2021

ENVIRONMENTAL
SOCIAL +
GOVERNANCE

Annual Report

VANTAGE
DATA CENTERS

FROM OUR PRESIDENT & CEO

In a few short years, Vantage Data Centers has grown to be a truly global organization, providing critical infrastructure to some of the world's leading technology companies. With such growth comes even greater responsibility—to our employees, customers, investors, communities and to society as a whole.

Sharing the philosophy of our largest investor, DigitalBridge, we take our commitments to sustainability and equity very seriously. To that end, we are devoted to reaching net zero carbon emissions by 2030, to providing a safe and inclusive workplace for all our employees and to continuing the recent strides we made recruiting an ever more diverse workforce.

Living up to higher standards in environmental stewardship, social responsibility and governance (ESG) requires specific initiatives in each category. As progress can't be measured without benchmarks, clear objectives, KPIs and ongoing and precise data collection, we recently began with a comprehensive materiality assessment. We surveyed

a broad group of stakeholders that included customers, investors, employees, utility providers, community representatives and local governments. The results of this assessment gave us the foundation needed to outline and prioritize our initiatives for the years ahead.

We believe our ESG objectives also make us an even better partner to our customers with ambitious climate and clean energy commitments, as well as thoughtful social initiatives with their employees and in their communities.

In the following pages, you will see goals we set not only for the next year, but the next decade. You will see our evolved and expanded core values; our commitment to providing

a workplace where all people can safely grow, learn and achieve while being their authentic selves; and you will also see the tangible actions—from smart infrastructure design to optimal operations—that turn objectives into goals fulfilled.

Here at Vantage Data Centers, we are focused on forming meaningful partnerships aimed at advancing—and preserving—the world. We hope you'll join us in this journey to enable the digital revolution in the most sustainable ways imaginable.

SUREEL CHOKSI
PRESIDENT AND CEO

5 CONTINENTS
26 CAMPUSES

9 NORTH AMERICA

9 EMEA

8 APAC

By developing and operating data center campuses across five continents, Vantage Data Centers powers, cools, protects and connects the technology of some of the world's best-known hyperscalers and cloud providers. We employ our innovative data center designs in flexible environments that can scale as quickly as the market demands, yet still deliver dramatic gains in reliability, efficiency and sustainability.

VANTAGE DATA CENTERS' LOCATIONS

▸ **AMERICA**
Ashburn, Virginia
Phoenix, Arizona
Quincy, Washington
Santa Clara I, California
Santa Clara II, California
Montreal I, Canada
Montreal II, Canada
Montreal III, Canada
Quebec City, Canada

▸ **EMEA**
Berlin I, Germany
Berlin II, Germany
Frankfurt I, Germany
Frankfurt II, Germany
Milan, Italy
Warsaw, Poland
Johannesburg, South Africa
Zurich, Switzerland
Cardiff, United Kingdom

▸ **APAC**
Melbourne, Australia
Fo Tan, Hong Kong
Kwai Chung, Hong Kong
On Lok, Hong Kong
Tsuen Wan West, Hong Kong
Osaka, Japan
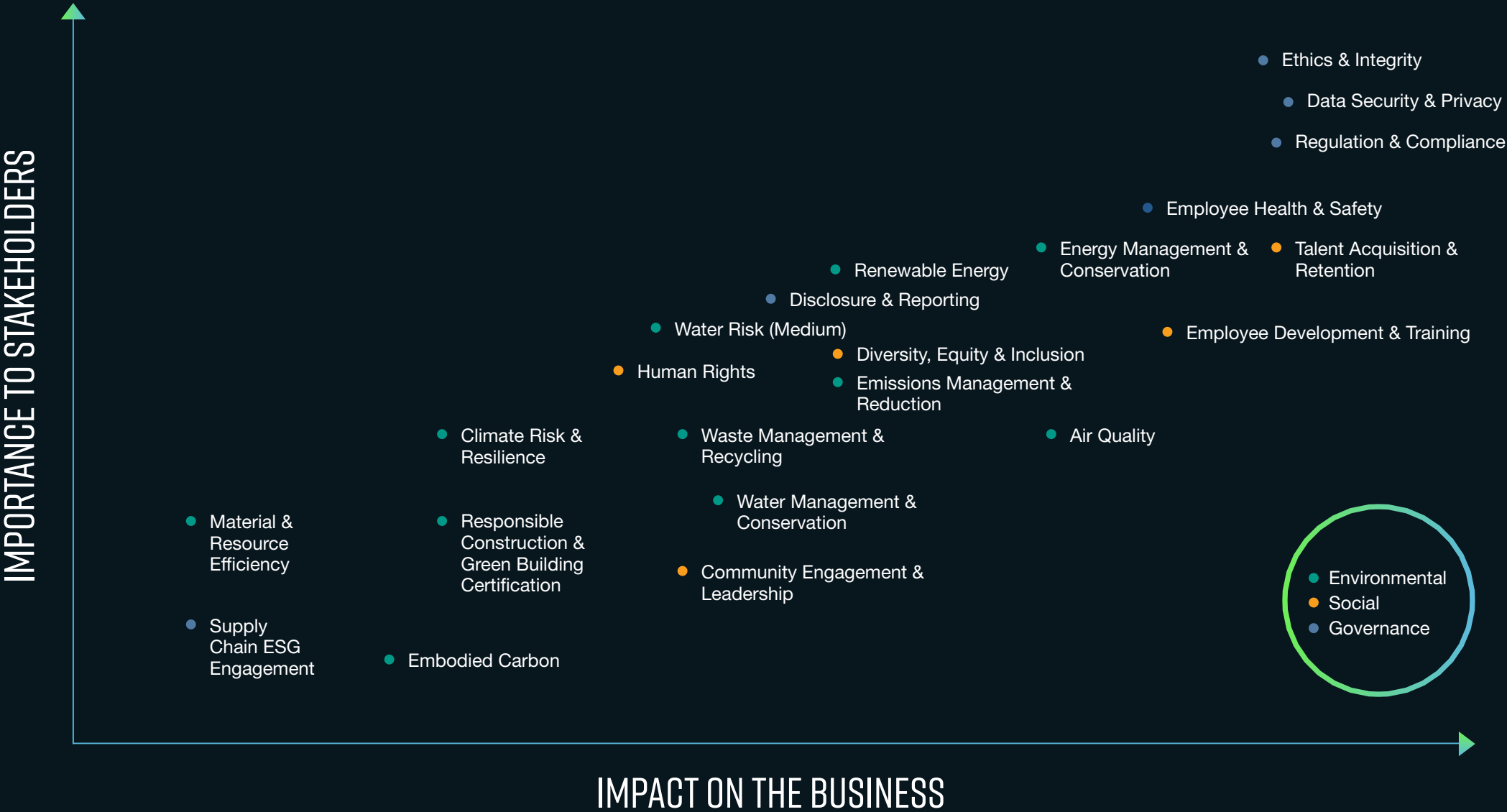Tokyo, Japan
Cyberjaya, Malaysia

MATERIALITY ASSESSMENT

As you will see throughout this report, several themes recur: accurate measurement, essential for meaningful benchmarking; transparency in all our efforts; establishing stretch goals that are reachable; proven procedures that make reaching those goals possible; commitment on the part of leadership in hours and visible participation, not just words; and the understanding that we're not in this alone, that partnerships, throughout the supply chain, the industry, the investor community and in our working relationships, are key to making a difference.

With that in mind, we commissioned a third-party materiality assessment of the most salient Environmental, Social and Governance topics, prioritizing them by their impact on the business and their importance to stakeholders. The top-line results are shown in matrix form at right.

IMPORTANCE TO STAKEHOLDERS

- Ethics & Integrity
- Data Security & Privacy
- Regulation & Compliance
- Employee Health & Safety
- Energy Management & Conservation
- Talent Acquisition & Retention
- Renewable Energy
- Disclosure & Reporting
- Water Risk (Medium)
- Employee Development & Training
- Diversity, Equity & Inclusion
- Human Rights
- Emissions Management & Reduction
- Climate Risk & Resilience
- Waste Management & Recycling
- Air Quality
- Material & Resource Efficiency
- Responsible Construction & Green Building Certification
- Water Management & Conservation
- Community Engagement & Leadership
- Supply Chain ESG Engagement
- Embodied Carbon

Legend:
- Environmental
- Social
- Governance

IMPACT ON THE BUSINESS

ENVIRONMENTAL STEWARDSHIP

We design, build and operate our campuses in ways that prioritize sustainability and environmental responsibility, understanding that the overall health of the communities around us is vital.

One planet. Many paths to preserving it.

Each day the world sees the effects of a growing global climate crisis. To combat this crisis, aggressive sustainability initiatives—especially in an industry as power intensive as ours—are essential. True environmental stewardship extends beyond setting and attaining lower global power usage benchmarks; sustainability and environmental responsibility must also include the health of our communities.

While doing our part to reduce energy use and greenhouse gas emissions from our operations, we also play a critical enabling role for innovation. As we support the missions of our customers, we are helping people meet and engage virtually, from top scientists seeking climate change solutions and small businesses attracting customers, to families staying connected through a pandemic. All thanks to the technology within our data centers.

Yet we recognize the need to do even more, all while using less energy.

SUSTAINABLE BY DESIGN.

At Vantage, we take an integrated approach to building data centers for maximum efficiency. It starts with careful site selection, followed by the design and construction of highly efficient data center campuses yielding both industry-leading Power Usage Effectiveness (PUE) and low water use (measured as Water Usage Effectiveness, or WUE), and extends through our constantly evolving operations.

Each step impacts the others; our teams know that we have interlacing goals of reliability, efficiency and sustainability. In this way, site selection considers the local environment and resources, which then impacts the ultimate choice of campus design, which also impacts choices made to maintain sustainability throughout the construction materials supply chain. Each factor is considered both separately and holistically as we implement our unique vision for a sustainable data center future.

A singular vision for the creation and operation of our data centers gives us an edge in maintaining efficiency. Once built and leased, we monitor operations within our facilities and alert customers to anomalies. For example, we may note an increase in power usage without a concomitant increase in hardware; the cause could be an unintentional mixing of hot and cold air, with a simple remedy taken in minutes of our alerting the customer. This serves to both drive optimal PUE and can even reduce the customer's power costs from the local utility.

Mutually aligned on a vision of environmental responsibility, we are true partners in helping our customers meet their own aggressive corporate social responsibility goals for sustainability. Our partnerships extend beyond our customers to the communities in which our data centers are built, taking care to factor into our designs and operations the neighboring aesthetics, regional priorities, varying natural resources and climates we encounter across the globe.

ALIGNING VANTAGE GOALS AND CUSTOMER GOALS IS KEY TO A BETTER FUTURE.
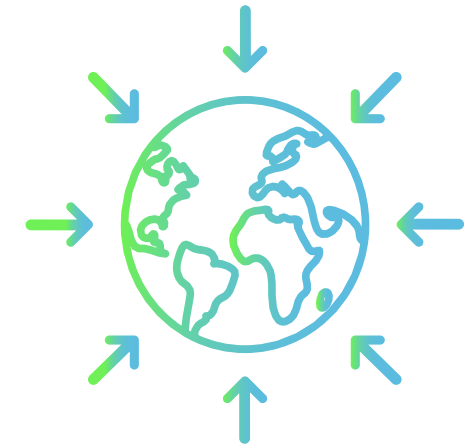
GREENHOUSE GAS REPORTING METHODOLOGY.

Greenhouse gas (GHG) emissions are categorized into three groups or "scopes" by the most widely used international accounting standard, the Greenhouse Gas Protocol. Meeting Net Zero Carbon emissions requirements will require both data center providers and customers to partner together to achieve the desired results.

Scope 1
▸ Direct emissions from owned or controlled sources. Examples include emissions from diesel generators.

Scope 2
▸ Indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company. Examples include emissions from house power use (excluding customer emissions for equipment and cooling).

Scope 3
▸ All other indirect emissions that occur in a company's value chain. The reporting company does not control these emissions but can partner to encourage reductions. Examples include emissions from electricity consumed by a customer's IT equipment and associated cooling (customer's Scope 2 emissions).

OUR COMMITMENT TO NET ZERO CARBON EMISSIONS BY 2030.

Achieving net zero carbon emissions by 2030 is an ambitious goal, yet one we can meet. The first step is collecting the relevant data by tracking greenhouse gases created by fuel usage. To account for these, we follow the Greenhouse Gas Protocol's (GHG) methodology which uses three categories or scopes.

Establishing a benchmark for Scope 1 and 2 emissions for 2021 is just the beginning of our efforts. We successfully completed our first greenhouse gas inventory for 2021 and will be expanding our inventory to include a phased analysis of Scope 3 emissions starting in 2022. In addition, we will continue to refine our emissions reporting methodology to align with industry best practices. Future reporting will further build on KPIs around absolute and normalized emissions.

Informed by the latest climate science, we are creating interim reduction targets that are in alignment with the Science Based Target initiative (SBTi) methodology, focusing on three areas:
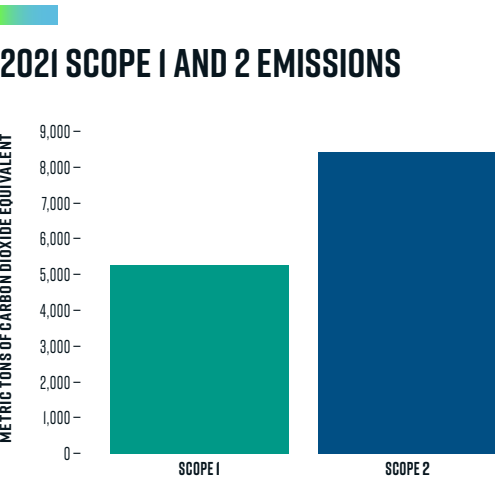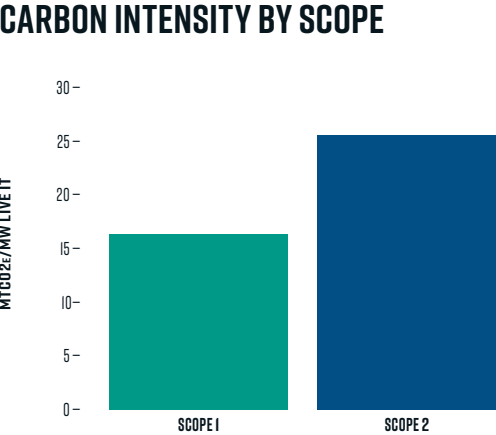
▸ **Reducing Emissions through Investments in Technology.** From microgrid-enabling technologies to lowered emissions from on-site generators, we are pursuing reduced energy use and emissions at all our facilities.

▸ **Sourcing Renewable Energy:** Wherever possible, Vantage customers are offered renewable energy options for their power.

▸ **Funding Carbon Removal Projects:** In areas where emissions are unavoidable, Vantage will purchase offsets that fund carbon removal projects giving priority to opportunities that directly benefit the communities where we operate.

To measure our accomplishments in these areas, we benchmarked our global Scope 1 and Scope 2 emissions for 2021, as shown below. While our net zero carbon emissions goal is based on absolute emissions, the continued growth of our company necessitates the reporting of normalized emissions to track reductions. Total Scope 1 and 2 emissions were normalized using MW live IT load to compare the carbon intensity of our operations as we continue expanding our footprint.

2021 SCOPE 1 AND 2 EMISSIONS

METRIC TONS OF CARBON DIOXIDE EQUIVALENT

9,000 / 8,000 / 7,000 / 6,000 / 5,000 / 4,000 / 3,000 / 2,000 / 1,000 / 0

SCOPE 1 — SCOPE 2

CARBON INTENSITY BY SCOPE

MTCO2e/MW LIVE IT

30 / 25 / 20 / 15 / 10 / 5 / 0

SCOPE 1 — SCOPE 2

▸ Cardiff, United Kingdom, campus

EMPLOYING A RENEWABLE DIESEL FUEL.

The provision and maintenance of backup power—ensuring continuous power and cooling availability—is a critical responsibility. Backup generators must be tested regularly; it's not enough to know they're there, we have to know they're in perfect working order. In most cases, this means the burning of diesel fuel, one of the largest contributors to greenhouse gas emissions measured in Scope 1.

We recently assessed the feasibility of using Hydro-treated Vegetable Oil (HVO)—dubbed "clean diesel" by the industry—wherever available when testing our backup generators (and, of course, when activated in the case of a power failure). HVO's primary environmental advantage is its far cleaner sourcing and creation, resulting in less embodied carbon compared to diesel fuel. Our assessment also confirmed that if HVO supplies are limited, generators can reliably run on a combination of diesel and HVO. We implemented HVO at our largest site in Europe (Cardiff, UK) and plan on continuing its introduction across the globe wherever possible.

THE GREENEST KILOWATT IS THE ONE YOU NEVER USE.

MANY PATHS TO EFFICIENCY.

Data centers consume a lot of energy. And while our data centers are designed with approximately 97% of the energy being consumed by our customers' server load and the systems required to support that server load reliably, we do our part to use the cleanest energy available for the power we directly consume, while encouraging our customers to do the same.

Every day, we explore new ways to reduce energy consumption, from working with regional electric utilities to offer customers a greater range of renewable energy options to design and operational changes that will lower our design annualized PUE of 1.26. Today, renewable energy options are available at all our campuses in North America and EMEA, and we are exploring similar options in APAC. If energy is not readily renewable from the grid, we offer customers the ability to purchase renewable energy credits (RECs) through available utility programs.

As resiliency is critical, we've moved beyond relying solely on local grids and continue to explore the deployment of technological solutions such as microgrids that enable on-site energy production and storage, as well as strategies for increased solar procurement.

OUR HOLISTIC APPROACH TO TRUE SUSTAINABILITY.

Efficiency and sustainability go hand in hand at Vantage; one of the best illustrations of this is the interplay between PUE and WUE. We design to a PUE of 1.26; while some providers may achieve an even lower number, it is often at the expense of other limited resources, especially water. We recognize that water scarcity is a growing global concern: after all, while advances in the creation of greener energy will continue, the supply of clean water on earth is finite. If evaporation is used as the method of cooling, a precious resource is being consumed. That is why we eschew the use of water evaporation for cooling in all our designs wherever possible; in legacy designs that do use evaporation, we seek to use reclaimed water.

Vantage employs a closed-loop chilling system using the same water over and over. It is our preferred technology, employed wherever feasible. In essence, the WUE for closed-loop chillers is virtually zero.

Water is finite and scarce. That's why our latest designs use virtually none.

▶ A solar farm will partially power our South African data center campus.

PPA IN AFRICA— INVESTING DIRECTLY IN THE COMMUNITY.

To meet our net zero carbon goal by 2030, we're making technology investments that reduce emissions. An example of doing so while maintaining an acute focus on the communities in which we operate is our 20-year power purchase agreement (PPA) with SolarAfrica, a pioneer in South Africa's solar energy financing. Through this program, we are investing in the production of 87MWp of renewable energy to supplement the local grid that powers our Johannesburg campus. Over the lifetime of the agreement, it is forecasted to reduce the emission of CO_2 in the region by an additional 3.8 million tons. This is one more way we fulfill our commitment to always making cleaner, more sustainable power available to our customers.

"

Partnerships—with customers, utilities and communities—are key to meeting our sustainability goals. They allow us to look at every angle, from sourcing renewable energy to reducing emissions and energy consumed, to reducing the embodied carbon of our building materials. To make long-lasting change, we must work together to create winning outcomes while constantly looking for opportunities for continuous innovations."

AMANDA SUTTON
SENIOR DIRECTOR, SUSTAINABILITY

This solar tree at our Virginia campus keeps 3.30 metric tons of greenhouse gas emissions from entering the environment and provides 3,788 kW hours of clean power per year to the data center campus.

NO ENERGY SAVINGS IS TOO SMALL—THEY ADD UP.

We practice efficiency and sustainability when it comes to non-critical power used in our data centers, too. For example, power not dedicated to cooling and operating servers and network equipment is generated on-site at our mega Virginia campus. This includes outdoor lights and providing electric vehicle charging stations using solar and wind energy created on campus. And we strive to make our buildings as environmentally friendly as possible—from drought-resistant landscaping to controlled LED lighting and recycled materials.

MEMBERSHIPS

We actively participate in the Clean Energy Buyers Association, Europe's Climate Neutral Data Centre Pact and Infrastructure Masons (iMasons Climate Accord).

EVEN OUR FINANCING IS GOING GREEN.

We recently secured two construction loans for expansion of our campuses in Quebec City and Northern Virginia from Société Générale, a multinational investment bank offering sustainability-linked financing options. Just as we vet suppliers and partners throughout the supply chain, Société Générale required formal documentation of our environmental impact objectives before granting the loans. Documentation included our net zero 2030 roadmap, ISO certifications, Global Warming Potential and PUE calculations, and more.

Quebec City (QC23)—$68 million green loan for construction of an additional 32MW facility.

Ashburn, Virginia (VA13)—$300 million green loan for construction of an additional 44MW facility.

▶ Zurich, Switzerland campus

CASE STUDY
WASTE HEAT THAT WON'T GO TO WASTE.

Located on seven acres in Winterthur just 25 kilometers northeast of downtown Zurich, our Switzerland data center campus will include 40MW of IT capacity throughout its four facilities once fully developed. And with 400,000 square feet of space, a lot of heat is generated—heat that needs to be extracted from server aisles.

But when that campus also happens to be sited in an area where the average January temperature is 34 degrees Fahrenheit, 1.1 degrees Celsius, there is an intriguing opportunity to give something back to the community. Exactly the case at our Swiss campus. We are currently exploring ways to help the neighboring community by exporting our waste heat into the local district heat network for use by adjacent buildings.

▶ Over 99% of the electricity powering our data centers in Canada is from renewable energy sources.

CAMPUSES POWERED BY RENEWABLE ENERGY, FROM HYDRO TO TIDAL AND WIND:
▶ Quebec City, Canada; Montreal I, Canada; Montreal II, Canada; Montreal III, Canada; Cardiff, United Kingdom

UPTIME INSTITUTE CERTIFICATIONS:
▶ Quincy, Washington; Quebec City, Canada; Montreal I, Canada

LEED CERTIFICATIONS:
▶ Santa Clara I, California; Quincy, Washington; Montreal I, Canada

▶ FRP supports at our Santa Clara II campus.

CASE STUDY
REDUCING THE EMBODIED CARBON IN OUR CONSTRUCTION MATERIALS.

Growth means more opportunities to develop greener building specifications, deploy greener materials and partner with greener suppliers. Recent expansions in Virginia, Arizona and California provided just such an opportunity when we chose fiberglass reinforced plastic (FRP) instead of steel for some equipment supports and pedestrian walkways. Why? Producing steel requires extremely high temperatures and the mining of raw materials. Once molded to our required specifications, it is quite heavy, meaning high transportation costs and the need for installation cranes. Taken all together, this means a high total embedded carbon figure for steel. By choosing FRP over steel at these three locations, we reduced embodied carbon by approximately 1,800 MTCO2e.

SOCIAL

A healthy workplace should instill a sense of well-being in every employee. An aspirational and endless goal, this is the ever-evolving journey we are on, requiring both physical safety and, equally important, a welcoming culture that promises emotional safety and security.

Bring your authentic self to work every day.

From early on, Vantage has proudly displayed our core values. We highlight them when onboarding new employees; they grace our walls, in multiple languages, at all our data centers and offices around the world. They've expanded and been refined over the years as well—most recently making explicit our adherence to ESG principles.
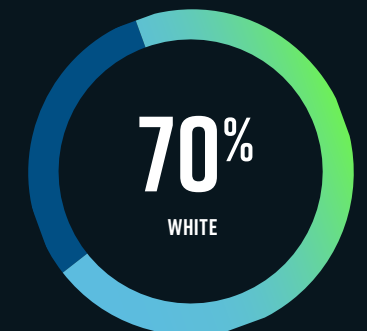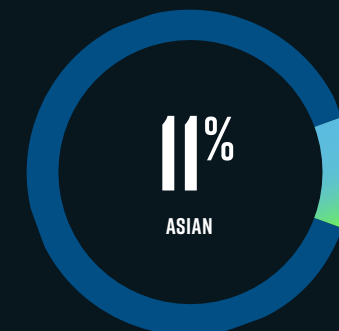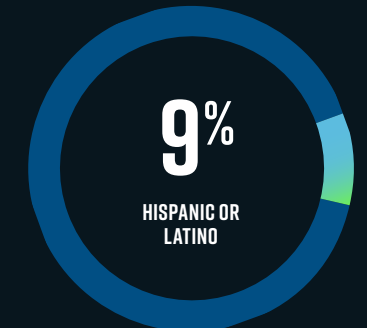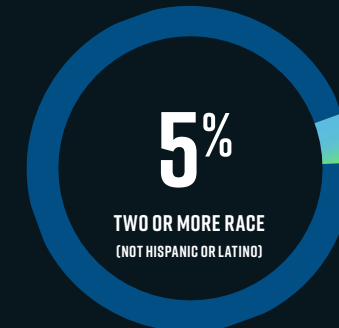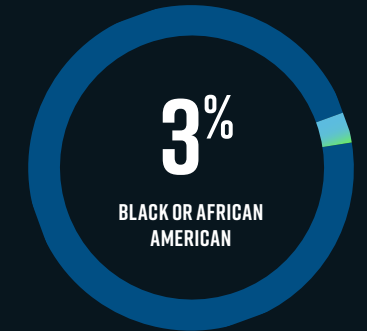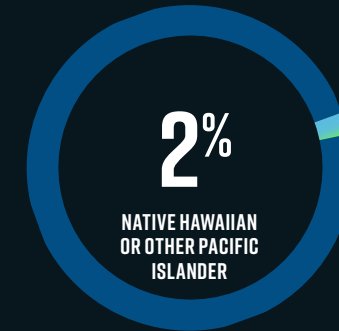
We do much more than simply display them. We annually survey our entire workforce as to how well we are living up to these values. Our engagement survey for 2021 asked how likely our employees would be to recommend working at Vantage to a friend or colleague, a question which yields an organization's

21 EMPLOYEE NET PROMOTER SCORE

Net Promoter Score (NPS). Our NPS last year was 21, squarely in the Good category and trending toward Excellent.

2021 also saw an expansion of programs that give even greater credence to our dedication to diversity, equity and inclusion. Living up to our core values in everything we do takes asking, listening and acting. We did, and continue to do so, by launching several initiatives that give our employees an even greater voice.

OUR CORE VALUES

▸ We are committed to providing world-class customer service.

▸ Operational excellence is our foundation and way of life.

▸ Without employee and client safety, nothing else matters.

▸ Security, for both clients and employees, is a top priority—always.

▸ We engineer to meet customer needs while maintaining cost effectiveness.

▸ We innovate, iterate and automate in the relentless pursuit of continuous improvement.

▸ We incorporate Environmental, Social and Governance (ESG) principles across our business to create long-term value.

▸ By valuing diversity and inclusivity, we collaborate to build better solutions.

▸ Accountability to our customers and transparency in our metrics show proof of performance.

▸ Honesty is the only policy: we communicate openly no matter the risk or reward.

DIVERSITY BY RACE

2%
NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER

3%
BLACK OR AFRICAN AMERICAN

5%
TWO OR MORE RACE (NOT HISPANIC OR LATINO)

9%
HISPANIC OR LATINO

11%
ASIAN

70%
WHITE

▸ Race and ethnicity in the United States as measured in Q4 2021. Data was compiled using self-identification and HR-identification.

30%

▸ Percentage of Vantage employees identifying as female globally (excludes site operations)— an increase from 11% measured in Q2 2020. As a percentage of all employees, including site operations, that figure is 19%.

THE JEDI COUNCIL. (CHECK YOUR LIGHTSABERS AT THE DOOR, PLEASE.)

The JEDI Council is an internal body that meets regularly to assess Vantage's standing in the areas for which it was named—Justice, Equity, Diversity and Inclusion. Its primary role is to generate actionable new programs or protocols that can lead to a more diverse and inclusive workplace. The Council seeks input from everyone within the Vantage workforce and was launched in 2020 with 30 volunteer members. We ended 2021 with 85 members. To achieve our goals, we created several other programs to nurture talent and promote diversity.

Recognizing that the data center industry is heavily male, the Council's first action was to create the Women's Leadership Forum (WLF). Goals for 2022 include the creation of two additional affinity groups, an increase in JEDI council participation to 15% of our entire employee base, and celebrating varied cultural heritage events throughout the year.

THE VANTAGE WOMEN'S LEADERSHIP FORUM—OPEN TO ALL.

Created to drive the advancement of women within Vantage, the Women's Leadership Forum is an affinity group open to all who identify as women, and their allies as well. It ensures women are well represented and have a voice in the continued growth of our company, and also makes available critical tools and support to Vantage employees around the world.

Goals of the WLF include:

▸ **Increase the number of women job candidates**

▸ **Ensure women receive due recognition and promotions**

▸ **Improve female representation within executive leadership**

▸ **Implement education and training programs that provide more leadership opportunities for women**

▸ **Improve work/life balance for women by addressing issues related to working parents and personal wellness**

The WLF seeks the advancement of women not only at Vantage, but in the data center industry as a whole. It is a safe and open forum through which women and their allies can be their true selves.

JEDI COUNCIL PURPOSE, MISSION AND VISION.

PURPOSE

We achieve win-win outcomes for Vantage, our customers and our communities by encouraging employees to bring all of who they are to Vantage, fostering an environment where employees can engage, innovate and do their best work.

MISSION

Vantage is committed to increased diversity and inclusion at every level of our company. We seek to provide opportunity and advancement for all people. We recognize, value and respect our unique life journeys.

VISION

Vantage is recognized as the leader in diversity, equity, inclusion and belonging in the data center industry. Our employees, customers and communities are positively impacted through our individual and corporate actions.

66%
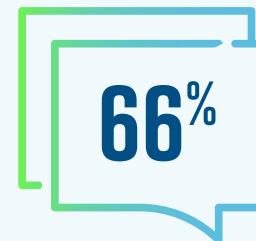
▸ Percentage of employee survey respondents who believe the JEDI Council's initiatives are contributing to Vantage becoming a more diverse and inclusive company.

"Joining Vantage's APAC team has been rewarding. It's exciting to be part of a high-growth company that's expanding around the world rapidly. We continue blending our cultures to learn from one another, sharing our different perspectives that ultimately create the best outcomes for our customers."

TAFF HO

SENIOR DIRECTOR, BUSINESS OPERATIONS, APAC

WE ARE ACTIVELY WORKING TO CHANGE OUR ENTIRE INDUSTRY FOR THE BETTER.

N+HUMANKIND. THE NEW STANDARD IN DIVERSITY AND INCLUSION.

Another major initiative we launched in 2021 is our N+HUMANKIND campaign. Featuring employees from across the globe, it supports the idea that by embracing a diverse and inclusive workforce, we are encouraging and empowering everyone to be their best selves. While we feature Vantage employees throughout, N+HUMANKIND is not only about Vantage; it is a call to the entire data center industry to take advantage of the benefits that accrue from a commitment to diversity—a greater talent pool, broadened opinions and creativity, and heightened employee satisfaction that leads to better decision-making.

2021 AWARDS

▸ **Data Center DE&I Leadership Award**
Northern Virginia Technology Council

▸ **Data Center Trailblazer Award (DE&I)**
Leading Ladies of Data Centers
and The Cloud

▸ Vantage employees can safely be their authentic selves at all our facilities, as we make clear in posters and ads featuring real Vantage people.

N+HUMANKIND

Meet the new standard in diversity and inclusion.

Our industry is well positioned to set a new standard for diversity and inclusion, one that empowers individuals, inspires a new generation and fosters an environment of equality and compassion. To reach that goal, Vantage created N+HUMANKIND. Because while we demand redundancy in critical systems, we celebrate that no two people are alike. Join us as we encourage all our data center peers, customers, partners and suppliers to help our industry lead the way.

VANTAGE-DC.COM

GIVING BACK.

Part of being a good global corporate citizen is engaging with and supporting the communities where we operate. For example, we recently made a corporate donation with an employee match to UNICEF Poland, a region where we have a growing employee base and expanding data center campus, to support those fleeing Ukraine as refugees from the war next door. In Virginia, employees participated in a blood drive in partnership with the Data Center Coalition, Loudoun County Economic Development and the American Red Cross of Loudoun and Prince William Counties.

Most recently, we engaged the social good technology firm Bonterra to not only help us quickly and efficiently put our charitable efforts into play around the globe where we operate, but also to help us track the impact our philanthropy has in reaching our social impact goals.

PAYING IT FORWARD.

In 2021 Vantage launched our first mentorship program aimed at helping employees from diverse backgrounds excel in their careers. As a growing global organization, we continue to see an ever-greater mix of cultural backgrounds among our workforce. Mid and senior leaders volunteer to mentor employees, helping them to feel included and to reach their full potential. But it is by no means a one-way street; our mentors note the value gained from a newfound knowledge of diverse lifestyles and cultures they have not previously accessed.

Similarly, we launched our Brand Ambassador program. It's a buddy system that helps new employees smoothly acclimate to our culture. Our volunteer brand ambassadors don't limit their activities to new hires. They also serve as cheerleaders for our culture, rallying employees throughout the year in different ways, from hosting simple employee lunches to team building events—even helping us encourage participation in our training sessions on eliminating unconscious bias.

Mentoring needn't end there. We have partnered with AFCOM, the association for data center and IT infrastructure professionals, to host summer internships—one more way we are investing in the next generation of data center professionals.

OUR EMPLOYEE VALUE PROPOSITION.

An organization's employee value proposition exists not only to set an example of what a workplace should be, but also to help recruit and retain people who believe in a shared vision. Ours is presented below.

With a relentless focus on our customers' experience, we design, develop and maintain world-class data centers in sustainable ways.

We find our work challenging, fulfilling and exciting. We take pride in what we do—where every employee belongs, has a voice and a desire to win.

We operate as one team with respect for cultural diversity, always pushing forward and aspiring to be the best we can be for our customers, shareholders, communities and each other.

"We partner with others in our industry to promote social initiatives, sharing programs while seeking to evolve the most effective set of best practices for all. When it comes to DE&I, there are no competitors in the data center industry, only partners in forming the best possible workplace."

KATE HYATT

SENIOR VICE PRESIDENT, HUMAN RESOURCES, GLOBAL

GOVERNANCE

Last year saw not only the tremendous growth of Vantage's portfolio of physical assets, but a commensurate growth in our corporate systems, policies, procedures, workforce and programs. All are indicative of our maturation as an organization and demonstrate our commitment to being an industry leader.

If you can't measure, you're operating blind. We measure.

At Vantage Data Centers, we hold ourselves to the highest ethical standards. We are transparent—accountable to our board and investors—and openly report on material matters to our customers, regulators and other stakeholders. We are proactive, with aggressive risk mitigation protocols ensuring the health of the business, as well as clearly defined safety protocols that protect the well-being of our employees, partners and contractors.

MANAGEMENT SYSTEMS BOTH INNOVATIVE AND PROVEN.

Vantage leadership enhanced our organization's management systems in 2021, establishing an independent internal audit department and launching a new formal approach to enterprise risk management.

The latter initiative includes a top-level Executive Risk Council (ERC) that identifies possible or probable external and internal events that could negatively impact Vantage from achieving our strategic objectives. These include everything from global events, such as the pandemic and subsequent supply chain disruptions, to our impact on the communities we become a part of as we grow.

When an area of concern is identified, it is passed to the new Governance, Risk and Compliance Committee (GRCC), independently facilitated by the Head of Internal Audit and comprising the Heads of Corporate Compliance, Operational Compliance and Commercial Risk Management. The GRCC seeks tactical solutions and will then recommend specific mitigating actions—often after consulting additional third-party subject matter experts—to the ERC for approval to implement.

OUR CODE OF CONDUCT.

Our Code of Conduct applies to everyone at Vantage: directors, officers and all employees regardless of full, part-time or temporary status. It functions as the actionable face of our core values, outlining how our business holds to the highest ethical standards. In this way, we demonstrate to all that our values are more than simply aspirational, they are how we operate as a company.

Once a year, all employees are required to provide acknowledgment that they have read, understand and agree to comply with all the tenets of our Code of Conduct. And it is truly actionable.

Among the actions and responsibilities enumerated in our Code of Conduct is our whistleblower policy, in which we encourage all to speak out if they see behavior or actions that run counter to the values we espouse. We offer several means to do so, including a confidential hotline that allows anonymous reporting. In all cases, concerns can be raised without fear of retaliation, and all issues reported will be investigated. As it asks Vantage employees to act with integrity, it also emphasizes that we must hold our partners, vendors and suppliers to the same ethical standards, requiring due diligence of third parties as spelled out in our anti-bribery and anti-corruption procedures and policies.

Areas covered in the Code of Conduct include, but are not limited to, our commitment to:

▸ **Respect for individuals**

▸ **Human rights and fair labor**

▸ **Anti-corruption and anti-bribery measures**

▸ **Third party due diligence**

▸ **Privacy and data protection**

Prior to acknowledging review and understanding of the Code, we reiterate the responsibilities of all Vantage employees: act with integrity and respect; create trust in the marketplace; follow the rules; speak up; cooperate.
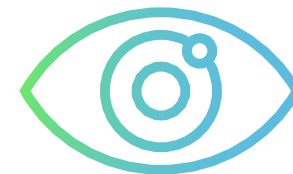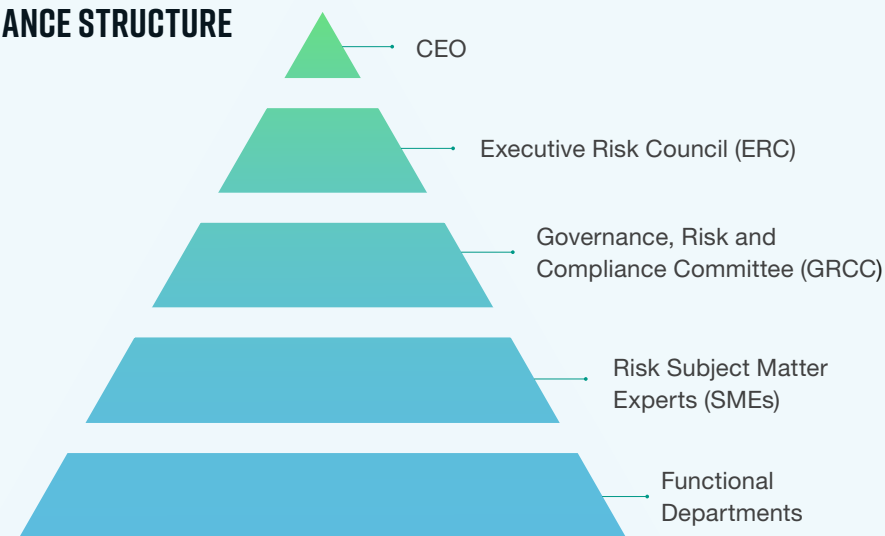
OUR RISK MANAGEMENT GOVERNANCE STRUCTURE

- CEO
- Executive Risk Council (ERC)
- Governance, Risk and Compliance Committee (GRCC)
- Risk Subject Matter Experts (SMEs)
- Functional Departments

THERE IS COMPLETE TRANSPARENCY AROUND INCIDENT REPORTING; OUR EXECUTIVE SAFETY COMMITTEE IS AS QUICK TO PRAISE GOOD PERFORMANCE AS IT IS TO NOTE ANY AREAS OF CONCERN.

"Vantage is committed to strong governance, compliance with applicable laws and adherence to our Code of Conduct. We continue to enhance our programs by developing policies, procedures and other internal controls in addition to providing employees with tools and resources that equip them to meet our high standards."

NENA LEKWAUWA

ASSOCIATE GENERAL COUNSEL, GLOBAL CORPORATE COMPLIANCE

SAFETY IS EVERYONE'S RESPONSIBILITY.

Part of treating everyone with respect and dignity is providing a work environment where health and safety are protected. To that end, Vantage operates under the concept of a "full lifecycle enterprise." This means we apply the same standards from site sourcing to construction to ongoing operations and maintenance, allowing for the robust collection of data that gives us the ability to identify areas of concern. Leading indicators we've captured drive our training and awareness efforts, which include sharing the data internally, with partners and with clients, all helping to prevent safety incidents.
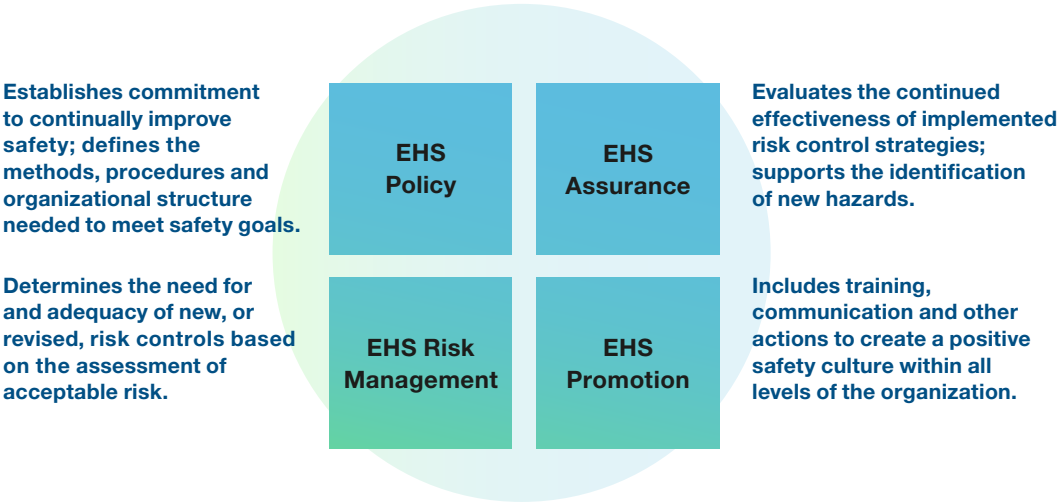
Our stated goal is a workplace that achieves zero negative health and safety incidents, and this is what we strive for on a daily basis. According to the 2020 U.S. Bureau of Labor Statistics, the average incident rate for all construction types was 2.5. While our goal is zero, our realistic TRIR is 0.4. In 2021, we achieved 0.31.

We have implemented core procedures globally yet remain flexible to meet local requirements and expectations. As we have expanded to five continents, we review and comply with all local rules and regulations, but we also do more—holding to our standards even when they may be far higher than what is required in the locality. This ethos extends to our education and oversight of all suppliers and vendors, and even, as appropriate, to our clients.

We understand that physical safety and the reduction of work-related incidents, as critical as it is, comprises just one part of our complete suite of Environmental Health and Safety protocols. Mental health is a priority as well, with resources available across the globe. All our training, programs, and data accumulation and analysis are geared to proactively addressing risks and are focused on a single outcome: a thriving and productive workforce, mentally and physically.

OUR APPROACH TO ENSURING ENVIRONMENTAL HEALTH AND SAFETY.

Establishes commitment to continually improve safety; defines the methods, procedures and organizational structure needed to meet safety goals.

EHS Policy

EHS Assurance

Evaluates the continued effectiveness of implemented risk control strategies; supports the identification of new hazards.

Determines the need for and adequacy of new, or revised, risk controls based on the assessment of acceptable risk.

EHS Risk Management

EHS Promotion

Includes training, communication and other actions to create a positive safety culture within all levels of the organization.

ONE WEEK THAT LASTS FOR YEARS.

Our annual Construction Safety Week, held on separate weeks in each region, features safety demos, training sessions, appreciation lunches and recognition of employees who've gone above and beyond to improve site safety. It may be a single week, but it's what we practice every day. Safety has always been a Vantage core value; Construction Safety Week is an opportunity to encourage the entire industry to get everyone home safely each day. We encourage mentoring, too, and recognize Vantage employees quarterly through our safety champion awards. This year, we also instituted a Golden Ticket Program recognizing contractors and subcontractors who demonstrate initiative in ensuring a safe workspace.

"

Safety is our number one priority. We are proactive in our approach, looking at leading indicators and eliminating hazards before a worker is exposed to begin with. Our goal is for every employee who comes to work to return home just as they arrived."

TREY DEAN

SENIOR DIRECTOR, GLOBAL ENVIRONMENTAL HEALTH & SAFETY

AN UNTESTED REDUNDANCY IS NOT REDUNDANT.

OUR REGULAR SAFETY AUDITS, INSPECTIONS AND OBSERVATIONS RECORD THOUSANDS OF DATA POINTS WITHIN 30 DIFFERENT AREAS OF DATA CENTER ACTIVITIES.

6K+

▸ We offered more than 6,500 opportunities for safety training in 2021—from High Voltage Electrical Safety to Accident Prevention— delivering an aggregate 97.4% completion rate.

STAYING A CYBER-STEP AHEAD.

To proactively address increasing cyberthreats around the world, we employ a holistic approach that goes beyond the IT department alone. We have a dedicated 24/7 global security operations center in addition to a 24/7 help desk that manages tier one support for cybersecurity escalation. In the case of an ongoing threat, cases go to a tier two analyst to perform deep cyber forensics. Our goal is a zero-exception enterprise.

To quickly recognize and combat cyber threats, all departments regularly engage in Vantage-developed tabletop exercises, gaming out scenarios in response to real-life cybersecurity threats. It's all part of our robust and comprehensive training program.

Our third-party risk management solutions include Vendor Information Security Requirements (VISR), a comprehensive assessment to ensure third parties have the proper procedures in place to secure confidential information—even including their own property. It's a tactical example of our overarching process—if you want to work with us, Vantage security standards are your security standards. As evidenced throughout this report, industry or regulator standards are simply the floor for us; we seek higher standards. Our operational philosophy helps us to do so. As much as possible, we embrace the same protocols across our data centers.

OPERATIONAL COMPLIANCE.

Vantage is committed to continual improvement. We demonstrate this by meeting international and industry standards as well as customer-specific compliance requirements. We undergo annual assessments and verifications by third-party, globally licensed CPA firms and accredited certification bodies. Vantage's management systems have been certified to several ISO standards and have been attested that our security and availability controls are operating effectively in compliance to SOC 1 Type 2, SOC 2 Type 2, SOC 3, PCI-DSS, HIPPA, PIPEDA and others.

Our management systems have been certified to the following international standards:

▸ **ISO 9001—Quality Management Systems**

▸ **ISO 14001—Environmental Management Systems**

▸ **ISO 27001—Information Security**

▸ **ISO 45001—Occupational Health and Safety**

▸ **ISO 50001—Energy Management Systems (North America only)**

Newly constructed sites adopt the controls required by the above standards and are subject to certification at the next certification cycle.

2021 SAFETY SCORECARD

Safety: Recordable Case Rate	
Employees	0
Contractors and Trade Partners	0.31
Employee and Contractor Fatalities	0
Occupational Illness	
Irreversible occupational disease (IROD) that have permanent health effects	0
Reversible occupational diseases that have temporary health effects	0

" When you walk into a Vantage data center, it should feel the same, have all the same physical and cybersecurity protocols, be one single network across the globe. We strive for this to ensure there are no easy attack vectors across the organization; my team works hard at not allowing exceptions to our processes.

GREG THOMPSON

VICE PRESIDENT, PHYSICAL SECURITY & CYBERSECURITY

COMMITTED TO A BRIGHTER FUTURE FOR ALL.

Thank you for reading our ESG report. We hope that in its pages our commitment to continuous improvement, true partnerships and transparency with investors and customers alike are all evident. We laid out aggressive goals—none more so than reaching net zero carbon emissions by 2030—and put in place benchmarks that enable us to chart our progress and hold ourselves accountable. Yet the report contains much more than numbers and benchmarks: there's the respect we show our employees and the communities in which our data center campuses reside.

The advances in technology accompanying today's digital revolution are just one half of the equation. The other half is the will and commitment to make a safe, equitable and sustainable future a reality. We look forward to measuring our progress, and again reporting it to you, in next year's report.

VANTAGE
DATA CENTERS