

Building Renewable Momentum

ESG REPORT
2022

cologix



BUILDING RENEWABLE MOMENTUM

In 2022, I was thrilled to become Cologix’s CEO, following in the footsteps of executives whose visionary leadership set Cologix on a path for growth and scale. Today, our strategy and the opportunity in place for our entire industry can be summed up in a single word – momentum. Globally, the data center industry has never been more important to the digital infrastructure of the future. Cologix has an important role to play in North America to strengthen access, interconnection and infrastructure. We have the momentum to grow and scale, but that momentum must also be sustainable and include our responsibilities to people, communities and the planet as we grow.

Our 2022 ESG Report details the major steps we have taken on our ambitious ESG Roadmap at Cologix. We recognize we cannot just build momentum for our company and our customers, that momentum must be renewable – a source of energy we can draw from when we need it most and is replenished continually. For Cologix, building renewable momentum means:

- **A culture of innovation and teamwork**

The “Together We Win” culture at Cologix is more than just one of our values – it is the team builds upon the foundation that includes our employees, customers and partners. We learn as a team, and we win as a team. In 2022, I’m especially proud of the launch of our Supplier Code of Conduct – a policy that mirrors our own internal Code of Ethical Standards. We choose partners whose values match our own and who are ready to own our “Together We Win” mentality.

- **Diverse perspectives that move the industry forward**

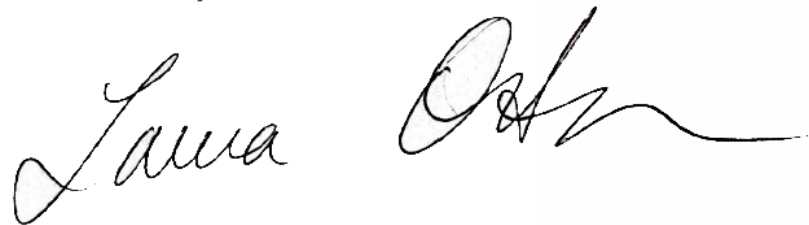
Cologix is committed to a culture of diversity, equity and inclusion that emphasizes employee engagement and belonging. The diverse perspectives our team members bring to the table mean we can all learn from one another’s experiences and ideas. Our Cologix Women’s Connection Network has over 95 percent participation from the women of Cologix and our Culture Club hosted more than 10 events in 2022. Even with a highly remote, geographically dispersed workforce, we are a team that works together for Cologix’s success and the success of our our broader team.

- **A data-driven approach to environmental excellence**

As the need for data center capacity grows globally, we have a responsibility to our planet to steward that growth sustainably. Cologix is investing in renewable energy across our geographic footprint and has committed to a fully renewable portfolio of energy by 2030. This is no small feat, and it will take our entire team’s collaboration to achieve. We are proud to work with our customers to identify innovative mechanisms for CO2 reduction and participate in industry forums that consider the footprint of the full data center industry.

I am also exceptionally proud that in early 2023, Cologix was awarded EcoVadis’ Silver Medal. This recognition places Cologix in the top 20 percent of our sector across 21 sustainability criteria. I am so proud of our entire team for the hard work and dedication that went into this accomplishment. We look forward to continuing to update our stakeholders annually on our ESG progress and growing our impact and results across Cologix.

Sincerely,



LAURA ORTMAN
CHIEF EXECUTIVE OFFICER



“We have the momentum to grow and scale, but that momentum must also be sustainable, considering our responsibilities to people, communities and the planet as we grow.”

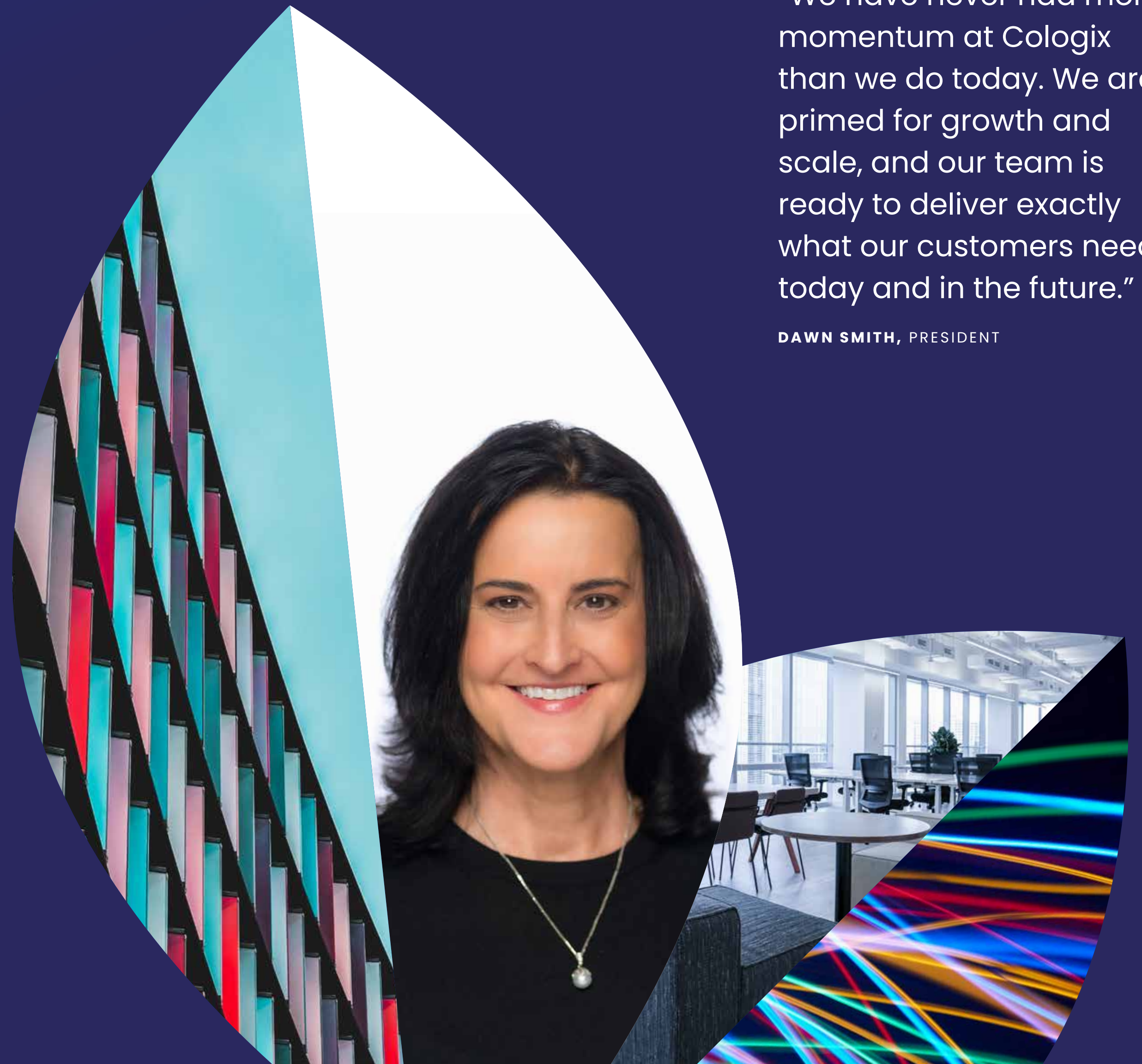
Introduction

BUILDING RENEWABLE MOMENTUM FOR STRENGTH AND SCALE

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

"We have never had more momentum at Cologix than we do today. We are primed for growth and scale, and our team is ready to deliver exactly what our customers need today and in the future."

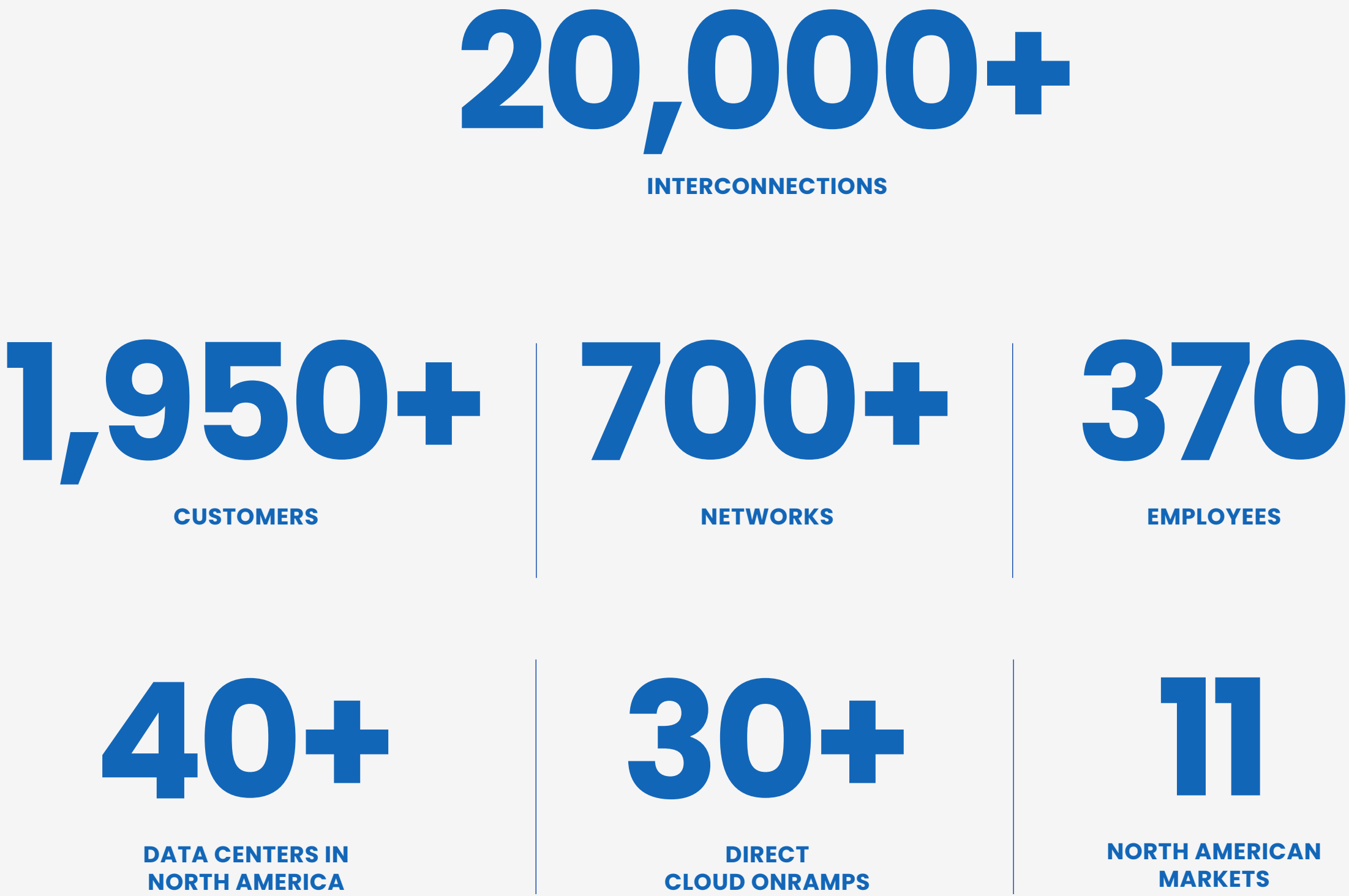
DAWN SMITH, PRESIDENT



ABOUT COLOGIX

Headquartered in Denver, Colorado, Cologix is North America’s leading, private network-neutral interconnection and hyperscale edge data center company. We operate 40+ data centers in 11 strategic North American edge markets. Cologix enables connectivity to robust ecosystems at the digital edge. We offer network-neutral interconnection with colocation that delivers the best results for our customers. Our dedicated, direct access to 360+ cloud service providers and onramps to all major public cloud providers make us the premiere platform in North America. Our data centers are ecosystems where we deliver on the dynamic needs of our customers.

Every day, we execute our roadmap for strategic growth, building the momentum necessary to advance technology infrastructure across our North American markets. Cologix is built on a foundation of optimism, trust and teamwork that creates momentum and growth for us, our customers and our entire industry.



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

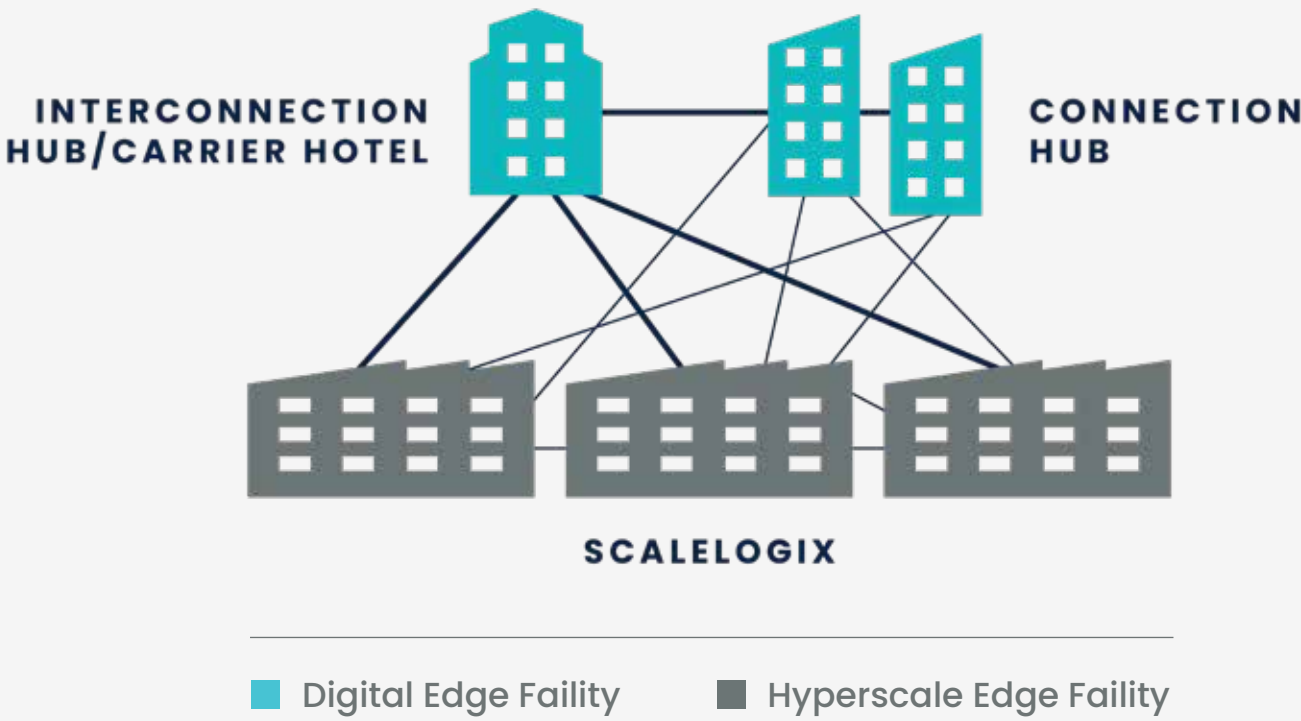
A FOUNDATION FOR TRUST AND SCALE

At Cologix, we know our success depends on the trust of our entire ecosystem. Our North American colocation platform redefines the boundaries of typical data center solutions by integrating hyperscale capacity, industry-leading connection solutions and best-in-class service, allowing our customers the flexibility to connect and grow.

 CHOICE One connection to our platform connects you to the solutions and partners you need, giving you the power to choose.	 CONNECTIVITY Access to 700+ networks and the ability to directly connect you to your partners, customers and providers at the digital edge. Connect locally or globally. Cologix provides the flexibility your business needs to scale and grow with ease.	 CLOUDS Direct access to 30+ direct cloud onramps, public clouds and 360+ cloud providers.	 COLOCATION Digital edge and hyperscale edge data center options to support your evolving needs.
 CONTINUITY Protect and store your data with 24/7 security. Ensure your critical infrastructure never goes down with Cologix's 99.999% uptime SLA, disaster protection, 24/7 DCIM and network management.	 CUSTOMER CENTRIC No matter the size of your company, we will earn your trust and business. Collaborate with our industry experts to find the right solutions for your business.	 COMMITMENT Cologix data centers are energy efficient and offer a low-carbon footprint. Cologix continues to build for a sustainable future using state-of-the-art green technology to reduce environmental impact.	

THE HYPERSCALE EDGE

Cologix is continuing to expand our hyperscale edge data center portfolio, ScalelogixSM. Our Scalelogix data centers leverage highspeed, ultra-low latency and highly secure access to fixed, 5G and public cloud networks. Scalelogix data centers enable operational excellence through greater application performance and lower overall distribution costs at the edge. These state-of-the-art data centers connect to our existing carrier hotels and connection hubs to increase access to our network-dense ecosystems across North America. Scalelogix facilities build on our commitment to energy efficiency, offering a low-carbon footprint that uses green technology to reduce environmental impact for Cologix and our customers.



COLOGIX’S KEY
STAKEHOLDERS

Competitors and Collaborators
Customers and Prospective Customers
Employees
Industry Groups
Investors
Landlords
Suppliers and Ecosystem Partners

MATERIAL ESG TOPICS AT COLOGIX

In 2021, Cologix completed a robust materiality assessment to gather insights and feedback from our stakeholders on the issues most impactful to Cologix related to environmental, social and governance strategy. Since then, we have regularly assessed this list of material topics for completeness and relevance as Cologix’s business and ESG initiatives grow. We are proud of our continuous engagement with stakeholders across our business, understanding their expectations of us as a company now and in the future. In 2022, we met throughout the year with each of Cologix’s investors to align our ESG reporting and initiatives to their expectations and goals. We stayed in constant communication with customers and prospects, completing external surveys and supplier inquiries, and proactively hosting conversations to understand and help one another’s ESG programs. We also conducted multiple listening sessions with Cologix employees centered on ESG. These and other interactions remind us of the importance of each of our material topics and their role in developing our ESG Roadmap, outlining our strategy, goals, metrics and process for disclosure surrounding these topics.

“A strong ESG program and the culture to build it creates tangible financial and operational benefits that future-proof the Cologix business. Cologix’s strong track record in sustainability and roadmap for the future will not only reduce our emissions but win new business and deepen our relationships with customers.”

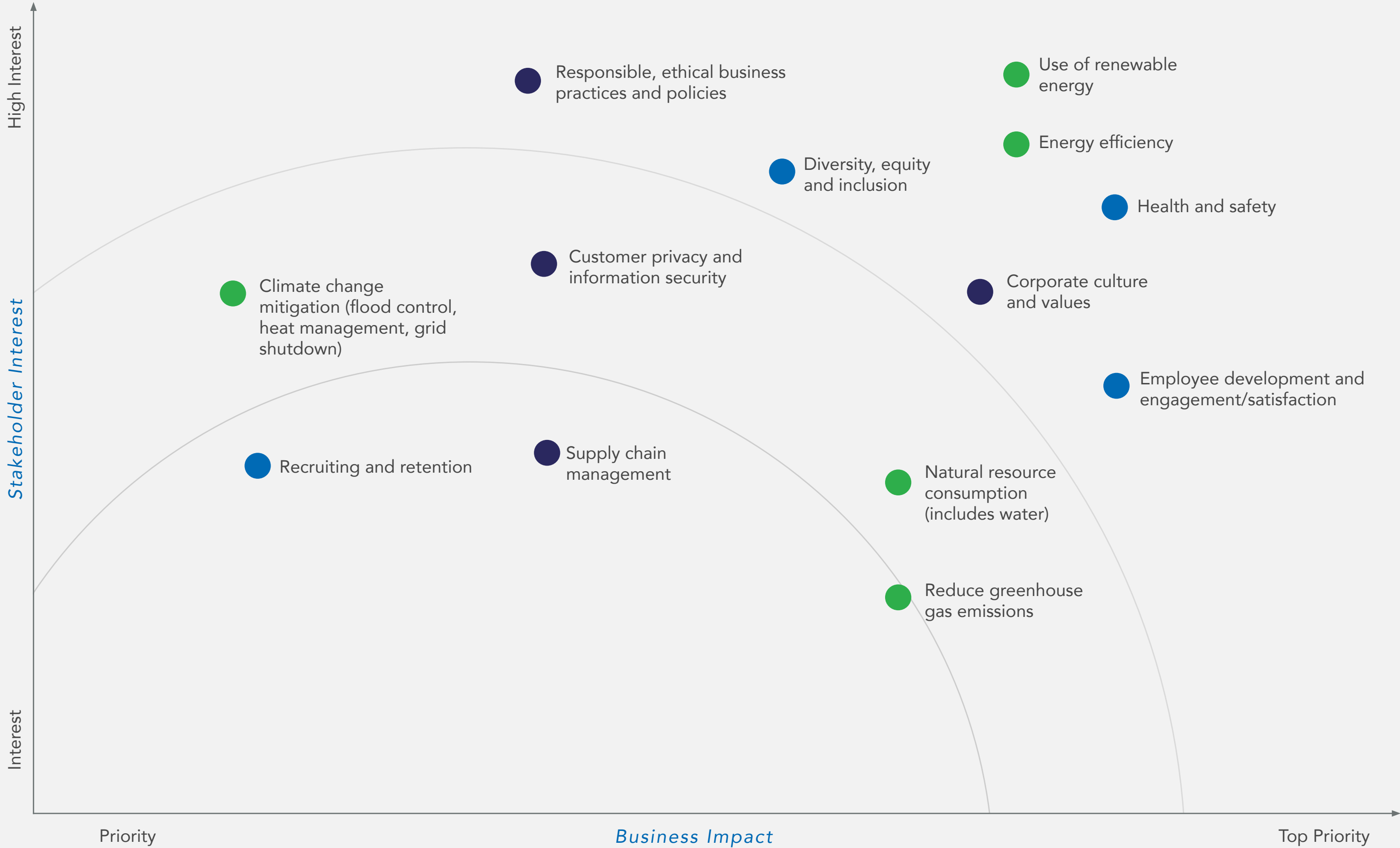
CYRUS GENTRY, COLOGIX BOARD MEMBER



COLOGIX MATERIALITY MATRIX

Definitions for each of these materiality topics can be found in our [2021 ESG Report](#).

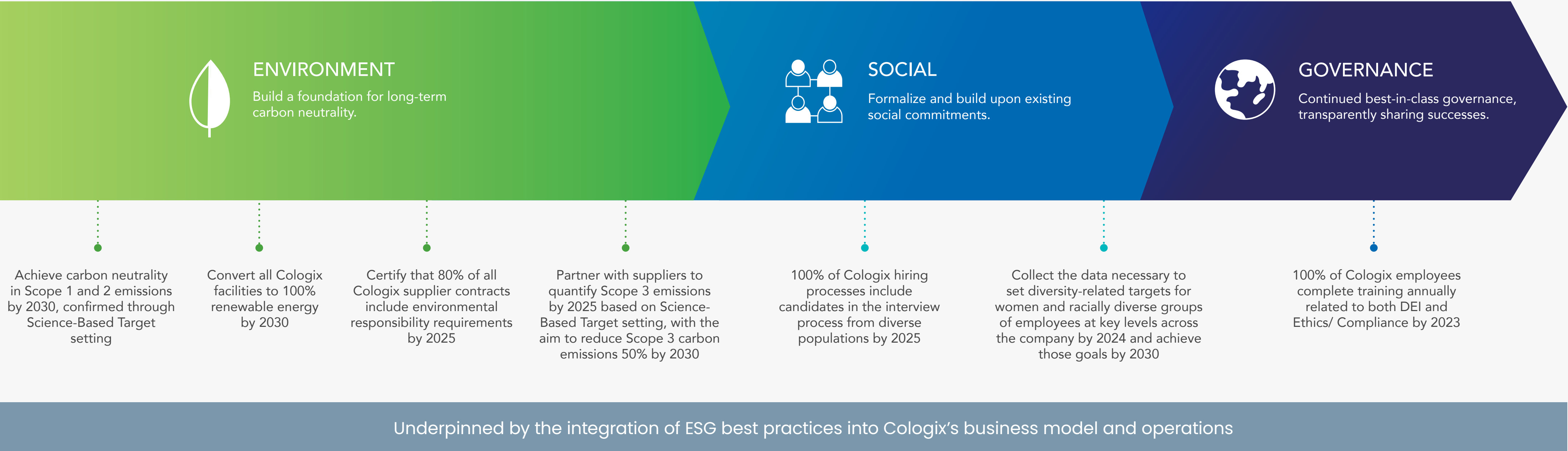
- E Environment
- S Social
- G Governance



BUILDING MOMENTUM IN COLOGIX’S ESG ROADMAP

In our 2021 ESG Report, we published our ESG Roadmap that included targets we aspire to reach in each area of focus. This roadmap takes into consideration Cologix’s strengths and capabilities and the responsibilities we consider most critical in the data center management industry. In each section of this year’s report, we have provided additional details about this roadmap, its goals and our progress in reaching those goals. Below, you’ll find a snapshot of Cologix’s ESG Roadmap Targets.

COLOGIX ESG TARGETS



ESG GOVERNANCE

In 2022, our ESG Steering Committee continued its work, meeting regularly to address key topics across our ESG Roadmap and key initiatives. Our ESG Steering Committee and subcommittees are focused on environment, social and governance practices and are comprised of key leaders across Cologix whose roles align with the material topics in each area of focus. This group works together with Page Haun, our Chief Marketing and ESG Strategy Officer, to regularly update our CEO, the Cologix Leadership Team and the Cologix Board of Directors on ESG progress. They also maintain an open-door policy for all members of the Cologix team to share ideas and provide feedback on ESG initiatives. In 2022, the ESG Steering Committee began hosting open conversations about environment, social and governance topics semi-annually. All Cologix employees were invited to ask questions, share perspectives and challenge our assumptions about ESG. Prior to the forum, employees could anonymously submit questions via survey. Steering Committee members answered those questions and more at our first conversations in November 2022, drawing more than 100 participants.

"Launching regular ESG Forums gives our employees the opportunity to participate in open discussions about ESG. We want everyone's ideas to be heard, and for every team member at Cologix to know **they have a role to play in making our company more sustainable.**"

PAGE HAUN, CHIEF MARKETING AND ESG STRATEGY OFFICER



ESG GOVERNANCE STRUCTURE



COLOGIX EARNS ECOVADIS
SILVER MEDAL

In early 2023, Cologix earned EcoVadis’ Silver Medal in recognition of our sustainability efforts. EcoVadis is a globally recognized platform that monitors the sustainability performance of companies in every sector. Our Silver Medal signifies Cologix belongs to the top 20 percent of the best companies in our sector across 21 sustainability criteria across environment, work practices and human rights, ethics and sustainable purchases.



Environment

Global demand for data centers continues to grow as does the expectation of the data center industry to mitigate our environmental footprint. At Cologix, we are dedicated to adopting the highest standards in the industry for environmental excellence. Our customers are many of the world's leading corporations with robust environmental initiatives. Every day, we work to exceed their expectations and lead the way for sustainable, forward-thinking, environmentally positive data center management.



MATERIALITY TOPICS
INCLUDED IN THIS SECTION

Climate change mitigation

Reduce greenhouse gas emissions

Energy efficiency

Use of renewable energy

Natural resource consumption



OUR ENVIRONMENT ROADMAP: BUILDING A RENEWABLE ENERGY FUTURE

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

KEY ROADMAP STEPS

Roadmap Activity	Progress To Date
Identify the operational and external levers necessary to transition to renewable energy.	Hiring a dedicated energy manager in FY2023 who will actively shepherd our transition to renewable energy across Cologix.
Develop the internal management processes and systems necessary to accurately measure, report on and ultimately decrease our environmental impact.	Reporting publicly on energy and emissions. In 2023, finalizing our process to accurately measure and report on water and waste across operations.
Incorporate renewable energy footprint plans into the cost structure and customer offerings of every Cologix facility.	In process during FY2023.
Align our internal environmental strategy to globally accepted certification frameworks and targets.	In process during FY2023.

EXPRESSED TARGETS

Target	Progress To Date
Achieve carbon neutrality in Scope 1 and 2 emissions by 2030, confirmed through Science-Based Target setting.	50% of all Cologix energy consumed was renewable in 2022. By 2024, all Cologix facilities will have a complete carbon transition plan in place to meet our 2030 targets.
Convert all Cologix facilities to 100% renewable energy by 2030.	
Certify that 80% of all supplier contracts include environmental responsibility requirements by 2025.	Supplier Code of Conduct finalized and now a part of all contracting processes for Tier 1 suppliers, which represents 80% of total supplier base.
Partner with suppliers to quantify Scope 3 emissions by 2025 based on Science-Based Target setting, with the aim to reduce Scope 3 emissions by 50% by 2030.	Quantifying key Scope 3 categories in 2023 for reporting in 2024.

ENVIRONMENT

The demand for data centers in the U.S. alone is expected to grow by more than 10 percent each year through 2030. As our industry and the technology infrastructure it supports grows, the environmental footprint of our industry changes as well. We know it is our responsibility to manage our environmental processes and decrease our environmental footprint across our operations. Our customers rely on Cologix to meet their needs in terms of renewable energy in our facilities and our carbon footprint. We take into consideration the best-in-class environmental management of many of our customers and strive to match their rigor in this area.

“Demand for Cologix’s services has never been stronger, making it an exciting time for the company’s growth. As we build our footprint across North America, we are also working to reduce our overall emissions and dedicating resources to environmental projects. That combination will be a winning one for Cologix and its customers.”

KRISTIN LEUNG, COLOGIX BOARD MEMBER

161,801,210

KWH TOTAL RENEWABLE ENERGY
USE IN 2022

125

ESG-RELATED CAPEX PROJECTS
SINCE 2020

65%

CARBON NEUTRAL ENERGY
ACROSS OUR FOOTPRINT

50%

RENEWABLE ENERGY
ACROSS OUR FOOTPRINT

\$25M+

ESG-RELATED CAPEX PROJECT
INVESTMENT SINCE 2016

ADDRESSING CLIMATE
CHANGE AND PURSUING
CARBON NEUTRALITY

In 2021, we committed to setting Science-Based Targets for carbon neutrality that align with the goals set forth at COP 21 in Paris in 2015 to combat climate change worldwide. We know the steps necessary to combat climate change, and we consider those steps in setting our goals to be as aggressive as possible to achieve carbon neutrality.

In our 2021 ESG report, we shared data related to Cologix’s Scope 1 and Scope 2 greenhouse gas (GHG) emissions using the World Resources Institute (WRI) GHG Protocol, ISO 14064-1 standards, also considering Scope 1 and Scope 2 Inventory Guidance from the U.S. Environmental Protection Agency (EPA). This process included quantifying emissions from all Cologix facilities and vehicles, as well as the electricity and water purchased in each facility. In 2022, we deepened understanding of this data and moved further in our journey toward comprehensive carbon measurement to effectively set targets and address our full environmental impact. We also refined our

CO2 reporting process in 2022 to consider local emissions factors across our entire portfolio. The process was overseen by our ESG Steering Committee and key leaders responsible for environmental operations across Cologix facilities.

Cologix’s growth means that each year, we will continue to expand our square footage under management, and subsequently, our overarching environmental footprint. As such, we’ve aligned our GHG emissions reporting to display both total Scope 1 and Scope 2 emissions, but also an emissions intensity metric based on our total square feet under management. As we work to diminish our overall CO2 intensity across our footprint, we will refer to LEED carbon footprint standards as we set goals for our facility reduction plans.

In 2022, we began our process to develop key categories of analysis of our Scope 3 emissions including waste from operations, employee travel and others. We are continuing this process now with plans to more fully quantify our Scope 3 footprint by 2025, subsequently reducing that impact in line with Science-Based Target setting by 2030.

COLOGIX ASSISTS CUSTOMERS IN CARBON
NEUTRALITY GOALS

Cologix is proud to work with some of the largest, most sustainable corporate leaders in the world on a day-to-day basis. We regularly work with our customers to identify locations whose energy footprint aligns with their goals. Recently, we have begun the process to identify high quality renewable energy credits (RECs) that specifically address price per megawatt hour and renewable energy goals necessary for our clients to meet their energy and carbon neutrality goals. We are proud not only to be on our own journey toward carbon neutrality but also to help our customers on their journeys toward the same.

CO2 EMISSIONS AT COLOGIX

	2021	2022
Square Feet Under Management*	1,542,700	1,610,700
Scope 1 Emissions (CO2e Metric tons)	22.22	25.29
Scope 2 Emissions (CO2e Metric tons)	59,923**	61,118
Renewable Energy Use (kWh)	134,818,720	161,801,210
Percentage Renewable Energy	47%	50%
Carbon Free Energy Use***	N/A	65%
Emissions Intensity (Scope 1 + Scope 2 emissions in MT/square feet under management)	0.038	0.038

*Does not include facilities under construction.
**In 2022, Cologix aligned our Scope 2 electricity reporting to consider local emissions factors which resulted in a restatement of our 2021 emissions totals.
***Includes renewable energy (hydro, solar, water) and nuclear energy footprint. Began tracking in 2022.

ENERGY MANAGEMENT AND TRANSITION TO CARBON FREE ENERGY

Data center operations are inherently energy intensive. Our operations leaders are continuously searching for opportunities to better manage our energy footprint, increase efficiency and upgrade our facilities with leading technology for energy reduction. In addition, we work to transition our energy purchasing footprint from fossil fuels to carbon free energy options from both renewable and nuclear energy sources. Across our footprint, this includes projects related to, but not limited to:

- **High-efficiency cooling**

More than half of a data center's total energy use is related to cooling. Cologix invests in chillers, including water-cooled magnetic levitation chillers with cutting edge technological performance. This includes TurboCor compressors, which are 50 percent more energy efficient than traditional chillers.

- **Free air cooling**

Ambient outdoor air is often cooler than the air inside our data centers and can be used to reduce dependence on mechanical cooling. We continue to use free air cooling in our Vancouver, British Columbia, facilities and in Silicon Valley, California, where energy efficient fans circulate outside air throughout the facility.

- **LED Lighting**

All new facilities at Cologix are equipped with state-of-the-art LED lighting, much of which includes occupancy sensors and dimming options to improve efficiency. In existing facilities, we actively incorporate LED upgrades in our annual energy plans and regular facility maintenance.

- **Generator monitoring and testing**

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

- **Retrofitting**

We monitor all equipment regularly and look for opportunities to retrofit and replace with newer, more efficient options. In 2022, we invested more than \$7 million in environmental capex projects, many of which upgraded equipment to more efficient options.

“More than ever before, our customers are asking us to help them meet their decarbonization goals. Achieving a 50% renewable energy footprint represents a major step in the right direction, and our customers see that progress. We work alongside our customers to meet the challenges ahead for our entire industry – creatively and with the future of our planet in mind.”

CHRIS HEINRICH, CHIEF REVENUE OFFICER



WATER

Cologix recognizes our energy consumption is our most important challenge related to environmental management. As we define, calculate and mitigate our environmental footprint, we will also consider our use of additional natural resources, including water.

Water is a critical resource to data center technology, primarily used in cooling. We are committed to being a responsible user of water across our facilities. In all new construction and energy efficiency projects, we consider the availability of water and its use in our decisions surrounding our geographic footprint. We work to minimize water use and increase the use of reclaimed water whenever possible. Many Cologix facilities use closed-loop water systems that ensure we are recycling water and not returning it to the environment, if possible. We ensure our facilities adhere to ASHRAE TC9.9 AI guidance for allowable temperature and humidity ranges. This reduces water used for cooling and humidification and ensures an overall improvement in energy efficiency.

In 2022, we worked to quantify water usage across our facilities for the first time. In this process, we collected water bills and assessed average usage per employee in those facilities where detailed water use statistics were unavailable. We are currently tracking water usage for approximately 40 percent of our facilities and will continue to implement processes to track water in additional facilities in 2023.

WASTE

In 2022, Cologix launched a process across our footprint to better understand our solid waste streams with full tracking in place for 2023. This process includes collecting data on all the solid waste that leaves our facilities and heads toward landfills or recycling plants. As we begin this tracking process, we will also assess locations where recycling is not currently occurring and identify partners in these locations to offer recycling.

Our Columbus facilities have been pilot locations for several key waste-management and recycling initiatives beginning in 2022 including:

- We worked directly with our local waste authorities to add recycling pickup and change from two landfill dumpsters to one landfill and one recycling dumpster. The local recycling vendor will ensure cardboard, plastic, paper and aluminum are recycled appropriately.
- Inside the facility, we have added recycling sorting bins in high traffic common areas and customer spaces, and added carts in areas where cardboard accumulates.

As Cologix grows, we are continuously upgrading our facilities with new technologies and often accumulate used hardware. In 2022, we began an electronic waste (eWaste) recycling program with our partner Staples in New Jersey and Denver. Our pilot began in October, and in the first eight months has already recycled more than 12,000 pounds of electronics, preventing more than 80,000 pounds of CO2 equivalent emissions.

INDUSTRY LEADING HVAC
WITH SUPPLIER AAON

In the United States, non-residential buildings utilize approximately 16% of all energy. From that, 40% is associated with heating, ventilation and air conditioning (HVAC). At Cologix, we know purchasing and installing the most efficient HVAC systems has a direct effect on our energy efficiency. That’s why we partner with suppliers like AAON, a leader in HVAC innovation for commercial and industrial indoor environments. AAON understands its products are a major contributor to their customers’ plans for decarbonization today and in the future. They design the most efficient air units on the market for handling outside air, and their products emphasize a long life cycle, ensuring AAON systems meet our needs long into the future. At our new ASH1 facility, we used AAON’s dedicated outside air split systems and rooftop air handling units. These units are more efficient than any others in the marketplace and will contribute to ASH1’s energy efficiency and PUE goals. Learn more about AAON’s work in sustainability [here](#).



CASE STUDY: ASH1

Widely known as the “Data Center Capital of the World,” Ashburn, Virginia, is a major interconnection hub for the eastern U.S. and gateway to Europe, with the world’s largest concentration of cloud infrastructure. Cologix’s new Scalelogix ASH1 data center was built in record time – just seven months from permitting to commissioning. Opened in 2023, it became the only data center in this important region designed and purpose-built for hyperscalers’ massive capacity and edge traffic demands from the ground up. In addition to its incredible technological capabilities, it was also built in alignment with Cologix’s Basis of Design that considers the environmental impact of our build and operations processes to rigorously maintain our facilities throughout their lifecycles. A few of the environmental highlights of this incredible facility and its build process include:

RESPONSIBLE REUSE
IN DEMOLITION

As Cologix removed existing buildings from the site, we brought in specialized concrete demolition machines to transform existing concrete – building foundations, sidewalks and parking lots – into aggregate that could be reused on the site. We also ensured the existing buildings’ metals, including copper and steel, were responsibly recycled.

INDUSTRY-LEADING
WATER SAVINGS

Our cooling system integrates free-cooling capabilities and hot aisle containment as well as a closed-loop cooling system that saves approximately 400 million gallons of water per year. The water saved at ASH1 represents almost 10 times the total water Cologix uses annually across our North American footprint and is just one of the examples of our commitment to water usage savings.

MAXIMUM
ENERGY EFFICIENCY

In addition to the incredible energy savings provided by our cooling systems, we have implemented LED lighting throughout the large, 455K SQFT facility..

PLASTICS
REDUCTION

The facility is equipped with water bottle filling stations that will eliminate the use of plastic water bottles.

EV CHARGING
STATIONS

The facility will have several EV charging stations available for all customers, employees, vendors and partners to use while at the data center.

“Cologix’s team, our partners and vendors have been exceptional in building ASH1 on an efficient and successful timeline. ASH1 is a superior facility that provides exceptional capabilities for our customers doing business at the digital edge.”

NATHAN HAZELWOOD,
CHIEF DEVELOPMENT OFFICER



Social

Our business' renewable, sustainable momentum and growth depends on the dedication of the people who power our company – Cologix employees. They are also the cornerstone of the positive impact we have and will continue to grow in our communities. Together, we are working to create a workplace that is safe and inclusive, equitable and diverse. Every Cologix employee is a part of our success, and we all work together to ensure our teams and our communities are successful and resilient.



MATERIALITY TOPICS
INCLUDED IN THIS SECTION

Diversity, equity and inclusion

Employee development and
engagement/satisfaction

Health and safety

Recruiting and retention



OUR SOCIAL ROADMAP: MOMENTUM FOR IMPACT

OUR GOAL: Formalize and build upon existing social commitments

KEY ROADMAP STEPS

Roadmap Activity	Progress To Date
Continue to formalize diversity, equity and inclusion strategies and initiatives across Cologix by establishing a DEI steering committee to oversee initiatives in DEI.	Cologix’s ESG Subcommittee focused on social impact is overseeing activities related to DEI and Cologix’s ERGs.
Implement diversity training options for all employees.	Implemented a quarterly DEI-related training in Q4 2022 with 100% completion by employees.
Develop employee resource groups (ERGs) to continue to engage key employee groups in DEI initiatives.	Continued the work of Cologix Women’s Connection Network (CWCN) and transitioned Cologix’s Culture Club into our second official ERG.
Align DEI initiatives with recruiting and retention efforts.	Actively posting roles to DEI-related recruiting boards.
Formalize additional employee engagement and recruiting activities.	Continued employee surveying and employee engagement activities.
Encourage employee volunteerism and community engagement.	Implemented Volunteer Time Off (VTO) policy across Cologix’s footprint.

EXPRESSED TARGETS

Target	Progress To Date
Ensure 100% of Cologix hiring includes candidates from diverse populations in interview processes by 2025.	Began posting open roles on key DEI-related job boards and including DEI in our sourcing process.
Collect the data necessary to set diversity-related targets by 2024 for women and racially/ethnically diverse groups, and achieve set targets by 2030.	Launched process to gather voluntary information from all employees with our new data management system in 2023.

SOCIAL

At the center of our social impact at Cologix are our dedicated, hard-working and passionate team members who keep Cologix’s momentum growing. With more than 370 employees today, every individual contributes to the positive impact of our company and its culture. We work hard to ensure our employees have everything they need to be successful in their careers and in building a culture that is safe, diverse, equitable and inclusive. We work to foster a strong sense of belonging and openness across Cologix.

COLOGIX CELEBRATES GRAND OPENING
OF NEW DENVER HEADQUARTERS

In September 2022, Cologix opened its new office in downtown Denver, Colorado, a part of the McGregor Square complex and located less than half a mile from Union Station. This new office was built with Cologix’s collaborative spirit and commitment to ESG in mind. The office is made up of workstations and meeting rooms that enhance communication and collaboration. McGregor Square is a WELL Certified Community, meaning it meets a globally recognized benchmark for supporting a community’s health and wellness including being part of Denver’s Green Roof initiative.



HEALTH AND SAFETY

WORKPLACE HEALTH AND SAFETY

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

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

We audit our health and safety programs annually and track all lost-time injuries. In 2022, we reported only one day of a lost-time injury, a minor injury that did not result in long-term concerns. Our goal is to achieve zero injuries across our 370+ employees.

EMPLOYEE WELLNESS

Cologix knows that investing in our employees' health allows them to bring their best selves to work. We offer strong insurance programs for our employees including medical, dental, vision care and life insurance. In addition, we have continued our focus on mental health initiatives that benefit our employees. In the United States, Cologix is proud to offer unlimited paid time off (PTO) to employees. We empower our employees to work with their local management team to build upon a family-oriented work environment that allows employees to effectively balance their personal and professional lives.



EMPLOYEE DEVELOPMENT, ENGAGEMENT AND SATISFACTION

EMPLOYEE BENEFITS

Across Cologix, we ensure employees have access to best-in-class benefits plans. In addition to our health coverage, all Cologix employees have access to a retirement savings plan. In the United States, employees can access a 401(k) plan with a match from Cologix. In Canada, employees have access to a registered retirement savings plan (RRSP).

Cologix management and its investors are always reviewing ways to provide additional benefits to recognize employees and the value they create for the company. These incentives demonstrate our investors’ willingness to share that value creation with employees. In 2022, we launched our Volunteer Outreach Leave Time (VOLT) program, providing all employees eight hours of time off annually to volunteer in their communities with nonprofit organizations they are passionate about.

EMPLOYEE ENGAGEMENT

Cologix is exceptionally proud of the culture we have been able to develop even with a widely dispersed team across a large geographic footprint. Our TRUST values framework forms the basis of a unifying company culture that guides our decisions and actions every day. Many employees continue to work remotely, and the best practices we developed during the pandemic serve as a foundation for ongoing engagement and trust, whether in person or remote.

In 2022, we maintained our practice of monthly all-hands meetings where the Cologix Leadership team shares company initiatives, major wins and next steps in key activities. These meetings also serve as important touchpoints for employee recognition and the opportunity to congratulate individuals and teams on accomplishments throughout the year. Our Leadership Team emphasizes an open-door policy with employees every day.

CASE STUDY: EMPLOYEES ENGAGE IN VOLUNTEERISM



JULIA BELETSKY, TECHNICIAN, ACCOUNTING
UKRAINIAN RELIEF SUPPORT

Following the Russian invasion in Ukraine, Cologix employees came together in locations across North America to help Ukraine in various ways. Julia Beletsky led a group of individuals to donate toward the purchase of electrical generators and other supplies for the citizens of Ukraine. The team also donated personal clothing and supplies to the Ukrainian Centre in Montréal. Julia’s family joined her in her support of Ukraine, hosting a family of refugees in their home for a short time before the family moved to Nova Scotia. Julia says, “We believe it’s the moral duty of any person to help the suffering. Every time you help others, you feel that you don’t live in vain.”

BARRY OLLIKKALA, SENIOR QA ENGINEER
OPERATION HELPING HAND TAMPA

OHH Tampa connects the families of veterans who are being treated at the James A. Haley Veterans’ Hospital in Tampa. During the COVID-19 pandemic, OHH needed to transition their monthly dinners online, and turned to Barry and his son, who attends Robinson High School in Tampa, to lend their IT skills to the project. Their volunteerism with OHH has continued over the last few years as a full family endeavor, setting up IT equipment for the organization and ensuring its video production is top notch. Barry says, “It’s a great feeling, my son and I both enjoy it. Knowing you’ve had a part in improving the lives of others at a difficult time matters.”

CASE STUDY: EMPLOYEES ENGAGE IN VOLUNTEERISM



RÉMI NADEAU, INFRASTRUCTURE MANAGER
SAINT-JEAN-BAPTISTE COMMUNITY CENTRE

Rémi has been volunteering with Saint-Jean-Baptiste Community Centre for more than eight years, introduced to the organization by his wife, who works there full time.

The Community Centre launched a project called Joujoutec. Rémi says, “It’s like a library, but for toy rentals. Most toys are donations, so they often require some repairs to be operational again for children.” Rémi relies on the skills at work to repair toys for the Joujoutec, bringing them back to life for new groups of children to use. He says, “My wife and I have started to involve our children as well and we are proud to transmit the values of giving back to them as well.”

REID BAKER, GENERAL MANAGER
DENVER TROUT UNLIMITED

Reid became involved with Denver Trout Unlimited (DTU) after operating a fly-fishing outfitter in the Denver area. Reid says, “I made a living from natural resources, and I wanted to give back to those resources and help improve them for my community.” Reid believes everyone in his community should have access to ample outdoor recreational activities.

Reid served as a DTU Board member from 2014-2022 and regularly contributed to DTU’s monthly newsletters, writing articles about major conservation activities in the Denver area.

EMPLOYEE RECOGNITION

It is important that every employee understands they are integral to Cologix’s success. We continued our investment in our Awardco platform for employee recognition, coupling an online platform for recognition with a monetary awards program, giving points to employees that can be used to purchase Cologix-branded products. All employees receive 100 points to start and can be awarded points based on activities that align with our TRUST values framework. Employees can nominate colleagues and recognize their direct reports. Recognition is also given in cross-functional ways across teams to encourage collaboration and share successes across departments. In 2022, more than 1,500 employee recognitions were given in the Awardco platform.

Every March, we celebrate Employee Appreciation Day across Cologix with recognitions in Awardco and at our regular all-hands meeting. We also continue to employ regular email communications to build community including our Weekly Warrior and Hero of the Month segments and recognition of new employees, birthdays, anniversaries and more. In a remote work environment, we know these small touchpoints positively accumulate to ensure our colleagues feel recognized and supported on a day-to-day basis.

DIVERSITY, EQUITY AND INCLUSION

In 2022, we continued our efforts to develop diversity, equity and inclusion (DEI) programming at Cologix that brings all employees across the enterprise into the conversation about belonging. Our leadership team is 50 percent female, led by Laura Ortman, who became Cologix’s first female CEO in 2022. We are working to expand our reporting on gender and racial/ethnic representation as we grow, recognizing that regulations in some of Cologix’s locations make gathering diversity data difficult. We will continue to implement voluntary tracking of diversity statistics in our employee and candidate data tracking systems to establish a stronger understanding of employee representation across a variety of groups, including veterans and individuals with disabilities.

EMPLOYEE RESOURCE GROUPS

Cologix has two active Employee Resource Groups (ERGs) – Culture Club and Cologix Women’s Connection Network (CWCN). As we continue to develop DEI initiatives across Cologix, we will actively support other grassroots groups interested in launching formal ERGs across the company.

DIVERSE REPRESENTATION AT COLOGIX

By Group	Female Representation			Racial/Ethnic Representation		
	Company Wide	United States	Canada	Company Wide	United States	Canada
Board of Directors	33%			0%		
Leadership Team	50%			0%		
All Employees	18%	25%	6%	Data unavailable	30%	Data unavailable
All Management	19%	21%	6%	Data unavailable	12%	Data unavailable
Technical Staff	<1%	<1%	<1%	Data unavailable	50%	Data unavailable
All other (Non-Technical) Staff	34%	38%	20%	Data unavailable	30%	Data unavailable



CULTURE CLUB

The Culture Club exists to connect all employees, whether they’re working remotely or at our Denver HQ or in a data center, with a variety of opportunities for competition, creativity, learning and fun. Their activities and events provide a break from the daily workload to meet and offer employees an opportunity to interact with fellow co-workers on a social and personal level. Culture Club hopes to inspire those who work at Cologix to embrace overall wellness, which leads to increased engagement, a stronger sense of community and job satisfaction.

In 2022, the Culture Club hosted events for the Super Bowl, March Madness, Halloween, December Holidays, Summer Solstice, summer picnic and the Grand Opening of our new Denver HQ. In addition, Culture Club members participated in a wellness challenge, employee gift giveaways, quarterly Book Club and monthly “morning coffee” calls.



COLOGIX WOMEN’S CONNECTION NETWORK (CWCN)

Cologix Women’s Connection Network (CWCN) brings together the women of Cologix for events throughout the year. In 2022, CWCN hosted events featuring external speakers as well as Cologix employees, all of whom shared experiences from throughout their careers. To date, more than 90 percent of Cologix’s female employee population has participated in CWCN events.

Governance

As Cologix grows, our responsibility to our stakeholders and our commitment to transparency grows as well. With each stage of expansion at Cologix, we build partnerships across our value chain that reflect our values and drive our ESG initiatives. We believe good governance starts in our own business and extends to every individual and organization interacting with Cologix. Together, we are building momentum for the future of Cologix – a future built on trust, transparency and integrity.



MATERIALITY TOPICS
INCLUDED IN THIS SECTION

Corporate culture and values

Customer privacy
and information security

Responsible, ethical business
practices and policies

Supply chain management



OUR GOVERNANCE ROADMAP: BUILDING TRUST, MAINTAINING INTEGRITY

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

KEY ROADMAP STEPS

Roadmap Activity	Progress To Date
Ensure strong, good governance in ESG at Cologix with the creation of an ESG Steering Committee of subject matter experts.	ESG Steering Committee continues to meet quarterly, at minimum; Subcommittees on environment, social and governance topics meeting monthly.
Continue to bolster Cologix’s reputation and participation in industry initiatives through key industry-related and supply chain driven partnerships.	In 2022, Cologix joined Data Center Coalition and is represented on the DCC Board by Chief Marketing and ESG Strategy Officer Page Haun.
Ensure Cologix’s Code of Ethical Standards, Business Practices and Conduct is understood by and accessible for all employees.	Implemented quarterly employee training on compliance ethics topics in Q4 2022 with 100% employee participation. Will continue quarterly training going forward.
Develop additional policies to align with the Code of Ethical Standards and ensure annual ethics and compliance training addresses these topics fully.	Identified key topics for employee training from the Code and 100% of required employees trained in Q4 2022.

Develop a Supplier Code of Conduct and ensure all suppliers acknowledge the Code regularly.	Supplier Code of Conduct completed. Suppliers will acknowledge Code through contracting processes and online supplier portal.
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EXPRESSED TARGETS

Target	Progress To Date
100% of Cologix employees complete Ethics and Compliance training annually by 2023.	Achieved. 100% of Cologix employees completed training in 2022.

CORPORATE CULTURE AND VALUES

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



RESPONSIBLE, ETHICAL BUSINESS PRACTICES
AND POLICIES

Making ethical decisions that promote a responsible, sustainable business model are at the core of our expectations for every employee, leader and partner at Cologix. We believe laying a strong ethical foundation means our team members will be empowered to do the right thing with every decision they make. Our team knows that our responsibility for a positive impact is a collective one, and we all have a role to play in building a strong governance structure that reflects Cologix’s values.



“Every year, ESG becomes more important in our conversations with our Board of Directors and investors. We all recognize that financial and non-financial risk management is integral to a sustainable company. I’m proud to work with investors and Board members whose commitment to ESG is industry leading.”

RACHEL STACK, CHIEF FINANCIAL OFFICER

100%

FACILITIES ISO 27001, SOC 1, SOC 2,
HIPAA AND PCI-DSS COMPLIANT

50%

FEMALE LEADERSHIP
TEAM MEMBERS

6

COLOGIX
BOARD MEMBERS

8

LEADERSHIP
TEAM MEMBERS

33%

FEMALE
BOARD MEMBERS

OUR GOVERNANCE STRUCTURE

Cologix's Board of Directors is comprised of six Board members, four of whom represent Cologix's investor partners. Cologix's CEO, Laura Ortman, also serves as a Director and the Board is Chaired by Cologix's previous CEO, Bill Fathers. Each Board member serves on at least one of our two committees focused on Compensation and Audit. In their capacity as Cologix leaders and investors, the Board members are briefed regularly on our ESG strategy and performance.

ESG GOVERNANCE

The Cologix Leadership Team directly oversees activities related to ESG across the enterprise. An ESG Steering Committee, led by Page Haun, Cologix's Chief Marketing and ESG Strategy Officer, oversees three subcommittees focused on environmental, social and governance initiatives. The Steering Committee reports regularly on progress to the Leadership Team and the Board of Directors on the initiatives and results that contribute to our ESG roadmap and overall ESG objectives.

COMPLIANCE AND ETHICS

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

The Code also includes a robust whistleblower policy outlining outlining the process employees can take when voicing concerns regarding any reports raising material accounting concerns are referred to the Audit Committee of the Board of Directors. Reports can be made directly to the company's General Counsel or to any member of the leadership team directly. Anonymous reports can be submitted by mail to the General Counsel or leadership team. All reports are investigated regardless of anonymity, and in the case

of direct reports, the company will take all appropriate action to protect the identity of the whistleblower and protect those making reports in good faith from any retaliatory action.

In 2022, Cologix completed implementation of a new compliance training program that provides quarterly training for employees of Cologix related to ethics and compliance matters. In our first training offered in Q4 2022, 100 percent of employees enrolled in the training completed the training. Certain Cologix subsidiaries that represent 5 percent of all Cologix employees are not included in compliance training requirements. Cologix employees will continue to receive quarterly training updates based on code of conduct topics.



CUSTOMER PRIVACY AND
INFORMATION SECURITY

Cologix provides advanced security that protects our customers from physical breaches, and protects their IT infrastructure from a wide range of threats. Our facilities provide 24/7 security monitoring and guards on premises. Additionally, all critical infrastructure is alarmed and equipped with card access and mantraps. We also implement fire protection throughout the facilities and customizable private cages are available.

Our data centers are an important part of our customers’ business continuity and disaster recovery plans. As natural disasters pose a greater threat today than ever before, reliable IT infrastructure is necessary to maintain our own infrastructure and the infrastructure of our customers. Our customers expect best-in-class disaster prevention and business continuity practices from Cologix, and we take that responsibility seriously. Cologix offers our customers key benefits to enhance their internal business continuity and disaster response planning (BCDR). Currently, five of our data centers support BCDR planning with benefits that include:

- 1. Location:** All five of these data centers (SV1 in Santa Clara, California, JAX2 in Jacksonville, Florida, LAK1 in Lakeland, Florida, NNJ4 in Cedar Knolls, New Jersey, and COL2 in Columbus, Ohio) are located outside of what FEMA considers a floodplain. They are also built to withstand some of the roughest weather on record.
- 2. Power:** Our data centers are equipped with generators, backups and multiple entrances and utility feeds. Cologix data centers have redundant power and 99.999 percent uptime record level agreements to keep our customers’ systems running and data intact.
- 3. Reliability:** We are there for our customers in a time of crisis, offering 24/7 access to a Network Operations Center (NOC) and constant monitoring of power and working conditions. We also have dedicated local security teams, Remote Hands services and live support teams as needed.
- 4. Comfort:** Our BCDR centers provide customers with spacious and inviting spaces to work so their employees can feel at home in our facilities. It’s a part of Cologix’s culture to welcome our customers into our data centers and make them feel a part of our team.

5. Accessibility: Our BCDR locations make travel as easy as possible, providing close access to international airports and major interstates and thoroughfares.

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

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

BUSINESS CONTINUITY
DURING HISTORIC
HURRICANES

Our LAK1 data center was built to withstand a Category 5 hurricane (winds of 157 mph and greater.) When Hurricane Ian, one of the strongest storms on record, blew through Florida in 2022, LAK1 never lost power and continued to provide uninterrupted service to our customers. LAK1 never lost power while Hurricane Ian swept through Florida in September 2022. JEA, the largest community-owned utility company in Florida, moved its Emergency Operations Center (EOC) into our JAX2 location because of its ability to withstand a Category 5 storm.

SUPPLY CHAIN MANAGEMENT

In 2022, Cologix implemented our Supplier Code of Conduct, outlining the standards of legal and ethical behavior Cologix expects of our partners. The Supplier Code aligns with our Code of Ethical Standards, Business Practices and Conduct, which applies to employees, officers and directors at Cologix. We expect our suppliers to operate ethically, in compliance with the law and in a way that meets our standards. Our Supplier Code details the guiding principles for Cologix's supplier responsibility program, and the social, environmental and ethical practices we prioritize in our business and expect our suppliers to prioritize as well. In line with these standards, we will continue to choose suppliers whose values match our own and whose business practices prioritize responsibility and sustainability. Our suppliers acknowledge the Supplier Code during their contracting processes with Cologix, and we will continue to monitor supplier activity related to our Supplier Code on an ongoing basis.

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

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

“We know our relationships with our suppliers is so much larger than just dollars and cents. We choose suppliers whose values match our own, and we work together to meet our shared goals. As we plan for the future of Cologix, we take into consideration the partners we need with us to build that future state.”

SCOTT SCHNEIDER, TREASURER



CASE STUDY: Q&A WITH GENERAL COUNSEL PHILLIP ECK

Phillip Eck joined Cologix in August 2022 and was named General Counsel in January 2023. In his role at Cologix, Phillip is a leader on the ESG Steering Committee and the Governance Subcommittee. Learn more about Phil:

Q: What drew you to Cologix?

A: “I’ve had a long enough career to know the most important things to look for in any role are the character of the people with whom you’ll be working, and the culture of the company. When I thought about coming to Cologix, I looked for an ethical company, the opportunity to work with impressive people, and the chance to do interesting and complex work where I felt I could make a contribution. I immediately saw that Cologix gave me the opportunity to build something that would outlast me as a leader. The ‘Together We Win’ mentality means everyone sees that goal and contributes to it.”

Q: You are a champion for “Good Governance” at Cologix. What does that mean to you as a leader?

A: “Strong governance in any company is about alignment. Every company should have a strong and comprehensive set of policies, guidelines and rules that everyone follows. I try to communicate every day that we are all agents of the company, that we each have a role to play, and decision makers should make decisions that benefit the longevity of the company. Good governance means everyone is aware of their responsibilities and obligations and acts with integrity and alignment.”

Q: You have been very passionate about Cologix’s Volunteer Outreach Leave Time (VOLT) policy and helped to write the program’s outline in 2022. Why is volunteerism important in your life and career?

A: “I have always been interested in service learning and pro bono work. As an attorney, I became involved in community service early in my career by helping with legal aid organizations and intake clinics. More recently, I became involved with the Colorado Bar Association’s Young Lawyers Division, which connects volunteer attorneys with nonprofit organizations in Colorado who are seeking guidance

on a whole host of topics. Most small nonprofit organizations can’t afford an in-house attorney, so these volunteers give back by helping nonprofit organizations address legal topics ranging from fundraising to employment issues, to corporate structure and Board governance. It’s a way we can all make the nonprofit sector in Colorado more sustainable, so they can do the work of improving the lives of Colorado’s people and communities.

Q: What excites you most about the next chapter of “Building Renewable Momentum” at Cologix?

A: “Cologix is growing and I’m excited to see the infrastructure of the company grow with it. We have a great management team, great investors, great employees, and a collective commitment to maintain a stable and strong platform behind the scenes to support future growth. It’s a little like having a small house and adding on. We don’t want those additions to have a weaker foundation than our original. I’m passionate about making sure Cologix’s foundation is built to last – something that will continue beyond our current team’s contributions long into the future.”



Data Tables



0,24	0,24	0,29
0,92	0,90	0,93
0,32	0,30	0,35
0,35	0,68	

ABOUT THIS REPORT

Cologix is proud to produce our 3rd annual ESG report sharing our progress and data related to Cologix’s ESG journey and the topics material to our ESG performance.

This report includes data specific to our 2022 fiscal year but may also include initiatives launched in early 2023. We have included in this report the topics we feel our key stakeholders are most interested in, as well as those with the potential to impact Cologix’s business.

This report’s data aligns with the Sustainability Accounting Standards Board (SASB) standards for software and IT services companies and the Task Force on Climate-Related Financial Disclosures (TCFD).



COLOGIX 2022 SASB INDEX

Cologix is proud to disclose the recommended metrics for Sustainability Accounting Standards Board’s (SASB) framework for software and IT services. We have reported here all metrics in this standard that are material to the Cologix business. We will continue to evaluate additional metrics in the future. All data presented here is for the year ended December 31, 2022 unless otherwise noted.

SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE		
TC-SI-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	(1) Total kWh consumed: 326,436,301 (2) Percentage grid electricity: 100% (3) Percentage renewable: 50%
TC-SI-130a.2	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	In most Cologix locations, water withdrawal and consumption is completed in a closed-loop system and we do not actively track water consumption. None of our data centers operate in regions with High or Extremely High Baseline Water Stress. Learn more about our water and other natural resource management in the environment section of this report.
TC-SI-130a.3	Discussion of the integration of environmental considerations to strategic planning for data center needs	Cologix integrates environmental excellence in all data center operations and in design and construction process in any new facilities. Details of our environmental program can be found in the environment section of this report.
DATA PRIVACY AND FREEDOM OF EXPRESSION		
TC_SI-220a.1	Description of policies and practices relating to behavior advertising and user privacy	Cologix is committed to protecting the confidentiality, integrity and availability of physical and electronic information technology assets and conforming to the controls of ISO 27001:2013 as applicable to the people, processes and technology within the ISMS scope.
TC-SI-220a.2	Number of users whose information is collected for secondary purposes	Immaterial to Cologix
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Immaterial to Cologix
TC-SI-220a.4	(1) Number of law enforcement requests for user information (2) Number of users whose information was requested (3) Percentage resulting in disclosure	Cologix is committed to responding in a timely fashion to any requests from law enforcement. Because these requests are sporadic in nature, we do not currently track their frequency.
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	Cologix does not operate in any countries subject to government-required monitoring, blocking, content filtering or censoring



SASB TOPIC/CODE	ACCOUNTING METRIC	DISCLOSURE
DATA SECURITY		
TC-SI-230a.1	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of users affected	(1) 0 (2) 0 (3) 0
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	It is Cologix’s policy that networks are adequately managed and controlled in order to be protected from threats and to maintain security for the systems and applications using networks, including information at rest and in transit. Networks should be managed and controlled to protect information in systems and applications. Controls should be implemented to ensure the security of information in networks and the protection of connected services from unauthorized access. For networks that are deployed as an “infrastructure as a service” model, the security requirements shall be detailed in the vendor contract, terms of service and statement of work. This standard is applicable to networks within the control of Cologix.
RECRUITING AND MANAGING A GLOBAL, DIVERSE AND SKILLED WORKFORCE		
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals (2) located offshore	Immaterial to Cologix
TC-SI-330a.2	Employee engagement as a percentage	Based on three key engagement questions in 2022 employee surveys, employee engagement is 89.9% positive
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for: (1) Management (2) Technical staff (3) All other employees	Both gender and racial/ethnic group representation percentages are currently available only in the United States. Canadian business units currently track gender only. Available percentages are: (1) In the United States, management is 21% female, 12% racially/ethnically diverse. In Canada, management is 6% female. (2) In the United States, technical staff is <1% female, 50% racially/ethnically diverse. In Canada, technical staff is <1% female. (3) In the United States, all other (non-technical) employees are 38% female and 30% racially/ethnically diverse. In Canada, all other employees are 20% female.
INTELLECTUAL PROPERTY PROTECTION AND COMPETITIVE BEHAVIOR		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings	No monetary losses that are material to operations or Cologix’s ability to do business
MANAGING SYSTEMIC RISKS FROM TECHNOLOGY DISRUPTIONS		
A) TC-SI-550a.1	Number of (1) performance issues (2) service disruptions (3) total customer downtime	In 2022, Cologix experienced 100% uptime
B) Describe TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Security and business continuity is discussed in the governance section of this report

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

RECOMMENDED DISCLOSURE	RESPONSE
GOVERNANCE	
A) Describe the board’s oversight of climate-related risks and opportunities.	Cologix's Board of Directors has ultimate responsibility for ensuring the company's long-term sustainability both financially and in terms of climate-related and other societal risks. Our ESG Steering Committee (detailed below) led by Chief Marketing Officer Page Haun, regularly briefs the full Board of Directors regarding material risks including climate-related issues and ensures the initiatives associated with mitigating those risks align with Cologix's overarching business strategy.
B) Describe the management’s role in assessing and management risks and opportunities.	Cologix's executive leadership team is responsible for the company's ESG initiatives and takes a team-based approach to assessing both risks and opportunities across our ESG programs. Cologix's ESG Steering Committee is comprised of leaders from across the company and includes a subcommittee focused on environment. Cologix President Dawn Smith leads the environment subcommittee of the ESG Steering Committee and oversees the full Cologix operations team which includes individuals responsible for environmental reporting, planning, and execution. Dawn is joined on the environmental subcommittee by key leaders in the operations organization as well as Chief Development Officer Nathan Hazelwood and Chief Marketing and ESG Strategy Officer Page Haun. This group reports results regularly to the larger ESG Steering Committee, Laura Ortman, and the Board of Directors. Across each of these levels of leadership at Cologix, addressing short and long-term climate-related risks is well established and encourages a multi-pronged approach that crosses every layer of Cologix's leadership.
STRATEGY	
A) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	In 2021, Cologix completed a materiality assessment to gather insights and feedback from our stakeholders which included a deep dive on our risks and opportunities related to all topics across the ESG spectrum, but especially related to environmental excellence and climate change. As it relates to climate change mitigation, we recognize our most important climate-related threats involve flood control, heat management and grid shutdown. We continuously improve upon locally-focused plans to strengthen our preparation for natural disasters and weather events, and we employ detailed response plans related to specific scenarios. Cologix recognizes our North American footprint represents an important opportunity to enhance our clients’ technological infrastructure across the region and ensures customers can increase sustainability and energy efficiency in their own supply chains, decreasing carbon emissions across our footprint and our clients’ footprints. We are actively working to increase our use of carbon free and renewable energy sources, mitigating our exposure to energy-related risks and providing renewable energy opportunities to our customers.
B) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Each Cologix data center operations team develops and evaluates local and regional opportunities for advancement and innovation related to energy and climate risks. Since 2016, we have spent more than \$25 million on environment-related capex projects across the Cologix footprint and will continue to search for capex projects that improve our efficiency and make us more climate resilient. We empower our local leaders, in partnership with our executive leadership team, to identify these solutions and include them in their business planning and strategy. Across our North American footprint, we proactively include climate risk mitigation in our Basis of Design for all new facilities, and actively address it in the financial and strategic planning for those facilities at all levels in the organization.

RECOMMENDED DISCLOSURE	RESPONSE
C) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Our ESG Roadmap outlines our goal to achieve carbon neutrality in Scope 1 and 2 emissions by 2030. We intend to follow globally recognized Science-Based Target initiatives as we formulate our strategy, which includes 2°C or lower scenarios. Cologix's footprint is growing steadily, and we will consider that growth as we set targets. We look forward to reporting on our progress toward Science-Based Targets in subsequent ESG reports.
RISK MANAGEMENT	
A) Describe the organization’s processes for identifying and assessing climate-related risks.	The ESG Steering Committee, in partnership with the entire executive leadership team and Board of Directors is responsible for identifying and assessing risks both ESG-related and across the business. We are actively working to build a sophisticated enterprise risk management (ERM) process and look forward to reporting on additional developments in this area in subsequent ESG reports.
B) Describe the organization’s processes for managing climate-related risks.	Cologix's climate-related risks are identified by the ESG Steering Committee and managed in concert with local facility leaders and operational leadership teams. Our executive leadership team and Board of Directors work directly with these teams to ensure a 2°C or lower scenario with appropriate management and monitoring.
C) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Cologix will continue to update our ESG materiality matrix and monitor our work across all climate-related goals and KPIs on an annual basis
METRICS AND TARGETS	
A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	See our ESG roadmap on p. 10 of this report, which outlines our overarching environmental goals. Key KPIs and their tracking mechanisms can be found in the environment section of this report beginning on p. 11.
B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	See p. 14 of this report
C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See p. 14 of this report

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