DIGITAL REALTY™

2024 Impact Report

Published June 2025

Contents

References in this report to “Company” or “Digital Realty” refer to Digital Realty Trust, Inc. and its consolidated subsidiaries.

From Our President & CEO

2024 has marked a profound inflection point for our global digital economy. Artificial intelligence is no longer just a promising frontier—it is a transformative force reshaping industries, business models, and how we live, work, and connect. At the heart of this transformation lies one essential foundation: data. At Digital Realty, we are proud to provide the mission-critical platform that powers this next era of innovation.

Our global data center platform, PlatformDIGITAL®, now spans over 50 metros across six continents, providing the physical infrastructure and interconnection that AI workloads demand. These workloads require more than just space and power—they require low-latency connectivity, high-density environments, and a commitment to sustainable operations and clean energy.

Data centers are key drivers of the transition to a more sustainable digital future. While that growth increases the impact of the data center industry, efficiencies from this generational transformation elsewhere in society and the economy balance this with significant savings. We envision a world where data centers drive a sustainable future and we aim to deliver sustainable data center solutions for our customers, communities and the environment. Our commitment to build, power, and operate sustainable data centers is trusted and relied upon by more than 5,000 customers.

In 2024, we achieved 75% renewable energy coverage globally, an 11% increase from the prior year. 185 of our data centers are 100% renewable, including our North American colocation portfolio, Europe, Sydney, Texas, New Jersey, and Singapore portfolios. We announced renewable projects across South Africa, France, Germany and Chicago, reaching 1.5 GW of new solar and wind projects under contract. We certified 69% of our US portfolio under the EPA Energy Star program and certified our Zurich portfolio under the Swiss Datacenter Efficiency Association rating, including an industry first Gold+ certification. We also certified 1.9 million square feet under green building certifications in 2024. Our Athens 3 data center received a Gold award in the Green Buildings category from the Green Brand Awards and now have 15 million square feet certified portfolio-wide.

In 2024, we achieved the EPA Energy Star Partner of the Year Sustained Excellence Award for the fourth year and ranked eighth in the EPA's Green Power Partnership National Top 100. We received the Nareit Leader in the Light Award for the eighth consecutive year and ranked #2 Most Sustainable Companies from both Sustainability Magazine and Sustainability Review.

As we look ahead, we see boundless potential. Digital Realty is committed to innovation, transparency, and deep collaboration with our stakeholders to meet our sustainability goals while growing our company. Thank you for being part of this journey.

Andrew P. Power
President & Chief Executive Officer
Digital Realty

2024 Sustainability Highlights

75%
Global renewable energy coverage

1.5 GW
Solar and wind energy under contract

99.999%
Uptime for the 18th consecutive year

64%
Supplier spend assessed for sustainability impacts

15M
Square feet with sustainable building certifications

$7.2B
Issued green bonds

Learn more about Digital Realty's sustainability program, policies and commitments on our **Sustainability** webpage..

Sustainability Objectives

Category	Objective	2024 Highlights	UN SDG
Carbon emissions	Reduce Scope 1 and 2 emissions 68% per square foot and Scope 3 emissions from purchased goods and services and fuel- and energy-related activities 24% per square foot by 2030 from a 2018 baseline (Science-Based Target)[1]	Reduced Scope 1 and 2 emission intensity 62% from baseline; Scope 3 emission target achieved with 51% reduction from baseline	
Carbon emissions	Achieve climate neutrality for EU data center portfolio in 2030 (EU Climate Neutral Data Centre Pact)	In progress; 100% renewable for Europe properties	
Renewable energy	Long-term goal of making 100% renewable energy available to customers	75% renewable globally; 185 data centers matched with 100% renewable energy	
Sustainable buildings	Achieve LEED Silver minimum or country-specific equivalent certification for major new construction and redevelopment projects	1.9 million square feet certified in 2024 (eight projects)	
Energy Efficiency	Pursue EPA Energy Star certifications for eligible US properties	Certified 69% of managed and operating US portfolio	
Energy efficiency	Achieve an average 5% improvement in PUE for North America colocation portfolio and 3% for Europe portfolio from 2023 levels	Exceeded 5% improvement for North America colocation portfolio and 3% improvement for Europe portfolio	
Water	Achieve an average 5% improvement in WUE for North America portfolio from 2023 levels	Achieved 14% improvement in WUE	
Compliance	Increase number of properties certified by ISO standards	Increased number of ISO certifications by 6% from prior year	
Resilience	Improve Climate Risk Score for FM Global insured sites	Achieved score of 62 towards total achievable score of 83[2]	
Resilience	Improve number of sites with Highly Protected Risk (HPR) status for sites insured by FM Global	51% of sites insured by FM Global received HPR status[2]	

[1] In 2025, we commenced re-baselining our Science-Based Target in line with the five year re-baselining guidance. Our revised target has been approved and we will begin reporting progress against the new target for our 2025 reporting year.
[2] Year-over-year percentage (2024 vs. 2023) is not directly comparable due to increases in the number of sites added to the applicable insured portfolio in 2024.

Environmental Performance

We envision a world where **data centers drive a sustainable** digital future.

Our mission is to **deliver sustainable data center solutions** for our customers, communities, and the environment.

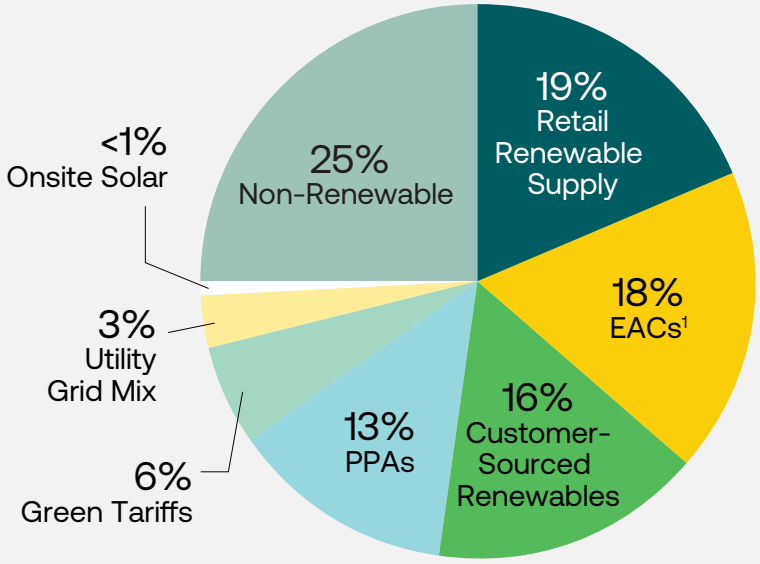
Digital Realty builds, powers, and operates sustainable data centers. In 2020, we became the first global data center company of our scale to commit to the Science-Based Targets initiative (SBTi). Since then, we have made great strides, but know there is more to do. Our sustainable activities focus on five areas that address opportunities and measurable impacts across our portfolio to drive continued leadership in digital infrastructure: clean energy, water stewardship, carbon emissions, waste diversion and nature consciousness.

Clean and Renewable Energy

Energy is a critical input for the operation of data centers, and securing reliable, clean, and cost-effective supplies of energy is a top priority. We recognize the importance of matching the energy used to operate our data centers with clean and renewable sources that are also often among the most cost-competitive forms of energy generation available in our markets. Our approach prioritizes effective net-new renewable energy sourced within the grid regions where our data centers are located. We assess the carbon reduction impact that our projects will have on the regional grid and seek to support projects in more carbon intense grids.

Since 2016, we have contracted 1.5 GW of new renewable energy capacity along with carbon-free and renewable supply solutions in two-thirds of our global metros. We have 8.8 MW of on-site solar to cost-effectively and directly power our data centers. We are utilizing hydrotreated vegetable oil (HVO) as a low carbon alternative to traditional diesel for 17% of our managed data centers. We are also utilizing or are planning 10+ waste heat and geo-exchange systems that improve energy performance at our data centers, while also providing waste heat to nearby hospitals, homes, and commercial businesses, supporting a circular economy.

Renewable Energy Composition



1.5 GW
New solar and wind under contract

100%
Renewable for US colocation and European portfolios

8.8 MW
Onsite solar installations

185
Data centers matched with 100% renewable energy

75%
Global renewable energy coverage

[1]EACs: Energy Attribute Certificates include unbundled RECs, REGOs and GOs

Delivering Clean Energy in South Africa

Teraco, a Digital Realty company, has a goal to have 100% of energy consumption supplied from clean sources by 2035. A major step in this direction was the start of construction of its 120 MW utility-scale solar photo-voltaic (PV) power plant in the Free State province of South Africa. A first for data center operators, Teraco will own the 120 MW solar PV plant and transmit the renewable energy to its data centers, furthering its own sustainable energy sources to power the next generation of client cloud and AI computing applications. The solar power plant, which will lower long-term data center energy costs, is expected to come online in late 2026.

Teraco will be upgrading the power grid's transmission infrastructure to allow the electricity generated to be successfully transmitted through the national grid. When fully operational, the 120 MW solar PV plant, which will cover more than 40% of Teraco's total anticipated energy requirements, is expected to produce 354 GWh annually.

Teraco also announced a power purchase agreement in early 2025 to supply renewable energy from a portfolio of wind power projects to further increase the company's sources of renewable energy.

The company has continued to install on-site rooftop and carport solar PV capacity at its Johannesburg and Cape Town campuses to directly power portions of its data centers, taking its total installed capacity to 6.3 MW.

Advancing Renewable Energy in Spain and France

Digital Realty's European operations have been 100% matched with renewable energy since 2020, and we continue to take steps to enhance the impact of our renewable portfolio and increase access to local renewable projects. In 2024, we announced five new PPAs to serve our operations in Spain and France. In Spain, we signed three separate long-term agreements located in the Spanish provinces of Cadiz and Zaragoza. We also signed two long-term agreements for wind energy in France. The projects encompass distributed wind farms in the French regions of Bretagne and Hauts-de-France.

Together, these PPAs represent an estimated 347 GWh of renewable energy, equivalent to the electricity usage of approximately 200,000 households[1] across Europe annually.

[1]Based on statistics from the European Commission.

Energy Efficiency

Getting more productivity and value out of the energy we and our customers use plays a critical role in enabling data centers to support the transition to a low-carbon economy. Energy efficiency projects implemented in 2024 are expected to save more than 42,400 MWh and 28,500 MTCO2e annually. Whether it is from training and best practice standards or supporting customers with highly efficient solutions and advanced AI efficiency applications, we are actively pursuing continual efficiency improvements.

Our Operations team regularly audits our properties to identify energy savings opportunities and sets energy reduction targets to improve Power Usage Effectiveness (PUE). We set annual PUE targets as part of a continuous improvement approach to energy performance. We have also developed our own AI energy efficiency application, Apollo AI, and deployed it at almost 30 sites across EMEA and APAC to uncover hard-to-find efficiency opportunities like leaky sticking dampers and adjustments to operational settings.

69%

US portfolio ENERGY STAR-certified by managed IT-capacity

42,400

MWh saved from energy efficiency projects

17%

Global operating portfolio utilizing HVO diesel

SDEA GOLD+ Certification in Switzerland

Digital Realty in 2024 became the first company in Switzerland to be awarded the prestigious "Gold+" certification from the Swiss Datacenter Efficiency Association (SDEA).

The SDEA is dedicated to enhancing the environmental impact of data centers by recognizing organizations that demonstrate exceptional sustainability and ecological standards. Digital Realty's achievement marks the inaugural "Gold+" certification issued by the SDEA, highlighting our leadership in sustainability within the industry.

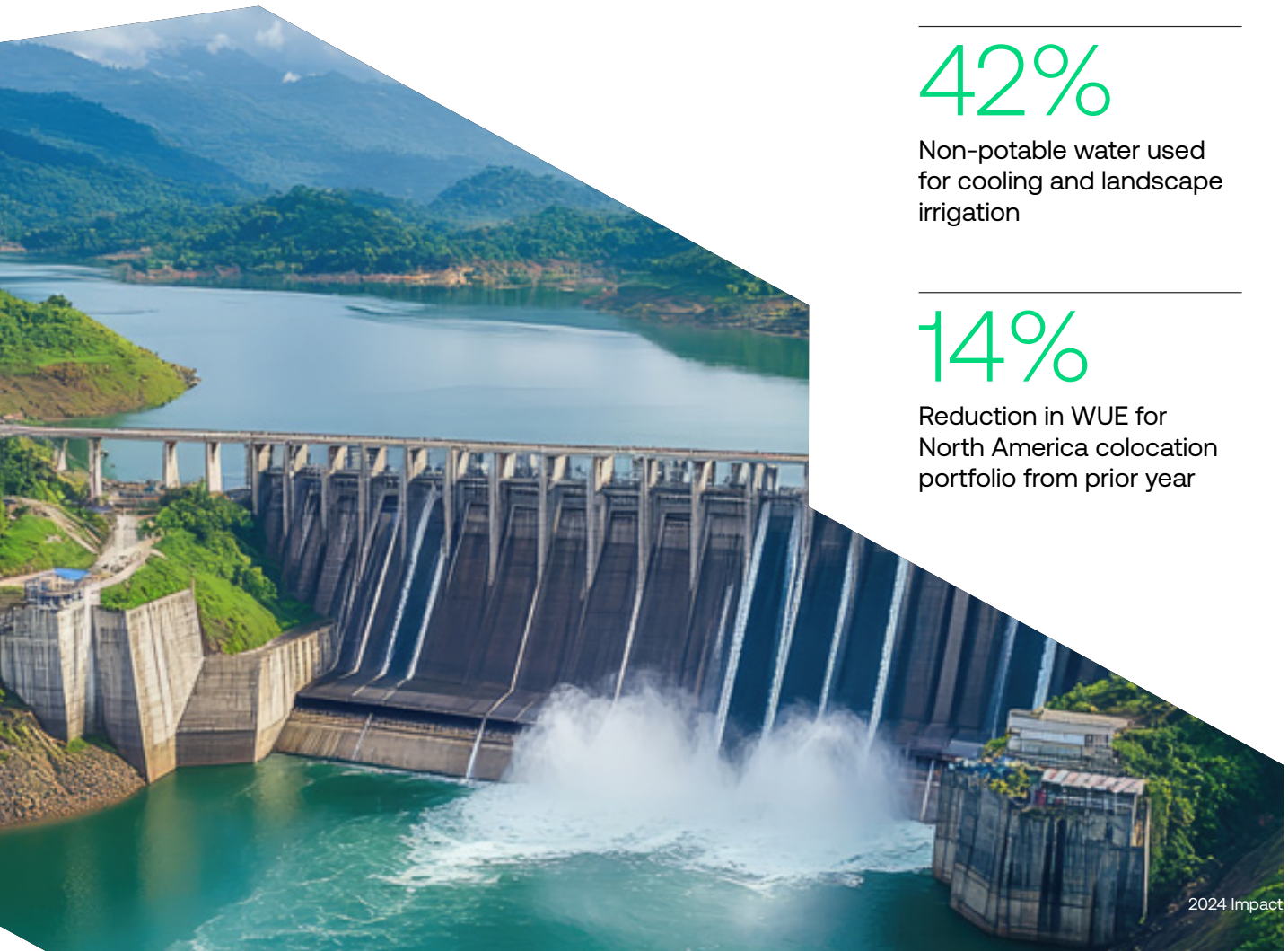
Digital Realty's data centers in Glattbrugg, ZUR1 and ZUR2, successfully underwent a rigorous certification process conducted by the SDEA. Both facilities were recognized for their outstanding energy efficiency and minimal carbon footprint. The ZUR1 data center, operational for over 24 years, was awarded the "Silver+" certification, acknowledging its decades of excellence, innovation, and continuous infrastructure improvements. Meanwhile, ZUR2, which opened in 2020, received the "Gold+" certification – the first of its kind – reflecting the company's cutting-edge approach to sustainability and efficiency.

Water

Water is essential to our business and the communities where we operate. Population growth, climate change, and commercial and agricultural demand for water are driving concerns about water stress and water scarcity. We are committed to water efficient practices as we strive to reduce water usage effectiveness (WUE) across our global portfolio. We assess regions where water scarcity poses the greatest relative risk to our business, and we prioritize water conservation projects in those markets.

Effective management of our water footprint enhances resilience and reduces our impacts on local supplies and local communities. For more than a decade we have been designing and installing dry cooling systems that do not evaporate water, and our data center designs take a holistic approach to minimize water demand. In addition to dry cooling, we install high efficiency plumbing fixtures and locally adapted and drought tolerant landscaping, and we capture rainwater in certain water-constrained areas. 42% of our total water needs came from non-potable water sources in 2024.

We are also using an AI-driven water conservation solution implemented by Nalco Water, an Ecolab company, at 35 of our US data centers. The solution identifies real-time operational inefficiencies in cooling systems and recommends actions for fast improvement. Once fully implemented, the solution is expected to drive up to a 15% reduction in water use, extend the life of equipment, and avoid the withdrawal of up to 126 million gallons of potable water from local watersheds annually.



42%

Non-potable water used for cooling and landscape irrigation

14%

Reduction in WUE for North America colocation portfolio from prior year

Sustainable Design and Construction

With 644 MW-IT under construction and more than 3,500 MW-IT in development pipeline, we recognize the importance of growing responsibly. We take steps to minimize development impacts on the local environment and surrounding communities by applying advanced and innovative green design and construction practices. Digital Realty has a successful track record of developing and operating data centers that follow the best practices defined by leading global sustainable building standards.

Digital Realty certifies new developments and major renovations to a minimum of LEED-Silver or equivalent sustainable building standards. In 2024, Digital Realty certified eight data centers totaling 1.9 million square feet in accordance with LEED, BREEAM and IGBC green building standards. We now have more than 15 million square feet certified.

As part of our construction efforts, we track waste and diversion rates for construction projects and set minimum diversion targets. We have a successful track record of achieving more than 80% diversion rates for our construction projects and are actively improving our waste management practices on our path to zero waste in construction.

We also aim to protect and restore the ecosystems in the areas we build. Most of our data centers are in urban rather than rural areas, allowing us to place emphasis on redeveloping industrial sites. Our approach is restorative; we aim to minimize our ecological footprint by building up rather than out, using space efficiently, and enhancing site conditions to align closely with local ecosystems. We support biodiversity restoration projects such as building sparrow habitats in Spain and protecting an on-site pond system in Dublin. We have also supported reforestation by planting trees and carbon capture by protecting seagrass beds in France.

Athens 3

Our ATH3 data center in Greece achieved LEED Gold certification in 2024. Key design elements at the facility include:

1. **Advanced Cooling Systems:** free air cooling and highly efficient heat exchangers to reduce energy consumption, ensuring optimal performance and reliability.
2. **Water Management:** comprehensive water conservation systems, including rainwater harvesting and greywater recycling, minimizing water usage and promoting efficient resource management.
3. **Use of 100% Renewable Energy:** ATH3 operates on 100% carbon-free and renewable energy.

15M

Square feet with sustainable building certifications

61%

Gold-level and above equivalent certification

Together@Digital

We are committed to being a proactive, engaged member of the communities where we operate. This includes hiring locally and supporting local businesses, engaging with communities, schools, non-profit organizations, and local authorities, and conducting business with high standards to be a good neighbor. Our corporate culture is key for employee satisfaction and empowerment, underpinned by our **Together@Digital** programs, strong benefits, work culture, and career opportunities.

Employee Engagement
Digital Realty continued its employee engagement program to collect employee perspectives and give managers the tools they need to listen to employee feedback, and take action to enhance employee engagement and retention. With a strong 84% survey response rate, these employee perspectives shed light on the impact of our actions and highlight areas for continued focus.

Corporate Support
In 2024, we continued our community engagement efforts through the contribution of time and resources. These initiatives are all part of our broader commitment to be proactive, engaged members of the communities we operate in globally. Through Together@Digital, we engaged with more than 25 global charitable organizations to create positive change and that are aligned with our pillars of philanthropic focus.

It is Digital Realty's policy to recruit talent based on merit, without discrimination on the basis of any legally protected characteristic. Digital Realty's Together@Digital workplace program aims to unlock innovation, enhance decision-making, attract top talent and better serve our customers. We provide competitive benefits including tuition reimbursement, a global wellness program encouraging physical activity and healthy lifestyles, and a fitness, health and well-being reimbursement program.

Our grassroots Employee Resource Groups (ERGs) provide opportunities to collaborate and connect. In 2024, more than 1,000 employees were members of our five ERGs. Our ERGs sponsor group-focused events that offer learning and development opportunities. All employees are welcome to join any ERG.

Governance

Strong governance and ethics are key elements of our success. Digital Realty has robust internal processes and an effective internal control environment to identify and manage risks. These include our enterprise risk management program, regular internal management Disclosure Committee meetings, a code of business conduct and ethics, and a comprehensive internal and external audit process. Management regularly communicates with and updates the Board of Directors, committees and individual directors on the significant risks identified and how they are being managed. Digital Realty's Executive Sustainability Committee focuses on strategic decision-making related to key sustainability matters.

The Nominating and Corporate Governance Committee has oversight of the strategy and performance of, and Digital Realty's procedures for identifying, assessing, monitoring and managing risks and opportunities related to our sustainability programs, including corporate responsibility, sustainability, climate change, and workplace and belonging activities.

99.999%

Uptime for the 18th consecutive year

Management Approach for Material Topics

Environmental Performance

Energy Management, Carbon Emissions, Water Management, Waste Management, Ecological Impacts, Management of Customer Sustainability Impacts

Effective management of sustainability topics is core to Digital Realty's sustainability program. The program is led by Digital Realty's Executive Vice President, General Counsel and regular input is provided by the Executive Sustainability Committee. The global sustainability team provides regular updates on sustainability performance through meetings, presentations, and other forms of communication. Our Chief Operating Officer oversees teams that implement resource conservation initiatives for Digital Realty and our customers, including energy, water, waste and sustainable building projects.

Sustainability program updates and major activities are provided to the executive management team on a regular basis and as needed. The Board of Directors also receives periodic reporting and updates. Digital Realty convenes a range of sustainability committee and working group meetings with global, regional, and departmental stakeholders including sales, risk, energy procurement, supply chain, design and construction, finance, and operations, among others. Meetings are held at regular intervals to provide updates and seek input and to promote collaboration.

Energy

The use of energy to operate our data centers is typically our greatest environmental impact. We monitor utility energy use on a monthly basis, and our data centers monitor infrastructure energy use in near-real time.

We manage energy consumption, increasing efficiency and procuring clean energy for our data centers. Our efforts are underpinned by our global SBTi carbon reduction target as well as other renewable energy and energy efficiency goals.

Water

Our global water strategy addresses the strategic role that water plays in our operations, and identifies regions where water quality and scarcity pose the greatest interruption risk to our business. In addition to assessing our global portfolio for water scarcity using the World Resource Institute's (WRI) Aqueduct™ tool, we assess high water using sites for water risk and water conservation opportunities. We prioritize water projects that reduce operational costs and build in greater operational resilience. Where operational data centers use evaporative cooling systems, we prefer to use non-potable water whenever available.

Waste

We seek to minimize waste generated at our facilities and maximize waste diverted from landfills. Digital Realty is a signatory to the EU Climate Neutral Data Centre Pact, and one of the pillars is support of a circular economy. Our contractors track waste and diversion rates for construction projects, and we set minimum diversion targets by utilizing sustainable building standards. We have undertaken several zero waste pilots. Our waste streams include standard commercial mixed waste, as well as pallets, packaging material, cardboard, and limited quantities of electronic waste. Where feasible, we seek to recycle these materials.

Privacy and Security

Data Security, Customer Privacy

The secure operation of our data centers is critical to our customers and for the continued effectiveness of our activities. We focus on physical security, cybersecurity, and privacy.

The Board of Directors has oversight of global cybersecurity risk. Our management team has overall responsibility for implementing our enterprise-wide cyber resilience strategy, policy, standards, architecture, and processes.

The Board of Directors receives regular briefings from management, as well as from the Chief Information Security Officer, Chief Technology Officer, and Chief Information Officer on Digital Realty's cyber risks and threats, the status of projects to strengthen our information security and resilience strategy, assessments of our security program, incidents, and emerging threat intelligence.

Cybersecurity

Cyber resilience is essential for ensuring business continuity, reducing downtime, and mitigating disruptions caused by cyber incidents. Our Cyber Resilience team's safeguarding recommendations and security programs are designed to mitigate the risk of data breaches and identity theft. Through our engagement with our stakeholders, we gain valuable insights into emerging threats, evolving best practices, and areas of improvement. This collaborative approach enables us to tailor our strategies, policies, and investments to address needs and specific customer requirements.

We maintain business continuity plans, annual testing, and incident response procedures managed by our Portfolio Security team. Our Cyber Resilience as a Service (CRaaS) Program, supported by a dedicated team and an in-house Security Operations Center, is guided by the NIST Cybersecurity Framework. We disseminate cybersecurity policies, conduct trainings, and simulate phishing campaigns to enhance employee awareness while collaborating with vendors and customers to enhance the security of our products and services.

Physical Security

We maintain physical security practices to protect our customers and their equipment. Our security team monitors our facilities through a robust compliance and assurance program. Our Vice President of Portfolio Security is responsible for our Portfolio Security Team, with oversight from our Chief Operating Officer.

Privacy

Digital Realty prioritizes the protection of individual privacy rights and personal data, fostering a secure and trustworthy digital environment conducive to innovation and collaborations. We are committed to respecting and protecting the privacy rights of all individuals with whom we interact. Digital Realty's Privacy Program focuses on compliance with global data protection laws and regulations across our operations. Our Privacy Practices Notice, available on Digital Realty's website, describes how we handle and protect personal information, including the privacy rights provided to individuals and how to exercise these rights. We provide Global Data Privacy training to new employees and contracted staff upon hire and annually thereafter.

Climate Related Risks

Physical Impacts of Climate Change and Extreme Weather

Ensuring uninterrupted uptime for our customers is critically important, and effectively managing climate-related risks is an important element of our reliability. We recognize the risk from changes to climate and extreme weather and we take steps throughout the design, construction, and operational phases of our data centers to proactively address risks.

We design and operate our data center facilities to achieve exceptional levels of resiliency and uptime, considering and preemptively addressing both short-term weather and local impacts and long-term changes driven by climate change. This approach shows in our performance, where we have maintained or exceeded 99.999% availability in our owned and operated portfolio, for the 18th consecutive year.

Refer to the TCFD Alignment section of this report for more details related to management of climate-related risks.

Human Rights and Employee Engagement

Employee Engagement, Community Engagement

We recognize that the construction and operation of data centers can have impacts on the people and communities nearby. As a result, the industry has a unique opportunity to deliver highly efficient and productive solutions that uphold high

standards for organizational culture related to human rights, labor and working conditions, and community impacts. The principles in the Universal Declaration for Human Rights are embedded in our Company's values, and we are committed to treating stakeholders including our employees, customers, suppliers, and the communities in which we operate in line with our values.

Our Chief Human Resources Officer is responsible for leading the human resources functions, including compensation, benefits, talent management, talent acquisition, and employee engagement efforts. Reporting to the Chief Human Resources Officer, our Head of Global Compensation & Benefits oversees employee benefits, and our Vice President of Internal Communications manages our employee engagement program.

Updates on the program and major activities related to social initiatives are provided to the executive management team on a quarterly basis or as needed. It is Digital Realty's policy to recruit talent based on skill, knowledge, experience and attitude, based on merit, without discrimination on the basis of any legally protected characteristic.

Business Ethics and Compliance

Business Ethics, Management of the Legal and Regulatory Environment

Our Code of Business Conduct and Ethics (Code of Conduct) establishes our dedication to conducting business consistent with the highest standards of business ethics. Our Code of Conduct, as well as our Anti-Bribery and Anti-Corruption Compliance Policy (ABAC) is administered by the Executive Vice President, General Counsel. Our legal team is responsible for monitoring compliance with the Code of Conduct. Our Vice President, Compliance is responsible for leading the company's global compliance program and partnering closely with internal and external stakeholders to support continuous improvement of our global compliance program.

100% of our employees are assigned training on Cybersecurity, Global Data Privacy, Insider Trading and ABAC. We maintain an anti-discrimination and anti-harassment requirement in our Code of Conduct and require mandatory harassment training for all managers, and we mandate this training to all US employees. Digital Realty promotes an environment of personal and professional learning and development. Our Training Policy outlines our objectives to support Digital Realty through the ongoing training and development of employees to extend the range of individual performance, respond positively to change and support our customers consistently regardless of geographic location. We encourage employees at all levels and employment types, as well as contractors to pursue training and education courses specific to their expertise. Our Digital University program includes training courses covering Operations, Legal, Ethics and Compliance, Management and Leadership, Risk Management, Sales, and Information Security and Privacy.

Health and Safety

Employee Health & Safety

Protecting the safety and health of employees and others that come to our data centers is a top priority. Health and Safety (H&S) is integral to how we operate as a company. Digital Realty's H&S strategy, Safety Powering Progress, is delivered by our Operations team and led by our Vice President of Global Health and Safety with oversight from our Chief Operating Officer.

As a data center provider, we have limited exposure to requirements for product labeling. We strive to operate our data centers to ensure a healthy and safe environment for our customers and our own employees is always maintained. Digital Realty provides systems, tools, processes and training that help to ensure safe work for all that enter our locations.

Economic Performance

Business Model Resilience

The digital transformation is driving growing demand and our global platform is uniquely positioned to support the data center requirements of Digital Realty's more than 5,000 customers, driving strong economic performance.

Our primary business objectives are to maximize: (i) sustainable long-term growth in earnings and funds from operations per share and unit, (ii) cash flow and returns to our stockholders and our our subsidiary operating partnership's unitholders through the payment of dividends and distributions and (iii) return on invested capital. We expect to accomplish these objectives by achieving superior risk-adjusted returns, prudently allocating capital, diversifying our product offerings, accelerating our global reach and scale, and driving revenue growth and operating efficiencies.

The Board of Directors reviews the Company's strategic framework and direction. On an annual basis, our Board of Directors meets with members of the senior management team to consider our current and future strategies, and to review our previous strategies, to meet our corporate objectives designed to maximize long-term stockholder value.

As a publicly listed US Real Estate Investment Trust, our approach to tax includes adherence to requirements as set forth by the US Internal Revenue Service, as well as complying with country, state, and local requirements. Our sustainability performance is an important element, supporting customer demand, emerging regulatory compliance, risk and cost management, and local impacts where we develop and operate. The growth of our business concentrates energy use at our purpose-built facilities, even as it reduces overall energy used elsewhere in society and the economy. The development of new data centers can have land use and community impacts. Overall, the digital transformation across society drives greater economic activity and efficiency gains that scale with greater adoption. This can reduce environmental impacts, and our business invests significantly in the community and supports employment through well-paid professional and trade work.

Our economic performance is also driven by the satisfaction of our customers. Our global customer insights program focuses on three main functions: Customer Experience, Continuous Service Improvement, Customer Success Manager & Customer Care training and enablement. Our customer experience program gathers feedback through various methods, including always-on listening posts, live listening sessions, and Ease of Doing Business surveys. We collect insights via portal work order satisfaction surveys, closed-loop issue resolution case management, unsolicited site QR codes, "Tell Us" email links, and customer service review touchpoints.

All the feedback gathered is reported quarterly to our executive leadership and global business process owners. Our continuous service improvement framework and survey tools help us identify customer experience trends, which in turn, allow us to enhance customer experience based on the feedback we receive. Additionally, we use this information to train and enable our Customer Success Managers and Customer Care teams who handle customer relationships and operational experiences.

Supply Chain

Supply Chain Management

Our Global Supply Chain team oversees our supplier programs and works closely with global teams to manage our supplier performance risks. For supplier aspects related to information security and data privacy, they are sent to the CRaaS and Data Privacy teams for review. Our Chief Operating Officer has management responsibility for the Supply Chain and Procurement teams.

Our Supply Chain Sustainability Program is led by our Director of Sustainability, with executive sponsorship from our Chief Operating Officer, and supported by our regional Procurement teams.

Supplier Ethics and Compliance

Digital Realty is committed to conducting business in a legal, ethical, transparent, and professional manner and we require that our suppliers and their employees, agents and subcontractors share our high standards of ethics and integrity. Our Supplier Code of Conduct outlines core company principles and describes the requirements for our suppliers to establish and maintain a business relationship with Digital Realty, supporting a professional environment where all are treated with respect and dignity, and in an environment where their health and safety are protected. Our Supplier Code of Conduct includes requirements for ethics labor practices and sustainability within our supply chain.

Task Force on Climate-Related Financial Disclosures (TCFD) Alignment

IFRS S2 Climate-related Disclosures

Governance

Board Oversight

Digital Realty has robust internal processes and an effective internal control environment that facilitates the identification and management of risks. These include an enterprise risk management program, regular internal management Disclosure Committee meetings, a code of business conduct and ethics, and a comprehensive internal and external audit process. Management regularly communicates with and updates the Board of Directors, committees and individual directors on the significant risks identified and how they are being managed.

The Nominating and Corporate Governance Committee has direct oversight of the strategy and performance of, and Digital Realty's procedures for identifying, assessing, monitoring and managing risks and opportunities related to our sustainability programs, including corporate responsibility, sustainability, climate change activities.

Management Oversight

Due to the nature of Digital Realty's business and the variety of climate-related risks and opportunities, climate-related risk is managed through multiple verticals. Market risks, such as increasing energy prices and renewable energy opportunities, are managed by our Vice President of Sustainability and Senior Vice President, Global Head of Energy. Policy and legal risks are managed through our Operations team, Legal team, and Portfolio Management Group. Physical risks are managed by risk owners throughout the company, in consultation with our Vice President of Risk Management and our Vice President of Sustainability. Our Leadership is responsible for managing risk through our Enterprise Risk Management Program, with oversight by our Board of Directors.

Strategy

Risks and opportunities outlined below are assessed across the following time horizons: short-term (0-1 years), medium-term (2-4 years), and long-term (5-10 years).

Risk Category	Description	Time Horizon
Acute Physical	Short-term weather events exacerbated by climate change such as hurricanes, floods, and extreme temperatures may lead to increased risk of property damage and operational impacts. Increased severity of acute weather-related events could impact the operational resilience of our sites, result in insured and uninsured losses, lead to higher operational and recovery costs, and necessitate future mitigation efforts. To mitigate these risks, we consider exposure to weather events, flooding, and climate change at all stages of the property's lifecycle. We evaluate portfolio concentration and related geographic risks as part of our enterprise risk management program. We manage potential risks first via our siting and design standards, then by implementing recommendations to proactively mitigate losses related to short-term acute weather events. We maintain appropriate levels of insurance for our portfolio of assets. Our Risk Management team receives reports from insurance providers that identify opportunities to enhance protection for each facility and improve loss expectancy values. We annually measure the reductions in loss expectancy achieved through the implementation of these measures. Measures implemented include reinforcing roofs to prevent collapse, securing roof-mounting equipment and installing wind-rated dock doors to prevent wind impacts and providing physical stormwater protection to prevent flood impacts.	Medium

TCFD Alignment Report

Risk Category	Description	Time Horizon
Acute Physical (continued)	We ensure each site has emergency response and mitigation plans in place specific to its location and exposure to climate risk. Our global Operations team actively implements and refines operating procedures to ensure our data centers are safe and resilient. This includes regular emergency response plan updates and other measures that result from property-specific risk reports. Fuel delivery agreements for backup power systems are on par with those held by the Federal Emergency Management Agency (FEMA) and allow for power to be maintained in the event of an extended power outage.	Medium
Chronic Physical	Long-term climate impacts may pose several risks to our portfolio. Extreme heat causes thermal stress to outdoor equipment, increases the demand for cooling and can overwhelm power grid infrastructure. These factors can elevate the likelihood of physical damage and cause business interruptions. Impacts from extreme heat as well as sea level rise and drought may contribute to increased insurance premiums and incremental planning and prevention costs. The mitigation measures mentioned for acute physical risks are also applicable to chronic risks. In addition to sensitivity analyses and climate change scenarios, we continue to implement sustainability projects to minimize our environmental impacts and reduce our contribution to global carbon emissions that contribute to climate-related risks. These efforts include, but are not limited to, supporting the development of new renewable energy supplies, designing and constructing sustainable data centers that use less water and energy to operate, and improving energy and water efficiency for operational sites.	Long
Policy and legal - transition	There is potential for increased regulatory compliance costs associated with tracking, reporting, reducing or offsetting carbon emissions from our data center operations. This would have a low impact to our direct operations. To mitigate this risk, we seek to operate properties that are efficient in order to reduce compliance cost and burden. We currently comply with many state, city and country benchmarking and disclosure regulations. We have developed in-house reporting capabilities to lower annual reporting expenses, and we incorporate efficiency upgrades into capital planning, in part, to contribute to minimizing incremental future costs related to compliance.	Short
Policy and legal - transition	Carbon pricing mechanisms may increase capital expenditures and operating costs. Adoption of more aggressive climate-change regulations could lead to higher costs for our portfolio, either through direct fees and compliance and reporting costs, or indirectly through higher energy and raw material prices. This may increase our indirect operating costs, affecting our ability to develop in certain areas. To mitigate this risk, we monitor political and regulatory changes in the markets where we operate.	Medium
Policy and risks - transition	Building codes are expected to become more stringent over time, potentially increasing development costs and requiring the adoption of new and different technologies. This may also influence the selection of locations where we develop as well as the technologies and building infrastructure we install. To mitigate this risk, our Design and Construction teams build our data centers to high standards, above code where applicable.	Medium

TCFD Alignment Report

Risk Category	Description	Time Horizon
Technology - transition	Current products and materials may become obsolete more quickly than anticipated or may be replaced with lower carbon technologies, which could result in increased construction costs, primarily in equipment used in new construction and in end-of-life upgrades of equipment in operational facilities. Our Design and Construction teams build our data centers to high standards, pursuing low-carbon technologies where available. This, as well as our global size and scale, is expected to help us reduce or mitigate the impact of lower-carbon technology costs.	Medium
Market - Transition	Higher costs of utilities where we operate could influence the attractiveness of our properties for customers. This outcome would affect our downstream operations. To mitigate this risk, we seek opportunities to utilize suppliers that are less likely to be impacted by climate change-related effects. For example, we switched utility suppliers in Northern California to a utility that has lower exposure to wildfire-related risks and low risk related to fossil fuel supply concerns.	Short
Market - Transition	There is potential for higher material costs for energy intensive products used to construct our properties. Steel, aluminum, copper, cement, and other raw materials could incrementally increase in cost if the cost of carbon or other environmental impacts increases. To mitigate this risk, we expect to evaluate and test material and product substitutions.	Long
Market - Transition	Shifts in consumer preferences may reduce demand for certain goods and services. We evaluate the risk and opportunity of changing customer demand for our product based on changing customer demand for low carbon and renewable power supplies for data center space that customers lease from Digital Realty. Over time the demand has grown, but it is possible that customers will self-perform and procure their own renewable energy. This would affect our downstream operations. To manage this risk, we actively track customer opportunities via direct dialogue, surveys, and other formal and informal feedback mechanisms. We have an in-house team paired with consultants focused on addressing low- and zero-carbon solutions.	Medium
Reputation - Transition	Data centers consume significant amounts of energy, and the associated emissions contribute to climate change. Customers and investors may increase their scrutiny of data centers, encouraging increased investment in renewable energy solutions and low-carbon technologies and diversifying away from more carbon-intensive properties and portfolios. This would affect our downstream operations. To manage reputational risks, we have continued our commitment to developing sustainability buildings that seek to minimize impacts on the communities where we operate and expand our supply chain engagement efforts to address upstream carbon emissions in order to reduce environmental impacts, manage costs, and enhance supply chain resilience. We also actively evaluate investments in renewable energy solutions in response to customer demand, including virtual power purchase agreements, green tariffs and renewable energy credit purchases.	Short

TCFD Alignment Report

Opportunities	Description	Time Horizon
Resource Efficiency	Improving energy efficiency can reduce operating costs at our facilities. This would affect our direct operations. To realize this opportunity, we have a dedicated team focused on identifying, implementing, and monitoring energy efficiency projects. They work with business units to budget for and implement attractive projects and track the resulting performance and cost improvements.	Short
Resource Efficiency	Finding ways to support customer efforts to become more energy and water efficient and lower operating costs can support customer retention. This would affect our direct and downstream operations. In addition to our energy efficiency identification efforts, we incorporate sustainable lease provisions into our customer contracts. Among other things, this aligns the interests of Digital Realty and customers to identify, prioritize, and implement cost-reducing energy and water efficiency projects.	Medium
Energy Source	Transitioning to low and zero emission sources of energy and investing in new renewable solutions have the potential to lower our operating expenses and may reduce our data centers' exposure to potential carbon regulations, fees, or taxes. Additionally, we could generate incremental revenues by developing renewable products and solutions for customers. To realize this opportunity, we have an in-house team and consultants focused on sourcing cost-effective renewable projects. We continue to expand our supplies of renewable energy, pursuing market-based solutions to cost-effectively make progress towards our renewable energy targets. We assess the carbon reduction impact our projects will have on the regional grid and seek to maximize carbon reductions whenever possible by supporting projects in more carbon-intensive grids.	Medium
Products and Services	Developing sustainable data centers and supplying them with zero-carbon energy is a mechanism we can use to attract and retain customers, reflecting customer preferences for lower-carbon buildings. Additionally, we could provide renewable energy and sustainability solutions for our customers to support their specific sustainability goals, which could also increase customer demand and retention. This would place Digital Realty in a better competitive position to reflect shifting consumer preferences, resulting in increased revenues. To realize this opportunity, our Sustainability, Design and Construction, Energy Operations, and Sales teams are aligned in delivering products that address the sustainability demands of our customers. These groups collaborate on multi-disciplinary working groups, deal teams, and customer success functions to ensure these priorities are being achieved.	Short
Markets	Our globally diversified portfolio enables us to take advantage of a broad range of utility incentives and renewable and low-carbon energy products that become available. This provides returns on investment in low-emission technology, further diversifies our pool of investors and expands our ability to access capital to cost-effectively fund the growth of our business. Our Finance team actively evaluates financially viable green bonds to pursue and our Design and Construction, Energy Operations and Sustainability teams implement sustainable projects that can be allocated to these green bonds.	Short

TCFD Alignment Report

Opportunities	Description	Time Horizon
Resilience	Our customers rely on us to provide resilient data centers to ensure data privacy, security and business continuity. Continuing to provide resilient data centers through physical adaptation measures such as site selection and climate prevention measures, appropriate levels of insurance, sustainable building designs, efficiency measures, as well as data privacy, cybersecurity and physical security practices may increase stronger customer demand and retention. This would increase revenues resulting from increased demand for products and services. To realize this opportunity, we evaluate our assets for resilience-related opportunities annually as part of each asset's risk management and capital plan and have strong data privacy and physical security programs.	Short
Resilience	Our suppliers may be subject to incremental costs related to carbon taxes, tariffs, environmental regulations, production costs related to the cost of energy and the availability of raw materials, as well as other factors. This could affect our cost to construct, operate, and maintain our properties. We also see opportunities - for example, more suppliers are offering low-carbon products, and some utilities are offering green tariffs and carbon-free power supply options that are cost-effective with traditional power products. In the solutions we've pursued there have generally been savings or negligible costs, while we have benefited from carbon-free and/or renewable power supply to attract customers.	Short
Resilience	We incorporate research of low carbon products and technologies into our R&D program, including construction materials, and water and energy-conserving design alternatives when evaluating current and future design solutions. Our R&D efforts have called for limited additional investment, with a goal that over the long term, additional costs will be recouped through lower lifecycle costs and other value streams.	Long

Resilience of Strategy

The resilience of our strategy is assessed through various methods. For example, our insurance providers have developed a Climate Change Impact Report for our insured sites, evaluating the acute and chronic risks from climate change to our global portfolio. The analysis assesses physical impacts using three climate scenarios (RCP 2.6, RCP 4.5 and RCP 8.5) across the short-term (2030) and long-term (2050). The largest risks to our portfolio are extreme precipitation (acute risk) and temperature rise (chronic risk). We separately perform scenario analyses to assess the change in water stress across our global data center portfolio in 2030 and 2040 under RCP 4.5 and RCP 8.5 concentration pathways utilizing the World Resource Institute's (WRI) Aqueduct Tool.

TCFD Alignment Report

Risk Management

Process for identifying, assessing and managing risks

Due to the nature of Digital Realty's business and the variety of climate-related risks and opportunities, climate-related risk is managed through multiple verticals. Market risks, such as increasing energy prices and renewable energy opportunities, are managed by our Vice President of Sustainability and Senior Vice President, Global Head of Energy. Policy and legal risks are managed through our Operations team, Legal team, and Portfolio Management Group. Physical risks are managed by risk owners throughout the company, in consultation with our Vice President of Risk Management. Our Management is responsible for managing risk through our Enterprise Risk Management Program, with oversight by our Board of Directors.

Metrics & Targets

Metrics used to assess risks and opportunities

In addition to carbon emissions and emission intensities, we currently track and monitor a number of risk metrics through our insurers and other service providers. These metrics include total insured value (TIV), loss expectancy (LE), and composite risk indicators. Our insurance risk provider, FM Global, has developed a proprietary Climate Risk Score that captures the potential for property loss and associated business interruption from climate-related events. In 2024, we achieved a score of 62, a 17% improvement from the prior year, and which is 59% higher than other climate-exposed clients. Our achievable score of 80 is the potential score attainable by implementing all mitigating recommendations to address climate exposure. Also in 2024, 51% of sites in our portfolio insured by FM Global were identified as Highly Protected Risk (HPR) sites, indicating that they have met the highest industry standards for property protection.

Scope 1, 2 and 3 GHG emissions p.28

Targets and performance against targets p.5

GRI Data Table

<table>
<tr><th colspan="2">GRI 2: General Disclosures 2021</th></tr>
<tr><td>2-1 Organizational details</td><td>Digital Realty Trust, Inc. (NYSE: DLR)</td></tr>
<tr><td>2-2 Entities included in the organization's sustainability reporting</td><td>This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021. We report on properties where we have operational control, using the consolidation approach in the GHG Protocol. Properties held in unconsolidated, non-managed joint ventures and properties where we do not have operational control are excluded from metrics in this report.

As of December 31, 2024, our portfolio consisted of 308 data centers (including 78 data centers held as investments in unconsolidated entities), of which 121 are located in the United States, 112 are located in Europe, 36 are located in Latin America, 16 are located in Africa, 16 are located in Asia, six are located in Australia and three are located in Canada.</td></tr>
<tr><td>2-3 Reporting period, frequency and contact point</td><td>This annual report covers calendar year 2024, unless otherwise noted.

The point of contact is Sormeh McCullough, Director, Sustainability at smccullough@digitalrealty.com.</td></tr>
<tr><td>2-4 Restatements of information</td><td>None.</td></tr>
<tr><td>2-5 External assurance</td><td>External limited assurance as described in the assurance statement from Cventure, LLC.</td></tr>
<tr><td>2-6 Activities, value chain and other business relationships</td><td>Digital Realty Trust, Inc. Annual Report on Form 10-K</td></tr>
<tr><td>2-7 Employees</td><td>
<table>
<tr><th>Employees by Gender</th><th>Total</th><th>Male</th><th>Female</th><th>Other/ Unknown</th></tr>
<tr><td>Total</td><td>4,025</td><td>3,060</td><td>964</td><td>1</td></tr>
<tr><td>Full Time</td><td>3,944</td><td>3,024</td><td>919</td><td>1</td></tr>
<tr><td>Part Time</td><td>81</td><td>36</td><td>45</td><td></td></tr>
<tr><td>Permanent Employees</td><td>3,914</td><td>2,982</td><td>931</td><td>1</td></tr>
<tr><td>Contract Employees</td><td>111</td><td>78</td><td>33</td><td></td></tr>
</table>
<table>
<tr><th>Employees by Region</th><th>NAM</th><th>EMEA</th><th>APAC</th></tr>
<tr><td>Total</td><td>1,793</td><td>1,999</td><td>233</td></tr>
<tr><td>Full Time</td><td>1,792</td><td>1,919</td><td>233</td></tr>
<tr><td>Part Time</td><td>1</td><td>80</td><td>-</td></tr>
<tr><td>Permanent Employees</td><td>1,781</td><td>1,901</td><td>232</td></tr>
<tr><td>Contract Employees</td><td>12</td><td>98</td><td>1</td></tr>
</table>
</td></tr>
<tr><td>2-8 Workers who are not employees</td><td>We have 4,905 workers who are not employees globally. These are primarily contingent workers, security officers or managed service providers.</td></tr>
</table>

GRI Data Table

GRI 2: General Disclosures 2021	
2-9 Governance structure and composition	Refer to **Governance** documents website
2-10 Nomination and selection of the highest governance body	Refer to **Proxy Statement**
2-11 Chair of the highest governance body	See **Board of Directors** website
2-12 Role of the highest governance body in overseeing the management of impacts	See **Governance** documents website Additional materials can be found in our **Proxy Statement**
2-13 Delegation of responsibility for managing impacts	Digital Realty's Executive Sustainability Committee, comprised of members of the executive leadership team and advised by the sustainability program and subject matter experts, provides strategic decision-making related to key sustainability matters affecting the Company, such as: • Establishing global sustainability goals and objectives; • Aligning and integrating sustainability with overall corporate strategy and planning; • Determining risk appetite and tolerance for sustainability activities; • Integration of sustainability goals and objectives across business functions; and • Prioritizing deliverables and resources to align with goals and objectives. A dedicated global sustainability team oversees the activities of the sustainability program, and reports regularly to their executive leadership. The global sustainability team convenes quarterly Sustainability Committee Meetings and other meetings as appropriate and has regular access to regional and global leadership. Policies and codes of conduct addressing topics such as human rights, labor rights, environment and anti-corruption are signed off by Digital Realty's executive leadership.
2-14 Role of the highest governance body in sustainability reporting	The Nominating and Corporate Governance (NCG) Committee comprised of independent directors, has responsibility for sustainability oversight. The NCG Committee reviews the strategy and performance of, and the Company's procedures for identifying, assessing, monitoring and managing risks and opportunities related to, the Company's environmental, social and governance programs, including corporate responsibility, sustainability, and climate change activities.
2-15 Conflicts of interest	See Digital Realty **Code of Business Conduct and Ethics**, Section 2 Conflicts of Interest and Digital Realty Corporate Governance Guidelines
2-16 Communication of critical concerns	The Board of Directors is available to address the concerns of stakeholders and stockholders. Matters brought forward by stockholders within the context of the Annual Meeting of Stockholders are dealt with in accordance with the Company's Bylaws. Refer to the **Proxy Statement,** Stockholder and Interested Party Communications with the Board, p.43.
2-17 Collective knowledge of the highest governance body	See Digital Realty **Corporate Governance Guidelines**
2-18 Evaluation of the performance of the highest governance body	See Board Evaluation section in our **Proxy Statement**

GRI Data Table

GRI 2: General Disclosures 2021	
2-19 Remuneration policies 2-20 Process to determine remuneration	See **Proxy Statement**
2-21 Annual total compensation ratio	Compensation ratio (CEO to median employee): 143 Ratio of % change for CEO vs % change for median employee: 57.05 Refer to the 2024 **Proxy Statement** section, CEO Pay Ratio, for details of CEO pay and for how median employee data has been determined.
2-22 Statement on sustainable development strategy 2-23 Policy commitments 2-24 Embedding policy commitments	We align with the applicable United Nations Sustainable Development Goals (SDG). Our approach to sustainability considers our double-materiality assessment of material issues that impact our stakeholders, business and the world around us. Digital Realty is a signatory to the UN Global Compact and we strive to uphold the Ten Principles and advance the relevant SDGs through practices that foster change. This includes doing business responsibly, respecting human rights, labor, environment and anti-corruption rules and standards; and taking strategic actions to advance the UN SDGs and broader societal goals, with an emphasis on collaboration and innovation. Digital Realty is committed to developing an organizational culture with policies that support internationally recognized human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and comply with the UK Modern Slavery Act 2015. All employees of Digital Realty are required to conduct themselves with integrity and in full compliance with the laws and regulations that govern our global business. Our Code of Business Conduct and Ethics provides standards for employee behavior in business dealings that are consistent with the highest standards of business ethics. All employees are required to report questionable ethical behavior or violations of the Code of Conduct. Information can be reported to their supervisor or senior management or employees can send communications anonymously via a confidential hotline. Our business model fosters the global transition to a digital economy, delivering continued economic growth and enhanced resilience while decoupling this growth from commensurately greater impacts on the environment. Our customers often find greater operational efficiencies, enhanced resilience, and lower environmental impacts when moving to our platforms. Our business model seeks to provide solutions demanded by our customers while minimizing the impact of these solutions on the environment and the communities where we operate. We have a long-term strategy to decarbonize our business via our approved Science Based Target as well as significant efforts sourcing renewable and carbon-free energy. We strive to align with emerging and enacted governmental regulations that support sustainable development. Digital Realty is a signatory to the EU Climate Neutral Data Centre Pact and its five pillars which align with the EU Green Deal and the objective to be carbon neutral by 2050, as well as 'Fit for 55' objectives. Our Impact Report describes key events, activities, and achievements related to sustainable development, as well as targets regarding our contribution to sustainable development for the next one to five years. Refer to our **Code of Business Conduct and Ethics** and **Supplier Code of Conduct**.

GRI Data Table

GRI 2: General Disclosures 2021	
2-25 Processes to remediate negative impacts	Digital Realty reviews and responds to grievances where valid and appropriate. Grievance mechanisms may include state-based judicial and non-judicial methods, including courts (for both criminal and civil actions), labor tribunals, national human rights institutions, National Contact Points under the OECD Guidelines for Multinational Enterprises, ombudsperson offices, consumer protection agencies, regulatory oversight bodies, government-run complaints offices, as well as collective bargaining and works councils.
2-26 Mechanisms for seeking advice and raising concerns	See Digital Realty **Code of Business Conduct and Ethics**, Section 1.2: Seeking Help and Information (pp. 5-6), 1.3 Reporting Violations of the Code (pp. 6-7), and 1.4 Confidentiality and Policy Against Retaliation (p. 7).
2-27 Compliance with laws and regulations	No material violations reported during the reporting period.
2-28 Membership associations	**Sustainability Recognition** • EcoVadis Sustainability Rating – 2024 Silver • Electrical Review & Data Centre Review (ER & DCR) Excellence Awards 2024 – Sustainable Project of the Year • ER & DCR Excellence Awards 2024 – Data Centre Power Project of the Year • EPA Energy Star Partner of the Year – Sustained Excellence 2024 • EPA Green Power Partnership – #8 in National Top 100, #6 in Top 30 Tech and Telecom List • FTSE4Good Index Series • Green Brand Awards 2024 – Gold Award for “Green Buildings” category (ATH3) • NAREIT Leader in the Light Award 2024 – Data Center sector • Newsweek’s Most Responsible Companies 2024 • Newsweek's America's Most Trustworthy Companies 2024 • SEIA’s Solar Means Business – #8 in Top 25 Corporate Solar Users • Sustainability Magazine - #2 in Top 10 Sustainable Data Center Companies • Sustainability Review - #2 in Top 10 Sustainable Data Center Companies • Sustainalytics - Top-Rated ESG Performer 2024 • TIME’s World Most Sustainable Companies 2024 • USA Today’s America’s Climate Leaders 2024 **Alignment with industry codes of conduct, disclosures, and voluntary best practices** • Alliance Green IT • Business Ambition for 1.5°C • Collège des Directeurs du Développement Durable (C3D) • EPA Energy Star • EU Climate Neutral Data Centre Pact • EU Code of Conduct for Energy Efficiency in Data Centres • Global Reporting Initiative (GRI) • iMasons Climate Accord • ISO and ASHRAE standards • LEED™, BREEAM and other sustainable building certification standards • Sustainability Accounting Standards Board (SASB) • Science-Based Targets Initiative • Task Force on Climate Related Financial Disclosures (TCFD) • UK Climate Change Agreement • UN Global Compact • UN Sustainable Development Goals

GRI Data Table

GRI 2: General Disclosures 2021	
2-28 Membership associations (continued)	**Memberships, associations, participation in industry groups** • Clean Energy Buyers Association • Danish Data Center Industry Development Council • Data Center Coalition • Dutch Data Centre Council • European Data Centre Association • France Datacenter • German Datacenter Association • Digital Infrastructure Ireland • iMasons • Information Technology Industry Council • Italian Datacenter Association • National Association of Real Estate Investment Trusts • Northern Virginia Technology Council • Spain DC • Swedish Data Center Association • Swiss Datacenter Association • TechUK Data Centre Council • The Real Estate Roundtable Note: not an exhaustive list.
2-29 Approach to stakeholder engagement	See **Stakeholder Engagement Matrix** on our website
2-30 Collective bargaining agreements	The Company currently employs several employees in Europe represented by an independent trade union or covered by collective bargaining agreements. In 2024, 0.6% of our global employee base was covered by collective bargaining agreements in the UK. In several European countries, where such organizations exist and represent our employees, we are legally prohibited from inquiring regarding their status as a member. For employees not covered by collective bargaining agreements, Digital Realty determines their working conditions and terms of employment based on legal requirements, local and regional practices, H&S standards for safe work, and the company's Code of Business Conduct and Ethics.
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	To help define our material topics, we used GRI's Principles for Defining Report Content, including information required for the GRI Standards 2021 as well as additional information relevant to our stakeholders. In 2022, we conducted a double materiality assessment to identify relevant aspects of our business that most influence our stakeholders as well as the level of economic, environmental and social significance of those impacts. The materiality assessment sought input from a representative selection of stakeholders including global management, employees in various departments, investors, and customers. Input was collected via online surveys. Boundaries are defined by the area of impact, as well as Digital Realty's involvement with the impacts. Digital Realty conducts materiality assessments every two years to account for changes in business priorities and stakeholder perspectives. We prioritized material topics based on a ranking and weighting methodology in the surveys.

GRI Data Table

GRI 3: Material Topics 2021

3-2 List of material topics

Material Topic	GRI Topic Mapping
Data Security	GRI 410
Energy Management	GRI 302
Employee Health & Safety	GRI 403
Carbon Emissions	GRI 305
Customer Privacy	GRI 418
Business Ethics	GRI 407, GRI 408, GRI 409, GRI 411
Water Management	GRI 303
Employee Engagement, Diversity & Inclusion	GRI 401, GRI 404, GRI 405, GRI 406
Physical Impacts of Climate Change & Extreme Weather	GRI 201-2
Business Model Resilience	GRI 203
Management of the Legal and Regulatory Environment	GRI 205, GRI 207
Management of Customer Sustainability Impacts	GRI 302, GRI 303, GRI 305, GRI 306
Supply Chain Management	GRI 308, GRI 414
Community Engagement	GRI 413
Ecological Impacts	GRI 304
Waste Management	GRI 306

GRI 201: Economic Performance 2016

201-1 Direct economic value generated and distributed	Digital Realty Trust, Inc. **Annual Report on Form 10-K**: See p. 92
201-2 Financial implications and other risks and opportunities due to climate change	Refer to the TCFD Alignment section of this report.
201-3 Defined benefit plan obligations and other retirement plans	We did not have defined benefit plans in the reporting year.

GRI 203: Indirect Economic Impacts

203-1 Infrastructure investments and services supported	Digital Realty's business activities have meaningful indirect economic impacts. Our data centers and the solutions we provide customers are critical to society's transition to a digital economy, and the associated environmental and economic benefits associated with it. We invest in the development of new data centers, provide professional and skilled employment in the local communities where we operate, and routinely invest in the maintenance and upkeep of our portfolio. In the reporting year, we invested more than $2,519 million in property-level operating expenses. For the reporting year, our total capital expenditures were approximately $2.6 billion. These investments may include upgrades to infrastructure adjacent to and related to our development projects, such as roadways, sidewalks, and bike paths, electrical infrastructure including distribution lines and substations, district energy infrastructure, telecommunications infrastructure, green spaces, and/or parks.

GRI Data Table

GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported (continued) 203-2 Significant indirect economic impacts	The most common impact on local communities is increased vehicular traffic, both during construction and during property operations. The extent of traffic impacts is highly dependent on prior site uses and access to alternative means of transportation. See **estimates of economic and labor force impacts** related to data centers. See **estimates of the indirect environmental benefits** of moving to the cloud and to purpose-built data centers. See **Annual Report on Form 10-K**, p. 71 Development Projects and Capital Expenditures and p. 64 Operating Expenses — Property Level.
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	Each year, Digital Realty conducts an enterprise-wide risk assessment, the scope of which includes risks related to corruption. The methodology for this process aligns with leading international risk management standards, such as ISO 31000. The process is facilitated by Digital Realty's risk management team and engages with risk owners and risk assessors throughout the Company. It culminates with reports to and discussions with Digital Realty's executive team and Board of Directors. The most recent process was conducted from September through October 2024. The executive team and Board of Directors also periodically receive briefings from senior management and external advisors on risks, which may include risks related to corruption. Our risk assessment methodology distinguishes between financial and strategic impacts. We use various qualitative, semi-quantitative, and quantitative indicators to assess the significance of such impacts on our business. Examples include materiality thresholds for financial impacts and performance thresholds for strategic impacts.
205-2 Communication and training about anti-corruption policies and procedures	Digital Realty promotes an environment of personal and professional learning and development. Our Training Policy outlines our objectives to support Digital Realty through the ongoing training and development of employees to extend the range of individual performance, respond positively to change and support our customers consistently regardless of geographic location. We encourage employees at all levels and employment types to pursue training and education courses specific to their expertise. Our Digital University program includes training courses covering Operations, Legal, Ethics and Compliance, Management and Leadership, Risk Management, Sales, Workplace and Belonging, and Information Security and Privacy. We provide training on Cybersecurity, Global Data Privacy, Insider Trading, Anti-Bribery and Anti-Corruption Compliance. Our anti-discrimination and anti-harassment policy includes mandatory harassment training for all managers and all US employees.
205-2 Communication and training about anti-corruption policies and procedures	Digital Realty has a zero-tolerance policy on corruption and bribery. We comply with the US Foreign Corrupt Practices Act, the UK Bribery Act, the UK Modern Slavery Act 2015, the German Criminal Code and other applicable laws. Our Anti-Bribery and Anti Corruption Compliance Policy is administered by the General Counsel. All employees are required to both read the policy and undergo training for the policy during Digital Realty's annual attestation period. Our annual attestation covers training on our Insider Trading Policy, our ABAC Policy, and anti-money laundering compliance. All members of our Board of Directors also receive these policies and procedures.
205-3 Confirmed incidents of corruption and actions taken	No verified incidents in the reporting period.

GRI Data Table

GRI 206: Anti-competitive Behavior 2016

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No verified incidents in the reporting period.

GRI 207: Tax 2019

207-1 Approach to tax 207-2 Tax governance, control, and risk management 207-3 Stakeholder engagement and management of concerns related to tax	Digital Realty is committed to openness and transparency regarding taxes. Our Senior Vice President, Global Tax is responsible for and implements Digital Realty approach to tax policies and procedures. We have global policies and procedures in place to maintain robust internal controls in relation to the Company's operations including taxation and financial reporting. We also comply with the country specific reporting requirements for multinational entities. We comply with all applicable rules and regulations and report current and deferred domestic and international tax liabilities in our Form 10-K. Our tax planning is aligned with our commercial business activities. Digital Realty actively seeks to identify, evaluate, monitor and manage tax risks to ensure that they are consistent with our objectives. In reviewing the tax risks associated with the business operations, we consider the following: • legal duties of directors and employees; • compliance with internal policies and procedures; • impact on relationships with tax authorities; and • maintenance of our reputation as a global data center provider. In situations where tax law is unclear, subject to interpretation or where Digital Realty does not have the internal expertise to assess a particular tax position, tax advice is obtained from external advisors. Digital Realty is committed to maintaining a cooperative and open working relationship with tax authorities globally and ensuring that any tax audits are managed effectively. We seek to make fair, accurate and timely disclosures in correspondence to tax returns and respond to inquiries in a timely manner. Digital Realty does not willfully engage in tax schemes nor structure transactions in such a way that the Digital Realty tax team considers are contrary to the clear intentions of the tax legislation concerned. Tax incentives and exemptions are sometimes implemented by governments and fiscal authorities in order to support investment, employment, and economic development. Where these exist and are applicable to our business, Digital Realty seeks to apply them in the manner intended, taking external professional advice where necessary.

GRI 302: Energy 2016

302-1 Energy consumption within the organization 302-2 Energy consumption outside of the organization 302-3 Energy intensity 302-5 Reductions in energy requirements of products and services	**Energy** — **MWh** Total energy consumption — 11,649,837 Electricity — 11,334,066 District energy (steam, chilled water) — 155,865 Fuels — 159,906 Energy sold — 0 Energy intensity (GWh/$1MM revenue) — 2.10 Renewable energy — 8,486,552 Energy savings from new conservation measures — 42,400
302-4 Reduction of energy consumption	We invested in 92 energy efficiency projects in the reporting year that focused on reducing energy use, such as hot aisle containment, chiller and CRAC/CRAH retrofits, and systems retrocommissioning. These projects are expected to save approximately 42,400 MWh and 28,500 MTCO2e annually.

GRI Data Table

GRI 303: Water and Effluents 2018

303-1 Interactions with water as a shared resource

303-2 Management of water discharge-related impacts

303-4 Water discharge

Water used in our portfolio is predominantly supplied by municipal water systems. Less than 1% of our total water withdrawals are from on-site supply such as wells and rainwater capture. We use non-potable water where available, primarily in cooling towers and for landscape irrigation. Water consumed by our portfolio is predominantly used for evaporative cooling, landscape irrigation, and for bathrooms and breakrooms.

Water that is not evaporated or used for irrigation is returned to the local municipal wastewater system. Civil design regulations typically restrict the quantities of runoff from our sites to pre-development levels, and our new data center designs minimize water use. Our standard cooling system designs do not use water for cooling, we install high efficiency plumbing fixtures, and we commonly use locally-adapted and drought tolerant landscaping.

Our properties send water to local sewer systems and do not directly discharge into surface water, ground water, or sea water bodies. Water sent to the local sewer system does not typically require special treatment, have discharge limits, or require processing of discharge water. Water effluent from our facilities typically does not require discharge permits.

303-3 Water withdrawal

303-5 Water consumption

Water	**kGal**
Total water	1,475,762
Municipal (3rd party-potable)	849,319
Municipal (3rd party-non-potable)	623,274
Ground water	1,213
Surface water	1,956
Water consumption from areas with high or extremely high water stress	475,513
Water use intensity (kGal/$1MM revenue)	266

GRI 304: Biodiversity 2016

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Our development and operations typically occur on land previously developed and used for commercial or agricultural purposes. These sites are not typically in protected areas or designated as areas of high biodiversity value, and we generally do not seek to develop in these areas due to the challenges related to permitting, environmental impacts, and changes in permitted uses.

GRI Data Table

GRI 304: Biodiversity 2016	
304-2 Significant impacts of activities, products and services on biodiversity	We recognize that the construction and operation of our data centers have the potential to impact local communities. When acquiring properties, we commission independent environmental consultants to conduct Phase I or similar environmental site assessments. These assessments allow Digital Realty to identify environmental concerns as well as resource efficiency improvement opportunities. Some of the ways we minimize negative impacts and provide value to local communities are: • Development projects undergo internal assessment of existing environmental conditions. • Where necessary, Environmental Impact Reports (EIRs) are developed for new development projects. For projects which require EIRs, local communities are engaged to solicit feedback. • For some projects, land is set aside for public use purposes including pedestrian access, bike paths and outdoor spaces. • We may build on previously developed sites that may have a legacy of hazards from prior uses. In some cases, they may be designated as brownfield sites. These sites undergo required cleanup to ensure compliance with applicable regulations to minimize the potential impact on the local community. • We develop sustainable data centers certified to recognized third-party standards that reduce life-cycle environmental impacts. • We apply for and maintain air emission permits that limit generator runtimes and may require advanced emission control systems to minimize airborne pollutants. • We study potential traffic impacts and incorporate roadway improvements to enhance traffic flow. • We install EV charging stations and bicycle storage and implement preferred parking for carpools to support more efficient commuting. • We build infrastructure where appropriate to enable the connection to local waste heat networks that allow our data centers to provide waste heat to nearby businesses and homes. • We invest in sound attenuation equipment and barriers to reduce sounds from data center operations. • We aim to minimize our ecological footprint by building up rather than out, using space efficiently, and enhancing site conditions to align closely with local ecosystems. This includes implementing tight landscaping, using reflective and white-colored roofing to reduce heat island effects, and taking measures to protect local wildlife habitats.
304-3 Habitats protected or restored	We support biodiversity and habitat protection projects. Some examples include: • Our France and Greece teams are aiming to restore the endangered Mediterranean monk seal population through non-intrusive observation methods and reduce threats via local actions (awareness campaigns and on interactions with fishing and tourism). The project relies on our partnership with Fondation de la Mer, an organization dedicated to protecting oceans. • We install locally-adapted and native pollinator species on new development projects. • In Frankfurt, we integrated biodiversity conservation into the Digital Park Fechenheim development by protecting local sparrow populations with custom-built “sparrow villas” and habitat restoration. • In Dublin, we partnered with biodiversity experts to protect an on-site pond ecosystem with trees, shrubs, reeds, birds, bees, and fish during construction. • We installed bat-friendly LED lighting in parking areas at our DUB3 data center in Dublin to avoid disrupting local bat populations. • Our employees contribute to the reforestation, watering, and maintenance of two certified biodiversity conservation areas near Madrid, regulated by the Spanish Ministry of Environment. • We have supported planting of trees in many of our global markets. • In France, we are contributing to the protection of seagrass beds in Calanques National Park, which can store up to 1,500 tons of carbon per hectare, preventing carbon release into the atmosphere.

GRI Data Table

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions

305-2 Energy indirect (Scope 2) GHG emissions

305-3 Other indirect (Scope 3) GHG emissions

305-4 GHG emissions intensity

305-5 Reduction of GHG emissions

305-6 Emissions of ozone-depleting substances (ODS)

305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

GHG Emissions	MTCO2e
Scope 1[1,2]	51,745
Scope 2: location-based	3,311,323
Scope 2: market-based	948,175
Scope 3	1,456,435
• Purchased goods and services and capital goods	716,498
• Land use change (capital goods)[3]	278
• Fuel and energy-related activities	261,535
• Waste	6,746
• Business travel	9,502
• Employee commute	3,565
• Upstream leased assets[4]	0
• Downstream leased assets	227,620
• Investments	230,692
Emissions intensity (MTCO2e/ $1MM revenue) (Scope 1+2 market-based)	180

[1] Scope 1 emissions were a net value of 53,724 MTCO2e after factoring in 1,979 MTCO2e carbon offsets retired for the reporting year.

[2] Scope 1 emissions include diesel generation, natural gas combustion, refrigerant emissions and fuel used by company leased or owned vehicles. Our refrigerant inventory does not contain material amounts of ODS. We do not manufacture products, therefore, we do not use ODS in any manufacturing or production processes. Our operations did not generate material quantities of NOx or SOx emissions in the reporting year.

[3] Starting 2024, we are reporting land use change emissions from new construction projects on previously undeveloped land in the past 20 years.

[4] On behalf of Earth Day 2025, Digital Realty committed to matching 100% of 2024 global corporate office energy use with renewable energy.

GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts

Our business generates waste predominantly from operation of its data center portfolio, as well as from the construction of new data centers and the refurbishment of spaces in existing data centers.

Upstream and downstream waste: E-waste in data centers is predominantly the responsibility of our customers that own their servers and related equipment. Construction waste is managed by contractors responsible for construction activities. For new construction and major renovations, we typically have minimum waste diversion rates in accordance with sustainable construction standards. We have conducted waste audits in partnership with our customers to assess opportunities to enhance the management and diversion of waste streams.

GRI Data Table

GRI 306: Waste 2020

306-2 Management of significant waste-related impacts

Digital Realty is a signatory to the EU Climate Neutral Data Centre Pact, which includes a Circular Economy pillar to promote the effective re-use and recycling of products. We utilize off-site, factory-built modular electrical infrastructure systems. Factory-based assembly practices reduce waste generation and minimize construction site waste generation associated with this infrastructure. Our corporate offices provide bins and support for recycling and compost where available and supported locally. Our IT systems department leverages circularity programs from OEMs that take back and recycle e-waste.

We require vendors to comply with all applicable laws and regulations, inclusive of waste management and disposal requirements. We collect operational waste data primarily from waste management vendor invoices. Construction waste diversion rates are reported based on waste hauling tickets in accordance with recognized sustainable building certification standards.

306-3 Waste generated

306-4 Waste diverted from disposal

306-5 Waste directed to disposal

Waste[1]	**US Tons**
Waste generated	14,692
Recycled	3,907
Composted	106
Diversion rate	29%

[1]Operational sites reporting waste data at locations where Digital Realty has operational control.

GRI 308: Supplier Environmental Assessment 2016

308-1 New suppliers that were screened using environmental criteria

We have partnered with a global supplier sustainability ratings company to evaluate our global suppliers across the categories of environment, labor and human rights, ethics and sustainable procurement. We now have assessed 159 Level 1 and 2 suppliers for sustainability performance, covering 64% of our 2024 supplier spend. New significant suppliers will be screened via the ratings company portal.

Our **Supplier Code of Conduct** includes disclosures on and emphasizes the importance of human rights, ethics, labor practices and sustainability within our supply chain. Suppliers are required to review and accept our Supplier Code of Conduct as a condition of doing business with Digital Realty.

308-2 Negative environmental impacts in the supply chain and actions taken

Only three suppliers out of 159 that were screened for sustainability risks (4% of total supplier spend) have significantly low theme scores in any of the environment, labor and human rights, ethics or sustainable procurement themes.

No suppliers were terminated as a results of these assessments.

GRI Data Table

GRI 401: Employment 2016

401-1 New employee hires and employee turnover

Total number and rate of new employee hires and turnover by gender[1]

Category	Male	Female	Other/ Unknown
New Hires	712	179	2
Terminations	369	124	8
New Hire Rate	23%	19%	
Turnover Rate	12%	13%	

New employee hires and turnover by age group[1]

Category	<30	30-50	>50
New Hires	217	521	155
Terminations	67	280	152
New Hire Rate	51%	21%	14%
Turnover Rate	16%	11%	14%

New employee hires and turnover by region[1]

Category	NAM	APAC	EMEA
New Hires	452	52	389
Terminations	186	32	283
New Hire Rate	25%	22%	20%
Turnover Rate	10%	14%	14%

Total turnover metrics[1]

2024 Turnover Rates	Rate
Total Turnover Rate	13%
Voluntary Turnover Rate	8%

[1]Data excludes interns and joint venture employees

GRI Data Table

GRI 401: Employment 2016

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

403-6 Promotion of worker health

We provide the following benefits to both full-time and part-time employees:

- Health, vision and dental insurance
- Flexible working and work-from-home arrangements
- 401k or similar and stock purchase opportunities
- Flexible vacation program for exempt employees
- Equal paid parental leave for primary and non-primary caregivers
- Teledoc to see licensed doctors and mental health visits using live video visits on smart devices[1]
- Life and disability insurance
- Pre-tax commuter and parking benefits to encourage public and alternative transportation[1]
- Tuition reimbursement program
- Fitness, health and well-being reimbursement program, which includes equipment purchases for home exercise, streaming exercise classes and memberships, and mental health subscription programs[2]
- Global wellness program, Wellness@Digital, which promotes physical activity and healthy lifestyles
- Financial planning assistance
- Professional legal counsel and online legal resources[1]
- Identity, financial and privacy protection
- Designated nursing rooms, meditation rooms, and spaces for religious worship in some locations
- Company-provided EAP and access to mental health services[2]

[1] Benefit provided for US employees only.
[2] May be limited in some geographies due to local restrictions.
Note: These benefits are provided to full-time and part-time employees who work 30 hours per week or more.

401-3 Parental leave

We provide equal paid parental leave for primary and non-primary caregivers.

On average, US employees that returned from parental leave during the fiscal year took twelve fully paid weeks for primary parents and nine weeks for secondary parents.

	Female	Male	Total
Employees that were entitled to parental leave	9	28	37
Employees that took parental leave	9	28	37
Employees that returned to work after parental leave ended	9	28	37
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	9	27	36
Return to work and retention rates of employees that took parental leave	100%	96%	97%

GRI 402: Labor/Management Relations 2016

402-1 Minimum notice periods regarding operational changes

For employees not covered by collective bargaining agreements, Digital Realty determines their working conditions and terms of employment based on legal requirements, local and regional practices, H&S standards for safe work, and our Code of Business Conduct and Ethics. Our minimum notice periods comply with applicable laws.

GRI Data Table

GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system 403-3 Occupational health services 403-4 403-4 Worker training on occupational health and safety	We have established and documented an integrated, global H&S management system compliant with the principles of ISO 45001 and OHSAS 18001. In 2024, 23 locations globally were certified to these standards. Our H&S Policy supports an environment that strives towards the elimination of life changing injuries and high potential incidents through risk identification and mitigation, training, inspections and maintenance. Our H&S management system addresses the following elements: • H&S risk and hazard assessments to identify what could cause harm in the workplace • Prioritization and integration of action plans with quantified targets to address those risks • Integration of actions to prepare for and respond to emergency situations • Evaluation of progress in reducing and preventing health issues and risks against targets • Internal inspections • Procedures to investigate work-related injuries, ill health, diseases and incidents • H&S training provided to employees and/or other relevant parties to raise awareness and reduce operational health and safety incidents • H&S criteria introduced in procurement and contractual requirements
403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Contractors are integrated into our health and safety management system through the following: • On-site registration • Induction training • Basic Emergency Procedure (BEP) supplement • Review of Contractor Risk Assessments and Method Statements (RAMS) or equivalent • Monitoring of contractor health and safety performance • Our products and services typically have very low risks for customer health and safety We apply our H&S requirements for customers and their contractors when at our properties. In addition, the sustainable building standards we utilize typically have requirements that promote healthy indoor environments, such as low-emitting materials, fresh air and daylight requirements, air quality, and access to views.
403-2 Hazard identification, risk assessment, and incident investigation 403-4 Worker participation, consultation, and communication on occupational health and safety	Hazard identification and mitigation is a key attribute of our H&S program. This involves proactive hazard recognition with respect to employees and contractors, equipment and materials, and work processes and practices, then developing the appropriate mitigating actions to reduce the risk. This feeds into the development of methods of procedures (MOPs) or standard operating procedures (SOPs) for work activities. A formal MOP/SOP assists with the work process and is integral to many of our safety programs, including energized electrical work (EEW), control of hazardous energy (COHE) and lockout/tagout (LOTO). Once hazards have been identified and prioritized, they are then controlled before a job starts. Our HREC Program includes a Stop Work Policy and Incident Reporting Process. The Stop Work Policy outlines scenarios in which employees can stop work so that all hazards can be abated, or safe work practices can be incorporated before work resumes. In the event of a workplace event, our site teams are required to follow our detailed Incident Reporting Process, including the documentation of lessons learned for any major incidents such as electrical events and fuel spills.
403-8 Workers covered by an occupational health and safety management system	Refer to Digital Realty's **Health and Safety Policy**. All of our employees are covered by Digital Realty's H&S Policy, including contractors that work at our properties.

GRI Data Table

GRI 403: Occupational Health and Safety 2018	
403-9 Work-related injuries	The most common types of work-related injuries are cuts, however the predominant safety challenge is working around an opening in the raised access floor. When work needs to be performed under the raised access floor one or more floor tiles need to be removed to gain access. When this is done there is a risk of falling. It is this hazard that drives our most frequent driver for Lost Time Injuries. As such we have developed more robust process controls to mitigate the risk and have begun an education campaign to help all our employees understand the risk when they undertake this type of work and what they must do to mitigate it.

Global H&S metrics	**Per 200,000 hours worked**
Fatalities	0
Rate of High Consequence Work Related Injures (Excluding Fatalities)	0
Lost Time Incident Rate (LTIR)	0.07

GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	86,396 total hours spent on training; (21 hours per FTE and $639 per FTE). Data is tracked by Digital Realty's main learning management systems.
404-2 Programs for upgrading employee skills and transition assistance programs	Digital Realty offers employee development programs to upgrade and improve employee skills through a range of programs and offerings, such as: **Tuition Reimbursement Program:** Digital Realty provides up to $5,250 per calendar year per employee. The program supports further education for its employees to enable career development and growth in knowledge, skills, and job effectiveness. The business benefits include increased employee engagement and retention. In 2024, 5% of employees participated in this program. **Leadership Development Program:** Leadership development programs are offered through our Grow@Digital framework. Our Core Skills Learnings (CSL) program focuses on core skill building for all employees, serving to enhance core skill capabilities and increase employee engagement. Our Manager Essentials Program (MEP) for entry level managers focuses on strengthening capabilities around how leaders effectively lead their teams, understand our business, communicate, empower and drive results. Our Leader Excellence Program (LEP) is designed to build leadership capabilities for mid-level leaders to strengthen capabilities around leadership effectiveness, business acumen, innovation and building high performing team to drive impact throughout our organization. LinkedIn Learning also offers all employees self-paced courses relating to building core skills, technical skills and on-going education and certifications. The business benefits include enhanced leadership capabilities and building a leadership pipeline for future succession. In 2024, 31% of employees participated our Grow@Digital learnings.
404-3 Percentage of employees receiving regular performance and career development reviews	100%

GRI Data Table

GRI 405: Diversity and Equal Opportunity 2016

405-1 Diversity of governance bodies and employees

Board diversity:
Overall: 44%
Gender: 33% female
Ethnicity: 11% non-white

Percentage of employees per employee category by gender:

	Male	Female	Other/ Unknown
NAM	76%	24%	0%
APAC	63%	37%	0%
EMEA	78%	22%	0%
VP and Above	82%	18%	0%
Manager-Sr. Director	75%	25%	0%
Non-management	77%	23%	0%
Professionals	71%	29%	0%
Others (technicians, service workers, etc.)	84%	16%	0%

Percentage of employees per employee category by age:

	<30	30-50	>50
NAM	12%	58%	30%
APAC	8%	77%	15%
EMEA	14%	65%	21%
VP and Above	0%	41%	59%
Manager-Sr. Director	3%	67%	30%
Non-Management	23%	59%	18%
Professionals	9%	65%	25%
Others (technicians, service workers, etc.)	17%	58%	24%

GRI Data Table

GRI 405: Diversity and Equal Opportunity 2016

405-1 Diversity of governance bodies and employees (continued)

US employees by racial group and management level

Category	White	African American or Black	Pacific Islander	Asian	Native American	Hispanic/ Latino	Multi-Racial	No Selection
Male	45%	7%	0%	7%	0%	9%	5%	3%
Female	12%	3%	0%	3%	0%	2%	2%	1%
Non-Binary	0%	0%	0%	0%	0%	0%	0%	0%
VP and Above	4%	0%	0%	0%	0%	0%	0%	0%
Manager - Sr. Director	37%	4%	0%	6%	0%	4%	2%	1%
Non-Management	16%	7%	0%	4%	0%	6%	4%	3%
Professionals	34%	4%	0%	7%	0%	5%	3%	1%
Others (technicians, service workers, etc)	23%	6%	0%	3%	0%	6%	4%	2%
Total	57%	11%	1%	10%	0%	11%	7%	4%

406-1 Incidents of discrimination and corrective actions taken

No verified incidents in the reporting period.

We evaluate pay equity annually and we strive to ensure that our workplace will represent the qualified applicant pool in the regions where we operate. Our Legal and Human Resources teams evaluate all claims of discrimination, conduct internal investigations to identify whether claims have basis and implement appropriate remediation plans. Digital Realty sees itself as an attractive employer with an open corporate culture that offers competitive benefits and career growth opportunities in a growing industry. Working conditions, such as the maximum number of working hours, are governed in accordance with applicable, local and legal requirements.

GRI 407: Freedom of Association and Collective Bargaining 2016

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Refer to 408-1.

GRI 408: Child Labor 2016

408-1 Operations and suppliers at significant risk for incidents of child labor

We have a process to proactively identify and assess potential impacts and risks relating to respecting human rights, including but not limited to: identifying where potential human rights issues could occur in our operations, value chain or activities related to the our business, and identifying what actual or potential human rights issues could be of concern.

GRI Data Table

GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor (continued)	We had no recorded incidents of child labor or young workers exposed to hazardous work in the reporting year. We have assessed our operations for the risk of forced of compulsory labor. Our direct activities have a low risk of child labor because we predominantly utilize skilled trade and professional staff and we verify the eligible work status of employees. We require vendors (including those providing security personnel) to abide by our Supplier Code of Conduct which includes requirements to conduct employment practices in compliance with all applicable laws and regulations, including, without limitation, avoiding the use of forced labor and child labor, respecting the rights of employees to associate freely, join labor unions, seek representation and engage in collective bargaining. We prohibit the use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor as established by the ILO Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105). No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher, as established by the ILO Minimum Age Convention.
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Refer to 408-1.
GRI 411: Rights of Indigenous Peoples 2016	
411-1 Incidents of violations involving rights of indigenous peoples	No verified incidents in the reporting period.
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Our new development projects frequently undergo stakeholder input and engagement activities as part of the local approval and permitting process. Refer to 304-2 for a description of our approach to engaging, identifying, and managing community impacts of our projects on the local community. Our projects may require environmental impact reports, traffic studies, cultural/historic resources studies, and other community impact assessments, but that typically do not require us to implement community development programs, works councils, H&S committees or other worker representation bodies beyond what is already in place by organized labor, where applicable. The communities where we operate generally have well-established government agencies and oversight processes. Community grievances are typically handled through established mechanisms such as elected officials and city councils, city agencies, and local complaint hotlines. Our corporate giving program includes: **Donate Your Workday to Your Community** We encourage our employees to participate in charitable activities. Eligible employees can take paid time off each year for the purpose of volunteering for eligible organizations. **Matching Gifts Program and Corporate Giving** We encourage our employees and directors to give back to the community by matching their contributions to eligible charitable organizations. In 2024, Digital Realty matched and directly funded approximately $202,000 in employee and director donations to more than 100 charitable organizations around the globe.
GRI 414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken	Refer to 308-1

GRI Data Table

GRI 415: Public Policy 2016	
415-1 Political contributions	See **Proxy Statement**
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	Refer to 403-1.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No verified incidents in the reporting period.
GRI 417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	None during the reporting period. We implement ISO management systems to ensure we have consistent processes in place to support continual improvement, including those listed below. 100% of our Singapore portfolio is also certified under SS564 Green Data Centres standard for Energy and Environmental Management Systems. In addition, 46 of our European data centers are participants to the EU Code of Conduct on Data Center Energy Efficiency, a voluntary initiative in which our data centers commit to a set of best practices aimed to reduce energy consumption. See our **Security and Compliance** web page for more information on management systems. ISO management coverage in 2024 by square foot of managed and operational portfolio: • ISO 9001 (Quality Management): 39% • ISO 14001 (Environmental Management): 50% • ISO 20001 (Information Technology): 1% • ISO 22301 (Business Continuity): 14% • ISO 27001 (Information Security): 79% • ISO 45001 (Occupational Health and Safety): 5% • ISO 50001 (Energy Management): 32%
417-2 Incidents of non-compliance concerning product and service information and labeling 417-3 Incidents of non-compliance concerning marketing communications	No verified incidents in the reporting period.
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We had no breaches of information security in 2024 that involved customer information. We give customers full control over their own data in line with General Data Protection Regulation (GDPR) 2016/679. We notify users about unusual account activity and unauthorized access. We also notify customers of changes to our privacy policy ahead of the changes being implemented.

GRI Content Index

Digital Realty Trust, Inc. has reported in accordance with the GRI Standards for the period January 1 through December 31, 2024.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): Construction and Real Estate

General disclosures

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-1 Organizational details	p.24			
	2-2 Entities included in the organization's sustainability reporting	p.24			
	2-3 Reporting period, frequency and contact point	p.24			
	2-4 Restatements of information	p.24			
	2-5 External assurance	p.24			
	2-6 Activities, value chain and other business relationships	p.24			
	2-7 Employees	p.24			
	2-8 Workers who are not employees	p.24			
	2-9 Governance structure and composition	p.25			
	2-10 Nomination and selection of the highest governance body	p.25			
	2-11 Chair of the highest governance body	p.25			
	2-12 Role of the highest governance body in overseeing the management of impacts	p.25			
	2-13 Delegation of responsibility for managing impacts	p.25			
	2-14 Role of the highest governance body in sustainability reporting	p.25			
	2-15 Conflicts of interest	p.25			
	2-16 Communication of critical concerns	p.25			
	2-17 Collective knowledge of the highest governance body	p.25			
	2-18 Evaluation of the performance of the highest governance body	p.25			
	2-19 Remuneration policies	p.26			
	2-20 Process to determine remuneration	p.26			
	2-21 Annual total compensation ratio	p.26			
	2-22 Statement on sustainable development strategy	p.26			
	2-23 Policy commitments	p.26			

GRI Content Index

General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	2-24 Embedding policy commitments	p.26			
	2-25 Processes to remediate negative impacts	p.27			
	2-26 Mechanisms for seeking advice and raising concerns	p.27			
	2-27 Compliance with laws and regulations	p.27			
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Material topics					
	3-1 Process to determine material topics	p.28			
	3-2 List of material topics	p.29			
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16-17			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p.29			
	201-2 Financial implications and other risks and opportunities due to climate change	p.29			
	201-3 Defined benefit plan obligations and other retirement plans	p.29			
	201-4 Financial assistance received from government	N/A	All	Information unavailable/ incomplete	This indicator is not rated a top material issue based on our materiality assessment; we therefore do not collect and disclose this data.
Market presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	N/A	All	Information unavailable/ incomplete	Our workforce is predominantly professionals and skilled trades, and compensation is benchmarked to be competitive to the applicable market, level of experience, and function. Our pay practices are reviewed on an annual basis. We adhere to local minimum wage levels. This indicator is not rated a top material issue based on our materiality assessment; we do not disclose the ratio of the standard entry level wage compared to local minimum wage.

GRI Content Index

General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	N/A	All	Information unavailable/ incomplete	We generally recruit and hire local employees for roles that are property or regionally-focused. Country managers are predominantly from same country they oversee. We do not record the proportion of local managers as this is not rated a top material issue for our strategic personnel management.
Indirect economic impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16-17			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	p.29-30			
	203-2 Significant indirect economic impacts	p.30			
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.17			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	N/A	All	Information unavailable/ incomplete	We spend locally on certain services that support our portfolio's operations because of their local knowledge and ability to meet required service levels. We include local supplier requirements in our construction projects in accordance with green building guidelines. We also rely on specialized equipment that are manufactured and supplied by a limited number of qualified OEM suppliers and they may not be considered local. Because of these considerations, this indicator is not rated a top material issue based on our materiality assessment; we do not track and disclose the proportion of spending on local suppliers.

GRI Content Index

General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	p.30			
	205-2 Communication and training about anti-corruption policies and procedures	p.30			
	205-3 Confirmed incidents of corruption and actions taken	p.30			
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p.31			
Tax					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16-17			
GRI 207: Tax 2019	207-1 Approach to tax	p.31			
	207-2 Tax governance, control, and risk management	p.31			
	207-3 Stakeholder engagement and management of concerns related to tax	p.31			
	207-4 Country-by-country reporting	N/A	All	Confidentiality constraints	We do not publicly disclose tax payments at this time.
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	N/A	All	Information unavailable/ incomplete	This indicator is not rated a top material issue based on our materiality assessment; we therefore do not currently track and disclose materials used.
	301-2 Recycled input materials used	N/A	All	Not applicable	We generally use recycled input materials in accordance with green building standards.
	301-3 Reclaimed products and their packaging materials	N/A	All	Not applicable	None in the reporting period. Not applicable for our type of business.

GRI Content Index

General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.14			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p.31			
	302-2 Energy consumption outside of the organization	p.31			
	302-3 Energy intensity	p.31			
	302-4 Reduction of energy consumption	p.31			
	302-5 Reductions in energy requirements of products and services	p.32			
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.14			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p.32			
	303-2 Management of water discharge-related impacts	p.32			
	303-3 Water withdrawal	p.32			
	303-4 Water discharge	p.32			
	303-5 Water consumption	p.32			
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.14			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	p.33			
	304-2 Significant impacts of activities, products and services on biodiversity	p.33			
	304-3 Habitats protected or restored	p.33			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A	All	Information unavailable/ incomplete	Our development and operations typically occur on land used for agricultural and/or commercial purposes. This indicator is not rated a top material issue based on our materiality assessment and we do not track or report on this data.
Emmisions					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.14			

GRI Content Index

General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Emissions					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p.34			
	305-2 Energy indirect (Scope 2) GHG emissions	p.34			
	305-3 Other indirect (Scope 3) GHG emissions	p.34			
	305-4 GHG emissions intensity	p.34			
	305-5 Reduction of GHG emissions	p.34			
	305-6 Emissions of ozone-depleting substances (ODS)	N/A	All	Not applicable	Our refrigerant inventory does not contain material amounts of ODS. We do not manufacture products, therefore we do not use ODS in any manufacturing or production processes.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A	All	Not applicable	Our operations did not generate material quantities of NOx or SOx emissions in the reporting year.
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.14			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p.34			
	306-2 Management of significant waste-related impacts	p.35			
	306-3 Waste generated	p.35			
	306-4 Waste diverted from disposal	p.35			
	306-5 Waste directed to disposal	p.35			
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.17			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	p.35			
	308-2 Negative environmental impacts in the supply chain and actions taken	p.35			
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p.36			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p.37			
	401-3 Parental leave	p.37			

GRI Content Index

General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16			
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	p.37			
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p.38			
	403-2 Hazard identification, risk assessment, and incident investigation	p.38			
	403-3 Occupational health services	p.38			
	403-4 Worker participation, consultation, and communication on occupational health and safety	p.38			
	403-5 Worker training on occupational health and safety	p.38			
	403-6 Promotion of worker health	p.38			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p.38			
	403-8 Workers covered by an occupational health and safety management system	p.38			
	403-9 Work-related injuries	p.39			
	403-10 Work-related ill health	N/A	All	Confidentiality constraints	Total recorded data is provided in 403-9. At this time, the proportion and rates attributable specifically to work-related ill health are not available.
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16			
	404-1 Average hours of training per year per employee	p.39			
	404-2 Programs for upgrading employee skills and transition assistance programs	p.39			
	404-3 Percentage of employees receiving regular performance and career development reviews	p.39			
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16			

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General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Diversity and equal opportunity					
GRI 405: Diversity and Equal Opportunity 201	405-1 Diversity of governance bodies and employees	p.40-41			
	405-2 Ratio of basic salary and remuneration of women to men	N/A	All	Confidentiality constraints	Compensation is regularly assessed across multiple dimensions. The results of this data are not publicly available.
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p.41			
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p.41			
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	p.42			
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	p.42			
Security practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.15			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	N/A	All	Information unavailable/ incomplete	Security services and personnel are provided by 3rd party vendors. We have not requested nor received, training percentages for the reporting period from our vendors.
Rights of indigenous peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	p.42			

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General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.14			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	p.42			
	413-2 Operations with significant actual and potential negative impacts on local communities	N/A	All	Not applicable	Our projects generally have overall positive impacts on the local community by generating economic activity, tax revenue, creating jobs, and by cleaning up and developing/redeveloping sites to higher and better uses. The construction process and ongoing operations are not at a scale that would pose a material permanent negative impact on the local community. Our activities typically do not generate material amounts of hazardous waste or pollution. We are not a major employer, and we do not require resettlement or the use of local natual resources aside from water, used for standard commercial building operational needs. Negative impacts are generally temporary, such as increased volume of truck traffic during the contstruction process.
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.17			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	p.42			
	414-2 Negative social impacts in the supply chain and actions taken	p.42			
Public policy					
Public policy	3-3 Management of material topics	p.16			
GRI 415: Public Policy 2016	415-1 Political contributions	p.43			
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.16			
	416-1 Assessment of the health and safety impacts of product and service categories	p.43			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	p.43			

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General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Marketing and labeling					
GRI 3: Material Topics 2021 GRI 417: Marketing and Labeling 2016	3-3 Management of material topics	p.17			
	417-1 Requirements for product and service information and labeling	p.43			
	417-2 Incidents of non-compliance concerning product and service information and labeling	p.43			
	417-3 Incidents of non-compliance concerning marketing communications	p.43			
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.14			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p.43			

Statement of Verification June 24, 2025

Client

Digital Realty Trust, L.P.
150 California Street, Suite 400
San Francisco, CA 94111

Scope

Digital Realty Trust, L.P. (“Digital Realty”) engaged Cventure LLC (“Cventure” or “Verifier”) to verify its 2024 Greenhouse Gas (GHG) Emission Inventory based on a review of evidence obtained and procedures performed. Verifier’s tasks were to:

- review Digital Realty’s monthly utility data provided in response to requests for information (RFI);
- review granular data associated with each of its buildings and faciltiies;
- to conduct sampling of representative and selected building sites to gather detailed, facility-specific data on energy use, onsite renewable energy produced, renewable energy certificates procured, and other environmental metrics that was used as the basis for reporting; and
- review supporting documentary evidence in associated source documents that were used to inform the calculation of GHG emissions from sources over the period from January 1, 2024 to December 31, 2024

Together, these documents, files, and representations from Digital Realty form the Subject Matter used as the basis for GHG Assertion, and upon which Cventure’s assurance findings were formulated.

Cventure was engaged to express a limited assurance conclusion on the Subject Matter information based on procedures performed and evidence obtained. Verification activities applied at a limited level of assurance are less extensive than is the case for a reasonable level of assurance verification.

The verification activities performed for the Digital Realty 2024 GHG emission inventory verification project were conducted by Cventure following procedures as outlined in the *ERT Corporate Greenhouse Gas Verification Guideline* (”CGVG”), a standard that includes associated modules for verifying GHG emissions, activity data, reporting boundaries, and characteristic data. The inventory review and verification was conducted at a “Tier II” level which is appropriate for voluntary reporting and disclosure, and for which emissions data are reviewed at a sufficiently rigorour level to detect internal inconsistencies, identify potential outliers, and to aid in finding potential errors in reporting. Data in supporting spreadsheets, database query reports, and documentation of root sources of data were also subject to review.

Digital Realty was solely responsible for determining and reporting its GHG emissions. The Verifier’s responsibility is to provide an independent review of the accuracy of the GHG emissions data compiled and reported, and the underlying systems and processes used to collect and report the information, and to render an opinion on the GHG

Assertion based on generally accepted GHG accounting and reporting standards and verification criteria set forth below.

Reporting Criteria

This Tier II GHG verification effort was conducted following procedures outlined in the ERT CGVG standard (a CDP- and GRESB-approved verification standard) and was designed to provide a limited level of assurance.

The CGVG Tier II verification level is appropriate for voluntary reporting purposes, including stakeholder reporting, program reporting to CDP, and other external communications. Tier II verification involves the systematic application of verification procedures by third party reviewers for evaluating and reviewing a subset of reported data, calculations, and data management systems. It includes a review of calculations and methodologies used to generate the inventory report, including reviews of disaggregated and root source data.

Cventure also reviewed the GHG Inventory and energy data to assess conformity with relevant sections of the *ISO 14064 Part 3: Specification with guidance for the verification and validation of greenhouse gas statements*, and *The Greenhouse Gas Protocol, A Corporate Accounting and Reporting Standard, Revised Edition, WRI/WBCSD, March 2004*. Cventure performs verification activities and other professional responsibilities in accordance with the Greenhouse Gas Management Institute's *GHG Professional Code of Conduct* and adheres to professional ethics standards applicable for licensed professional engineers.

Independence

Cventure's verification team members are independent, experienced verification practioners who were not involved in data collection, management, and reporting activities; nor the development of assertions made by Digital Realty. Cventure has not provided any services to Digital Realty which could compromise Cventure's independence as a third-party verifier. Cventure disclaims any liability for any decision made by third parties based on this Verification Statement.

Methodology

Cventure completed its review of the Subject Matter described above, including root level documentation, scans of invoices and billing records, building characteristics, and completed recalculations for sampled sites and source categories used in the quantification of GHG emissions.

The inventory verification activities included review of Digital Realty's GHG emission inventory activity data, methodology selection, calculational parameters, and default emission factors employed in the calculation of GHG emissions.

Cventure reviewed the methodology used for data collection, aggregation, GHG emissions roll-up and compilation procedures, and performed inventory calculation checks at the facility level to compare against inventory compiled and reported data.

Data for fuel and energy consumption types and material inputs used to determine GHG emissions at facilities included in the GHG Inventory were subjected to thorough sampling, with associated underlying operations and accounting documentation also being examined, resulting in verification of all reported scopes in Digital Realty's inventory. Error checking tests were performed on the data to assess the information collected, including missing or duplicate data, units of measure (UOM), and re-computation cross-checks.

Cventure managers planned and performed the audit to provide a limited level of assurance with respect to the reliability and quality of disclosed information related to Digital Realty's GHG emissions performance, and its associated underlying data and documentation, as contained in the GHG Emission Inventory and Assertion, applying specific review criteria based on *The Greenhouse Gas Protocol* guidance.

Period Covered

Digital Realty's GHG Assertion and GHG emission inventory covers only the calendar year 2024.

Boundaries and Scope

Multiple interviews with Digital Realty's management team were conducted throughout the project in accordance with good practice to assure that reporting boundaries which encapsulate total corporate-wide GHG emissions were appropriately established.

Digital Realty's organizational boundaries are established based on an Operational Control approach.

Digital Realty's reports based on data and results covering total global corporate GHG emissions, occurring at 293 facilities worldwide, as set forth in the following GHG Assertion, including:

- Scope 1 emissions (Direct GHG emissions), and
- Scope 2 emissions (Indirect GHG emissions from purchased energy).
- Scope 3 emissions (Indirect GHG emissions from other sources).

Other environmental data verified over this time period includes the following GRI Indicators:

- GRI 302: Energy (2016)
    - 302-1: Energy consumption within the organization; 302-4: Reduction of energy consumption
- GRI 303: Water and Effluents (2018)
    - 303-3a: Water withdraw by source
- GRI 305 – Emissions (2016)
    - 305-1: Direct (Scope 1) GHG emissions; 305-2: Energy indirect (Scope 2) GHG emissions; 305-3: Other indirect (Scope 3) GHG emissions

Standard Used

The Verification Standard used was the Corporate GHG Verification Guideline (CGVG).

The verification was conducted to a materiality threshold of ±5% for aggregate errors in sampled data.

The verification was also conducted in a manner consistent with the AA1000 Assurance Standard.

GHG Assertion Summary

Realty's GHG Assertion comprises Scope 1, Scope 2 and Scope 3 emissions from 293 active sites. Total emissions are shown in Table 1, on the following page. Table 1 reflects the location-based methodology (without factoring in the purchase of renewable energy in the form of RECs), as well as market-based approach emissions totals and includes REC purchases in conformance with the updated GHG Protocol Scope 2 Guidance. Table 1 includes the use of carbon offsets (1,979 tCO2e of offsets) to lower scope 1 emissions and (154 tCO2e of offsets) to lower scope 3 emissions.

Table 1. Digital Realty's GHG Emission Data for 2024

Scope	Location-Based (Tons CO2e)	Market-Based (Tons CO2e)
Scope 1	51,745	51,745
Scope 2	3,311,322	948,175
Scope 3	1,456,435	1,456,435
Purchased Goods and Services	716,498	716,498
Land Use Change (Capital Goods)	278	278
Fuel and Energy Related Activities	261,535	261,535
Waste Generation	6,746	6,746
Business Travel	9,502	9,502
Employee Commuting	3,565	3,565
Upstream Leased Assets	0	0
Downstream Leased Assets	227,620	227,620
Investments	230,692	230,692

Table 2. Digital Realty's Energy and Water Data for 2024

Consumption Metric	Value
Total Energy Consumption	11,649,837 MWh
Renewable Energy Consumption	8,486,552 MWh
Total Water Consumption	1,475,762 kGal

Conclusion

Based on the verification approach conducted and criteria applied, Digital Realty's has in place the GHG emissions reporting systems and processes necessary to demonstrate the reliability of associated performance information. Nothing has come to our attention that causes us to believe that the GHG Assertion for calendar year 2024 is materially misstated. Digital Realty's GHG emission estimates were calculated in a consistent and transparent manner and were found to be a fair and accurate representation of Digital Realty's actual conditions. We have found no evidence that the above GHG emissions scopes reported are not materially correct, and no evidence that the GHG Assertion is not consistent with Digital Realty's GHG position, with a limited level of assurance. Cventure disclaims any liability for any decision made by third parties based on this Verification Statement.

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About Digital Realty

Digital Realty brings companies and data together by delivering the full spectrum of data center, colocation, and interconnection solutions. PlatformDIGITAL®, the company's global data center platform, provides customers with a secure data meeting place and a proven Pervasive Datacenter Architecture (PDx®) solution methodology for powering innovation, from cloud and digital transformation to emerging technologies like artificial intelligence (AI), and efficiently managing Data Gravity challenges. Digital Realty gives its customers access to the connected data communities that matter to them with a global data center footprint of 300+ facilities in 50+ metros across 25+ countries on six continents.

To learn more about Digital Realty, please visit **digitalrealty.com** or follow us on **LinkedIn** and **X**.