**edgeconnex®**

customers people planet

# Sustainability Report

February 2022

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# 1 Message from the CEO

**Dear Stakeholders,**

Welcome to the first EdgeConneX Sustainability Report. With this report we are providing a comprehensive overview of our performance, documenting our commitment to sustainable solutions and illustrating the value EdgeConneX creates for our clients, our stakeholders, and society at large. Our subsequent reports will be measured against the baselines established in this initial edition.

The global challenges of the past two years, including COVID-19 and its variants, have been formidable. In many cases the impacts have proven to be unprecedented and far-reaching, disrupting business, trade, travel, and the daily lives of billions of people.

Our data center business faces its own more direct challenges, including strong worldwide competition, the availability of power in key markets, myriad regulatory frameworks as we expand globally, and the importance of minimizing our environmental impact wherever we build and operate data center facilities, including the need to withstand an increasing number of extreme weather events and climate conditions.

However, these challenges have also inspired creative solutions in local and global economies as individuals and organizations found new ways to work and new ways to deliver goods and services. Faced with extraordinary circumstances, people and businesses have responded, adapted, and, in many cases, realigned their priorities.

At EdgeConneX, we are all proud of the role our data centers play in response to the seismic changes we are seeing around the globe. We deliver a complete spectrum of data center solutions, from hyperlocal to hyperscale, offering the capacity, proximity, power, and connectivity that make it possible to respond, adapt, and realign more rapidly than ever before. And that includes measuring impacts across the supply chain and verifying specific data points such as greenhouse gases (GHG), water, and waste, to ensure that our entire ecosystem of suppliers and partners is contributing to our vision.

- ■ **Our vision is simple:** To be the world's most trusted, most customer-centric data center infrastructure provider.

- ■ **Our mission is clear:** Deliver and operate with best-in-class efficiency, reliability, and sustainability data centers.

- ■ **Our core values are founded on three key pillars:** Customers, People, Planet.

For myself, and for every member of the EdgeConneX executive team, these corporate principles drive our focus, our priorities, and our decision-making. We take a robust approach to our responsibilities to build and operate our data centers, aligning closely with our owners at EQT, identifying concrete targets and documented goals, including our vision of operating a carbon, water, and waste neutral global data center platform powered by 100% renewable energy by 2030. And we are pleased to apply these principles in the preparation of this, our inaugural Sustainability Report.

## Our Core Values

We take care of our **Customers**, our **People** and our **Planet** by implementing a holistic ESG sustainability policy

We operate a company with a rich culture focused on diversity, integrity, respect and accountability

## Our Mission

To provide best in class **sustainable data center solutions globally**

To be our customers' preferred and most sustainable partner

To invest in new technologies, systems, people and partnerships necessary to achieve our vision

## Our Vision

By 2030 our goal is to operate a **carbon, water and waste neutral global data center platform powered by 100% renewable energy**

## In this report we illustrate our values with concrete examples:

**Customer:** Our business is defined by the responsiveness and reliability we offer to our customers. This means being responsive to their needs for data center solutions in any location, at any scale, and on the timelines their business demands. And it means delivering reliable services that provide space, power, and network connectivity along with operational platforms that empower our customers to manage their data center assets remotely and with an unparalleled level of control.

**People:** Our people are at the core of our business identity. We are collaborators, problem-solvers, trailblazers, workers, all focused on doing whatever it takes to deliver the results our customers expect. So, we support our people with a positive, safe, constructive work environment, best-in-class benefits, and an appreciation of diversity, inclusion, and equity as key contributors to building a company that clears away distractions so every member of the staff can perform at his or her highest level. Externally, we strive to be good neighbors to the communities where we build our facilities. And we will continue to work together with our customers, partners, industry groups, and even, in many cases, with our competitors, to reach our goals. Sustainability is not achieved in isolation, and EdgeConneX collaborates with those who are willing to work together with us.

**Planet:** From creative solutions for generating our own power to cleansing, recycling, and reducing our water usage, our commitment to the planet has always been strong, and we are now documenting new targets and goals for emissions, waste, water, power, and biodiversity. We are committed to targets for operating a carbon, waste, and water neutral data center platform worldwide in the coming decade, taking major, iterative steps along the way. Additionally, we want to use technology to reduce our carbon footprint by allowing our staff and our customers to manage data center operations and assets remotely with our industry leading EdgeOS application, resulting in less travel to data center locations around the globe.

This report is a product of the diligence and focus across our organization, from the Boardroom to the operators of our data centers. It reflects our achievements and some areas where we still have work to do. But above all, I want this report to be an important step toward documenting the commitment – from me and from everyone at EdgeConneX – to ensuring that our efforts and our progress continue to be responsible and sustainable.

Sincerely,

**Randall Brouckman**

*"I want this report to be an important step toward documenting the commitment – from me and from everyone at EdgeConneX – to ensuring that our continued business success continues to be responsible and sustainable."*

**Randall Brouckman**

# Disclaimer

This Sustainability Report, and the information contained herein, are considered confidential and proprietary to EdgeConneX, Inc. ("EdgeConneX"), and this Sustainability Report is the property of EdgeConneX.

Certain information set forth in this Sustainability Report contains "forward-looking information", including any "future-oriented financial information" and "financial outlook", under applicable securities laws (collectively referred to herein as forward-looking statements). Except for statements of historical fact, the information contained herein constitutes forward-looking statements and includes, but is not limited to, the (i) sustainability topics, stakeholders and goals identified by EdgeConneX; (ii) the expected development of EdgeConneX's business, projects, and joint ventures; (iii) the expected development and execution of EdgeConneX's vision and growth strategy, including with respect to customer growth, employee expansion, environmental sustainability, supply and value chain changes, and global growth; (iv) strategic, operational, financial and compliance risks EdgeConneX may face; and (v) completion of EdgeConneX projects that are currently underway, in development or otherwise under consideration. Forward-looking statements are provided to allow the stakeholders in EdgeConneX the opportunity to understand management's beliefs and opinions in respect of the future so that they may use such beliefs and opinions as one factor in evaluating an investment.

These statements are not guarantees of future performance and undue reliance should not be placed on them. Such forward-looking statements necessarily involve known and unknown risks and uncertainties, which may cause actual performance and financial results in future periods to differ materially from any projections of future performance or result expressed or implied by such forward-looking statements.

Although forward-looking statements contained in this Sustainability Report are based upon what the Board of Directors and EdgeConneX Leadership Team believes are reasonable assumptions, there can be no assurance that forward-looking statements will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. EdgeConneX undertakes no obligation to update forward-looking statements if circumstances or the estimates or opinions by the Board of Directors or the EdgeConneX Leadership Team should change except as required by applicable securities laws. The reader is cautioned not to place undue reliance on forward-looking statements.

**About this report:**

This Report, Published in January 2022, covers the calendar years 2019 and 2020 and represents the best available information at the time of publishing. Although we do not yet report in full accordance to GRI (Global Reporting Initiative), the GRI standards and the Integrated Reporting Framework have inspired been applied in our report. It was formally reviewed and overseen by the EdgeConneX Leadership Team, in collaboration with ECX Sustainability Working Group. For more information on our sustainability efforts please check our website for examples of our different projects and initiatives.
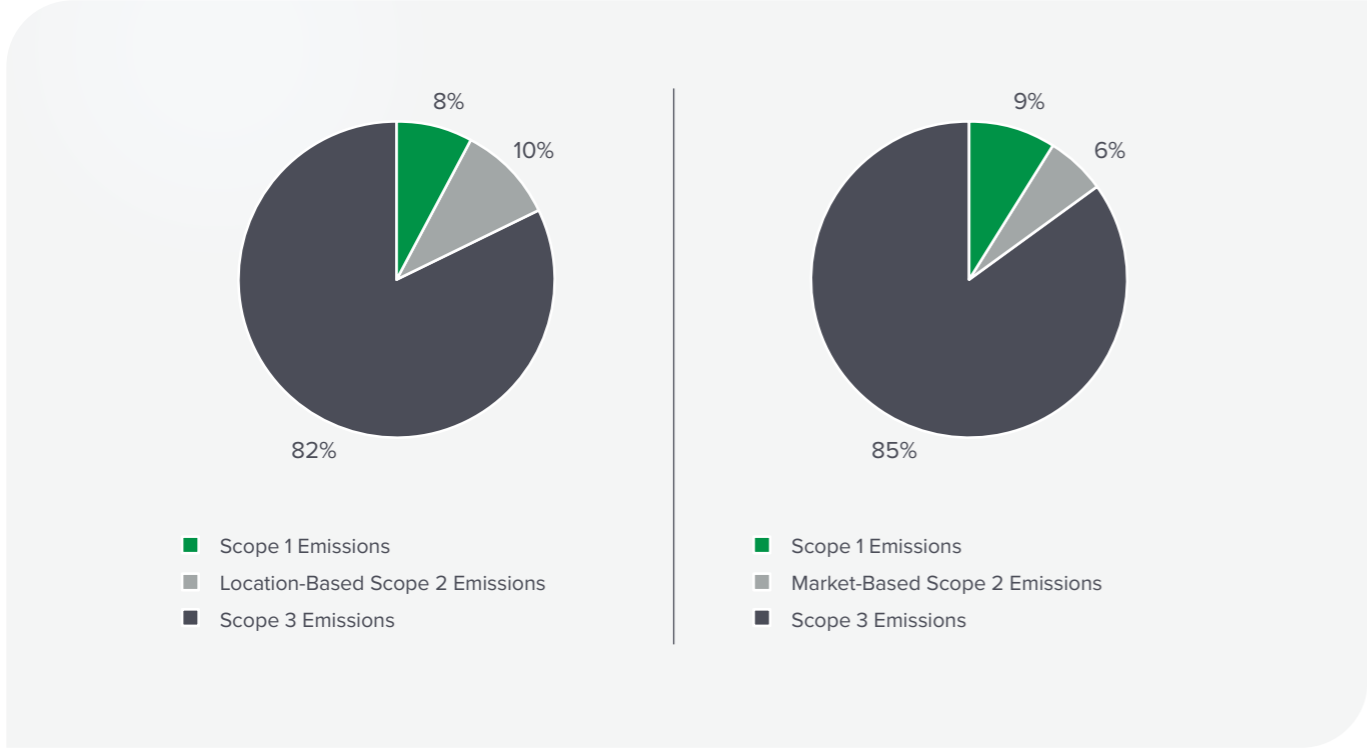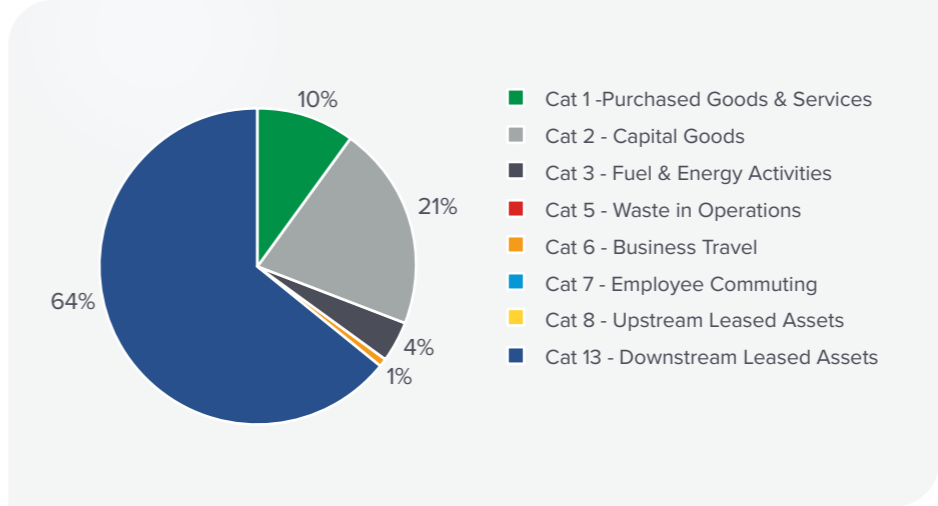
# 2 **2019 and 2020** in numbers and key achievements

**2019**                    **2020**



**ECX procures Green-e RECs** for the first time to match electric consumption for its data center portfolio in North America

**First 100% Green Supply contract** for our Houston, Texas Data Center

**Program to save 25% water** at our Amsterdam data centers

**100% Carbon free supply contract** at our Pittsburgh, PA data center

**Forms DIEB task force, WomenConnex ERG, and HBCU Capstone Program**

## North America

**2019**

Our Houston site is supplied by **100% renewable power**

**2020**

We purchased **Green-E renewable Energy Credits ("RECs")** for our North American sites for both the building PUE usage and all customer usage for 2019

**2020**

Our Pittsburgh site is **100% carbon free power** (nuclear & renewables)

**2021**

We purchased **green-E RECs** for our North American sites for 2020 PUE usage

## EMEA

We purchased **EUA carbon credits** to offset our emissions in Amsterdam and Dublin for the last 4 years

**2020**

We joined the **European based Carbon Neutral Data Centre Pact**

**2020**

ECX executed a project towards **eliminating chemicals in the water treatment plant** and **reduced water consumption from cooling equipment** in Amsterdam

**2021**

Supported Ireland's **DC's for Bees Program**

**2021**

ECX **protected and restored natural embankments** to promote biodiversity in Dublin

## South America

**2020**

Our Santiago Chile site is on **100% renewable power** since starting operations in Q2, 2020

## Global

**2019**

ECX implemented an ongoing global **Health and Safety program** to be best in class

**2019**

ECX implemented an ongoing **anti-harassment, anti-corruption and anti-bribery training program** with 100% employee participation

**2020**

Established **D&I task force** and supported a number of D&I initiatives

**2020**

ECX is an ongoing member of the **HBSU Capstone program** at multiple universities promoting diversity in education

# EdgeConneX in key figures

| ESG Topic and KPIs | 2020 | 2019 |
|---|---|---|
| **GHG Emissions** | | |
| Scope 1 & 2 GHG emissions | **71,625 tonnes CO2e** | **61,626 tonnes CO2e** |
| Scope 3 (value-chain) GHG emissions | **341,680 tonnes CO2e** | **277,000 tonnes CO2e** |
| **Energy** | | |
| Total purchased electricity | **508,902 MWh** | **461,218 MWh** |
| Renewable energy | **148,595 MWh** | **51,044 MWh** |
| Power Usage Effectiveness (PUE) | **1.26** | **1.27** |
| **Water** | | |
| Water withdrawals (potable) | **187,548 cubic meters** | **152,094 cubic meters** |
| Water-free cooling | **92%** | **92% of capacity** |
| **Waste** | | |
| Waste to landfill | **1043 metric tonnes** | **648 metric tonnes** |
| Waste diversion | **32%** | **38%** |
| **People** | | |
| Ethics & anti-corruption training | **100%** | **100%** |
| Gender diversity (mgmt. team) | **29%** | **29% women** |
| Employee Health and Safety | **0 injuries** | **0 injuries** |

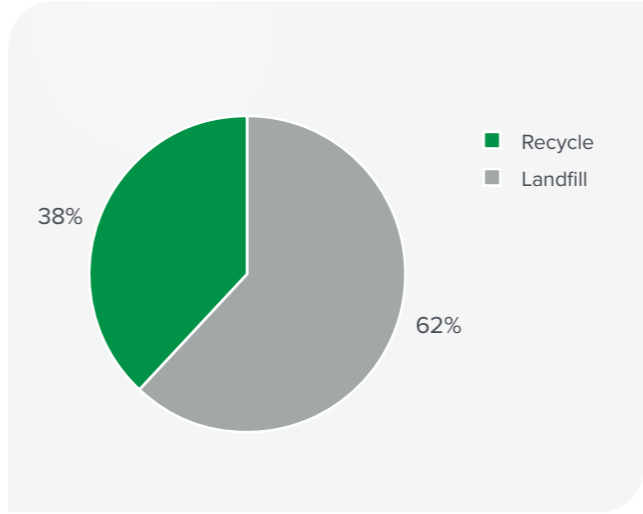# **2019** Data Scope 1 and 2 GHG Charts

The EdgeConneX global portfolio had less than 20% Scope 1 and Scope 2 Greenhouse Gas (GHG) volumetrically, of which we offset GHG Scope 2 with Guaranteed Origin Renewable credits. The majority of EdgeConneX GHG emissions are associated to Scope 3 and majority of these are based on downstream leased assets or capital goods, including building facilities.
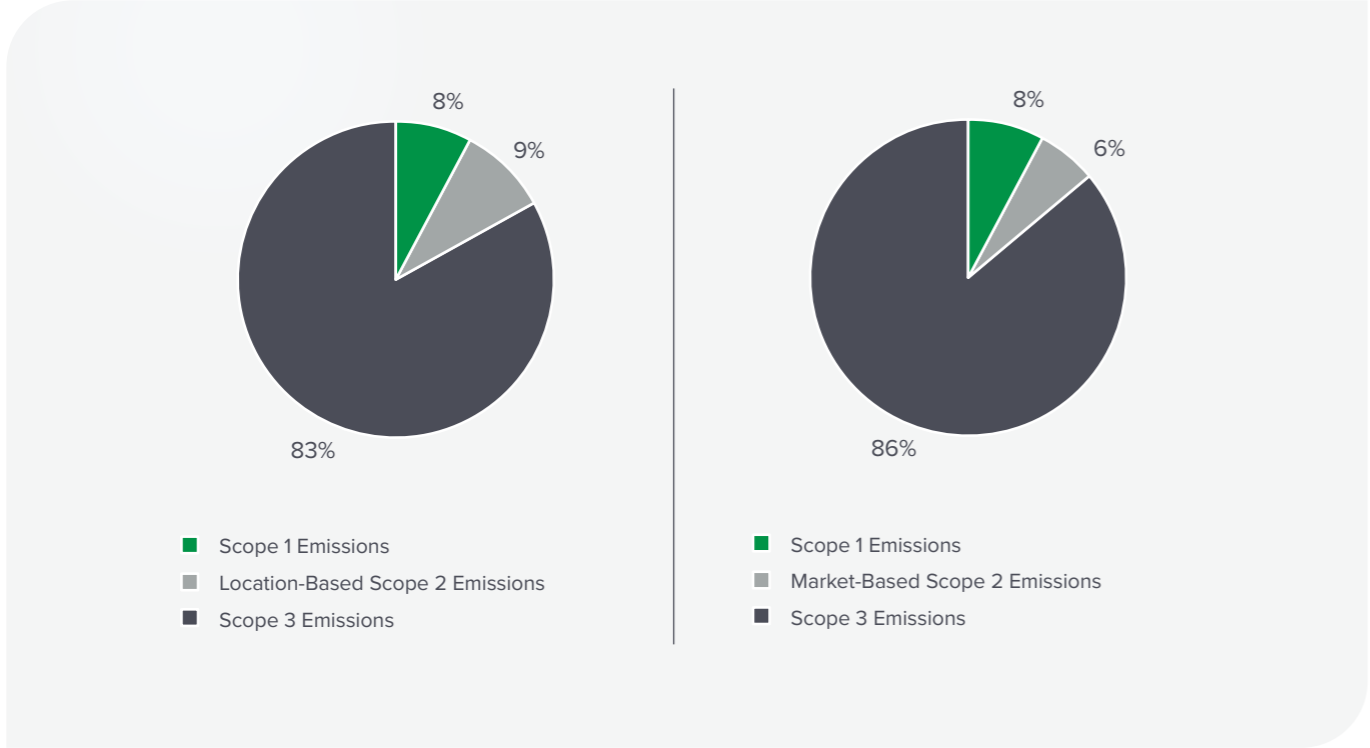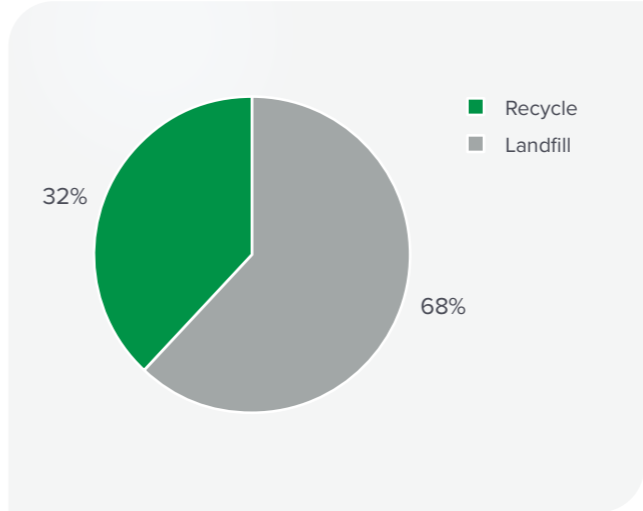


8%
10%
82%

■ Scope 1 Emissions
■ Location-Based Scope 2 Emissions
■ Scope 3 Emissions

9%
6%
85%

■ Scope 1 Emissions
■ Market-Based Scope 2 Emissions
■ Scope 3 Emissions

41%
57%
85%

■ Stationary Combustion
■ Refrigerants
■ Process Gasses
■ Market-Based Electricity

54%
44%
2%

■ Stationary Combustion
■ Refrigerants
■ Process Gasses
■ Location-Based Electricity

# **2019** GHG Scope 3 Chart



10%
21%
64%
4%
1%

■ Cat 1 -Purchased Goods & Services
■ Cat 2 - Capital Goods
■ Cat 3 - Fuel & Energy Activities
■ Cat 5 - Waste in Operations
■ Cat 6 - Business Travel
■ Cat 7 - Employee Commuting
■ Cat 8 - Upstream Leased Assets
■ Cat 13 - Downstream Leased Assets

# **2019** Solid Waste Summary



38%
62%

■ Recycle
■ Landfill

**At EdgeConneX, we consistently recycle over 30% of our waste.**

# **2020** Data Scope 1 and 2 GHG Charts

The EdgeConneX global portfolio had less than 20% Scope 1 and Scope 2 Greenhouse Gas (GHG) volumetrically, of which we offset GHG Scope 2 with Guaranteed Origin Renewable credits. The majority of EdgeConneX GHG emissions are associated to Scope 3 and majority of these are based on downstream leased assets or capital goods, including building facilities.



8%
9%
83%

■ Scope 1 Emissions
■ Location-Based Scope 2 Emissions
■ Scope 3 Emissions



8%
6%
86%

■ Scope 1 Emissions
■ Market-Based Scope 2 Emissions
■ Scope 3 Emissions



41%
52%
8%
2%

■ Stationary Combustion
■ Refrigerants
■ Process Gasses
■ Market-Based Electricity



54%
41%
4%
1%

■ Stationary Combustion
■ Refrigerants
■ Process Gasses
■ Location-Based Electricity

# **2020** GHG Scope 3 Chart



7%
32%
4%
57%

■ Cat 1 -Purchased Goods & Services
■ Cat 2 - Capital Goods
■ Cat 3 - Fuel & Energy Activities
■ Cat 5 - Waste in Operations
■ Cat 6 - Business Travel
■ Cat 7 - Employee Commuting
■ Cat 8 - Upstream Leased Assets
■ Cat 13 - Downstream Leased Assets
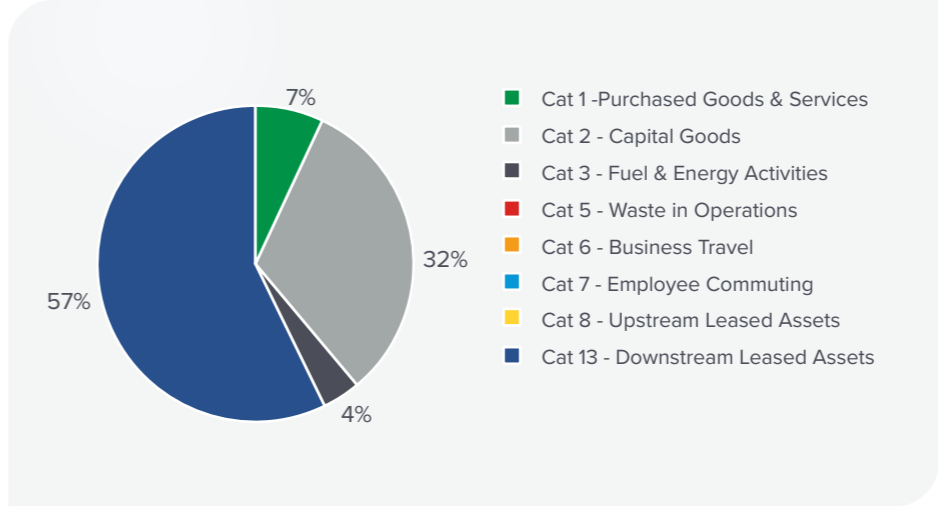
# **2020** Solid Waste Summary



32%
68%

■ Recycle
■ Landfill

**At EdgeConneX, we consistently recycle over 30% of our waste.**

# 3 Organizational overview, solutions and external environment

## About EdgeConneX

Founded in 2009, EdgeConneX is focused on driving innovation and helping our customers define and deliver their own unique vision for the Edge, at any scale, in any market worldwide, for any requirement. With headquarters in Herndon, Virginia, Amsterdam, and Singapore, we are building tomorrow's data center infrastructure, today.

Delivering innovative and proximate data center solutions ranging from 100kW to 100MW, we work closely with our customers to provide the scalable capacity, power, and connectivity they need to meet the growing demands of their business and their end users. In turn, our customers' data, content, applications, and cloud services can be securely delivered with enhanced performance and lower latency to any device, anywhere.

Since late 2013, EdgeConneX has built over 40 data centers, including Edge Data Centers® and a growing a number of regional and hyperscale solutions across North America, Europe, and South America, creating a new Edge of the Internet. At EdgeConneX, our focus on continuous innovation is driven by the growing, changing needs of our customers. EdgeOS® is our next generation data center operating system, providing customers with a single, secure view into their infrastructure deployed in any location across our global footprint. We listen and learn what our customers need, and we develop creative, tailored solutions for real estate, construction, power generation, remote hands support, pricing, and security to address those needs.

## Ownership

In November 2020, EQT Infrastructure IV closed the acquisition of EdgeConneX from Providence Equity Partners and Brown Brothers Harriman. EQT Infrastructure will continue to support the development of EdgeConneX and actively assist the company in its pursuit of new opportunities to grow in new and existing markets. EQT is a purpose-driven global investment organization with a 25-year track-record of consistent investment performance across multiple geographies, sectors, and strategies. EQT has raised more than EUR 75 billion since inception and currently more than EUR 46 billion in assets under management across 16 active funds within two business segments – Private Capital and Real Assets.
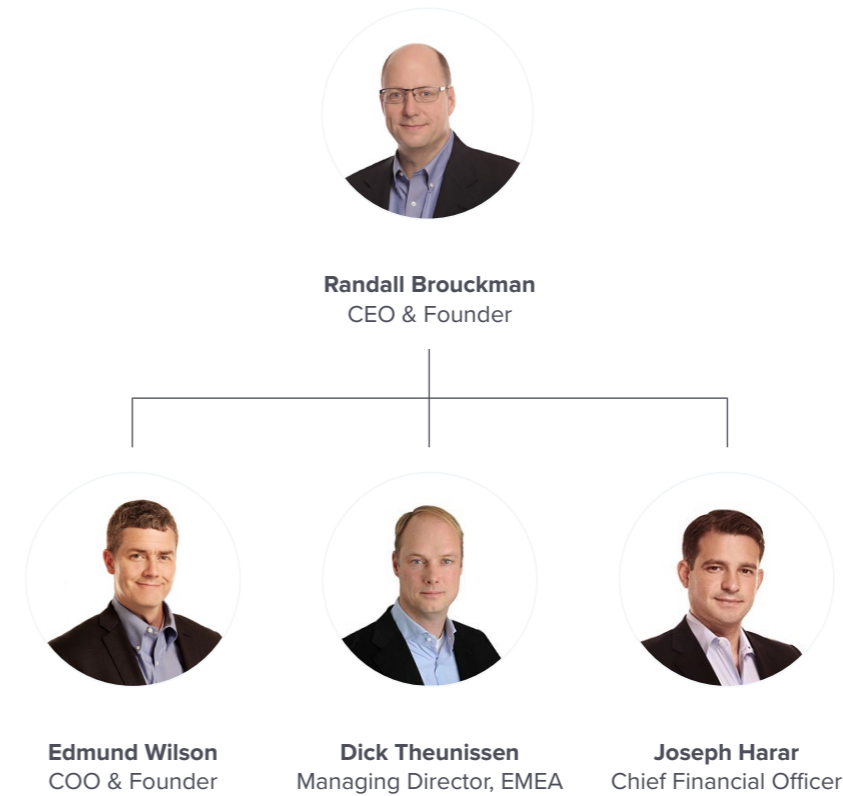
With its roots in the Wallenberg family's entrepreneurial mindset and philosophy of long-term ownership, EQT is guided by a set of strong values and a distinct corporate culture. EQT manages and advises funds and vehicles that invest across the world with the mission to future-proof companies, generate attractive returns and make a positive impact with everything EQT does.

In 2020, EQT AB formulated and published its Statement of Purpose on global sustainability. The Statement of Purpose was signed by the board of directors and articulates EQT's belief that long-term profit can only be generated if a company creates value for, and makes a positive impact on, a broad set of stakeholders, people and society. The Articles of Association were subsequently updated to recognize this statement as an underlying principle of EQT's ways of doing business.

> We deliver innovative and proximate data center solutions ranging from 100kW to 100MW

## EdgeConneX in 2019 and 2020 was organized as follows:

EdgeConneX leadership is structured by region (the Americas and EMEA) and by business line (Operations, Finance and Sales). The leadership team consists of four core executives where the sales organization reports directly to the CEO.



**Randall Brouckman**
CEO & Founder

**Edmund Wilson**
COO & Founder

**Dick Theunissen**
Managing Director, EMEA

**Joseph Harar**
Chief Financial Officer

# EdgeConneX Solutions

## A global data center provider, operating highly proximate, high-powered, purpose-built solutions for customers in any deployment globally.

EdgeConneX is always focused on our customers' needs, hiring and caring for the best people to support those customers, and ensuring we operate the business in the most sustainable manner. That means that at the core of our DNA we focus on our customers' needs.

EdgeConneX operates **more than 40 data centers in over 30 markets across the world** as of 2020. EdgeConneX has three main product lines within the data center business: data centers, connectivity solutions and data center services.

> We operate more than 40 data centers in over 30 markets across the world, from Hyperlocal to Hyperscale

### In the right place

With data centers in over 40 global markets, we work with you to build the Edge you need, where you need it, for optimized access and proximity to content, cloud, networks and end users.

### At the right time

Whether we're scaling existing capacity or building net new capacity, we deliver at the speed you need to keep your competitive edge.

### In the right configuration

From Hyperscale to IoT, we have hands-on experience delivering data center solutions from 100kW to 100MW, in your neighborhood and around the globe.

### Connected

Our date centers offer diverse network access to many of the world's largest MSOs, ISPs, fiber, and mobile providers, as well as on-ramps for the major Cloud Service Providers.

### Sustainable

Sustainability is both how we deliver for our customers and how we run our business. It manifests in a variety of ways. For example, our joint venture with Adani Enterprises, announced in 2021, to develop 1 GW of sustainable data center platform capacity in India.

### Automated

EdgeOS, our unique, next-generation self-service DCIM application, provides visibility into every aspect of data center operations across all EdgeConneX facilities, from a single pane of glass.

## Data center Solutions:

EdgeConneX's data centers solutions range from **100kW to 100+MW**, and deliver the scale needed by the customer, in any market, in their required time frame, based on their business needs. As every customer is unique and has different specific requirements, this means that we work with our customers to build the data center they want. This has the added benefit that EdgeConneX does not build data centers speculatively. Reducing customer/occupancy risks and means that there are no vacant assets that put an unnecessary claim on both financial and material resources.

## Connectivity Solutions:

EdgeConneX is a carrier neutral data center operator. We have over 50 service network providers which you can connect to in our data centers. To connect to these network and between other customers we have the following services:

- **Cross connects:** on site network connectivity between two different termination locations within our data center though physically hard-wired connections. These ensure low latency connections.

- **Virtual connections:** EdgeConneX has a list of Software Defined Networking (SDN) partners which enable virtual connections locally within our data center or across countries or the globe. These virtual cross connects (VXC's) can be provisioned real-time through our online portal.

- **Cloud interconnections:** on-site private connections between your deployment in our collocation equipment and the cloud. EdgeConneX partners amongst others with AWS, Microsoft Azure and Google Cloud.

- **Peering Exchanges:** available in select data centers for localized peering for Internet Service Providers (ISP's) between networks and exchange IP traffic.

## Data center Services

When deploying a data center our customers require uninterrupted power combined with their own requirements EdgeConneX can deliver this through their own services. EdgeConneX works closely with customers to improve the power density in our 40+ data centers worldwide, driving efficiency and working with local utilities to identify creative solutions for generating energy in power-constrained markets as demand rises. To make sure these deployments perform as sustainable as possible.

EdgeConneX data centers offer up to 30kW per rack with standard containment solutions. This allows more computing power to occupy a smaller physical footprint, and allows our customers to take advantage of new, more energy efficient processors and servers that require less power to perform even more processing-intensive work. EdgeConneX also has the experience to provide industry expertise on the key business drivers regarding power options, green energy with tariff evaluations, local and regional Renewable Energy Credits (RECs), direct power purchase agreements, and other creative solutions.

## DCIM Solution: EdgeOS

EdgeOS, our industry-leading Data Center Information Manager (DCIM), allows customers to manage their services, assets, and support across all EdgeConneX data centers from a single web portal. EdgeOS offers visibility, notifications, ticketing, reporting, and more, for over one million monitored data points. By automating our data centers as much as possible, we empower our customers to remotely manage and monitor their deployments from anywhere in the world. This has the added benefit that it greatly reduces the amount of travel required for data center personnel. Not only for EdgeConneX employees but especially for our customers. Experts can remotely monitor their equipment and troubleshoot.

> EdgeOS, our industry-leading Data Center Information Manager (DCIM), allows customers to manage their services, assets, and support across all EdgeConneX data centers from a single web portal reducing air and car travel requirements for customers, vendors, and EdgeConneX staff

## Services: Remote Hands

As part of delivering our Edge data centers around the world, we include services that are critical to ensuring our customer's deployments are always secure, always available, and always visible 24x7x365.
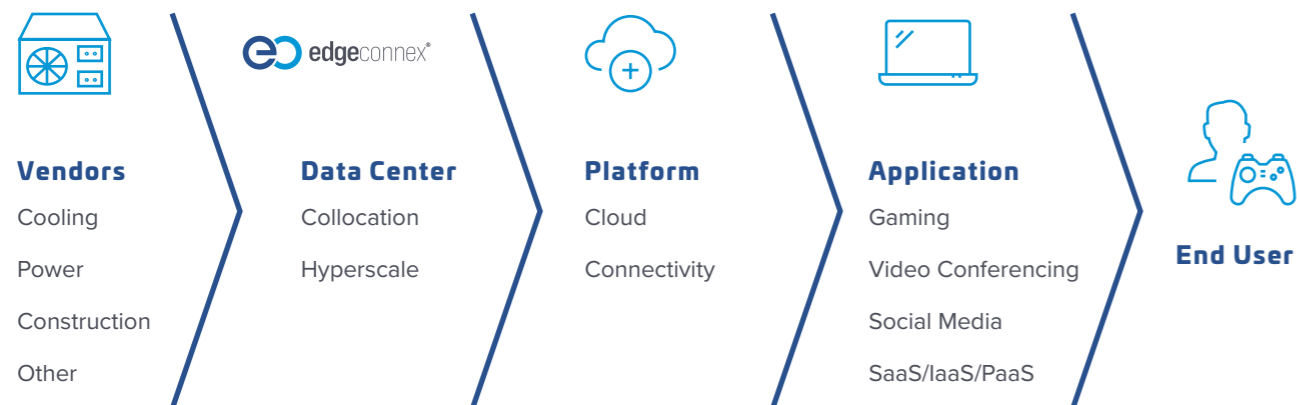
## Value Chain

At EdgeConneX we want to continue to do business with suppliers and customers who share our commitment to sustainability. The sustainability challenges that we address require us to engage beyond our own operations. Managing our supply and value chain in a responsible manner requires a structured approach which we continue to refine and sharpen with continuous improvement. We are aligned with our customers and suppliers covering the assessment and development of their sustainability performance (audits and training), and carbon disclosure of our supply chain.

As a data center operator our vendors such as utilities, equipment and contractors enable us to build and operate our data centers effectively and sustainably. It is also important to note that many of the largest platform, cloud, and application providers in the world are our customers and the drive for sustainable solutions extends to our customers and the performance they demand from their own suppliers.

In the coming years we will continue and intensify these steps and when required establish new relationships with vendors that share our mission, vision and values and specifically to drive down our Scope 3 emissions.

We are in continuous contact with our customers and suppliers covering the assessment and development of their sustainability performance (audits and training), and carbon disclosure of our supply chain



**Vendors**
Cooling
Power
Construction
Other

**Data Center**
Collocation
Hyperscale

**Platform**
Cloud
Connectivity

**Application**
Gaming
Video Conferencing
Social Media
SaaS/IaaS/PaaS

**End User**

# EdgeConneX vision, mission and values

## EdgeConneX's culture is one of high performance

The EdgeConneX culture is one of high performance. One where the different components of the business are not only focused on improving the financial performance and quality of our products, but on sustainability, as well. EdgeConneX supports its employees, by setting them up for success and providing the tools they need to fulfil their roles. Our culture and core values are focused on velocity, excellence, teamwork, success and diversity.

**Velocity:** We are eager to create our "tomorrows" today. We embrace an attitude that exudes innovation and efficiency and strive to change the status quo. We provide infrastructure for the world's digital economy, a position of leadership that requires us to be fast, flexible, innovative, and thorough.

**Excellence:** We show our commitment to our customers through excellence in service delivery, the pursuit of the highest quality product, and conduct that is aligned with our company's policies around process, security and integrity. We are accountable for our actions and performance and view them as a direct reflection of our company.

**Teamwork:** We work effectively as a team and build collaborative relationships, both internally as an organization and externally, with customers, partners, suppliers, and neighboring communities.

**Success:** We approach each day with the objective of improving our product, our processes, and our delivery in a manner that differentiates EdgeConneX in the market. We are highly motivated and passionate about who we are, what we do, and how we innovate. Results matter, but so do the steps we take to achieve them.

**Diversity:** We believe diversity – of thought, backgrounds and experiences – affects all that we do, from our employees to the solutions we deliver. Our goal is to create an environment in which inclusion through diversity helps enrich the lives and work experience of our employees, enhances our innovation and creativity, and enriches our involvement in our communities.

All EdgeConneX employees are expected to conduct business so as to enhance the company's reputation.

### The overriding principles which should govern our behavior and business dealings are:

- We compete vigorously and ethically in the markets in which we operate, and we follow the laws and regulations of the countries in which we do business.

- Corrupt practices are not tolerated and we act in accordance with the laws governing our headquarters locations and the local markets where we operate.

- Employees must not engage in activities that involve, or could appear to involve, a conflict between their personal interests and the interests of EdgeConneX.

- Employees who come forward with legitimate allegations of misconduct anywhere in the organization will be treated with respect and will not face retaliation. They may express their complaints to their line manager, a member of the Legal or Human Resources teams, or the ECX Anonymous hotline. Their complaints will be thoroughly reviewed, and appropriate action will be taken as necessary.

> Our goal is to create an environment in which inclusion through diversity helps enrich the lives and work experience of our employees, enhances our innovation and creativity, and enriches our involvement in our communities

## 126
### employees
in 2020

## 8
### countries
AR, CH, DE, IE, NL, PL, UK, US

**South America**
Buenos Aires and Santiago added in 2020

# Internal and External Risk Factors

## COVID-19

The rapid spread of the COVID-19 virus in 2020 created a large number of challenges for EdgeConneX. The health, safety and welfare of our employees took priority as well as maintain our facilities 100% uptime. We have been prepared for a pandemic such as this in our business continuity plans. This to ensure that we can maintain and improve our service levels to our customers. We continue to closely monitor the spread of the COVID-19 virus in the regions where we operate and, in the regions, where we expand our business. In alignment with COVID-19 pandemic global and in country policies, EdgeConneX enacted social distancing and cleaning to prevent the spread of the virus.

## Increased demand for data center services due to remote operations

In addition, we have seen a tremendous growth in our business, as people started to work remotely. This created a large demand for our data center services as well as requests from customers to develop new data center solutions and location. In the last 2 years our data center services have scaled up, including on-site services and remote services. The growth, we believe is sustainable in that much of the workforce has adopted to working remotely for the future. However, the added demand also causes risks in that our customers demand growth in our data centers that many times is difficult to balance with limited on-site personnel and operations. Working with our customers we have generally mitigated or provided transparency into the schedule and/or market risks.

## COVID-19 disrupted air travel and supply chain

Although not many of our projects were affected by disrupted supply chains in 2020, we have some issues at specific projects. We saw that deliveries were pushed out because factories closed due to their workers contracting COVID-19. Fortunately, we were able to remedy this by having ordered early and making sure that materials were already on site. Looking forward however we see that supply chains are no longer as severely impacted by factory closures but by the fact that a lot of supply chains constraints have materialized globally that are impacting many aspects of the world economies either directly or indirectly. The way we are handing this is by being more pro-active with ordering equipment and making sure that our suppliers have their components ordered in time as well.

## Lack of transport capacity in many markets

We see that with a global energy transition; which moves away from centralized thermal power generation assets to distributed intermittent renewable generation assets and displacing fossil fuels with increased electrification increases the strain on our transmission and distribution grid.

The energy transition is important but we see that the timelines where the energy transition is taking place and the speed with which grid operators can invest in new capacities is not aligned. In certain markets it can take 5-10 years to increase connection capacity, While the investment cycles of consumers and business are much shorter. For instance it takes EdgeConneX less than 2 years from the moment of project inception to project completion. Which makes it very hard for operators to make appropriate investment decisions.
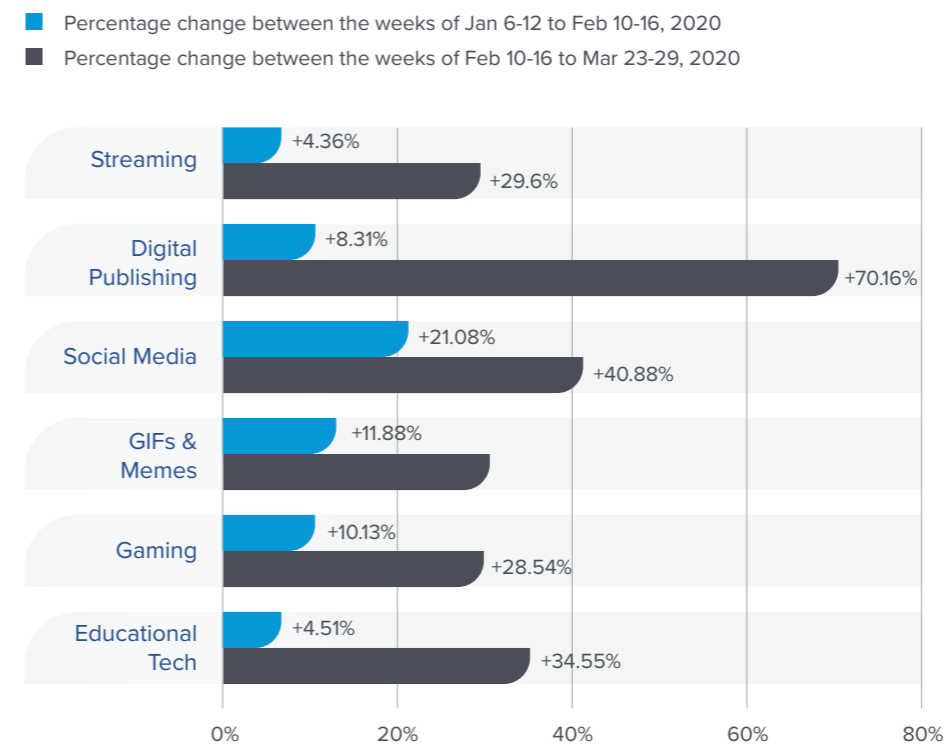
EdgeConneX sees that at the transmission level there is insufficient capacity and therefore it is investing in electric infrastructure to ensure the development of new data center remains possible. Amsterdam is the first market where in 2019 we took this step and where in 2020 construction started and where mid-2021 a 150/20 kV substation is brought online.

## Lock downs increased demand for Data center and Data center services

As global lock downs were implemented in 2020 we also noted that by people working from home as well as in order to entertain and educate themselves that the amount of data traffic increased tremendously. The following picture shows that in the matter of months in some sectors the traffic increased by 35 – 70%.

This has meant that in the first few months our employees and suppliers have been very hard at work to meet the demand. Looking at our availability and uptime we were able to meet this demand. In the coming years we have seen our customers bring forward their investment agenda's. However with the other trends in this list the it becomes more and more interesting and challenging how to meet this demand.

## Changing in Average Requests Per Second (RSP)

■ Percentage change between the weeks of Jan 6-12 to Feb 10-16, 2020
■ Percentage change between the weeks of Feb 10-16 to Mar 23-29, 2020



*Source: Fastly, "How COVID-19 is affecting the internet performance", 2020)*

## Ability to recruit technical personnel, due general global labour shortages

Even though the pandemic led to a rise in unemployment we see that skilled (technical) talent is hard to come by. Since 2019 EdgeConneX invested into our alliance with the Capstone project. For more information on our Capstone project and case studies please visit our website.

In the next few years, we want to further extend the Capstone project and implement this in other markets where we are present.

## Levels of Health & Safety in new entry markets

Health & safety is a key sustainability metric for EdgeConneX. It is important that everybody who works in our data centers is able to do so safely and at the end of the day can go home and spend time with their loved ones. In our existing markets in Europe and the Unites States we have been able to improve the safety record and practices at our sites considerably. However new markets pose a challenge as new contacts need to be formed and workers / businesses need to become accustomed to our practices. In new markets we put a lot of attention on the basics: lifesaving rules and making sure that we provide personal protective equipment in case people do not have the correct equipment for the job.

Finally, we focus with our suppliers on safety training and toolboxes, to improve and embed health & safety on our projects. As of 2020 we have hired a full-time global director of safety.

## Increase resistance to data center development in mature countries (water, power), Stronger regulatory drive to improve sustainability

As an example, in 2019 the Metropole Region Amsterdam announced a data center stop. Local stakeholders became increasingly concerned with the negative effects of data center developments in the area namely:

- Claim on electrical transport/distribution capacity

- Claim on water for cooling

- Inclusion of data centers in the built-environment

- Impact on sustainability

EdgeConneX was able to combat these concerns and continue the development of our data center, as earlier it had invested in a 150/20 kV substation, which meant that it did not claim scarce transport capacity which also spurs other economic developments and the energy transition in the area. Furthermore, EdgeConneX data centers no longer use water vapor (evaporative) cooling. In the coming years EdgeConneX will further commit itself to improve the inclusion of data centers in the built environment. By investing in natural embankments and landscaping that improve biodiversity, improved attention to the design of the data centers, so they fit in the environment better and finally continue with minimization of water use in our data center design.

Attention is given to existing data center as well. We invested in a patented water treatment system which reduced our water usage at some of our Amsterdam data center facilities by 30% per year. Finally, we continue to work with our customers and supplier to drive down the PuE by ensuring our facilities are operating at maximum efficiency in concert with optimal operating conditions for our customers' IT equipment.

> It is important that everybody who works in our data centers is able to do so safely and at the end of the day can go home and spend time with their loved ones

# EdgeConneX Activities, Markets, and Competitive Landscape

## Principal Activities and Markets

EdgeConneX is a global provider of data center solutions and Internet infrastructure, facilitating capacity, power, connectivity, and operational platforms for managing data center assets.

- **Data Centers:** Ranging from small EdgePoP equipment in metropolitan office buildings to Edge data centers scaling between 1MW and 10MW, and hyperscale data centers offering more than 40MW of power for service providers in the cloud, content, and networking spaces, EdgeConneX is uniquely positioned to deliver solutions that span the full spectrum of data center facilities

- **Markets:** EdgeConneX is a global provider, with more than thirty markets in eleven countries (2022) across four continents around the globe

- **Services:** As part of our data center offerings EdgeConneX facilitates customer access to network connectivity, power resources, facility and asset security, operations applications that may be accessed remotely, and managed services offered through select partners

## Competitive Landscape

In the decade since its founding, EdgeConneX has grown from a supplier of small data and communications devices, to a global player with over 200MW of data center power and capacity in operation, and another 200MW in development independently (as of 2022).

EdgeConneX occupies a unique position among data center providers, in part owing to its history, of working closely with customers to build what they need, at the scale they need, in the location they need it. We develop data center facilities to the specifications of our customers rather than speculatively, so whether a customer needs a 1MW data center in an under-served but emerging market or a 60MW hyperscale facility near an Internet peering point, EdgeConneX responds to the requirements defined in consultation with the customer.

EdgeConneX is a growing, thriving data center provider in an industry with fierce competition on many factors, including pricing, connectivity, flexibility, reach, operational tools and experience, security, proximity, and real estate acumen. We compete in this industry by working with our customers to find locations, work with regulatory and community leaders, identify and develop power and cooling resources, building, and operating world-class facilities around the globe.

In our view, as competitive as it is, the data center industry must collectively address the need for sustainable solutions. These solutions are critical for the planet and its people, and also for the industry itself, which needs to make effective, efficient use of land, water, power, cooling, and remote operational technologies.

EdgeConneX is committed to working with the sustainability programs crafted by our customers, partners, industry standards bodies, and even our competitors. We are closely aligned with EQT on pursuing robust sustainability goals, relying on global standards for guidance and investing in innovations that will help us develop and deliver on even more aggressive commitments.

> We develop data center facilities to the specifications of our customers rather than speculatively

# 4 Our Material Matters

In 2021 we conducted a materiality assessment to identify key topics relevant to our business and help us determine where we should be focusing our efforts and reporting. We took a high-level approach, drawing on principles from the GRI Standards, to help us lay the groundwork for more comprehensive future assessments. The process was initialized by EdgeConneX executive leadership when we decided in 2020 to issue an annual sustainability report. The execution of the materiality assessment was assigned to and managed through the sustainability project team.

With the help of an external consultant (WSP), EdgeConneX identified relevant topics and rated each on their importance to EdgeConneX and importance to our stakeholders. Ratings were based on peer benchmarking, market research, and internal surveys with EdgeConneX employees that understand our business and work with our stakeholders. The boundary of our assessment was closely aligned with our direct operations. This high-level approach, drawing on principles from the GRI Standards, was used to help us lay the groundwork for more comprehensive future assessments.

The relevant topics and stakeholders we identified through this process are shown in the tables below. It is important that as part of the questionnaire we corrected for bias. This was done by ensuring that responders were selected from all levels and departments within EdgeConneX.

## Sustainability topics identified through the assessment

### Economic & Governance

- Economic performance
- Anti-corruption
- Business ethics & integrity
- Anti-competitive behavior
- Tax responsibility
- Innovation & Technology

### Social

- Employee attraction & retention
- Occupational health & safety
- Employee training & education
- Diversity & inclusion
- Equal pay & wage gap
- Non-discrimination
- Freedom of association & collective bargaining
- Human rights
- Data privacy & security
- Employee well-being
- Charitable giving & volunteering
- Community investment & job creation

### Environmental

- Air quality
- Climate change resiliency
- Climate risks & opportunities
- Responsible supply chain
- Energy use
- Water
- GHG emissions
- Waste
- Biodiversity and land impacts
- Land use

During the materiality assessment we also checked and verified the following stakeholders based on employees responses for EdgeConneX. It is our intent when we update the assessment in 2022, that we invite these stakeholders as well to respond and contribute to our materiality index.

## Stakeholders identified through assessment

- Employees
- Customers
- Suppliers
- Industry associations
- Competitors
- Investors
- Local communities
- News media
- Utilities
- Partners
- Elected officials
- NGOs
- Ratings organizations

The Materiality Matrix below shows the results of the rating process and helped us establish the metrics for inclusion in this report.
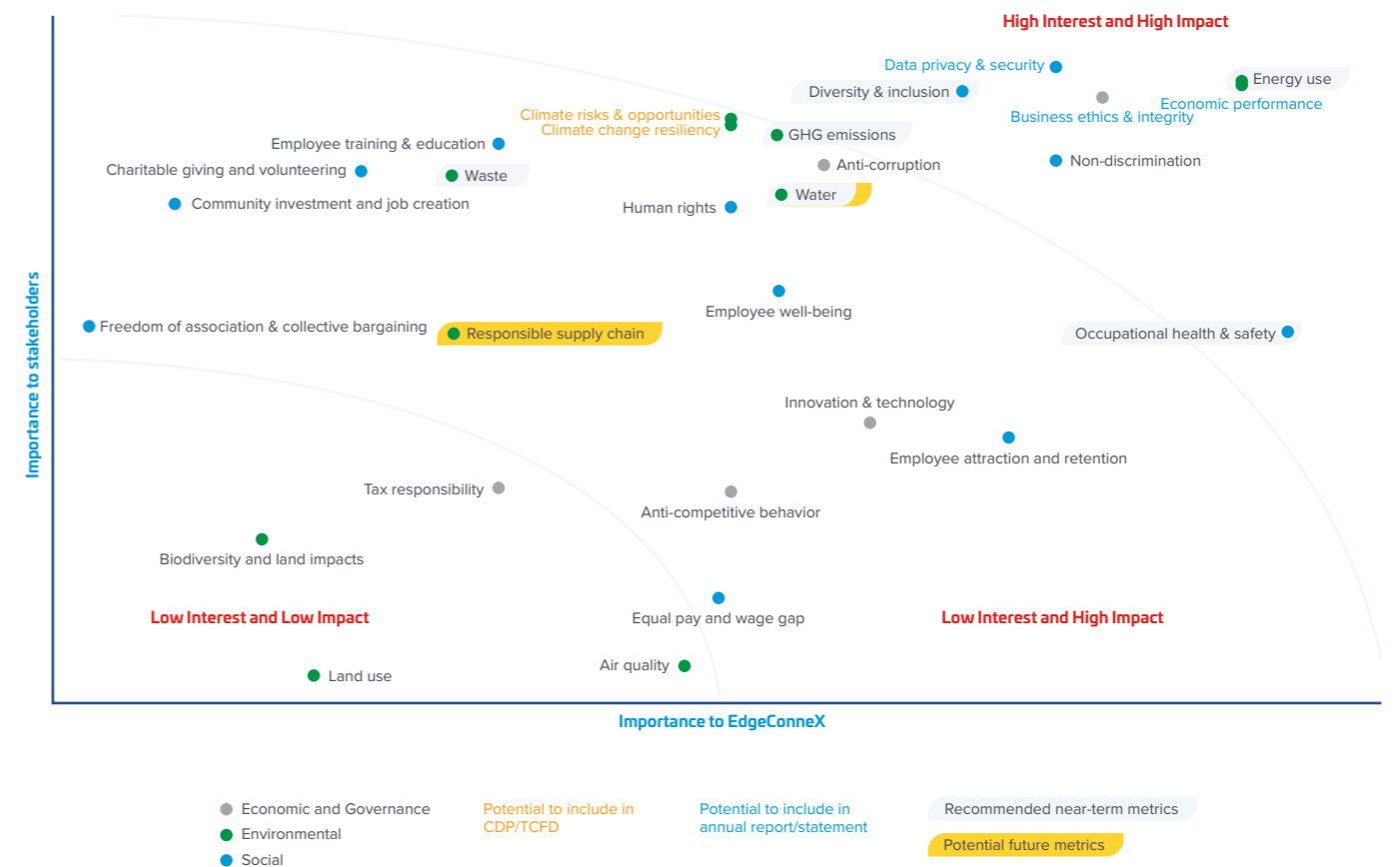
As EdgeConneX continues to deepen our understanding of our impacts and opportunities, we will expand the boundary of our assessment to include more indirect upstream and downstream impacts associated with our value chain. Additionally, we intend to engage directly with external stakeholders to further understand the aspects of our business that are most important to them. We see stakeholder engagement as an opportunity to strengthen our relationship with our customers, the communities where we have operations, and more broadly the global community.

From the Materiality Matrix the following material matters to EdgeConneX were identified, which form part of our sustainability roadmap. From the Materiality Matrix the following material matters for EdgeConneX were identified as the starting point to track annual metrics which form part of our sustainability roadmap.

## Based on the mapping above, we track the following metrics:

**Scope 1, 2, 3 GHG emissions (metric tons CO2e)\***

- Total energy (MWh) *

- Renewable electricity procurement (MWh, %) *

- Power usage effectiveness (PUE)

- Water withdrawals (gallons) *

- Waste by disposal method (metric tons) *

- Diversity and inclusion metrics

- Occupational health and safety

This is the first EdgeConneX Materiality Matrix and should be viewed as the starting point to develop further. For next year's iteration EdgeConneX plans to also include inputs from both our vendors, strategic partners and customers. This will broaden our view and confirm which goals are truly important for which stakeholders.

# 5 Our Strategy

## EdgeConneX wants to be known in the industry as the best-in-class sustainable data center provider

We have taken the first of many steps , and we also understand that we still have a long way to go to achieve our goal. In 2020 we launched our Customer, People, Planet strategy by implementing our first holistic ESG sustainability policy.

This holistic ESG sustainability strategy leads to EdgeConneX goal in 2030 of becoming a carbon-, waste-, and water-neutral data center provider, developing and operating a data center platform powered by 100% renewable energy.

Making this work means that we cannot forego one of the most important pillars of our organization: people. To become an organization people want to work for, one where people take pride in their work as well as make a difference and to strive to improve the organization day by day, we need to invest in people, so they are able to innovate and work with our customers to achieve results.

In 2020 we launched our Customer, People, Planet strategy by implementing our first holistic ESG sustainability policy

The KPI's shown below are from the Materiality Matrix assessment as well as goal setting and leadership direction. The table below also shows our United Nations Sustainable Development Goals (UN SDG) alignment. To ensure that our targets are directly related to a specific SDG indicator which it will quantitatively affect. There are also 11 other UN SDG's where we have connections to or that we will affect, however these relations are more qualitative rather than quantitative and therefore are omitted for the basis of this report, and are therefore not listed.

## Our 3 pillars

| Customers | People | Planet |
|---|---|---|
| Being responsive to our customer needs, deliver a reliable service that empowers our customers to manage their data asset remotely with unparalleled control | Invest in our people, create an inclusive place to work so everyone can perform at their highest level. While being a good neighbor in the communities where we are present. Sustainability is not achieved in isolation but through collaboration | Committed to perform carbon, water and waste neutral as of 2030. By employing new technologies and leveraging EdgeOS to reduce less travel to data center locations across the globe |

**SDGs**

| Customers | People | Planet |
|---|---|---|
| 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 5 GENDER EQUALITY / 8 DECENT WORK AND ECONOMIC GROWTH | 7 AFFORDABLE AND CLEAN ENERGY / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 13 CLIMATE ACTION |

**KPI**

| Customers | People | Planet |
|---|---|---|
| ■ Economic Performance | ■ Business Ethics & Integrity | ■ Electricity Purchases |
| ■ Data Breaches | ■ Diversity & Inclusion | ■ Renewable Energy |
| ■ Total Data Center Uptime | ■ Non-Discrimination | ■ Power Usage Effectiveness |
| | ■ Health & Safety | ■ Climate Impact & Resilience |
| | | ■ Scope 1, 2 and 3 Emissions |
| | | ■ Water Withdrawals |
| | | ■ Water-free Cooling Sites |
| | | ■ Waste to Landfill |

# Strategy Progress

Our world faces challenges from climate change, decreases in biodiversity, and inequality. As a purpose-driven organization with an ambitious growth path, we want to take urgent action to address these challenges. Therefore, we have taken the first steps in data gathering and started the first initiatives to make our employees more conscious of sustainability in their day-to-day activities. This was done to ensure that we observe behavioral changes so our employees include sustainability in their day-to-day decision making. Our main focus in 2020 was on becoming a more diverse and inclusive company. To achieve those goals we have implemented trainings on anti-harassment and bias workshops, so people are more conscious of their behavior.

These steps will only be further accelerated by the example and guidance of EQT Infrastructure, our new owner since November of 2020. EQT has ambitious targets for sustainability that as EdgeConneX we want to outperform. We want to become the top performing sustainability company holding in their portfolio.

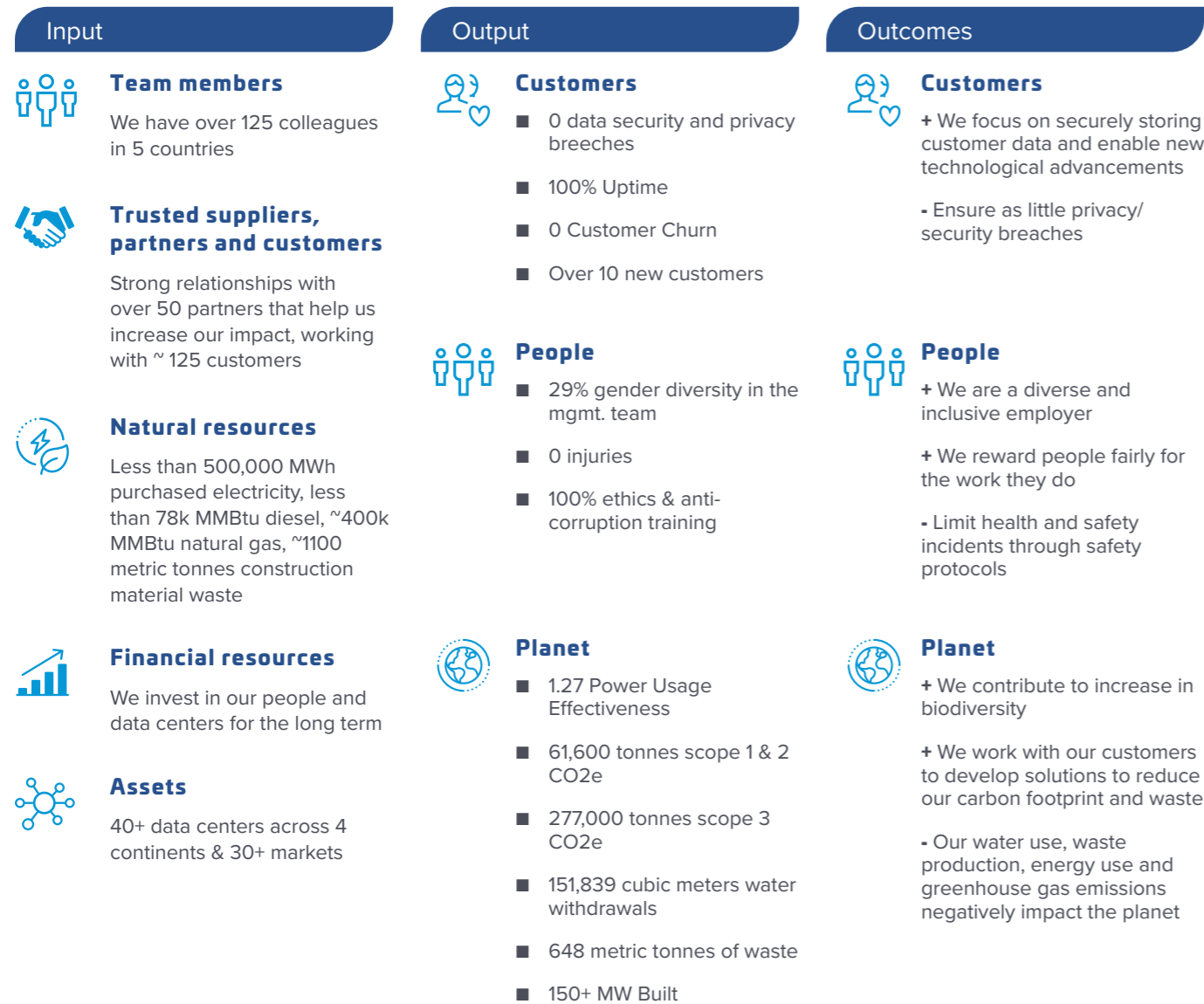| Our 2020 Achievements | SDGs | Our Contribution | Our 2025 Commitments |
|---|---|---|---|
| Hired 2 employees from our Capstone project | 5 GENDER EQUALITY | We provide mentors and work experience to our capstone students in the data center industry so they can position themselves for a sold career | Expand the capstone project internationally and hire 5 employees a year from there. |
| In 2020 all our North American data centers are powered by renewable energy | 7 AFFORDABLE AND CLEAN ENERGY | In 2021 we want all our data centers, including PuE to be powered by 100% renewable energy. | Making sure that we no longer offset, but ensure that our renewable power purchases match our consumption on an hourly basis. |
| LTIR of 0.4 | 8 DECENT WORK AND ECONOMIC GROWTH | We foster a safe working environment globally. Where everyone after a days work is able to return home. We ensure that in our projects everyone has the correct tools and training for the Job. | Half our LTIR from 0.4 to 0.2 cases with absence every 200.000 worked hours, including contractor performance on our projects |
| Over 40% growth in contracted capacity | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | Our customers acknowledge our successful data center operation model. We need to ensure that the unparalleled growth path is continued down a sustainable path. | Triple our installed capacity base. While lowering out carbon emission per unit of production by 20% |
| Our first biodiversity project, where we create a natural embankments around our AMS data center campus. | 13 CLIMATE ACTION | Our data centers need to contribute to their environment by increasing biodiversity. These need to be a safe haven for flora and fauna | All our new data centers have a landscaping plan, created by an ecologist. |

# 6 Our Value Creation
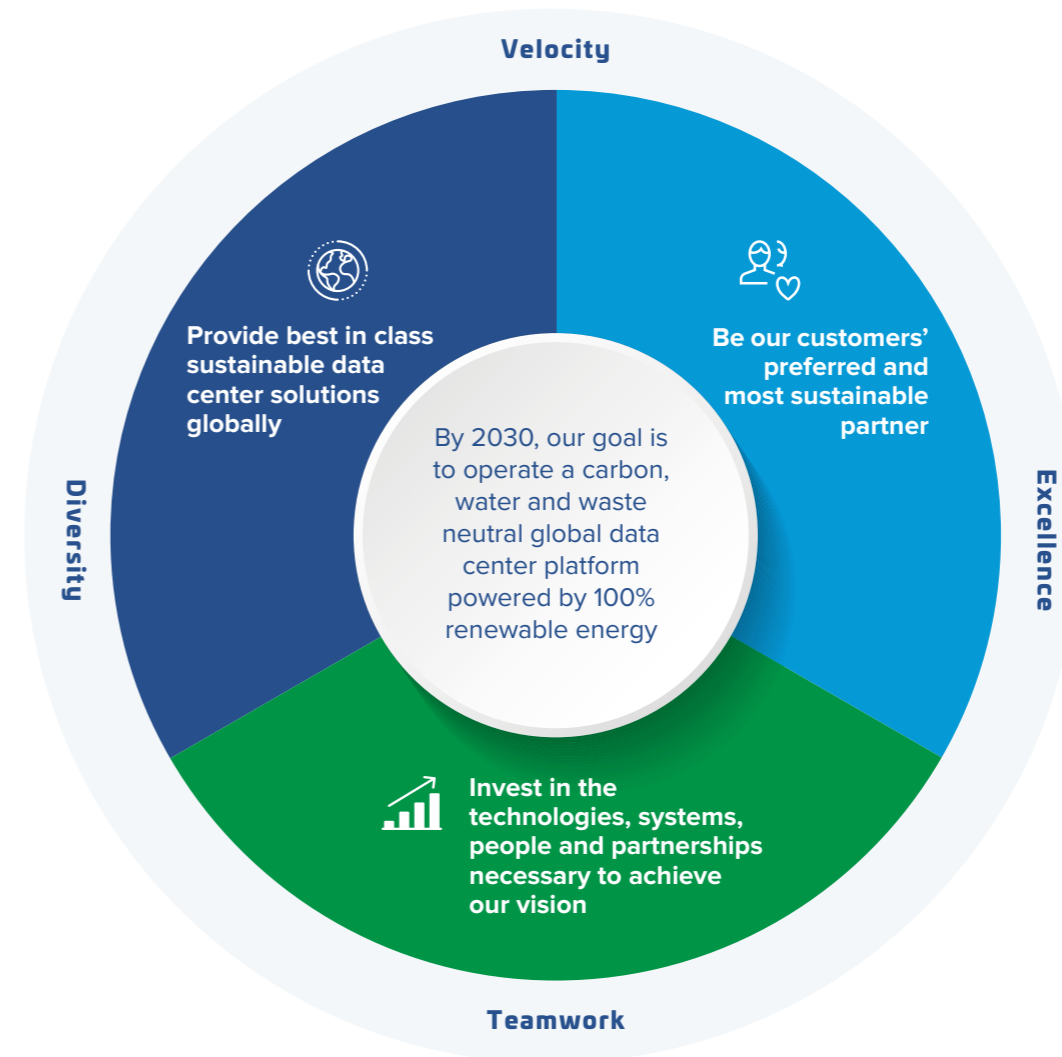## Creating Long Term Value

At EdgeConneX our strategic priorities aim to address the global growth for digitization, cyber security and digital services, while contributing to the achievement of the UN Sustainable Development Goals (SDGs). With our purpose to extend the reach of the internet and deliver content, cloud services, connectivity, and applications rapidly and securely we create long term value beyond our financial performance. EdgeConneX creates value through financial, environmental, and social resources. Our activities and our way of doing business have a significant impact on customers, employees and society at large. As EdgeConneX is a transparent company it does not shy away from reporting the negative impacts of our operations as well. This to ensure that we take action to minimize and mitigate these.

## Input

**Team members**
We have over 125 colleagues in 5 countries

**Trusted suppliers, partners and customers**
Strong relationships with over 50 partners that help us increase our impact, working with ~ 125 customers

**Natural resources**
Less than 500,000 MWh purchased electricity, less than 78k MMBtu diesel, ~400k MMBtu natural gas, ~1100 metric tonnes construction material waste

**Financial resources**
We invest in our people and data centers for the long term

**Assets**
40+ data centers across 4 continents & 30+ markets

## Output

**Customers**
- 0 data security and privacy breeches
- 100% Uptime
- 0 Customer Churn
- Over 10 new customers

**People**
- 29% gender diversity in the mgmt. team
- 0 injuries
- 100% ethics & anti-corruption training

**Planet**
- 1.27 Power Usage Effectiveness
- 61,600 tonnes scope 1 & 2 $CO_2e$
- 277,000 tonnes scope 3 $CO_2e$
- 151,839 cubic meters water withdrawals
- 648 metric tonnes of waste
- 150+ MW Built

## Outcomes

**Customers**
+ We focus on securely storing customer data and enable new technological advancements
- Ensure as little privacy/ security breaches

**People**
+ We are a diverse and inclusive employer
+ We reward people fairly for the work they do
- Limit health and safety incidents through safety protocols

**Planet**
+ We contribute to increase in biodiversity
+ We work with our customers to develop solutions to reduce our carbon footprint and waste
- Our water use, waste production, energy use and greenhouse gas emissions negatively impact the planet

*Source: 2019 data*

*Source: 2019 data*

# Business Model



Velocity / Excellence / Teamwork / Diversity

Provide best in class sustainable data center solutions globally

Be our customers' preferred and most sustainable partner

By 2030, our goal is to operate a carbon, water and waste neutral global data center platform powered by 100% renewable energy

Invest in the technologies, systems, people and partnerships necessary to achieve our vision

## SDGs



By identifying our impacts, we can better compare the financial, social, and environmental effects of our business. This enables more effective and efficient decision making and gives a holistic view on our most prominent risks and opportunities. It also provides further transparency to our stakeholders on our company performance.

# 7 Risks and Opportunities

## We believe that taking risks is an inherent part of entrepreneurial behavior

By following appropriate risk management processes our leadership can take risks in a controlled manner. EdgeConneX's risk management and controls are deigned tot provide the appropriate assurance that strategic and financial business objectives are met by integrating management controls in our daily operation and future data center developments. This ensures compliance with legal requirements and safeguarding the integrity of our companies financial reporting and its related disclosures. The components of our risk management process are listed below:

1. Corporate Governance

2. Business Control Framework

3. Integrity Code / Code of Conduct

Acting with integrity is the cornerstone for the success of EdgeConneX and a key part of our core values. Acting with integrity means making the right choices when faced with ethical dilemma' and holding ourselves and each other to higher standards of behavior. Our code of conduct has been adopted by our leadership and applies to all EdgeConneX employees internationally and its controlled subsidiaries. The integrity forms the minimum level of behavior.

To increase the level of awareness and to create engagement of our employees, all employees receive a yearly training though the Rise platform, which every employee has to pass. In case of ethical dilemma's employees are referred to their local HR person for guidance. The HR representative will take further action when needed.

The code of conduct is supported by mechanisms that ensure standardized reporting, escalation and investigation of concerns. These can be found in our Employee Handbook. It urges employees and third parties to report any concerns they may have regarding business conduct in relation to our code of conduct. All concerns raised are registered and investigated according to standardized investigation procedures.

### Key risks:

Risk management at EdgeConneX focuses on the following risk categories: Strategic, Operational, Financial and compliance risks. The risk appetite varies across the risk categories.

- Strategic Risks
- Operational Risks
- Financial Risks
- Compliance Risks

Please see examples on the following page.

> To increase the level of awareness and to create engagement among our staff, all employees receive yearly training though the Rise platform, which every employee is required to complete successfully

| Risk | Description | Mitigation Actions |
|------|-------------|--------------------|
| COVID-19 | The COVID-19 outbreak creates both construction and operational risks.<br><br>The operational risks are there regarding working together in confined spaces and the requirement to socially distance. As well as that at any time present staff should be limited.<br><br>Another issue with the COVID-19 pandemic are the higher absentee rates of own staff and contractors. This can create issues in meeting required deadlines. | During the COVID-19 pandemic we have decided to order equipment and material early and where possible buy production slots early, as well as require our vendors to immediately source their materials.<br><br>On staff we increased workspace area's and increased our cleaning. Implemented hygiene policies throughout our offices and work sites. |
| Supply Disruption | Since the COVID-19 pandemic started EdgeConneX has seen increased delivery times for new equipment and equipment that is in production.<br><br>As our vendors have difficulties obtaining their required materials as well. | EdgeConneX is combating these issues by making commitments earlier and ensuring that our contractors order their parts and materials on time as well. So, they have them in hand when production starts in order to meet our timelines.<br><br>Furthermore, we have engaged more closely with vendors to track the production process in greater detail so we are aware of delays earlier. |
| Cyber Attacks | Our data centers are at the heart of our customers' operational processes and form the backbone of the digital economy. That means that we are a continuous target for people and organizations with malicious intent. A successful cyber-attack can have devastating consequences, resulting in operational disruptions on our and the customer side. A cyber-attack could furthermore result in a data breach where sensitive, protected, personal or confidential data held by EdgeConneX is leaked or stolen. | We have established a security board where corporate security strategy is approved and monitored. We also have 3 global NOCs and a global presence of IT staff that can be activated at any time to combat a cyber-attack.<br><br>IT security measures are in place to prevent, detect and respond to attackers gaining access for malicious purposes. Business continuity plans are in place in the event of non-availability of IT systems. |
| Acquisitions and integrations | Acquisitions are an important part of EdgeConneX's growth strategy. These acquisitions are focused to grow the company, get access to new markets and or require new complementary capabilities.<br><br>Acquisitions always entail an integration risk. Which in turn can result in (cost) synergies, strategic advantages and economies of scale being delayed or not fully realized. | EdgeConneX stresses the importance of any potential acquisition to match its business model and strategic direction. In the due diligence process, it makes sure to involve the right people from the organization considering all aspects of the business. |
| Climate Change/ Regulation | The impact of climate change can generate challenges for EdgeConneX. EdgeConneX expects that the continued attention to climate change from all sectors of society will lead to increased regulation to reduce greenhouse gas emissions and adopt more energy-efficient solutions.<br><br>This can mean that it will become more difficult to develop new data centers in certain markets, markets where a high customer demand might be present. Inability to meet customer expectations in these markets can adversely affect EdgeConneX's reputation and brand. | As part of our sustainability program EdgeConneX is taking measures to combat climate change.<br><br>EdgeConneX is committed to fulfil any regulation requirements in the markets where it is present or where it will be present as it is part of a level playing field. Consequently, energy efficiency and circularity will be an import aspect of our new products and data center designs. |

# 8 Key Governance

## Description of anti-corruption and bribery

EdgeConneX is committed to complying with applicable anti-corruption and bribery laws. Employees are required to review and acknowledge the EdgeConneX Anti-Corruption and Bribery Policy when they are first hired and then periodically during their employment.

The policy is intended to provide employees with a level of awareness and guidance about certain applicable anti-bribery laws in order to prevent inadvertent violations and to recognize potential issues in time for them to be addressed appropriately. EdgeConneX is committed to conducting all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery and corruption. As part of this system, we will provide our employees with regular training on various anti-bribery laws and their applicability to the company's operations and will include legal language in all relevant contracts to assure that our customers and vendors comply with applicable anti-bribery laws. Failure to comply with this requirement may result in disciplinary action up to and including termination.

## Whistle blowing channel

A whistle-blower is an employee of EdgeConneX who reports an activity that he/she considers to be illegal or dishonest to one or more of the parties specified in this Policy. The whistle-blower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

Examples of illegal or dishonest activities are violations of federal, state or local laws; billing for services not performed or for goods not delivered; and other fraudulent financial reporting.

If an employee has knowledge of or a concern of illegal or dishonest fraudulent activity, the employee is to contact his/her immediate supervisor or Human Resources. The employee must exercise sound judgment to avoid baseless allegations. An employee who intentionally files a false report of wrongdoing will be subject to discipline up to and including termination.

Whistle-blower protections are provided in two important areas -- confidentiality and an anti-retaliation policy. Insofar as possible, the confidentiality of the whistle-blower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defence. The Company will not retaliate against a whistle-blower. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, or poor work assignments and threats of physical harm. Any whistle-blower who believes he/she is being retaliated against must contact Human Resources immediately. The right of a whistle-blower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

All reports of illegal and dishonest activities will be promptly submitted to Human Resources who is responsible for investigating and coordinating corrective action.

> **EdgeConneX is committed to conducting all of our business in an honest and ethical manner**
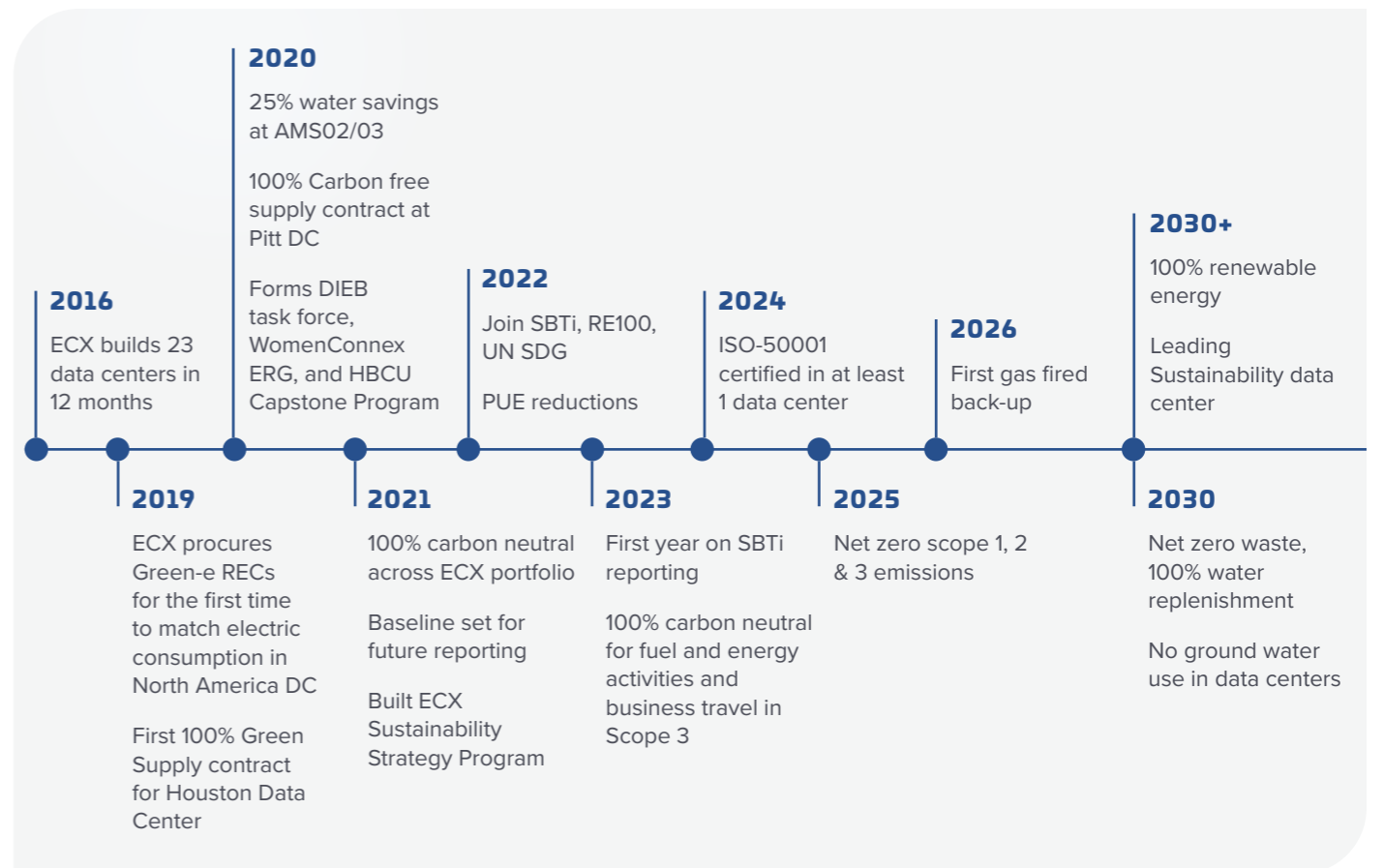
# 9 Outlook

While COVID-19 challenges continue to be a major topic of discussion and present major concerns, climate change and sustainability as whole cannot be overlooked. These challenges will have an impact on how we live far beyond the COVID-19 pandemic. The time for action is now, as according to the latest climate information we are already deviating from the path limiting climate change to a 1.5-degree Celsius temperature increase. This even foregoes any other measures taken on diversity inclusion and biodiversity.

**In order to do our part, the next two years. 2022 – 2023 EdgeConneX will focus on the following:**

- Join RE100
- Start the procedure to join the SBTi
- Eliminate the wage gap. Adopt and strengthen existing policies to promote diversity, inclusion and employee well-being

- Have a global EdgeConneX LTIR below 0,4 including contractors
- Adopt a policy to establish sustainable procurement
- Execute our strategy to 24x7 CFE, including all standby sources of power

## Milestones and Key Initiatives

**2016**
ECX builds 23 data centers in 12 months

**2019**
ECX procures Green-e RECs for the first time to match electric consumption in North America DC

First 100% Green Supply contract for Houston Data Center

**2020**
25% water savings at AMS02/03

100% Carbon free supply contract at Pitt DC

Forms DIEB task force, WomenConnex ERG, and HBCU Capstone Program

**2021**
100% carbon neutral across ECX portfolio

Baseline set for future reporting

Built ECX Sustainability Strategy Program

**2022**
Join SBTi, RE100, UN SDG

PUE reductions

**2023**
First year on SBTi reporting

100% carbon neutral for fuel and energy activities and business travel in Scope 3

**2024**
ISO-50001 certified in at least 1 data center

**2025**
Net zero scope 1, 2 & 3 emissions

**2026**
First gas fired back-up

**2030+**
100% renewable energy

Leading Sustainability data center

**2030**
Net zero waste, 100% water replenishment

No ground water use in data centers

In alignment with some of our largest customers' mantras, we will act in accordance with what we believe needs to be done to become Net Zero by 2030, and may go beyond what laws and regulations require us to do, if we deem it necessary.

edgeconnex®