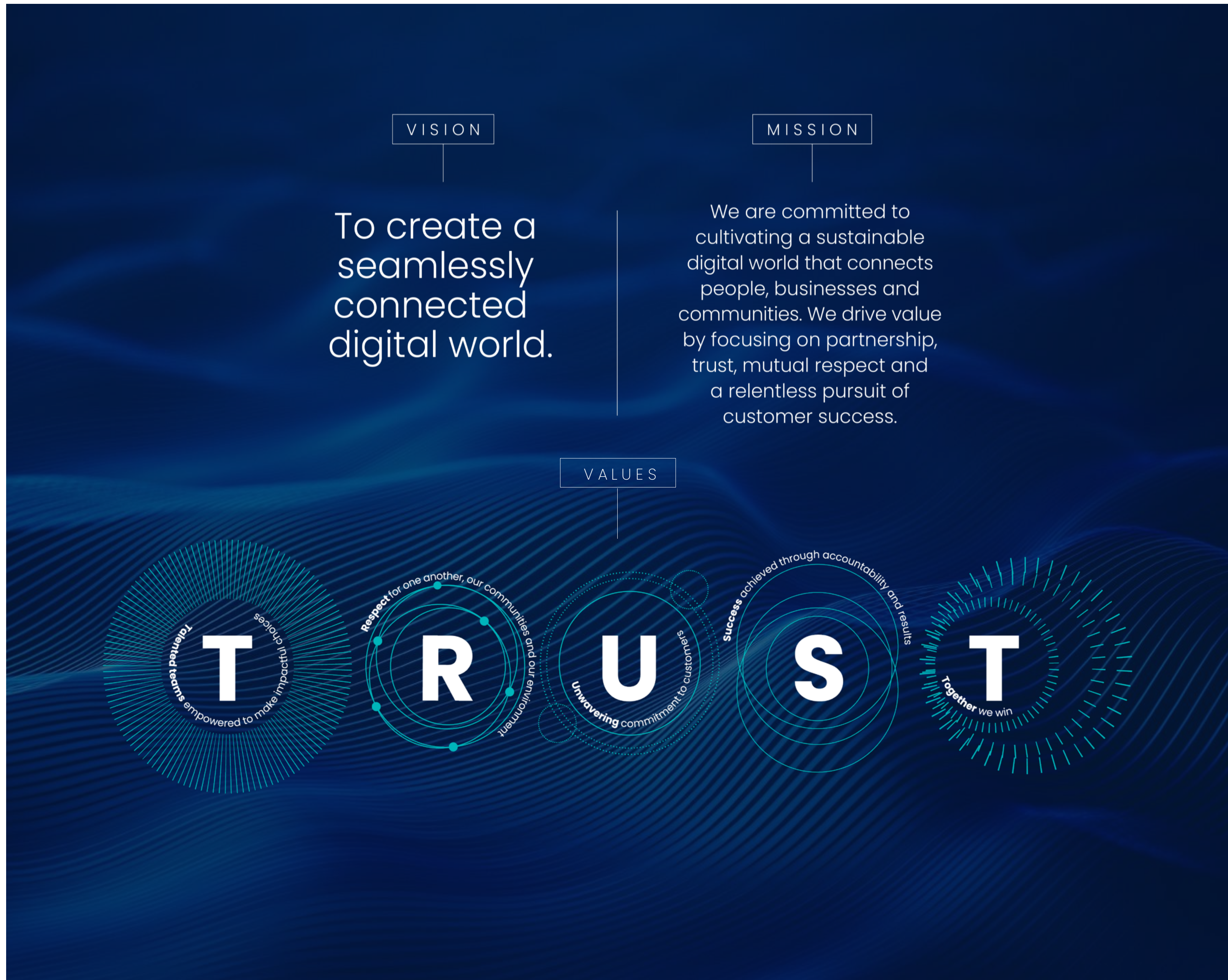
Completed expansion into Calgary market with the acquisition of CGYI

# Mission Driven

As Cologix continues to grow, we are guided by a clear vision for the future: To create a seamlessly connected digital world. This call to action, innovation and growth for our entire ecosystem was created through a comprehensive process involving Cologix leaders and team members in 2025. Together, we refined our vision and mission, working to ensure they reflect both the company we have become and the future we are building. We continue to be guided by our values of TRUST alongside our Mission and Vision.

Through workshops with leaders across the organization, input from employees and discussions with key stakeholders, we aligned around a set of guiding principles that reflect both our culture and our ambitions. Our Vision and Mission reinforce the role Cologix plays in connecting people, businesses and communities across North America while scaling responsibly and sustainably to meet our customers' needs.

These statements reflect what has always defined Cologix. We focus on partnership, reliability and long-term impact. As the digital infrastructure industry evolves rapidly, driven by cloud computing, artificial intelligence workloads and global connectivity, we remain committed to building interconnected ecosystems that help our customers succeed.



# 2025 Highlights in Growth

In 2025, Cologix continued expanding our platform to support accelerating customer demand for interconnection, hybrid cloud and AI-ready infrastructure across North America.



## MTL8: Advancing Sustainable Infrastructure

Our Montréal market continued to grow with the development of MTL8, a flagship facility designed to support high-density workloads and modern cooling technologies. The facility earned LEED Gold certification, one of the highest recognitions for sustainable building design. This achievement reflects Cologix’s commitment to constructing infrastructure that supports both performance and environmental responsibility.



## Entering the Calgary Market

In 2025, Cologix expanded into Calgary through the acquisition of the region’s primary carrier hotel. This milestone marked our entry into a growing Western Canadian connectivity hub, expanding our geographic diversity and continuity as well as strengthening our ability to provide resilient interconnection across the country.

The Calgary facility ensures customers benefit from dense network access, low latency and data sovereignty, keeping Canadian data within Canadian infrastructure.



## Columbus Campus Expansion

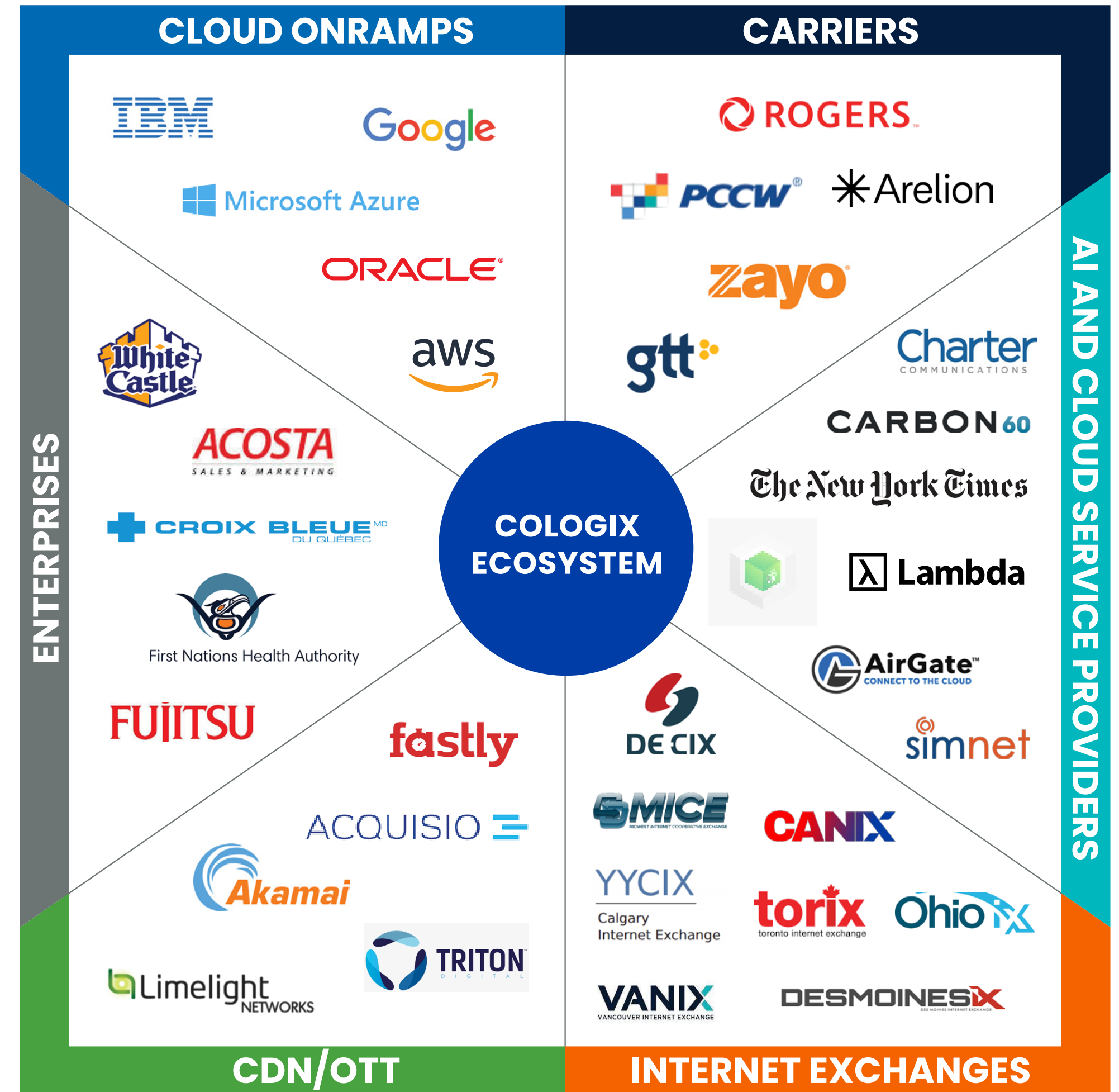
We continued investing in our Columbus, Ohio market, one of North America’s fastest growing markets for hyperscale and enterprise workloads. The expansion supports increasing demand for high-capacity infrastructure and reinforces Columbus as a strategic digital corridor.

These investments represent more than physical expansion. They demonstrate our continued focus on building infrastructure where connectivity, resilience and ecosystem density matter most.

# The Cologix Ecosystem

At Cologix, our value extends far beyond the physical infrastructure of our facilities. Our platform is built on an ecosystem that connects customers, suppliers, employees, communities and partners across the digital economy.

Through our carrier-dense Meet-Me-Rooms and interconnection services, customers gain access to hundreds of networks and carriers, cloud platforms, service providers, cloud onramps and internet exchanges. This ecosystem creates a powerful network effect. Every new participant increases the value of the platform for all others.



# The Cologix Value Chain: Building a Connected Digital World Together

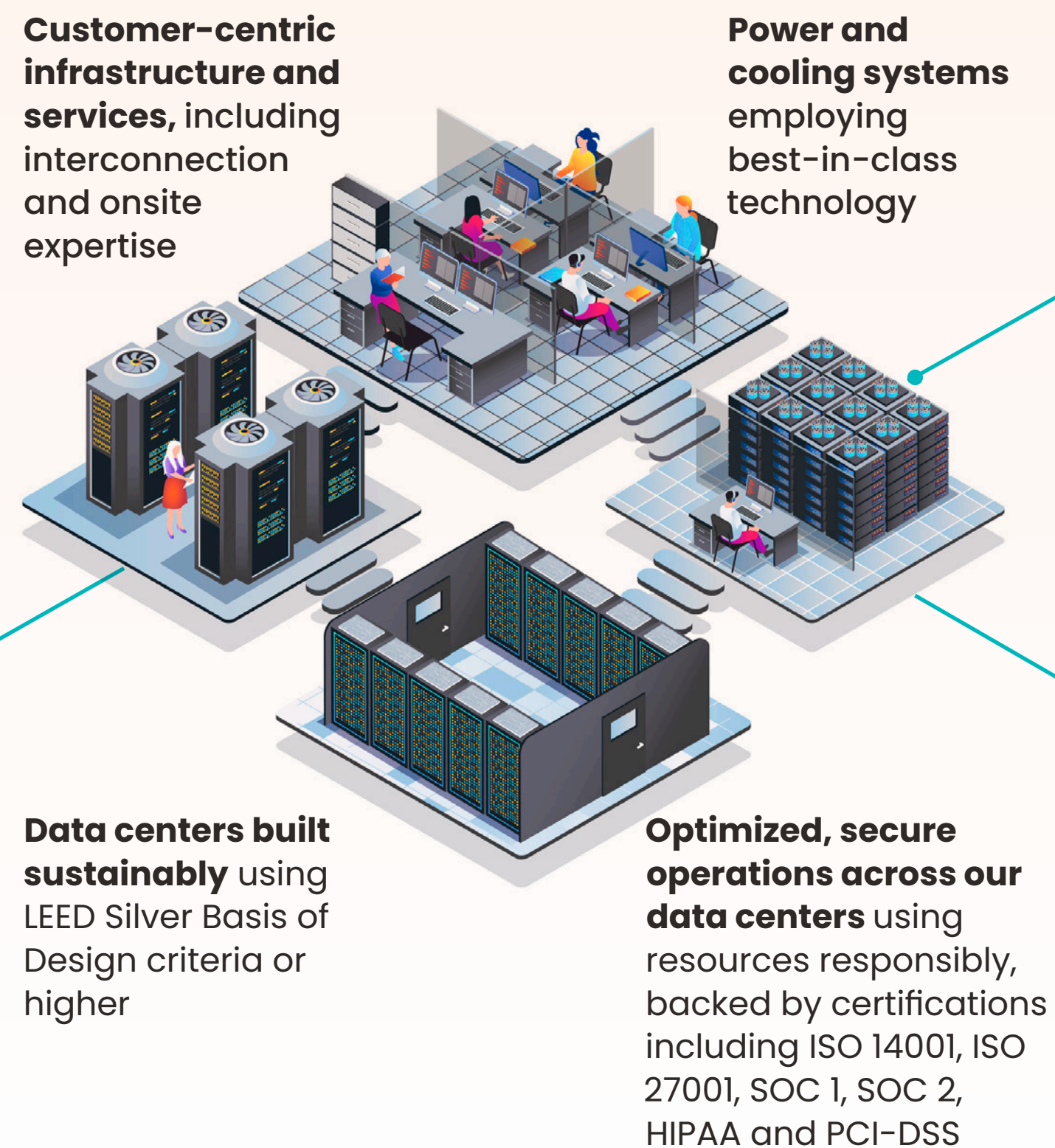
## Our Partners in Growth

Cologix business partners work together to build the digital infrastructure that powers our digital lives



## Our Colocation Platform

Essential infrastructure that enables the flow of data to connect the world



## Our Impact and Community

Cologix is committed to building a sustainable digital world and fostering meaningful engagement in the communities we serve



# Our North American Footprint

**25,000**  
interconnections

**725+**  
networks

**35+**  
direct cloud onramps

**475+**  
employees

**45+**  
data centers in North America

**2,000**  
customers

**13**  
North American markets



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

# ESG

at  
Cologix

As the digital infrastructure industry continues to grow, expectations for responsible development are also increasing. At Cologix, environmental stewardship, social responsibility and strong governance are essential to how we scale our business.



# ESG at Cologix

## Our ESG Focus

Our approach to ESG reflects the same philosophy that guides our infrastructure strategy. Sustainable growth requires transparency, collaboration and long-term thinking.

Though sustainability and responsibility have always been a part of our ethos at Cologix, our formalized ESG program has been at work for more than five years. Since 2020, we have worked hard to integrate environmental performance, employee engagement and ethical governance into our daily operations. Our ESG initiatives are led by Chief Marketing and ESG Strategy Officer Page Haun and supported by

our entire executive team. Our ESG Steering Committee, cross-functional subcommittees and market teams work to embed ESG into decision making across the company.

Our ESG journey continues to evolve as our company grows and as expectations across the data center industry continue to transform.

**“Running a responsible business isn’t separate from our strategy — it is our strategy. At Cologix, ESG means operating with integrity, making disciplined decisions and being transparent with every stakeholder connected to our platform. Our customers depend on our infrastructure. Our communities depend on us to build it right. That’s not a standard we aspire to — it’s one we hold ourselves to every day.”**

-DAWN SMITH, PRESIDENT



# What Matters Most: ESG Materiality at Cologix Our 2025 Double Materiality Process

In 2025, Cologix conducted a comprehensive update of our ESG materiality assessment. Our first such since we launched our formal ESG program in 2020, our goal was to ensure our priorities reflect the issues that matter most to our stakeholders and our business in today's digital infrastructure environment. We recognized as we embarked on this process that our industry has evolved significantly since 2020, with ongoing modernization of digital infrastructure and the rise of AI across the industry.

This study used a double materiality approach, globally accepted as best practice in ESG. It evaluated both the financial relevance of ESG topics to Cologix and the broader environmental and social impacts of our operations.

The process included:

- Interviews with executive leadership, board members and ESG committee leaders
- External discussions with customers, investors and utility partners
- Surveys completed by key stakeholders including employees, customers, suppliers and community leaders

- Analysis of global industry trends, peer benchmarking and media sentiment related to Cologix and the entire data center industry

The results reinforced strong alignment between stakeholder expectations and Cologix's ESG priorities. Similar to our materiality study five years ago, energy remained the most important topic of discussion among Cologix stakeholders, with energy availability and power procurement identified by stakeholders as the most significant strategic challenge for data center growth. Our stakeholders reflected on the importance of environmental and operational efficiency metrics and confirmed Power Usage Effectiveness

(PUE) and Water Usage Effectiveness (WUE) metrics as increasingly important. Stakeholders also spoke openly about the importance of sustainability in site design, materials selection and construction in more detail than in previous years. In addition, we saw a renewed focus on the importance of community trust and transparency as data centers expand in new and existing markets.

Based on the study, Cologix reaffirmed a set of priority ESG topics across environmental, social and governance pillars.



# Cologix's **Materiality Topics**



## Environment

- Climate change risk
- Energy efficiency
- Greenhouse gas emissions reduction
- Responsible materials management
- Sustainable buildings and infrastructure
- Use of renewable energy
- Water management



## Social

- Community engagement
- Culture and inclusion
- Employee development
- Employee engagement and satisfaction
- Health and safety
- Recruiting and retention



## Governance

- Business risk and continuity planning
- Corporate ethics and values
- Customer privacy and information security
- ESG governance and compliance
- Responsible business practices and policies
- Supply chain management

# Our ESG Ambitions, Refreshed

## Evolving our 2030 Roadmap

Cologix introduced our ESG Roadmap in our 2022 ESG Report, which established clear goals related to environmental performance, social impact and governance practices, with achievement aligned to 2030.

We strengthened the systems and processes needed to measure performance, track progress and integrate ESG considerations into our operations. In 2024, we added a set of comprehensive key performance indicators (KPIs) to our Roadmap that allow us to track year-over-year data to monitor our progress, not just on 2030 goals but on day-to-day activities that power our ESG purpose across Cologix.

In 2025, we conducted a comprehensive review of the roadmap to ensure it reflects the realities of today's digital

infrastructure industry, including ongoing demand for hybrid cloud and rapid growth in inference artificial intelligence workloads, resulting in rising demand for our data centers and connectivity. Informed by our double materiality study and aligned stakeholder engagement process, we worked to ensure our Roadmap considers our industry today and in the future.

We have, in this process, considered the key learnings of the last five years and successes in each area of ESG, as well as the areas where progress toward our original goals is impacted by the significant changes in our industry in the same time frame.

The refreshed roadmap maintains our three-pillar ESG framework while strengthening the connection between

ESG performance and our business strategy. Key updates include:

- Refined goals and specific metrics regarding energy performance and carbon-free power sourcing
- Focused on employee engagement and workforce development
- Increased transparency in supply chain and governance practices
- Added KPIs that align ESG progress with operational decision making

The updated roadmap recognizes an important industry reality. Achieving sustainability in the data center sector requires balancing our goals with practical implementation as customer demand for digital infrastructure continues to grow.

By aligning ESG priorities with our long-term business strategy, Cologix ensures sustainability remains a core component of how we build, operate and expand our platform.



# Progress on our 2030 ESG Roadmap

Focus Area	Our Original Roadmap Goals	Key Results
<b>Environment</b>	<ul style="list-style-type: none"> <li>Achieve Scope 1 and Scope 2 carbon neutrality</li> <li>Convert Cologix facilities to renewable energy</li> <li>Quantify Scope 3 emissions</li> </ul>	<ul style="list-style-type: none"> <li>Developed processes to quantify Scope 1 and 2 emissions across all Cologix facilities. Identified emissions intensity key performance indicator across Scope 1 and 2 emissions based on square footage under management. Though Cologix has experienced significant growth since 2020, continued to maintain or decrease emissions intensity year-over-year</li> <li>Achieved 67% carbon-free energy footprint across the Cologix footprint in North America, an increase from 45% in 2020</li> <li>Accurately calculated Scope 3 emissions through spend-based and average data methods aligned with GHG Emissions Protocol</li> <li>Built an energy procurement team at Cologix under the leadership of Chief Energy Strategy Officer Shafaq Hedstrom</li> </ul>
<b>Social</b>	<ul style="list-style-type: none"> <li>Build diverse candidate pools for all hiring processes</li> <li>Build diversity-related data collection and target setting capabilities</li> </ul>	<ul style="list-style-type: none"> <li>Continued to promote within Cologix's hiring processes the inclusion of women and racially and ethnically diverse groups. In 2025, more than 15% of our net new hires were women and we continue to share diversity statistics where possible based on local reporting laws in this report on page 40</li> <li>In 2025, our leadership team was 50% women, continuing a trend of gender parity at the leadership level</li> <li>Continued to implement employee wellbeing initiatives and key benefits package expansion, a process that attracts and retains talent</li> <li>Continued to grow community investment through Cologix Cares and VOLT, our program for time off for volunteerism</li> </ul>
<b>Governance</b>	<ul style="list-style-type: none"> <li>Ensure 80% of Cologix supplier spend includes ESG requirements</li> <li>Achieve 100% training in ethics and compliance for employees</li> </ul>	<ul style="list-style-type: none"> <li>Incorporated ESG clauses into our Supplier Code of Conduct</li> <li>Began tracking diverse suppliers in our supplier portal</li> <li>100% of Cologix employees completed ESG-related training aligned with our Culture, Ethics and Compliance efforts quarterly since 2023</li> </ul>

# Refreshed **2030 ESG Roadmap**



# ENVIRONMENT



At Cologix, environmental responsibility is inseparable from our business purpose. The digital infrastructure we build enables the connected digital world, but it also requires energy, water and materials to operate. As demand for digital infrastructure continues to grow, particularly with the rapid expansion of artificial intelligence and ongoing demand for hybrid cloud, the environmental expectations placed on the data center industry are also increasing. Customers, regulators, communities and investors expect

digital infrastructure providers to operate efficiently, procure cleaner energy and design facilities that minimize environmental impact.

At Cologix, our approach to environmental excellence is grounded in transparency and operational discipline. We are committed to building and operating digital infrastructure that balances growth with responsibility while continuing to meet the performance and reliability expectations our customers depend on.



**Materiality Topics  
Included**

Climate change risk

Energy efficiency

Greenhouse gas emissions reduction

Responsible materials management

Sustainable buildings and infrastructure

Use of renewable energy

Water management

**Our Environment Roadmap: A Business Built Sustainably**

**Our Focus:** Build a value chain that contributes to a low-carbon future

**Environment Key Performance Indicators**

Environment KPIs	2025 Results
Percentage of sites screened using climate risk software	100%
Power Usage Effectiveness (PUE) average across footprint	1.42
Scope 1 and 2 emissions and intensity per square foot	0.04
Water Usage Effectiveness (WUE) average across footprint	0.157 L/kWh
Total renewable energy*	48%
Total carbon-free energy**	67%
ESG CapEx Projects 2020-2025	1,700+
ESG CapEx Spend 2020-2025	\$65M

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

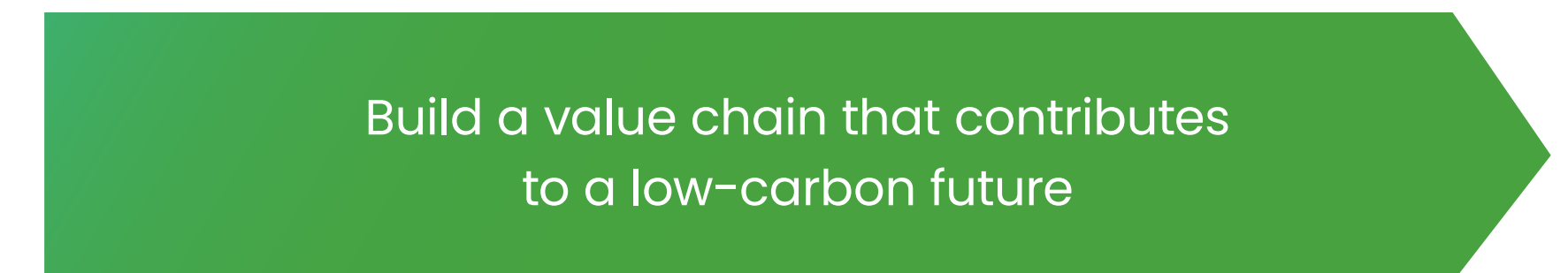
\*\* Includes energy billing totals supplied from local electrical grids related to hydroelectric, solar, wind and nuclear energy

## Refreshing Our 2030 Environment Roadmap

In 2025, Cologix completed a comprehensive review of our 2030 ESG Roadmap. The goals below reflect changes that incorporate our learnings in building toward a 2030 vision for ESG at Cologix.

Our Original Roadmap Goals	Key Results
<ul style="list-style-type: none"> <li>Achieve Scope 1 and 2 carbon neutrality</li> <li>Convert Cologix facilities to renewable energy</li> <li>Quantify Scope 3 emissions</li> </ul>	<ul style="list-style-type: none"> <li>Developed processes to quantify Scope 1 and 2 emissions across all Cologix facilities. Identified emissions intensity key performance indicator across Scope 1 and 2 emissions based on square footage under management. Though significant growth since 2020, continued to maintain or decrease emissions intensity year-over-year</li> <li>Achieved 67% carbon-free energy footprint across the Cologix footprint in North America, an increase from 45% in 2020</li> <li>Accurately calculated Scope 3 emissions through spend-based and average data methods aligned with GHG Emissions Protocol</li> <li>Built an energy procurement team at Cologix under the leadership of Chief Energy Strategy Officer Shafaq Hedstrom</li> </ul>

## Refreshed 2030 ESG Roadmap



- Ensure Cologix facilities can provide 24/7 carbon-free energy options to our customers
- Maintain emissions intensity at or below 0.04 MT CO2e per square foot under management
- Maintain a Water Usage Effectiveness (WUE) at or below 0.25 L/kWh across all facilities
- All Cologix new construction projects incorporate embodied carbon considerations

# Our Environmental Strategy

As the data center industry evolves, environmental responsibility has become a central part of how infrastructure providers design, build and operate facilities.

Our refreshed roadmap strengthens the connection between environmental performance and operational decision making. It focuses on improving the systems and processes that allow us to measure, manage and reduce our environmental footprint as our platform continues to grow. At Cologix, our environmental strategy focuses on four key areas aligned with our most material ESG topics:

- **Quantifying our environmental footprint and climate risks**
- **Designing and building sustainable infrastructure**
- **Managing energy use and improving operational efficiency**
- **Advancing responsible water stewardship**

Each of these focus areas reflects both the operational realities of our industry and the expectations of our stakeholders.



# Quantifying Our **Environmental Footprint and Risks**

Since we began our formalized ESG programs in 2020, we have worked diligently to understand our environmental impact, the foundational step toward managing and reducing that impact. Each year, as we calculate our environmental footprint, we consider the critical infrastructure we build and use daily and the effect industries like ours have on the global environment. We believe we have a role to play in reducing our emissions in the wake of climate change's effects on our planet.

Since 2020, we have published our emissions footprint, expanding in the breadth of that transparency each year.

We also share data related to water stewardship and waste management annually and work to continuously improve our measurement capabilities across environmental initiatives. In addition, we are actively evaluating climate risk across our facilities and markets using climate modeling tools. These assessments help identify potential long-term risks including extreme weather, temperature variability and flooding. We are working to incorporate these initiatives in risk and resilience planning into our operations as well as considerations for future development and expansion.

In 2025, we were proud to report our climate-related risks and footprint data for the first time to Climate Disclosure Project (CDP), expanding our transparency for our customers focused on their own climate risk profile. Each year, we continue to evaluate the disclosure platforms most utilized by our customers and expected in our value chain, ensuring our work aligns with globally accepted frameworks.

SPOTLIGHT

## ENERGY STAR Certifications

In the United States, we have ensured all eligible sites have earned ENERGY STAR certification, including facilities in Ashburn, Columbus, Jacksonville and Silicon Valley. ENERGY STAR certification recognizes buildings that perform better than at least 75 percent of similar facilities nationwide, providing an independent benchmark for energy performance. These certifications reflect the commitment of our operations teams to managing facilities with high standards of energy efficiency and environmental performance.



## Our Evolving Emissions Strategy

Cologix recognizes the important role digital infrastructure providers play in addressing climate change. As customer demand for hybrid cloud, inference AI and interconnection continues to grow, our responsibility is to ensure that the infrastructure supporting this growth is developed and operated as efficiently and responsibly as possible.

Since first reporting our emissions footprint in our 2020 ESG Report, we have steadily expanded the scope and rigor of our environmental reporting. Our emissions disclosures follow internationally recognized standards, including the World Resources Institute Greenhouse Gas Protocol, ISO 14064-1 and guidance from the U.S. Environmental Protection Agency for Scope 1 and Scope 2 inventories. We have also participated in third-party ESG assessments, including EcoVadis and CDP, to pressure-test our assumptions and data related to our emissions.

As part of the comprehensive review of our ESG Roadmap completed in 2025, we evaluated our approach to emissions reduction targets. When our original

roadmap was introduced, it included an absolute emissions reduction strategy. While this approach is widely used across many industries, our review concluded that it does not fully reflect the realities of a rapidly expanding digital infrastructure platform.

Cologix is a growth-stage company operating in an industry experiencing significant increases in demand for cloud computing capacity and energy. Absolute emissions reduction targets can become unrealistic under these conditions, particularly when power infrastructure in many regions has not yet transitioned to lower-carbon generation at the pace required to support such goals.

To address this challenge transparently and responsibly, we are introducing updated emissions targets based on emissions intensity per square foot of real estate under management. This approach measures emissions relative to the scale of our operations rather than total emissions alone. By focusing on emissions intensity, we can continue growing our platform while holding ourselves accountable for improving the environmental efficiency of that growth.

This updated framework allows us to:

- **Track emissions relative to operational scale, such as square footage or energy use**
- **Continue improving energy efficiency across our facilities**
- **Expand access to renewable and carbon-free energy sources**
- **Align emissions management with the realities of energy markets and infrastructure availability**

Importantly, this shift does not represent a reduction in ambition. Instead, it reflects a commitment to setting credible, achievable goals that align with both our growth trajectory and the pace of energy transition in the markets where we operate.

Looking ahead, we will continue refining our emissions strategy in alignment with global best practices. In 2026, Cologix plans to further evaluate our targets through engagement with the Science Based Targets initiative (SBTi) to ensure our approach remains consistent with emerging climate guidance for the data center industry.

Alongside these changes, we continue strengthening the systems used to measure and manage emissions across our operations. We will continue to report our emissions across Scope 1, 2 and 3, improving year over year in our methodology and verifiability of data in line with global ESG-related frameworks and expectations.

As Cologix grows, we are also developing processes to better understand and reduce embodied carbon in new construction projects. Beginning in 2025, we established baseline carbon consideration processes for key greenfield developments, creating a foundation for a lifecycle approach to sustainable data center construction.

All of these efforts and our refreshed roadmap reflect a broader commitment to transparency, continuous improvement and responsible growth as we build the infrastructure powering the digital economy.



## CO2 Emissions at Cologix

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

Category	2023	2024	2025
Square Feet Under Management*	1,901,744	2,671,469	2,709,334
Scope 1 Emissions (CO2e Metric Tons)	619	807	740
Scope 2 Emissions (CO2e Metric Tons) – Location-Based	57,971	89,403	126,591
Scope 2 Emissions (CO2e Metric Tons) – Market-Based	-	89,224	112,264
Emissions Intensity (Scope 1 + Scope 2 emissions in MT/square feet under management)	0.03	0.03	0.04
Scope 3 Emissions Categories (CO2e Metric Tons)	-	82,821	119,035
• Category 1 – Purchased Goods and Services	-	3,726	4,962
• Category 2 – Capital Goods	-	77,655	112,462
• Category 5 – Waste Generated in Operations	-	163	180
• Category 6 – Business Travel	-	160	186
• Category 8 – Employee Commuting	-	1,117	1,245

\*Does not include facilities under construction.



## ISO 14001 Environmental Management

In 2025, Cologix achieved ISO 14001 environmental management certification across our operational footprint, marking a major milestone in strengthening environmental governance across the company.

ISO 14001 establishes internationally recognized standards for environmental management systems, helping organizations systematically identify, manage and reduce environmental impacts.

Implementing ISO 14001 required coordinated efforts across our operations, engineering, ESG and compliance teams. The certification provides several key benefits:

- Standardized environmental processes across all facilities
- Stronger monitoring and reporting of environmental performance
- Improved operational discipline and risk management
- Increased confidence for customers seeking responsible infrastructure partners

As we continue expanding our platform, ISO 14001 provides a consistent framework that supports operational excellence and environmental accountability across our data center platform.

# Our Energy Investment and Efficiency

Energy is the foundation of digital infrastructure. Data centers require reliable and resilient power to support mission-critical workloads for companies including large enterprises, financial institutions, healthcare systems and cloud platforms. As demand for computing capacity grows, energy management has become one of the most important strategic challenges facing the industry.

At Cologix, our approach to energy management and increased efficiency focuses on three priorities:

1. Improving facility efficiency
2. Expanding access to carbon-free and renewable energy
3. Developing innovative energy strategies with utilities and regulators

Our energy strategy is led by our Chief Energy Strategy Officer, whose team works across markets to secure power for new developments while supporting customer sustainability goals. This work requires balancing several factors including grid reliability, regulatory frameworks, power availability and renewable energy procurement.

## Operational Efficiency

Improving efficiency across existing facilities remains one of the most effective ways to reduce environmental impact.

In 2025, Cologix continued implementing operational improvements and technology upgrades across our data centers, including:

- AI-driven cooling optimization pilots at our Silicon Valley facility
- Efficiency improvements across Montréal operations
- Continued procurement of Renewable Energy Credits for customer deployments
- Market-specific energy procurement strategies tailored to regional power markets

Our average Power Usage Effectiveness (PUE) of 1.42 continues to outperform the global industry average, demonstrating the operational efficiency of our facilities.

Over the past year, Cologix continued to modernize critical facility infrastructure through targeted upgrades to uninterruptible power supply (UPS) systems across select sites.

Ten legacy GE UPS units operating at lower performance levels were replaced with newer high-efficiency systems designed to perform at near-unity power factor levels. These upgrades improve how effectively power is delivered to customer equipment while reducing unnecessary energy losses.

By increasing UPS efficiency, Cologix expects to lower wasted energy that would otherwise be lost as heat, supporting both operational reliability and improved energy performance across our data center portfolio.

Through these UPS modernization initiatives, Cologix expects to improve operational reliability and energy performance across our data center portfolio.

# Building Sustainable Infrastructure

Colocation data centers like Cologix play an important role in improving overall digital infrastructure sustainability. By housing many customers in a single, high-performance facility, colocation reduces the need for individual companies to build and operate smaller, less efficient data centers. This shared infrastructure model allows companies to benefit from economies of scale in power, cooling and operational efficiency, resulting in significantly lower energy use and emissions per workload.

Beyond environmental benefits, colocation is also a critical foundation of the digital economy. By enabling businesses to securely house IT infrastructure in highly interconnected

facilities, colocation providers create ecosystems where enterprises, carriers, cloud platforms and service providers can connect directly and exchange data with ultra-low latency. This proximity accelerates innovation, supports technologies such as inference AI and cloud computing and allows companies to scale their digital capabilities without the capital investment and operational complexity of building their own facilities.

As demand for digital services continues to grow across every sector – from healthcare and finance to research and public services – colocation facilities help ensure that this growth happens efficiently and responsibly. By centralizing infrastructure in purpose-

built, energy-optimized environments and enabling dense ecosystems of connectivity, colocation providers like Cologix support both economic growth and more sustainable digital infrastructure across North America.

At Cologix, sustainable infrastructure begins with thoughtful design and continues throughout construction and operations. Our approach includes investments in energy-efficient facility design, closed loop water systems, consideration of materials sourcing across new construction, sustainable land management practices and waste reduction and recycling initiatives.



**Land and Ecosystem Stewardship**

As we develop new facilities, we seek opportunities to protect and enhance the natural environments surrounding our sites.

Examples include biodiversity initiatives, responsible landscaping and tree planting programs such as the reforestation efforts at our MTL8 campus, where hundreds of indigenous trees and shrubs were planted to support the surrounding ecosystem.

**Waste Reduction and Circular Economy**

Although day-to-day waste generation in data centers is relatively low, Cologix continues working to improve waste tracking and recycling across our operations. In 2025 we expanded our efforts to measure waste streams across facilities and identify opportunities to increase recycling rates.

**We continue to recycle batteries across Cologix’s footprint. In 2025, our battery recycling totaled 862,236 pounds and 7,877 acid batteries recycled.**

**Our electronic waste recycling partnership with Staples continues to deliver measurable results, including:**

- More than 13,800 pounds of electronics recycled
- 105,000 pounds of CO<sub>2</sub>e emissions avoided

# Our Commitment to Water Stewardship

Water plays an important role in data center cooling systems, making responsible water management an important priority across our operations. While public attention on data center water use has increased in recent years, we have always believed responsible water stewardship requires thoughtful management in every market, not only in water-stressed regions.

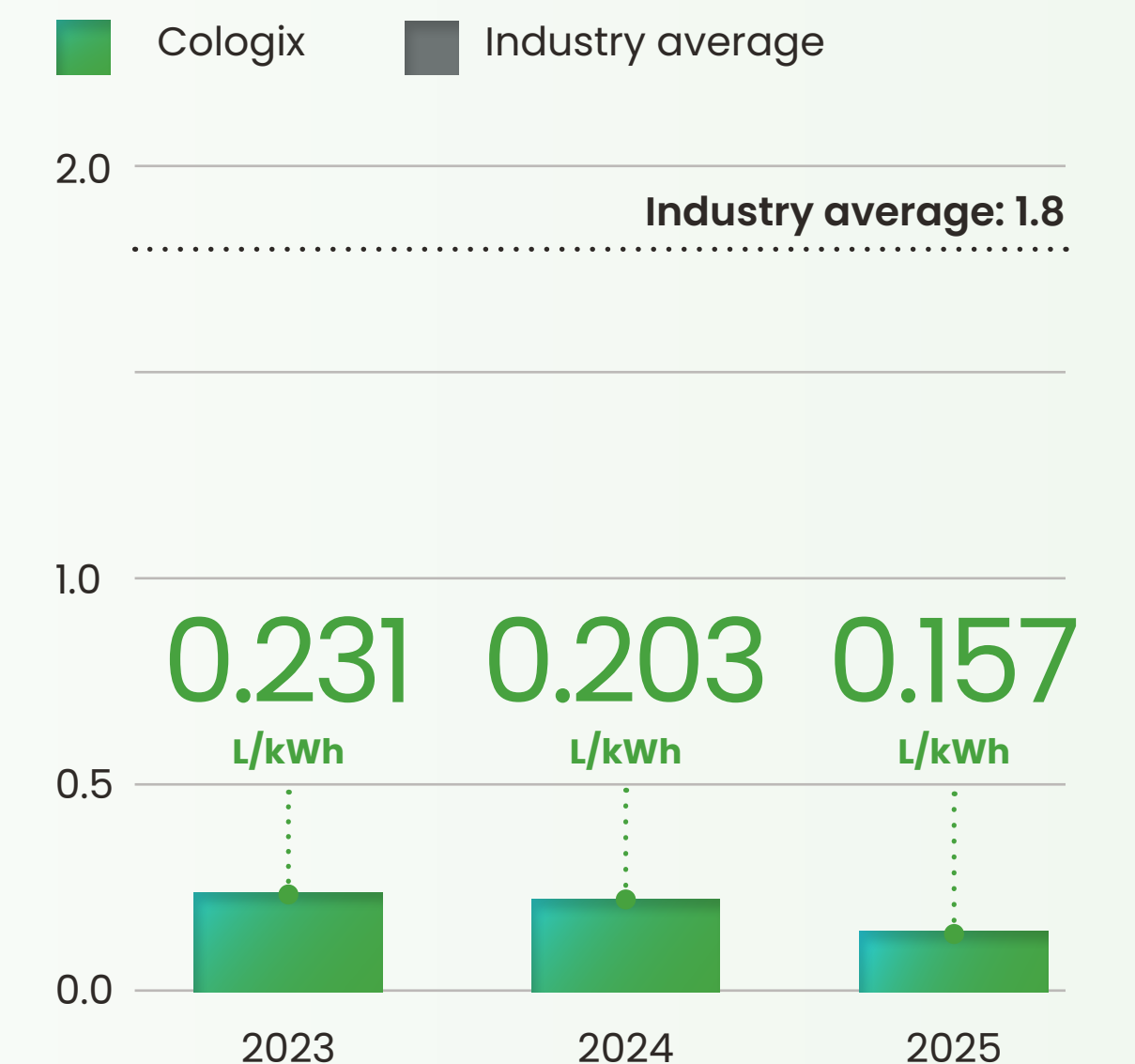
Cologix facilities prioritize closed-loop water systems, which reuse water within cooling systems whenever possible rather than releasing it into the environment. In these systems, water or coolant circulates continuously through sealed cooling loops, removing heat

from IT equipment and transferring it through heat exchangers without the need for constant replenishment. This approach eliminates the need for evaporative cooling towers and significantly reduces overall water consumption compared with traditional cooling systems.

As Cologix expands the use of advanced liquid cooling technologies – including liquid-to-chip, liquid-to-air and liquid-to-liquid configurations – these closed-loop systems enable efficient heat removal for high-density workloads while maintaining responsible water stewardship.

Through careful monitoring of Water Usage Effectiveness (WUE), Cologix tracks how efficiently water is used across its facilities. In 2025, Cologix reduced our portfolio-wide WUE to 0.157 L/kWh. Cologix’s WUE has decreased 32% since 2023, and remains 91% lower than the global data center industry average of 1.8 L/kWh.

## Water Usage Effectiveness (WUE) across Cologix data centers



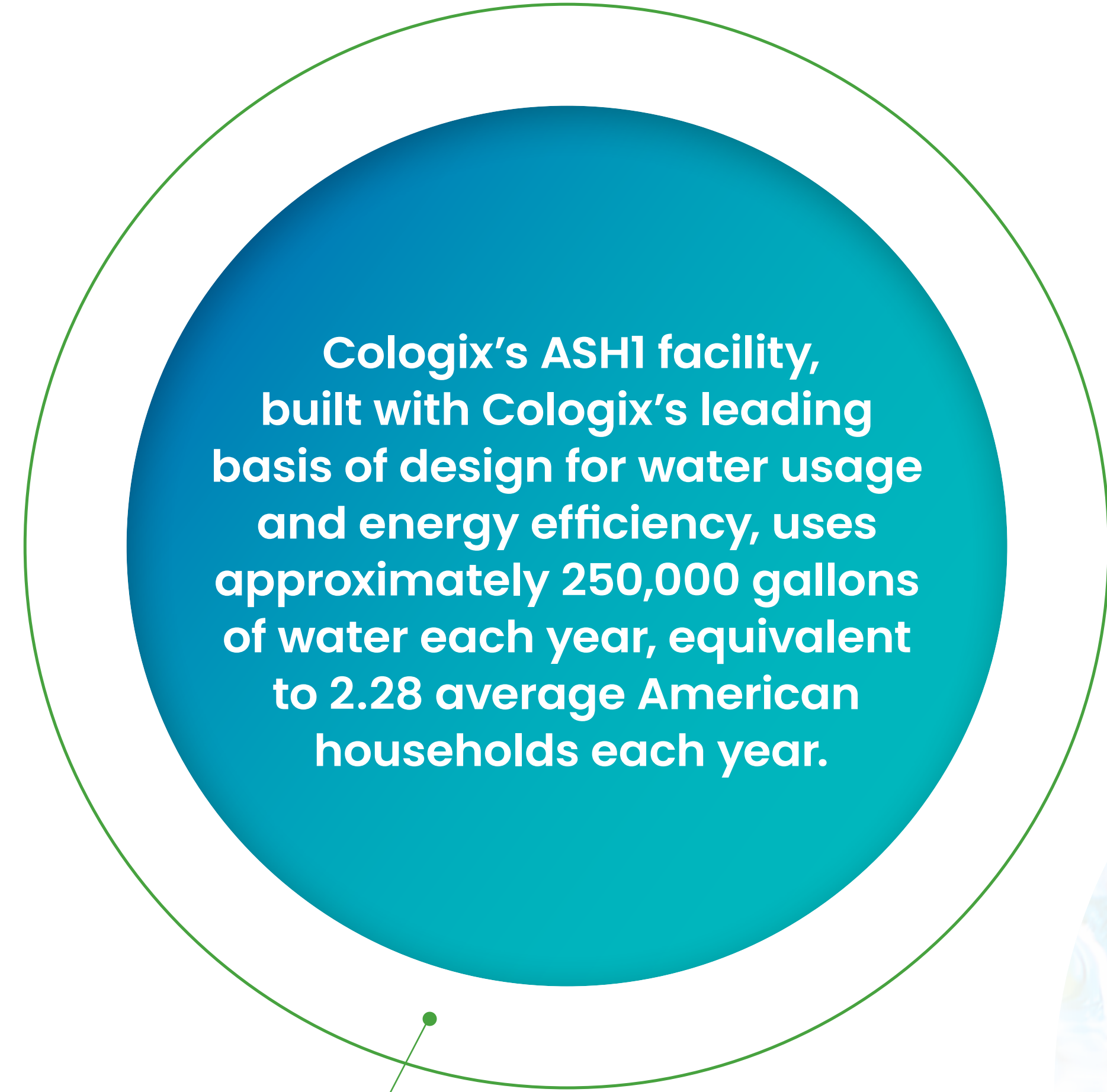
**Cologix’s 2025 WUE of 0.157 L/kWh is 91% below the data center industry average of 1.8 L/kWh**

Cologix supports our water stewardship commitment through technologies such as automated valves, pressure sensors and leak detection systems that help optimize system performance while maintaining operational safety and reliability. The company also follows ASHRAE TC9.9 guidelines to maintain optimal temperature and humidity levels, supporting efficient data center operations while minimizing water and energy use.

In 2025, Cologix began working with independent water management specialists to evaluate opportunities for more sustainable water use at two operational sites. This initiative is helping assess site-specific strategies to improve water efficiency, strengthen long-term resource planning and support responsible growth.

Insights from this work are expected to inform future water stewardship efforts across the broader portfolio, reflecting Cologix's proactive approach to managing resources in a rapidly evolving infrastructure environment.

Looking ahead, we are exploring additional innovations that further reduce water consumption, including alternative cooling systems that minimize water use, reclaimed water for landscaping and waste heat recovery opportunities.



**Cologix's ASH1 facility, built with Cologix's leading basis of design for water usage and energy efficiency, uses approximately 250,000 gallons of water each year, equivalent to 2.28 average American households each year.**



# SOCIAL



At Cologix, being purpose driven means scaling with intention; growing in ways that strengthen our communities, empower our people and uphold our responsibility as critical digital infrastructure providers. As data centers play an increasingly important role in the communities where we operate, we recognize that growth must be matched with meaningful engagement, transparency and local investment.

Our responsibility to the communities where we operate begins with the strength of our people. Our employees are the engine behind our continued growth and the realization of our Mission and Vision, bringing the expertise and shared values that enable us to scale with discipline and integrity. We are committed to fostering a culture grounded in health, safety, wellbeing and respect, ensuring our team members have the support and opportunity to thrive as we continue to grow.



**Materiality Topics  
Included**

Community engagement

Culture and inclusion

Employee development

Employee satisfaction and  
engagement

Health and safety

Recruiting and retention

**Our Social Roadmap: A Team Powered by Purpose**

**Our Goal:** Advance a positive company culture driven by our TRUST values

**Social Key Performance Indicators**

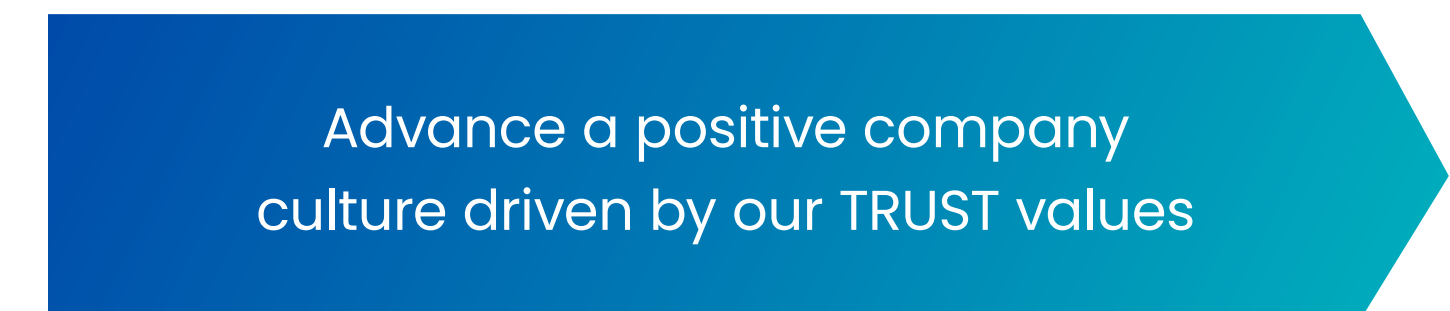
Social KPIs	2025 Results
Recognitions shared through employee awards platforms	3,000+
Lost Time Injuries (LTI) annually	2
Employee connection events/engagements hosted annually	30+
Percentage of full-time employees offered benefits plans	100%
Employee engagement (Net Promoter Score, based on survey)	+58
Employee attrition percentage (voluntary)	8.2%
Percentage of new hires referred by current employees	26%

## Refreshing Our 2030 Social Roadmap

In 2025, Cologix completed a comprehensive review of our 2030 ESG Roadmap. The goals below reflect changes that incorporate our learnings in building toward a 2030 vision for ESG at Cologix.

Our Original Roadmap Goals	Key Results
<ul style="list-style-type: none"> <li>• Build diverse candidate pools for all hiring processes</li> <li>• Build diversity-related data collection and target setting capabilities</li> </ul>	<ul style="list-style-type: none"> <li>• Continued to promote within Cologix’s hiring processes the inclusion of women and racially and ethnically diverse groups. In 2025, more than 15% of our net new hires were women and we continue to share diversity statistics where possible based on reporting laws in this report on page 40</li> <li>• In 2025, our executive leadership team was 50% women, continuing a trend of gender parity at the leadership level</li> <li>• Continued to implement employee wellbeing initiatives and key benefits package expansion, a process we know attracts and retains talent</li> <li>• Continued to grow community investment through Cologix Cares and VOLT, our program for time off for volunteerism</li> </ul>

## Refreshed 2030 ESG Roadmap



- Maintain an average employee Net Promoter Score of +50 based on annual employee surveys
- Achieve 3,000 hours of volunteerism through Cologix community engagement programs
- All Cologix markets have a local community engagement plan in place

# Social Impact at Cologix

At Cologix, our social impact reflects how we scale with purpose. As we expand our platform to meet rising demand for digital infrastructure, we are equally focused on strengthening the team and culture that make growth possible. Our Together We Win culture reinforces that progress is shared and that sustainable growth depends on engaged, trusted and respected people.

With more than 475 employees across North America, our workforce enables

operational excellence and positions us for the next phase of customer-driven growth. We are committed to cultivating a culture of growth and purpose where safety comes first, professional development is prioritized and every employee understands how their contributions advance our mission. By investing in our team and maintaining rigorous safety standards across our operations, we build the foundation for responsible expansion now and into the future.

**Team  
Driven**



# Health and Safety

## Workplace Health and Safety

At Cologix, safety is central to our culture and our responsibility as critical infrastructure providers. As our platform grows, we remain focused on safeguarding the people who make that growth possible. Our approach is structured, proactive and embedded into daily performance across every market.

We maintain comprehensive safety programs spanning data center operations, fall prevention and ladder safety, ensuring clear standards across both construction sites and operational environments. Team members receive equipment-specific training tailored to the risks of our operations, including forklift and personal lift certification as well as specialized instruction for those working on complex electrical systems. Strict protective gear requirements and rigorous lockout/tagout procedures are enforced to safeguard against hazardous energy exposure during maintenance and repair activities.

We regularly review and strengthen our safety practices. We conduct annual health and safety audits and systematically track and analyze incidents to strengthen prevention measures and drive accountability. We always strive for zero injuries at Cologix, working to train employees and managers to create a culture of safety in our facilities. In 2025, we experienced two OSHA reportable incidents, after which we completed post-incident reviews to ensure we learn from these incidents and immediately return to our path toward zero injuries.

## Safety Culture

At Cologix, our safety culture is grounded in our TRUST values and reflected in how we show up for one another every day. We view safety not only as a compliance requirement but as a shared responsibility that reinforces accountability, respect and operational excellence across our organization.

We take a proactive approach and work to identify and mitigate risks before incidents occur through structured planning, training and open communication. Team members are encouraged to speak up, report concerns and contribute ideas that strengthen our safety practices. Empowering individuals at every level to take ownership of safety helps create an environment where prevention comes first.

We also embrace a continuous improvement mindset. Through regular feedback loops, we refine our processes and strengthen our standards over time. By embedding safety into our culture, we support a workplace where people feel confident, supported and protected as we advance our mission.

## Employee Wellbeing

At Cologix, supporting employee wellbeing is an extension of our commitment to purposeful growth.

As we scale our platform and processes, we recognize that sustainable performance begins with a healthy, engaged and supported workforce. Our Wellbeing Program, formalized in 2024 and expanded in 2025, reflects this belief and reinforces our commitment to investing in our team and culture.

The program is structured around five interconnected pillars: Physical, Mental, Social and Cultural, Intellectual and Environmental wellbeing. Together, these focus areas provide employees across North America with access to resources, education and initiatives designed to support both personal health and professional development. By promoting a balanced work-life experience and encouraging individuals to care for their overall wellbeing, we strengthen the foundation that enables our people and our organization to perform at their best.



# Cologix Wellbeing Initiative



By prioritizing wellbeing across Physical, Mental, Social and Cultural, Intellectual and Environmental dimensions, we are building a workplace where employees feel supported, connected and equipped to do their best work.

- **Wellbeing Days:** Two dedicated Wellbeing Days each year give employees time to step away from work and focus on personal wellness, encouraging our team to recharge in ways that support their overall wellbeing.
- **Mindful Mondays:** This initiative shares practical mindfulness concepts and tips that help employees build focus, manage stress and bring greater balance to their daily routines. In 2025, we added Meditation Moments to our Mindful Monday practices with daily guided meditations led by Toronto team member Paul Maskell.
- **Kindness Week:** Held annually, Kindness Week celebrates gratitude, recognition and positivity across our teams, reinforcing a supportive and respectful workplace culture.
- **Fitness Challenge:** Employees have the opportunity to participate in a companywide Fitness Challenge that encourages physical activity, friendly competition and a shared commitment to healthy habits. In 2025 our Sales Enablement lead introduced 30-minute Zoom yoga sessions to this challenge, helping to support and inspire employees at every fitness level.

# Culture and Inclusion

At Cologix, culture and inclusion are closely connected to our fundamental values and our TRUST framework. We believe strong teams are built through respect, an inclusive environment and a diversity of experiences and perspectives that spark new ideas and strengthen how we work together.

We recognize that diverse perspectives and backgrounds strengthen our ability to support a broad and evolving customer base. At Cologix, we value team members for who they are and for the contributions they make to our company and our customers. This commitment is reflected in our leadership team composition, where women represent 50% of leadership roles. We will continue to collect voluntarily reported diversity data to better understand representation across our workforce.

In 2025, we continued quarterly human resources training focused on culture and inclusion. Strong participation across our workforce helped reinforce our commitment to respect and an inclusive workplace environment. Cologix also launched “Cologix Connexions”, a monthly companywide newsletter designed to strengthen communication and connection across our growing organization. The newsletter shares company updates, highlights team achievements and reinforces our culture by keeping employees informed and engaged.

Cologix’s bi-monthly All Hands meetings continue to be an important touchpoint in building a positive company culture and ensuring all Cologix team members have visibility into our work across North America.



## Employee Resource Groups (ERGs)

Cologix continues to support and invest in our three Employee Resource Groups: Culture Club, Cologix Women’s Connection Network (CWCN) and Local ESG Teams. These groups play an important role in strengthening connection, engagement and inclusion across our workforce.

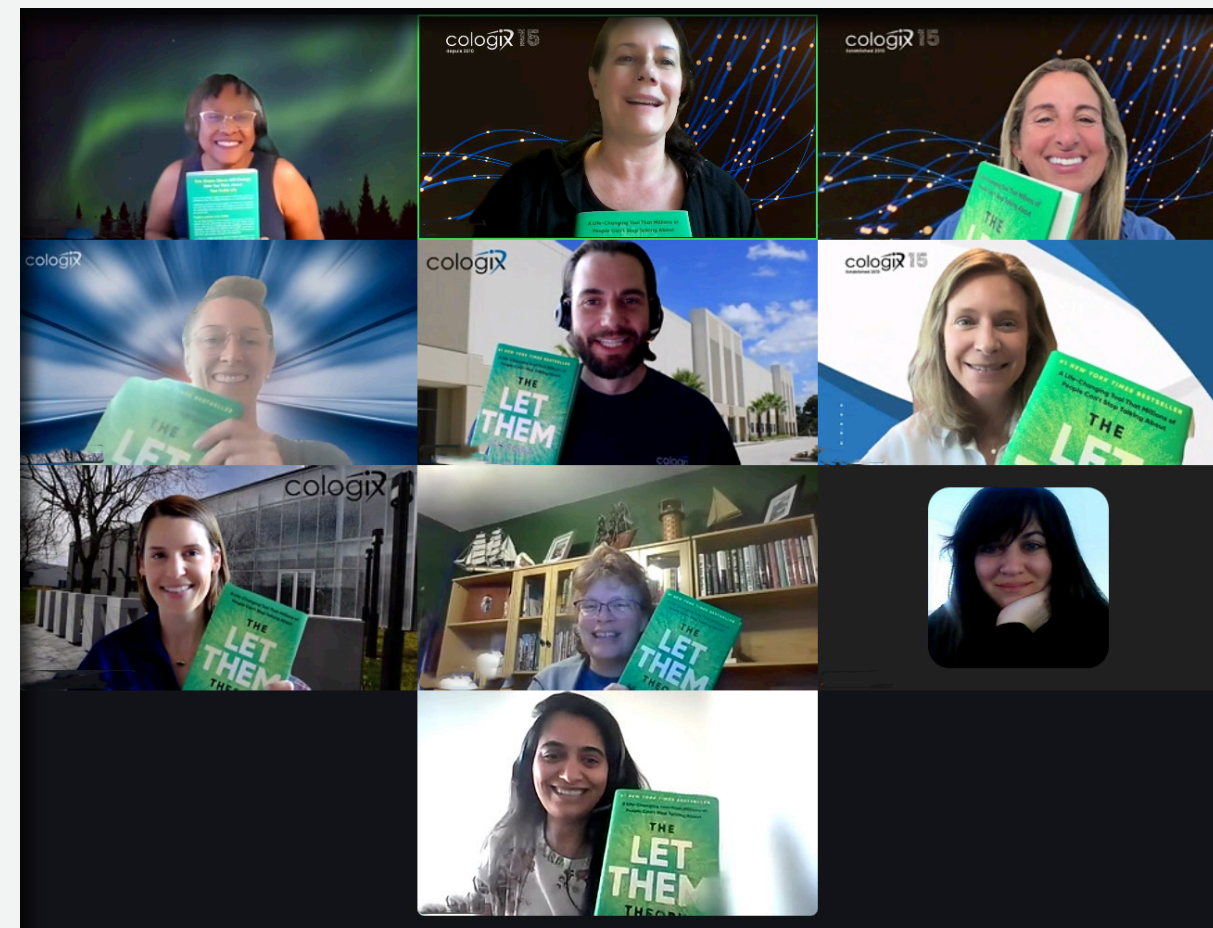
Culture Club brings teams together through shared experiences and celebrations that reflect the diversity of our people, while CWCN creates space for women across the organization to connect, mentor and grow in their careers. Our Local ESG Teams translate our enterprise sustainability goals into action at the site level, empowering employees to lead initiatives that matter most in their communities. Together, these groups foster a culture where every employee has the opportunity to contribute, lead and feel a sense of belonging at Cologix.

SPOTLIGHT

## Employee experience with Culture Club

Employees participated in initiatives that encourage learning and connection. Activities included a quarterly Book Club aptly called “The Novel Bunch” where 60+ team members received a selected book and joined discussions throughout the year. We also hosted Monthly Bingo Breaks that provided informal opportunities to engage with colleagues.

These programs continue to see steady engagement and positive feedback from employees, reinforcing the value of a connected and inclusive workplace culture at Cologix.



## Employee experience with CWCN

In 2025, the Cologix Women’s Connection Network hosted quarterly events that created opportunities for women across the company to connect, share experiences and support one another’s professional growth.

## Local ESG Teams: Connecting Ideas Across Communities

Cologix’s Local ESG Teams continue to play an important role in advancing social and environmental engagement at the community level. In 2025, representatives from these teams came together regularly on cross-site calls to share ideas, discuss local initiatives and exchange insights on how to strengthen community involvement in their respective markets. These conversations create a forum for collaboration and learning, helping teams identify new opportunities to engage with local partners, support community priorities and expand the impact of Cologix’s ESG efforts across North America.

## 2025 Workforce Representation at Cologix

By Group	Woman Representation			Racially and Ethnically Diverse Groups		
	Company Wide	United States	Canada	Company Wide	United States	Canada
Board of Directors	20%	-	-	20%	-	-
Executive Leadership Team	50%	50%	-	10%	-	-
All Employees	17%	22%	10%	Data unavailable	29%	Data unavailable
All Management	4%	5%	1.2%	Data unavailable	3.5%	Data unavailable
Technical Staff	3%	4%	1.2%	Data unavailable	4.5%	Data unavailable
All Other (Non-Technical) Staff	15%	18%	8%	Data unavailable	24%	Data unavailable



## Celebrating 15 Years of Cologix

In 2025, Cologix celebrated our 15th anniversary, marking an important milestone in the company's growth. To recognize the occasion and thank employees for their contributions, we introduced a commemorative logo, anniversary collateral and limited-edition merchandise gifted to team members across the organization.



## CASE STUDY

# Local Teams Give Back

Across Cologix markets, Local ESG Teams are turning shared ideas into meaningful community action. In 2025, employees across seven markets came together to support local organizations and causes through hands-on volunteerism and charitable initiatives.

In Denver, team members volunteered with Wish for Wheels, an organization working to give every child in need their own bike and helmet. Together, the team assembled 30 bicycles for children, helping ensure more young people have access to transportation, recreation and the joy of a new bike.

The Toronto ESG Team also partnered with Dedicated Advocacy Resource Support (DARS) at its Transitional Farmhouse project, the first initiative

of its kind in Canada. The program provides a transitional live/work farmhouse for individuals experiencing homelessness or housing instability in the Durham Region, offering a pathway toward stability and independence.

Additional community activities across our Cologix markets further reflect the growing momentum of local engagement across the company. Together, these efforts demonstrate how Cologix's Local ESG Teams are helping translate the company's values into tangible impact in the communities where employees live and work.



# Employee Development

At Cologix, continued learning and professional growth are key components of employee wellbeing. We believe that investing in our people strengthens our organization and supports long-term success. By providing employees with opportunities to develop new skills, expand their knowledge and advance their careers, we are building a workforce prepared to support our ongoing growth.

In 2025, we expanded our learning and development efforts by piloting new learning platforms and launching LinkedIn Learning, providing employees with broader access to on-demand

training resources. We also introduced a Tuition and Certification Reimbursement Program to support continued education and professional advancement. We continued our Dale Carnegie Leadership Development Training program, which helps strengthen leadership capabilities across the organization. By year-end 2025, 78 employees have participated in the program.

To further support career development, we initiated a career leveling and pathing project, working with a third-party partner to define clearer career ladders and growth opportunities across

the organization. This work supports a broader compensation and leveling initiative, which began in 2025 and concluded in the first quarter of 2026. We also strengthened department-level ownership of professional development by introducing department-specific professional development budgets, enabling leaders to tailor learning opportunities to the needs of their teams.



## Investing in Employee Growth

In August 2025, Cologix launched a Tuition and Certification Reimbursement Program to support employees pursuing education and training aligned with their roles and long-term career goals. The program provides eligible employees with up to \$2,000 per year to help cover tuition and course-related fees for degree programs, professional certifications and job-relevant training.

This program reflects Cologix's commitment to career development and reinforces our belief that investing in our people is an investment in the company's future. Early employee interest has been strong and we expect participation to grow as awareness of the program increases across the organization.

# Employee Engagement and Satisfaction

## Employee Engagement

With employees located across North America, fostering a connected culture requires intentional communication and engagement. At Cologix, we prioritize creating opportunities for employees to stay informed, share feedback and feel connected to our company's direction and values.

Each year, we conduct an employee sentiment survey to gather insights on topics such as leadership effectiveness, workplace satisfaction and engagement programs. These insights help guide our people strategy and identify opportunities for continued improvement. In 2024, we introduced Employee Net Promoter Score (eNPS) as our primary engagement metric. Engagement levels remained strong in 2025, with high levels of participation and positive feedback as in past

surveys. In our 2025 survey, we had the highest participation rate to date with employees reporting an eNPS score of +58 – a level considered excellent.

Regular All Hands meetings also play an important role in maintaining open communication. Since 2021, the Cologix leadership team has hosted six company wide meetings to share updates on business priorities, recognize employee contributions and provide transparency around key initiatives. These forums create opportunities for employees to ask questions, hear directly from leadership and stay connected to the company's growth and strategy.

## Employee Benefits

At Cologix, our employee benefits philosophy reflects our belief that investing in our people is essential to building a strong and engaged

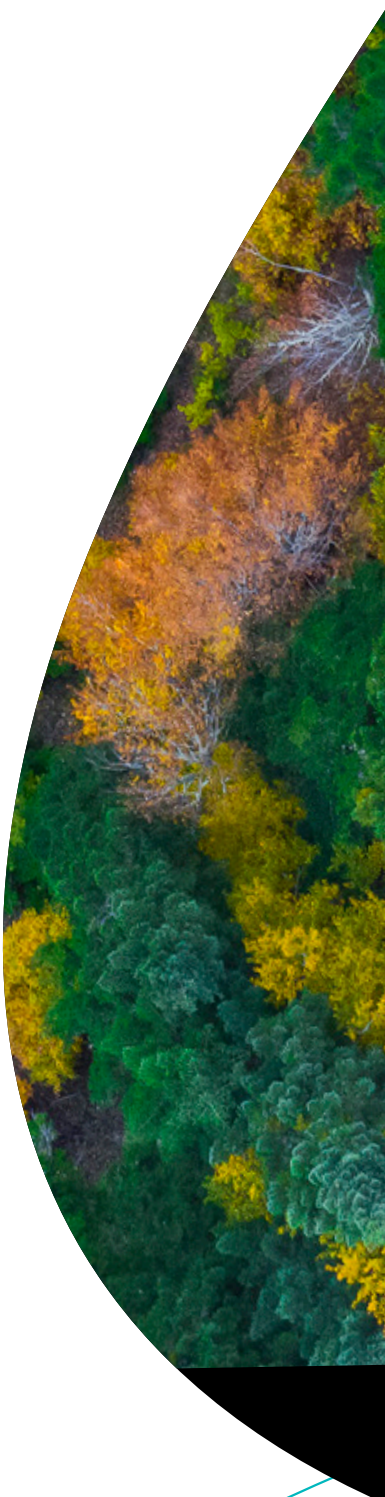
workforce. Reflecting our TRUST values, we provide comprehensive benefits that support employee health, financial security and overall wellbeing. We continuously review and enhance our offerings to ensure they evolve alongside the needs of our growing team.

All employees have access to retirement savings programs that help them plan for the future, including 401(k) plans for U.S. employees and RRSP plans for employees in Canada, both of which include company matching contributions. Our Volunteer Outreach Leave Time (VOLT) program also supports community engagement by providing full-time employees with eight hours of paid time each year to volunteer with organizations of their choice.

Employees in both the United States and Canada have access to multiple healthcare plan options designed to

meet a range of needs. These benefits include comprehensive medical coverage as well as dental and vision care. In the United States, our unaccrued paid time off policy also provides employees with flexibility in managing time away from work. In addition, Cologix expanded our bereavement leave policy to provide employees with up to five days of paid leave following the loss of a loved one, with flexibility in how the time is used.

To support innovation and responsible technology use, all employees now have access to use Large Language Models (LLMs), alongside a newly introduced AI policy that encourages safe and effective use of these emerging tools. Together, these benefits help ensure employees have the resources and flexibility they need to succeed both at work and beyond.



# Employee Recognition

At Cologix, we recognize that our success is built on the dedication, talent and hard work of our employees. We strive to foster a culture of appreciation where every team member's contributions are valued and recognized. Through both peer and manager recognition, employees have opportunities to acknowledge colleagues who demonstrate collaboration, innovation and excellence in their work.

Our employee recognition platform serves as a central hub for celebrating individual and team achievements across the organization. This system allows team members to recognize each other and earn points towards rewards

each year. In addition, our "Cologix Connexions" newsletter spotlights new employees and employee accomplishments to encourage employee engagement and highlight employees who go above and beyond in their roles, reinforcing our shared commitment to teamwork and performance.

We also celebrate long-term dedication through our Colo-Versary Program, which recognizes employees who have reached seven or more years of service with Cologix. In 2025, 107 employees reached this milestone, and were celebrated for their continued commitment to our company and culture.



# Recruiting and Retention

As Cologix continues to grow across North America, attracting and retaining talented employees remains essential to our long-term success. Operating in highly competitive markets for technical and infrastructure expertise requires a thoughtful approach to recruiting, development and workforce planning. We focus on identifying individuals with the skills needed to support our operations today while also investing in the growth of our existing workforce to meet the demands of tomorrow. In addition to our robust benefits and employee engagement strategies, we also offer a hybrid workplace for non-data center roles.

Our recruiting strategy emphasizes efficiency, consistency and a strong candidate experience. In 2025, we tested, selected and integrated a new Applicant Tracking System (ATS) to

streamline hiring processes, improve visibility into candidate pipelines and strengthen collaboration between hiring managers and Human Resources. This system helps us better identify and attract candidates with the specialized expertise required to support Cologix as we grow.

Retention is equally important to sustaining our growth. Through investments in professional development, career pathing and employee engagement initiatives, we work to ensure that employees have opportunities to build skills and advance their careers within Cologix. By strengthening both our recruiting capabilities and internal development pathways, we are building a resilient workforce prepared to support the next phase of our growth.



## Launching the Summer Intern Program

In 2025, Cologix launched our first Summer Intern Program, creating new opportunities for students to gain hands-on experience in the data center and digital infrastructure industry. The program brought together 11 interns across 10 departments, providing exposure to a wide range of business functions.

Throughout the program, interns worked on meaningful projects, collaborated with cross-functional teams and gained insight into the technical and operational aspects of Cologix's business. The experience was designed to support learning, mentorship and professional development while introducing participants to career opportunities within the industry.

Building on this strong foundation, Cologix will continue the Summer Intern Program in 2026, welcoming additional interns and creating even more pathways for future talent.



# Community Engagement

At Cologix, community engagement is an important part of how we live our values and grow responsibly in the markets where we operate. As a provider of critical digital infrastructure, we recognize the importance of building strong relationships with the communities where our data centers are located. Through responsible action, volunteerism, charitable giving and local partnerships, we work to support organizations and initiatives that strengthen the communities where our employees live and work.

## Responsible Action

As Cologix grows, we remain focused on ensuring our expansion is guided by purpose and responsibility. Being

purpose driven means making thoughtful decisions about how we invest our resources and how we engage with the communities in which we have data centers. We recognize that responsible growth requires ongoing dialogue with local stakeholders and a commitment to supporting initiatives that create long-term value for the regions where we operate.

To further strengthen this approach, Cologix hired a Vice President of Policy and External Affairs to help guide the company's external affairs and community engagement strategy as it continues to grow. This role will support stronger relationships with community stakeholders, policymakers and industry partners while helping align community

engagement efforts with Cologix's long-term growth strategy. The position will also help advance local initiatives, partnerships and programs across key markets, expanding opportunities to collaborate with community organizations, educational institutions and local leaders while ensuring engagement reflects the priorities of the communities where Cologix operates.





**Employee Volunteerism:  
VOLT Program**

Our Volunteer Outreach Leave Time (VOLT) program empowers employees to support causes they care about by providing paid time to volunteer with nonprofit organizations. The program continues to grow as more employees take advantage of opportunities to give back in their communities.

In 2025, employees recorded 421 volunteer hours, representing a 19% increase from 2024 and a 290% increase in since 2023. Across our markets, employees contributed their time to a wide range of causes, from food banks to youth programs to schools to community development initiatives.

To support continued participation, we are working to simplify volunteer tracking and reporting, making it easier for employees to log volunteer time and share their experiences. As participation continues to grow, our goal for 2026 is to reach a 20+% increase in volunteer hours across our 475+ employees.



**Cologix Cares:  
Charitable Giving**

Through the Cologix Cares program, we provide financial support to nonprofit organizations that address critical community needs, enabling employees to guide this charitable giving. In 2025, Cologix continued to provide financial assistance to organizations that strengthen communities and respond to urgent needs. Employees selected several charitable organizations to receive donations including St. Jude Children’s Research Hospital; Wounded Warrior Project; Food Banks Canada; Boys & Girls Club Canada.



**Supporting Communities  
in California**

In California, we supported communities impacted by regional wildfires through a combination of direct contributions and employee-led initiatives. We donated \$10,000 to support fire recovery efforts and encouraged employees attending our SKO event to give back by contributing to local causes and donating essential items such as hotel toiletries. We also promoted more sustainable practices during the event, including opting out of housekeeping services to reduce environmental impact. As part of our community engagement, we partnered with the event’s keynote speaker, world champion surfer Shaun Tomson, to bring his “CODE Method” to local schools. Together, we donated 700 of his books to a local high school where he also spoke to students on building resilience and making intentional life commitments.

To further inspire student interest in digital infrastructure careers, we are developing student engagement initiatives, including a “mini data center” educational concept designed to introduce students to the technology and infrastructure that power the digital economy.

Through these initiatives, we aim to strengthen our connections with local communities, support meaningful causes and ensure our growth creates shared value for the regions we serve.

## CASE STUDY

# Community Engagement in Cologix Markets

While we operate as a North American platform, our impact is felt most directly in the communities where our data centers are located. Each market we serve has its own priorities, challenges and opportunities. Our local teams play an important role in understanding and responding to those needs. Through volunteerism, partnerships with community organizations, workforce development initiatives and thoughtful operational practices, we work to ensure we contribute positively to the regions where we operate. These local perspectives help shape how we grow responsibly and strengthen the relationships that support our long-term success.

## Supporting Communities in Toronto

In Toronto, we focused on supporting community organizations that provide critical local services. In 2025, we partnered with the Dedicated Advocacy Resource Support (DARS) rehabilitation center, helping build outdoor infrastructure including a deck, fencing and a farm produce stand used by individuals experiencing housing instability and addiction recovery. More than half of our Toronto team participated in volunteer initiatives throughout the year, reflecting a strong culture of service supported by our Volunteer Outreach Leave Time (VOLT) program. These efforts complement our financial contributions to larger organizations such as Foodbanks Canada, ensuring our community engagement creates both immediate and long-term impact in the region.



SPOTLIGHT

## Strengthening Local Workforce Pipelines in Ohio

As we expand our footprint in the Columbus region, we are focused on building strong relationships with local communities and preparing the workforce needed to support the growth of digital infrastructure. The Columbus market is experiencing significant expansion, with plans for multiple new facilities and a growing operations team. To support this growth responsibly, we are working with local leaders and education partners to create a data center training program at a nearby high school. This initiative aims to introduce students to careers in digital infrastructure and help develop a local talent pipeline for the industry, while reinforcing our commitment to being a responsible neighbor in the communities where we operate.



## Investing in Local Communities in Florida

In Florida, our Jacksonville and Lakeland teams prioritize hands-on community engagement that reflects the needs of their local region. We regularly volunteer with Feeding Northeast Florida, supporting food distribution programs that serve families and local soup kitchens across the area. We also organize blood drives with our partner Blood Alliance and participate in quarterly Adopt-A-Highway cleanups near our facilities. When expanding or upgrading facilities, we prioritize hiring local contractors and suppliers whenever possible, helping ensure that our investments support the regional economy and strengthen relationships with the communities where we operate.

# G



# OVERNANCE



# CE

At Cologix, our approach to governance reflects our commitment to operating with integrity, accountability and transparency. As we continue to scale our platform, we remain purpose driven in how we lead the business, ensuring that growth is guided by strong oversight and responsible decision-making.

Our unwavering commitment to good governance and ethical leadership helps us maintain consistent standards across our operations and value chain.

**Materiality Topics  
Included**

Business risk  
and continuity planning

Corporate ethics and values

Customer privacy and  
information security

ESG governance and compliance

Responsible business practices  
and policies

Supply chain management

**Our Governance Roadmap: Driven by Best-in-Class Ethical Strategies**

**Our Focus:** Emphasize best-in-class governance, ethics and compliance practices, transparently sharing our results with our stakeholders

**Governance Key Performance Indicators**

Governance KPIs	2025 Results
Number of ESG Committee Meetings	12+
Board diversity percentage	20%
Percentage of facilities with ISO 27001 and 14001, 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%

## Refreshing Our 2030 Governance Roadmap

In 2025, Cologix completed a comprehensive review of our 2030 ESG Roadmap. The goals below reflect changes that incorporate our learnings in building toward a 2030 vision for ESG at Cologix.

Our Original Roadmap Goals	Key Results
<ul style="list-style-type: none"> <li>• Ensure 80% of Cologix supplier spend includes ESG requirements</li> <li>• Achieve 100% training in ethics and compliance for employees</li> </ul>	<ul style="list-style-type: none"> <li>• Incorporated ESG clauses in our Supplier Code of Conduct</li> <li>• Through 2025, 75% of Cologix suppliers, representing more than 95% of total spending, have acknowledged the Supplier Code of Conduct</li> <li>• Began tracking diverse suppliers in our supplier portal, with 20% of Cologix suppliers holding a diverse supplier certification including VOSB/DVOSB, SBE, WEB or MBE</li> <li>• 100% of Cologix employees completed quarterly ESG-related training aligned with our culture, values, ethics, security and compliance efforts since 2023</li> </ul>

## Refreshed 2030 ESG Roadmap



Emphasize best-in-class governance, ethics and compliance practices, transparently sharing our results with our stakeholders

100% of Cologix employees participate in annual training related to culture, values, ethics, security and compliance

100% of Cologix facilities (> 1 year active) retain certification through ISO 14001, ISO 27001, SOC1, SOC 2, HIPAA and PCI-PSS

80% of all Cologix supplier spend includes contractual ESG-related requirements

# Responsible, Ethical Business Practices and Policies

Cologix operates on a strong ethical foundation that guides how we conduct business and engage with our stakeholders. Across our organization and value chain, we promote a clear understanding of the principles that shape responsible decision-making and ethical conduct. Our policies and practices set consistent expectations for employees, partners and suppliers, helping ensure our operations reflect integrity, accountability and respect.

Our values inform how we deliver results and create impact across our business. From our team members and customers

to our suppliers and investors, we work to uphold high standards of transparency and ethical behavior in every interaction.

Responsible governance also includes preparing for and managing operational risks. Through our business continuity management approach, we work to ensure resilience across our operations and maintain reliable service for customers even during disruptions. By embedding ethical practices and risk management into our business, we strengthen trust and support the long-term stability of our platform.

## Our Governance Structure

The Cologix Board of Directors has six members, including Cologix CEO Laura Ortman. The Board maintains two standing committees, Audit and Compensation, and the Board of Directors receives regular briefings on Cologix's ESG initiatives.

## ESG Governance Structure



## ESG Governance

The Cologix leadership team provides oversight of 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 provides regular updates to the broader leadership team and the Board of Directors, helping ensure alignment on key initiatives and the overall direction of our ESG program.

In 2025, the work of our ESG Steering Committee and Subcommittees was significant in overseeing our double materiality study, refreshing our ESG Roadmap and ensuring our overarching ESG strategy evolves with the expectations of our stakeholders. This group of leaders includes members of our executive leadership team as well as key subject-matter experts who meet regularly to provide guidance and offer their expertise in decision-making across ESG.

We were especially proud of our high engagement with employees during our double materiality study in 2025, with more than 100 employees sharing their perspective in this process. It is important that our ESG initiatives are developed and refined through open dialogue with our stakeholders, including employees. We encourage our team to engage at any time, bringing ESG topics to our regular All Hands meetings and keeping an ESG-related email address available for employees to share ideas and questions throughout the year.

## Compliance and Ethics

At Cologix, ethics and integrity form the foundation of our business practices. Our Code of Ethical Standards, Business Practices and Conduct (“The Code”) defines the legal and ethical expectations for our team, addressing topics such as fair competition, anti-bribery and responsible business conduct. To support strong governance, we maintain a comprehensive set of policies that promote compliance, security and ethical decision-making across the organization. We regularly

review and update these policies to align with evolving best practices, reinforcing our commitment to integrity in all aspects of our operations.

In 2025, we continued to advance our ethics and compliance program through quarterly training sessions, achieving 100% participation among eligible employees. A small number of Cologix subsidiaries, representing less than five percent of our workforce, are not included in these specific training programs. We also reinforce ethical awareness and engagement through regular All Hands meetings, integration of governance topics into employee training and accessible communication channels such as our ESG email alias, which allows employees to raise questions or share feedback related to our ESG program and policies.



**“Strong governance structures and ethical practices are about making sure we can grow with confidence. When the rules are clear, risks are managed and everyone understands the standards we operate by, the entire organization is stronger.”**

- PHILLIP ECK, GENERAL COUNSEL

# Customer Privacy and Information Security

At Cologix, protecting our customers' IT infrastructure is a core responsibility. Our facilities are designed with strong physical security measures, including 24/7 monitoring, onsite security personnel and advanced access controls such as alarmed critical infrastructure, card access systems and mantraps. We also offer private, secure cages throughout our data centers, each equipped with fire protection systems to support secure and flexible deployments.

Cologix maintains 100% compliance across our data centers with key industry certifications and regulatory frameworks, including:

- System and Organization Controls (SOC) Type 1 and Type 2 reports, which evaluate our controls related to security, environmental safeguards, processing integrity, privacy and confidentiality

- Payment Card Industry (PCI) and Data Security Standard (DSS)
- HIPAA requirements related to protecting electronic protected health information (ePHI)
- ISO/IEC 27001 certification for our information security management system (ISMS)

We also provide cybersecurity and information security training for employees across North America to help ensure our systems remain resilient and prepare our teams to identify and respond to evolving threats.

Cologix conducts periodic companywide reviews of our data privacy practices, confirming that the collection, storage and use of personal information across the organization aligns with applicable U.S. and Canadian data privacy regulations.

## Information Security Management System

Cologix maintains an Information Security Management System (ISMS) that governs how we identify and manage information security risks across the internal systems and processes that support our colocation operations. While Cologix does not store, process or transmit customer data, the program focuses on protecting internal business information, supporting regulated customer environments and maintaining alignment with ISO/IEC 27001 and related requirements.

In 2025, our focus remained on maintaining ISO/IEC 27001 certification while supporting ongoing SOC, PCI and HIPAA compliance obligations. During the year, we also achieved ISO 14001 certification at all operating facilities, strengthening how environmental and information security

management systems are governed and audited across the organization. We also continued to mature our risk management practices by enhancing supplier and third-party security oversight, improving policy governance and control mapping and strengthening audit readiness through close coordination with Legal, Compliance and Operations teams.

In 2026, we will continue advancing the maturity of our ISMS, with increased alignment to enterprise risk management and ESG reporting processes. Our efforts will also focus on further refining supplier security practices and preparing for upcoming surveillance audits to maintain certification and strengthen our overall information security framework.



# • Partner Highlights: Cologix Customers

## Akamai

Cologix works closely with customers like Akamai who emphasize that renewable energy availability, energy efficiency and transparent environmental data are important to them when evaluating colocation providers. The ability to provide transparent data, support sourcing renewable energy and generate facility-level insight is increasingly a priority as Akamai advances its net zero and renewable energy commitments.

In addition to clean energy, Akamai highlighted water risk management, cooling system efficiency and measurable PUE performance as focus areas for data center operators. Akamai also noted the importance of responsible supply chain practices and vendor transparency, including attestations and regular sustainability surveys used to evaluate partners. These priorities reflect a growing expectation for data center providers to support customers in achieving their ESG objectives.

Cologix continues to align its operations and approach to support these evolving customer needs. Through regular engagement and sustainability reporting, Cologix provides transparency on our environmental performance and progress across key operational areas. This collaboration helps ensure alignment between customer sustainability priorities and Cologix's operational strategy as both organizations advance their long-term ESG commitments.



## Zayo

As a supplier within Cologix's value chain, Zayo is a part of the connectivity infrastructure that underpins digital operations across North America while also advancing ambitious sustainability goals of its own. The relationship reflects a shared focus on operational resilience, emissions transparency and responsible infrastructure growth.

Zayo has established a science-based, SBTi-validated target to achieve net-zero Scope 1 and 2 emissions by 2030 and currently sources 100% renewable electricity through global renewable energy certificate (REC) purchases. The company continues to strengthen its ESG performance through third-party validated emissions reporting and participation in leading disclosure frameworks including CDP, EcoVadis, MSCI, Sustainalytics and S&P Global assessments. Beyond renewable energy procurement, Zayo emphasizes accountability and transparency across its operations through public sustainability reporting, supplier standards, governance policies and ongoing emissions tracking.

Collaboration between Cologix and suppliers such as Zayo also supports improved visibility into renewable energy sourcing and greenhouse gas accounting across shared operations, helping both organizations advance long-term climate and sustainability objectives.



# Supply Chain Management

Cologix recognizes that responsible business practices extend beyond our own operations and into the broader network of partners and suppliers that support our platform. As we continue to scale across North America, we work to ensure that the organizations we partner with uphold standards that align with our values and ESG priorities. This includes expectations related to ethical conduct, operational integrity, environmental responsibility and compliance with applicable regulations.

Our supply chain includes a diverse group of partners that support the construction, operation and connectivity of our facilities. This includes contractors, equipment providers, technology vendors and critical infrastructure partners such as utilities that provide the power

necessary to operate our data centers. Because our infrastructure depends on these relationships, we view supply chain governance as an important component of responsible growth.

Through our procurement processes and vendor management practices, we promote transparency, accountability and consistent expectations across our supplier network. These practices help ensure that our partners understand and support the standards that guide our operations and ESG commitments.

## Progress and Continuous Improvement

During 2025, Cologix continued strengthening the systems and processes that support responsible supply chain management.

One important step has been the ongoing deployment of a new procurement platform, which is designed to modernize and streamline procurement operations across the company. The platform improves visibility into vendor relationships and purchasing activity, helping teams make more informed decisions and strengthen oversight across our supplier network.

Implementation of the platform is also helping improve vendor transparency and data visibility, allowing us to better track supplier performance and align procurement activities with our broader governance and compliance programs. As part of this effort, we are integrating procurement processes more closely with internal compliance frameworks to support consistent standards across our operations.

Looking ahead, Cologix plans to further expand the role of ESG considerations within our supply chain governance. Beginning in 2026, we will continue developing processes that strengthen oversight of supplier practices and improve alignment between our procurement activities and ESG priorities. These efforts will help ensure that as our platform grows, our supplier ecosystem evolves alongside it with a shared commitment to responsible and transparent business practices.



# Partner Highlights: Cologix Suppliers

## Cohesio

Cologix has partnered with Cohesio Architecture in Montréal since 2013, supporting growth in Québec through projects across multiple data centers. Over more than a decade, Cohesio has helped Cologix deliver complex developments and expansions through a practical, solutions driven partnership.

MTL8 is a flagship example of that collaboration. Developed near Montréal's airport, the site was designed with sustainability in mind and achieved LEED Gold certification. Cohesio worked with Cologix to incorporate responsible site planning, water management, landscaping, acoustical controls and efficient building systems. The project also included nearly 900 new trees, a green roof, EV charging stations, bicycle amenities and dark sky lighting principles.

Beyond new construction, Cohesio focuses on building transformation, repurposing and decarbonization. This approach aligns with Cologix's measured path to sustainable growth and demonstrates how thoughtful design can strengthen digital infrastructure while advancing environmental goals.

ARCHITECTURE  
**COHĒSIO**

## Construction Bertrand Dionne

Cologix has partnered with general contracting firm Construction Bertrand Dionne since the company's early expansion in Québec, with collaboration spanning multiple Montréal sites. Through this collaboration, grounded in strength and flexibility, we help ensure on-time delivery for customers.

At MTL8, sustainability considerations were incorporated throughout CBD's scope of work. While their scope focused on later-stage construction activities, sustainability remained a central priority across all phases of delivery. The team prioritized waste management, responsible sourcing of materials, air quality controls and soil and sediment management, aligning project planning and execution with the site's LEED certification objectives.

Beyond individual projects, CBD integrates sustainability and social responsibility into its broader operations. The company emphasizes close collaboration with clients and suppliers to maintain consistent environmental and social practices and is currently developing a fully paperless project management system to reduce resource use and improve efficiency across project lifecycles.

**CBD** | **CONSTRUCTION  
BERTRAND  
DIONNE** INC.

# DATA

Tables

## Cologix 2025 SASB Index

The Sustainability Accounting Standards Board (SASB) guides 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 International Financial Reporting Standards (IFRS) Foundation assumed responsibility for the SASB Standards. Cologix also considers 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, 2025, unless otherwise noted.

SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2025 Disclosure
<b>ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE</b>				
TC-SI-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	Gigajoules (GJ) Percentage (%)	(1) Total kWh consumed: 602,351,368 (2) Percentage grid electricity: 100% (3) Percentage renewable: 67% 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 <a href="#">Environment section</a> 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 <a href="#">Environment section</a> of this report.
<b>DATA PRIVACY AND FREEDOM OF EXPRESSION</b>				
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.

## Cologix 2025 SASB Index

SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2025 Disclosure
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
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
<b>DATA SECURITY</b>				
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

## Cologix 2025 SASB Index

SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2025 Disclosure
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	<p>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.</p> <p>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.</p>
<b>RECRUITING &amp; MANAGING A GLOBAL, DIVERSE &amp; SKILLED WORKFORCE</b>				
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 (%)	+58 Net Promoter Score
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.
<b>INTELLECTUAL PROPERTY PROTECTION &amp; COMPETITIVE BEHAVIOR</b>				
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

## Cologix 2025 SASB Index

SASB Topic/Code	Accounting Metric	Category	Unit of Measure	2025 Disclosure
<b>MANAGING SYSTEMIC RISKS FROM TECHNOLOGY DISRUPTIONS</b>				
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative	Number, Days	In 2025, 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 <a href="#">Governance</a> section of this report
TC-SI000.A	(1) Number of licenses or subscriptions, (2) percentage cloud based	Quantitative	Number, Percentage (%)	Immaterial to Cologix
TC-SI-000.B	(1) Data processing capacity, (2) percentage outsourced	Quantitative	Data processing capacity shall be reported in units of measure typically tracked by the entity or used as the basis for contracting software and IT services, such as Million Service Units (MSUs), Million Instructions per Second (MIPS), Mega FloatingPoint Operations per Second (MFLOPS), compute cycles, or other. Alternatively, the entity may disclose owned and outsourced data processing needs in other units of measure, such as rack space or data center square footage. The percentage outsourced shall include On-Premise cloud services, those that are hosted on Public Cloud and those that are residing in Colocation Data Centers.	Immaterial to Cologix
TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	Quantitative	Petabytes, Percentage (%)	Immaterial to Cologix

## Cologix IFRS S1 Disclosures

The International Sustainability Standards Board (ISSB), established by the International Financial Reporting Standards (IFRS) Foundation, developed new international financial reporting standards in 2023. The ISSB’s IFRS S1 standards, which focus on sustainability-related disclosures, provide a consistent, global baseline in sustainability-related financial reporting. Cologix is working to align with ISSB’s IFRS S1 standards and is proud to show our progress in this report. All information provided reflects data for the year ended December 31, 2025, unless otherwise noted.

Topic	Disclosure	Response
<b>GOVERNANCE</b>	The processes, controls and procedures of governance through which a company oversees and manages sustainability-related risks and opportunities.	Cologix oversees sustainability-related risks and opportunities through its Board of Directors, executive leadership team and ESG Steering Committee, led by the Chief Marketing and ESG Strategy Officer. Cross-functional ESG subcommittees support implementation across environmental, social and governance areas, with regular reporting to leadership and the Board. Formal governance is reinforced through policies such as the Code of Ethical Standards, quarterly training and certifications, ensuring consistent oversight, compliance and accountability across operations.
<b>STRATEGY</b>	The company’s strategy for managing sustainability-related risks and opportunities.	Cologix integrates sustainability-related risks and opportunities into its core business strategy through its ESG Roadmap, which aligns environmental performance, social impact and governance priorities with long-term growth. In addition to focusing on energy management, efficient infrastructure and water stewardship, the company emphasizes responsible community engagement in the markets where it operates and invests in initiatives that support local development and workforce pipelines. Cologix also prioritizes strong data security and operational resilience through robust information security frameworks, certifications and business continuity planning. These combined efforts ensure that sustainability considerations are embedded across operations, customer solutions and long-term strategic decision-making.
<b>RISK MANAGEMENT</b>	The process through which a company identifies, assesses, prioritizes and monitors sustainability-related risks and opportunities, as well as evaluates these processes in the context of the company’s overall risk management framework.	Cologix identifies and prioritizes sustainability-related risks through a double materiality assessment incorporating stakeholder engagement, industry analysis and internal expertise. Climate risks are evaluated using modeling tools to assess exposure to physical risks such as extreme weather and flooding and are increasingly integrated into resilience planning and future development decisions. The company also conducts regular sentiment tracking to monitor community and broader societal perspectives on data center development, informing stakeholder engagement and risk identification and maintains robust data security and information governance practices to address evolving cybersecurity risks. These processes are supported by standardized systems (e.g., ISO 14001 and ISO 27001) and aligned with broader operational and risk management practices.
<b>METRICS AND TARGETS</b>	The company’s performance in relation to sustainability-related risks and opportunities, including progress toward targets set by the company or those required by laws and regulations.	Cologix tracks performance through ESG KPIs and 2030 targets across environmental, social and governance areas. Key results include achieving approximately 67% carbon-free energy, maintaining low water usage effectiveness (0.157 L/kWh) and screening 100% of sites for climate risk. The company also reports strong governance and operational performance, including ISO certification coverage across facilities and 100% uptime, demonstrating progress toward sustainability and resilience goals.

## Cologix Climate-Related Financial Disclosures (IFRS 2, TCFD, CDP)

The International Sustainability Standards Board (ISSB), established by the International Financial Reporting Standards (IFRS) Foundation, developed new international financial reporting standards in 2023. The ISSB’s IFRS S2 standards, which focus on climate-related disclosures, builds on the foundation of the Task Force on Climate-related Financial Disclosures (TCFD) to provide a consistent, global baseline in climate-related financial reporting. Cologix is working to align with ISSB’s IFRS S2 standards. This disclosure also corresponds to the CDP Corporate questionnaire, supporting greater transparency and comparability for investors and stakeholders. All information reflects data for the year ended December 31, 2025, unless otherwise noted.

Topic	Aligned Frameworks: IFRS S2, TCFD, CDP	Disclosure	Response
<b>GOVERNANCE</b>	CDP_C4.1, C4.2, C4.3 IFRS S2 6a TCFD	Describe the board’s oversight of climate-related dependencies, impacts, risks and opportunities.	<p>Cologix’s Board of Directors oversees climate-related dependencies, impacts, risks and opportunities as part of its broader responsibility for strategy, risk management and capital allocation. Climate-related topics are a standing item at Board meetings, where directors review progress on ESG initiatives, operational resilience and energy management and consider how climate-related factors may affect business performance and long-term growth.</p> <p>The Board receives regular updates from executive leadership, including the Chief Marketing and ESG Strategy Officer, and provides guidance on key decisions such as capital investments, infrastructure design and corporate priorities. Climate-related risks and opportunities are integrated into the company’s organization-wide risk management processes, ensuring they are identified and assessed alongside broader business risk.</p>
	CDP_C4.1, C4.2, C4.3 IFRS S2 6b TCFD	Describe the management’s role in assessing and managing climate-related dependencies, impacts, risks and opportunities.	<p>Cologix’s executive leadership team is responsible for assessing and managing climate-related dependencies, impacts, risks and opportunities, led by the Chief Marketing and ESG Strategy Officer and supported by cross-functional leadership. The ESG Steering Committee, including its environment subcommittee, oversees environmental reporting, planning and execution, with participation from President Dawn Smith, Chief Marketing and ESG Strategy Officer Page Haun and Chief Energy Strategy Officer Shafaq Hedstrom.</p> <p>Management integrates climate-related considerations into organization-wide risk management processes and evaluates risks across short-, medium- and long-term time horizons. The Steering Committee regularly communicates with CEO Laura Ortman and the Board of Directors, ensuring that climate-related risks, opportunities and performance are incorporated into operational decision-making and capital investment priorities.</p>

## Cologix Climate-Related Financial Disclosures (IFRS 2, TCFD, CDP)

Topic	Aligned Frameworks: IFRS S2, TCFD, CDP	Disclosure	Response
<b>STRATEGY</b>	CDP_C2.1, C2.2, C3.1, C3.6 IFRS S2 8-10 TCFD	Describe the climate-related dependencies, impacts, risks and opportunities the organization has identified over the short-, medium- and long-term.	Cologix identifies climate-related dependencies, impacts, risks and opportunities across short- (0-2 years), medium- (3-10 years) and long-term (10+ years) time horizons. In the short term, priorities focus on operational efficiency, energy use optimization and near-term capital planning. Medium-term considerations include site selection, access to low-carbon energy and evolving customer expectations. Over the long term, Cologix evaluates risks related to physical climate impacts, energy transition and infrastructure resilience. These factors are assessed through organization-wide risk management processes and supported by site-specific climate risk analysis.
	CDP_C2.1, C2.2, C3.1, C3.6 IFRS S2-8; 10b-10d TCFD	Describe the climate-related impact on business model, value chain, strategy and financial planning.	Climate-related risks and opportunities influence Cologix's operations, business strategy and capital allocation decisions. The company integrates resilience and efficiency into the design and operation of its data centers, including investments in energy management, cooling optimization and infrastructure hardening. These considerations support business continuity and customer reliability while informing capital expenditures and long-term growth planning. Cologix also engages with customers, suppliers and investors on climate-related topics, with increasing focus on supply chain transparency and emissions management as its ESG program continues to mature.
	CDP_C2.1, C2.2, C3.1, C3.6 IFRS S2 10e; 22a-b TCFD	Describe the resilience of the organization's climate-related strategy, taking into consideration different scenarios, including a 2°C or lower scenario.	Cologix is working to assess the resilience of its strategy to climate-related risks. While formal scenario analysis has not yet been implemented, the company incorporates climate considerations into infrastructure design, risk assessment and operational planning. This includes the use of external climate risk modeling and site-level assessments to evaluate exposure to physical risks such as extreme weather and temperature changes. These efforts support ongoing development of a more formal climate transition and resilience strategy over time.

## Cologix Climate-Related Financial Disclosures (IFRS 2, TCFD, CDP)

Topic	Aligned Frameworks: IFRS S2, TCFD, CDP	Disclosure	Response
<b>RISK MANAGEMENT</b>	CDP_C2.2, C4.6 IFRS S2 24; 25a-c TCFD	Describe the organization's processes for identifying, assessing and prioritizing climate-related dependencies, impacts, risks and opportunities in its direct operations and upstream and downstream value chain.	Cologix identifies and assesses climate-related dependencies, impacts, risks and opportunities through its organization-wide risk management processes, supported by its ESG Steering Committee and cross-functional teams. Assessments are conducted annually across direct operations and include consideration of upstream and downstream value chain impacts, with current focus on Tier 1 suppliers. The company uses qualitative assessment methods, incorporating site-specific analysis and external tools, including climate risk modeling, to evaluate exposure to physical climate risks such as extreme weather, flooding and heat. Risks and opportunities are considered across short-, medium- and long-term time horizons and are informed by stakeholder engagement, materiality assessments and ongoing supplier onboarding and data collection efforts.
	CDP_C2.2, C4.6 IFRS S2 24; 26 TCFD	Describe the organization's processes for managing climate-related risks.	Cologix manages climate-related risks through a combination of overall risk management processes, infrastructure design standards and operational controls. Management implements site-specific risk mitigation strategies, including climate risk assessments, infrastructure hardening and redundant power and cooling systems to support operational resilience. The company also uses external climate modeling tools to inform long-term planning and risk mitigation. These processes are supported by cross-functional collaboration across operations, energy and leadership teams, and are aligned with broader business continuity and resilience planning.
	CDP_C2.2, C4.6 IFRS S2 26 TCFD	Describe how processes for identifying, assessing, prioritizing and monitoring climate-related risks are integrated into and inform the organization's overall risk management processes.	Climate-related risks and opportunities are integrated into Cologix's multi-disciplinary, organization-wide risk management framework. These processes are incorporated into the organization's overall risk management processes and inform strategic decision-making, including capital planning, infrastructure design and operational priorities. The ESG Steering Committee and executive leadership team regularly assess climate-related risks alongside other business risks, with oversight from the Board of Directors. This integrated approach ensures that climate-related considerations are incorporated into broader risk identification, assessment and monitoring activities across the organization.

## Cologix Climate-Related Financial Disclosures (IFRS 2, TCFD, CDP)

Topic	Aligned Frameworks: IFRS S2, TCFD, CDP	Disclosure	Response
<b>METRICS AND TARGETS</b>	CDP_ C3.1, C3.5, C3.6 , C4.1(a-b), C4.5, C7.1 – 7.15 IFRS S2 27; 28 TCFD	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>Cologix uses a combination of operational, emissions and risk-based metrics to assess climate-related risks and opportunities in line with its strategy and risk management processes. Key metrics include greenhouse gas emissions (Scope 1, Scope 2 location-based and market-based and selected Scope 3 categories), emissions intensity (emissions per square foot) and energy efficiency indicators such as Power Usage Effectiveness (PUE).</p> <p>The company also monitors capital investment in energy efficiency and environmental initiatives, as well as site-specific climate risk indicators informed by external climate modeling and qualitative risk assessment criteria, including likelihood, frequency and time horizon of climate-related risks.</p>
	CDP_ C3.1, C3.5, C3.6 , C4.1(a-b), C4.5, C7.1 – 7.15 IFRS S2 29a TCFD	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	<p>Scope 1: 740 Scope 2 (location-based): 126,591 Scope 2 (market-based): 112,264 Scope 3: 119,035</p>
	CDP_ C3.1, C3.5, C3.6 , C4.1(a-b), C4.5, C7.1 – 7.15 IFRS S2 33-35 TCFD	Describe the targets and performance metrics used by the organization to manage climate-related risks and opportunities and performance against these.	<p>Cologix manages climate-related risks and opportunities through targets in its 2030 ESG Roadmap, including providing 24/7 carbon-free energy options, maintaining emissions intensity of 0.04 MT CO<sub>2</sub>e per square foot under management and maintaining a Water Usage Effectiveness (WUE) of 0.25 L/kWh across facilities. The company also incorporates embodied carbon considerations into new construction projects.</p> <p>These targets are supported by ongoing monitoring of emissions intensity, energy sourcing and water efficiency to track performance and inform operational and investment decisions.</p>



**ESG REPORT** 2025



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