DIGITAL REALTY™

Environmental, Social and Governance Report

2022

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References in this report to: “Company” or “Digital Realty” refer to Digital Realty Trust, Inc.; “Interxion” refer to InterXion Holding N.V.; and “Operating Partnership” refer to Digital Realty Trust, L.P., of which Digital Realty Trust, Inc. is the general partner.

From Our CEO

Andrew P. Power
President &
Chief Executive Officer

At Digital Realty, we have a deep sense of responsibility to our customers, investors, team members, and the communities we operate in around the world. With the publication of our 2022 Environmental, Social and Governance (ESG) Report, we remain committed to building a durable, innovative, and responsible company—designed to serve our stakeholders now and for years to come. Since I stepped into the role of President and Chief Executive Officer in December 2022, we have continued to execute and accelerate our strategy and customer value proposition, leading as the data meeting place and advancing our commitments to ESG practices.

At Digital Realty, our core values reflect our commitment to diversity, equity and inclusion. I am proud of the initiatives of our five employee resource groups, with over 600 global colleagues who come together and evolve our business.

In 2022, the global markets saw a challenging macro environment, including energy market instability, inflation, rising interest rates, and a slowing global economy. During these times, our focus has been to support our customers with their requirements and to continue our ESG initiatives across our global footprint.

Key achievements we made in 2022 include reaching one gigawatt (GW) of new renewables under contract, a 9.8% increase from 2021, with an additional 315 gigawatt hours (GWh) of renewable energy. We completed our first green building certificate in South Korea in 2022, adding to our cumulative 12+ million square feet of certifications throughout the portfolio. We also maintained strong operational resilience, exceeding 99.999% of uptime for the sixteenth consecutive year.

Our ESG initiatives resulted in global recognition:

- 2022 Nareit Leader in the Light® award for data center sustainability, for the sixth consecutive year
- 2022 EPA ENERGY STAR Partner of the Year award for the third consecutive year, receiving the Sustained Excellence designation and continuing to be the only data center provider to receive this award
- America's Most Responsible Companies 2022, sponsored by Newsweek, in the top 100 most responsible U.S.-based companies – the top data center company on the list
- JUST Capital's America's Most Just Companies 2022, in the JUST100 list
- 2022 GRESB Real Estate Assessment, receiving five stars and ranking first in the technology/sciences sector
- Top Ten on the EPA Green Power Partnership's Tech and Telecom list for renewable energy sourcing

As we move forward, ESG continues to be at the forefront in executing our purpose to bring companies and data together, in bold new ways, to power the innovation determining our future.

68%
Global carbon reduction target

1.0
GW contracted renewable capacity

126
Data centers matched with 100% renewable electricity

$6.4B
Aggregate principal amount of green bonds issued

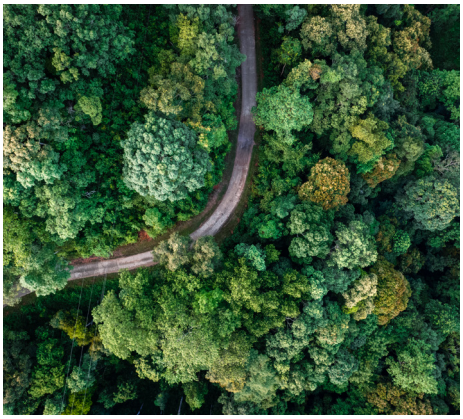
Industry Engagement and Recognition[1]

ESG recognition

- EcoVadis Sustainability Rating – 2022 Gold
- EPA Energy Star Partner of the Year – Sustained Excellence 2022
- EPA Green Power Partnership – #9 in Top 30 Tech and Telecom List
- FTSE4Good Index Series
- GRESB Real Estate Assessment – 2022 five stars, first in technology/sciences sector
- GRESB Public Disclosure "A" Score
- JUST Capital's America's Most Just Companies 2022 – Top 100
- NAREIT Leader in the Light Award 2022 – Data Center Sector
- Newsweek's Most Responsible Companies 2022

Memberships, associations, and participation in industry groups

- Clean Energy Buyers Alliance
- Data Center Coalition
- Dutch Data Centre Council
- EPA Energy Star Partner
- European Data Centre Association
- Information Technology Industry Council
- National Association of Real Estate Investment Trusts
- iMasons
- Northern Virginia Technology Council
- TechUK Data Centre Council
- The Real Estate Roundtable
- U.S. Green Building Council
- GRESB



Alignment with industry codes of conduct and voluntary best practices

- Business Ambition for 1.5°C
- CEO Action Pledge for Diversity and Inclusion
- EPA Energy Star
- EU Climate Neutral Data Centre Pact
- EU Code of Conduct for Energy Efficiency in Data Centres
- GRI
- iMasons Climate Accord
- ISO and ASHRAE
- LEED™, BREEAM and other sustainable building certifications
- Sustainability Accounting Standards Board
- Science-Based Targets Initiative
- Task Force on Climate Related Financial Disclosures
- U.K. Climate Change Agreement Scheme
- U.N. Global Compact
- U.N. Sustainable Development Goals
- WateReuse Recycled Water User

[1] Not an exhaustive list.

Sustainability Objectives

Category	Objective	2022 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 (against 2018 baseline)	Reduced Scope 1 and 2 emission intensity 43% from baseline and Scope 3 emissions 1% from baseline	
Carbon emissions	Achieve carbon neutrality (Scope 1 and 2 emissions) for France data center portfolio through 2030	Achieved carbon neutrality for 2022	
Carbon emissions	Achieve carbon neutrality for EU data center portfolio in 2030 (EU Climate Neutral Data Centre Pact)	In progress; net zero for Scope 2 emissions for Europe and U.K. properties	
Renewable energy	Long-term goal of making 100% renewable energy available to customers	126 data centers matched with 100% renewable energy	
Sustainable buildings	Expand adoption of sustainably-aligned (green) lease provisions in new customer contracts	39% of net-new eligible contracts by square feet adopted green lease provisions since 2017	
Sustainable buildings	Achieve LEED Silver or country-specific equivalent certification for major new construction and redevelopment projects	New certification in Korea; 12 million sq. ft. certified since 2007	
Energy efficiency	Benchmark 100% of properties in Energy Star Portfolio Manager; pursue certification for eligible properties	100% of properties benchmarked in 2022; certified 26 U.S. properties in 2022	
Energy efficiency	Colocation PUE reduction goal of 10% by 2022 (against 2017 baseline)	Exceeded target; achieved a 16% reduction	
Energy efficiency	Expand number of NABERS-rated data centers in Australia	Achieved NABERS ratings of 4-stars of higher for three Australian data centers	
Management	Increase number of properties aligned with the EU Code of Conduct for Energy Efficiency in Data Centers	Increased number of properties aligned by 18% in 2022 compared to 2021	
Resilience	Place in the top 25% of all FM Global insureds based on risk quality score	76% of our sites insured by FM Global placed in the top 25%	
Resilience	Receive Highly Protected Risk (HPR) status for all sites insured by FM Global	69% of our sites insured by FM Global received HPR status	

Environmental Performance

We seek to lead the global data center industry in sustainable environmental performance. We are committed to ongoing efforts that benefit the environment and meet the needs of our customers while also strengthening our business. We align our Environmental, Social, and Governance (ESG) activities with the issues that are material to our business and to our stakeholders and the communities where we operate. Our objectives are to:

- Provide data center solutions that deliver industry-leading energy productivity and resource efficiency, increase client value and lower cost of ownership
- Empower employees and clients to improve resource efficiency in areas such as energy, water, waste, and carbon
- Communicate our performance regularly and transparently with stakeholders

Energy and Carbon Emissions

Our Science-Based Targets Initiative (SBTi) goals commit our business to reducing Scope 1 and 2 emissions (direct and indirect company emissions) by area by 68% and Scope 3 emissions (indirect emissions in our value chain) by area by 24% by 2030 from a 2018 baseline. Digital Realty is a signatory to the EU Climate Neutral Data Centre Pact, committing to climate neutrality for our EU data centers by 2030.

Our approach to renewable energy prioritizes cost-competitive net-new renewable energy sourced within the same 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 maximize carbon reductions by supporting projects in more carbon intense grids. While we prefer to minimize the use of unbundled commodity Renewable Energy Credits (RECs) to meet our long-term targets, we have purchased RECs in the past and may continue to do so as conditions warrant and to meet customer demands. 2% of our renewable total comes from unbundled RECs procured to meet customer demand.

Our Operations team regularly audits properties to identify energy savings opportunities and sets energy reduction targets to improve energy efficiency and Power Usage Effectiveness (PUE). We set annual PUE objectives for our colo portfolio as part of a continuous improvement approach to energy performance. Our Operations team has performed energy audits on more than a third of our global managed portfolio by square feet in the past three years targeting properties with attractive energy savings opportunities. Digital Realty received the EPA's ENERGY STAR Partner of the Year – Sustained Excellence Award in 2022 in its third consecutive year receiving the Partner of the Year Award. We are the only data center company to have received this award.

43%

Cumulative reduction in scope 1 and 2 emissions

1.8M

$mTCO_2e$ avoided in 2022 via renewable energy procurement[1]

10,000

$mTCO_2e$ avoided emissions from energy efficiency projects[1]

90%

Up to 90% lower lifecycle emissions by using hydrotreated vegetable oil (HVO) diesel fuel

2,800

$mTCO_2e$ will be sequestered by the planting of 19,597 trees in France

[1] According to the EPA's Greenhouse Gas Equivalencies Calculator.

Renewable Energy

Our renewable energy sourcing efforts resulted in 1.8 million metric tonnes of CO_2 equivalent emissions ($mTCO_2e$) avoided in 2022, comparable to the carbon emissions from 361,800 U.S. homes annually.[1]

1 GW

Solar and wind energy under contract in the U.S.

126

Data centers matched with 100% renewable electricity

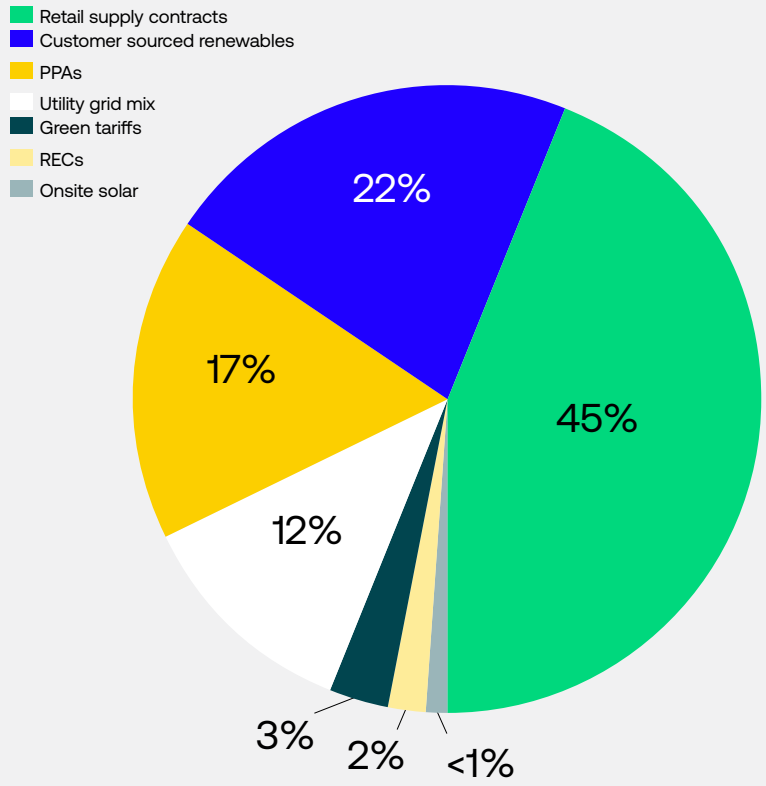
100%

Renewable energy for North America colocation, U.K. and European portfolios[2]

1.8 MW

Onsite solar installations

Renewable energy composition[3]



Water

Water is essential to our business and the communities where we operate. Population growth, climate change, and commercial and agricultural demand for water is driving increasingly frequent concerns about water stress and water scarcity. We identify regions where water scarcity poses the greatest relative risk to Digital Realty's business, and we prioritize water conservation projects in those markets.

We seek to optimize our water footprint to enhance resilience and to reduce our impacts on local communities. For more than a decade we have been designing and installing cooling systems that do not use water, and our data center designs take a holistic approach to minimize water demand. In addition to waterless cooling, we install high efficiency plumbing fixtures and locally adapted and drought tolerant landscaping, and we capture rainwater in highly water-constrained areas.

36%

Non-potable water used for cooling and landscape irrigation

7%

Reduction in water use intensity since 2020

[1] According to the EPA's Greenhouse Gas Equivalencies Calculator.
[2] Excludes sites where we do not have operational control and sites where contractual limitations inhibit the procurement of renewable energy.
[3] Based on current estimates, on a proforma basis for full calendar year results, we expect the amounts of renewable energy are consistent with the prior year total renewable percentage.

Design and Construction

Digital Realty has a successful track record of developing and operating data centers that are certified under USGBC LEED, BREEAM and other global sustainable building standards. Sustainable building certifications are a tool we use to demonstrate to communities, customers, investors and other stakeholders that our data center development activity manages and minimizes environmental impacts.

Digital Realty certifies new developments and major renovations to a minimum of LEED-Silver or equivalent sustainable building standards. 32% of our global managed operating portfolio has received one or more sustainable building certifications.

Our sustainable projects include features that reduce the impact on communities, the environment, and support healthy indoor environments. Examples include:

- Multi-story construction to have a more compact footprint on the site
- Construction materials that have recycled content and are recyclable at end of life
- Energy efficient designs
- Water-free cooling systems and water-efficient fixtures
- Rainwater capture
- Non-potable water used where available
- Restoring and planting native and pollinator-friendly flora
- Minimize parking area and install EV charging stations
- Reuse of demolition material where feasible or recycle wherever possible
- Designed 'ready to connect' to waste heat networks (Europe)
- Materials and finishes that support healthy indoor spaces for employees and customers
- Highly efficient electrical infrastructure designs
- Connecting to local bike and transit networks where available
- Green roofs

ICN10 data center, Seoul, South Korea

12M

Square feet of global operating portfolio has a sustainable building certification

30%

U.S. operating portfolio ENERGY STAR certified[1]

100%

Australian portfolio NABERS rated[2]

10

Waste heat reuse projects planned or operational

[1]Share of U.S. managed operating portfolio.
[2]Share of Australian portfolio where we have full operational control.

Social Involvement

Community Engagement

Digital Realty is committed to giving back to the communities where we operate. We continue to encourage and celebrate community involvement and employee engagement activities. Our program includes:

Community involvement and corporate giving program
Our program includes our philanthropic and community-engagement focus, in-line with our broader commitment to diversity, equity and inclusion (DEI). Our Our Employee Resource Groups (ERG) also support organizations aligned with their mission.

Donate 8 program
We encourage our employees to participate in volunteer activities through our Donate 8 Program, in which we grant employees paid time off to volunteer for charitable organizations.

Matching gifts program
We support our employees and directors' support for the community by matching their contributions to charitable organizations. In 2022, Digital Realty directly funded and matched contributions totaling $254,000, supporting 140 charitable organizations globally.

In 2022, Digital Realty's ERGs expanded their charitable support for DEI and human rights-focused philanthropic organizations.

Our pillars of philanthropic focus are aligned with the UN Sustainable Development Goals (UN SDGs)

Disaster recovery

Science, technology, engineering and mathematics (STEM) education

Sustainability

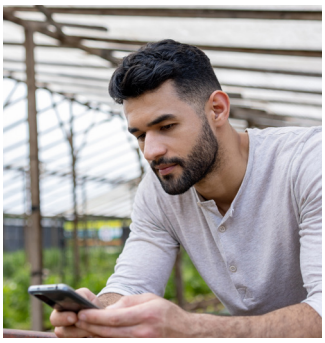
Diversity, equity & inclusion

Employee Resource Groups

We recognize that diversity is critical to building highly functional teams. We recognize that recruitment and hiring must intentionally seek a harmonious balance between the composition of our teams and our communities. As such, we look to create teams that are reflective of our broader community.

We strive to ensure that Digital Realty reflects the diverse communities we operate in, globally. Since its launch in 2020, Digital Realty's DEI Council has grown to include five ERGs with more than 600 members from across the North America, EMEA and APAC. In 2022, the ERGs expanded their activity cadence with monthly events and hosted global all hands meetings and the DEI Council further aligned with existing companywide communications and engagement programming.

Digital Realty's DEI objectives include promoting accessibility and opportunities for all employees without discrimination on the basis of race, ethnicity, religion, national origin, mental or physical disability, pregnancy, sexual orientation, gender identity or expression, marital status or age.



Women's Leadership Forum (WLF)
- Speaker Event, International Women's Day
- Hosted Q2 2022 Digital Realty All Hands Meeting
- Hosted three WLF FORUM Masterclasses

Veteran's ERG
- Hosted "The Art of the Mindset" with ex-U.K. Special Forces member Simon Jeffries
- Hosted Q1 2022 Global All Hands Meeting
- Championed Veterans ERG across global regions

Black ERG (BERG)
- Speaker Event, Juneteenth, National Museum of African American History & Culture
- African Caribbean Leukemia Trust & Mental Health Awareness event
- Speaker Event, International Day of Remembrance of Victims of the Transatlantic Slave Trade

Digital Pride (LGBTQIA+ ERG)
- Hosted ERG meetings in U.S. and EMEA
- Curated company-wide Pride Month communications
- Sponsored intersectional alliances with other ERGs

Digital Voces (Hispanic ERG)
- Speaker Event, "Inclusion Revolution" author, TEDx speaker Daisy Auger-Dominguez
- Virtual Museum Tour, HERLand: Women Artists in the MOLAA Collection
- Speaker Event, The Culture & History of Coffee with Specialty Coffee Association

Governance

Digital Realty has robust internal processes and an effective internal control environment that facilitate 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 and committees 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, including those related to our ESG programs. This includes corporate responsibility, sustainability, climate change, and diversity, equity and inclusion activities. In 2022, Digital Realty launched an Executive Sustainability Committee, focused on strategic decision-making related to key sustainability matters affecting the Company.

Management Approach for Material Topics

Environmental Performance	We are committed to ongoing efforts that benefit the environment and enhance the growth of our clients' businesses while also strengthening our company. Digital Realty's Vice President of Sustainability is responsible for our global sustainability program and reports to the Executive Vice President, General Counsel, providing regular updates on sustainability performance through meetings, presentations, and other forms of communication. Our Head of Operations oversees the teams that implement resource conservation initiatives including energy, water, waste and green building projects. Sustainability program updates and major activities are provided to the executive management team on a regular basis and as needed. The board also receives periodic reporting and updates. Digital Realty's Sustainability Committee consists of representatives from various departments and regions including sales, risk, design and construction, energy management, data center managers and sustainability, who support and provide feedback and critical information on sustainability initiatives. The Sustainability Committee holds monthly meetings in which representatives from various departments provide updates on their efforts, promoting collaboration and efficiency across functional areas. We have a range of goals and targets related to sustainability performance. We have committed to reducing our Scope 1 and 2 emissions (direct and indirect company emissions) by area by 68% and Scope 3 emissions (indirect emissions in our value chain) by area by 24% by 2030. Additional goals are described in our ESG report. Achieving these goals will expand our focus on renewable and clean energy initiatives and low-carbon development and supply chain sustainability. 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 focus on saving energy, increasing efficiency and procuring clean energy for our data centers. We strive to increase the quantity of our portfolio matched with renewable energy, and we have a Science Based Emission Reduction target. We purchase renewables through long-term Power Purchase Agreements (PPA), retail power contracts and hedges with renewables, utility green tariffs, REC purchases, and on-site renewable generation. We have set a long-term goal to match 100% of our electricity use with renewable energy. We have ISO 50001 energy management systems in place at certain sites, and we benchmark and seek to certify all eligible properties in accordance with the U.S. EPA ENERGY STAR program. We seek to minimize waste generated at our facilities. 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 that have certain waste management requirements. We have undertaken several zero waste pilots in alignment with customers. Our waste streams include standard commercial mixed waste, as well as pallets, packaging material, carbboard, and limited quantities of electronic waste. Where feasible, we seek to recycle these materials.
Cybersecurity, privacy, and physical security	The Board of Directors has direct oversight of global cybersecurity risk. Our Chief Information Security Officer manages our enterprise-wide cyber resilience strategy, policy, standards, architecture and processes. The Board of Directors receives regular joint reports from the Chief Information Security 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 and emerging threat intelligence, including risk-based response within resilience technology platforms and associated compensating controls. We have a cybersecurity policy and we perform annual cybersecurity awareness training as well as specific targeted training such as for Operational Technology functions. (continued on next page)

Management Approach for Material Topics

Cybersecurity, data and customer privacy, and physical security (continued)	**Cybersecurity** Cyber resilience is an important element of customer data security. We have business continuity plans and incident response procedures in place that undergo annual testing, managed by our Portfolio Security team. We have a dedicated Cyber Resilience as a Service (CRaaS) Program, with a dedicated team and an in-house Security Operations Center, as well as co-sourced 24x7 managed security services partners. The team supports and responds to advance threats, intelligence correlation and enrichment, active threat hunting, and adversary tracking and disruptions. Secure by design, identity-based zero-trust and automation are guiding design principles of Trusted by Design, our strategy which focuses on protecting our company assets and our customers' privacy. Our technology approach is defense-in-depth, enabling layers of defense to better prevent, protect, detect and respond to cybersecurity incidents. Our control framework is based on the NIST Cybersecurity Framework and enables us to manage cybersecurity-related risk. We also perform third-party audits to benchmark relevance and effectiveness. We maintain a set of cybersecurity and information security policies internally that are available to all employees. All employees and contractors undergo annual mandatory Information Security Awareness Training. In addition, we conduct continuous simulated phishing campaigns, raise awareness of social engineering tactics, and assign Security Ambassadors. We collaborate with vendors and partners to help them improve the security of their products and services, as well as understand how to deploy their products and services securely in our environments. We educate customers on how we strive to keep their data safe and encourage security best practice feedback and advice from them. **Physical Security** Our Vice President of Portfolio Security is responsible for our Portfolio Security Team, with oversight from our Head of Operations. The team continuously monitors the security of our facilities through a robust compliance and assurance program. **Privacy** 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 covering all aspects of 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 are committed to respecting and protecting the privacy rights of all individuals with whom we interact. We provide Global Data Privacy training to all new employees and contracted staff upon hire and annually thereafter.
Climate-related risks	The Nominating and Corporate Governance Committee has direct oversight of the strategy and performance of Digital Realty's management of risks and opportunities related to climate change. 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 Vice President of Supply Chain and Procurement. 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. We design and operate our data center facilities to achieve exceptional levels of resiliency and uptime, taking into account 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, delivering at least "five-nines" of uptime for the 16th consecutive year. Also refer to our **TCFD disclosures**.

Management Approach for Material Topics

Employment, Labor & Management Relations, DEI and Equal Opportunity, Freedom of Association and Collective Bargaining, Non-discrimination, Forced or Compulsory Labor, Child Labor	We are committed to our customers' success, and we take the same approach to our talented employees. We inspire and invigorate them with our vision of what can be – and help them get there. Our people consistently demonstrate passion for their jobs, take time to celebrate our organization's triumphs as well as those of their colleagues. This feeds into building a cohesive and motivated culture that helps all of us excel at what we do best. Our Chief Human Resources Officer is responsible for leading the human resources functions, including compensation, benefits, talent management and staffing. This includes the management of our DEI Council. Reporting to the Chief Human Resources Officer, our Vice President of Total Rewards and HR Operations oversees employee benefits, our Senior Director of Global Talent Acquisition manages our recruitment activities, 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, without discrimination on the basis of gender, sexual orientation, age, family status, ethnic origin, nationality, disability or religious belief. We evaluate pay equity annually and we strive to ensure the diversity of 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, legal requirements. New employees are onboarded through various job orientation programs and trainings when beginning work. We recognize employees through Manager Spot Awards, Peer-to-Peer High Five Awards, Quarterly Individual Going the Extra Mile (GEM) Awards, Quarterly Team GEM Awards, and Annual CEO Circle Awards.
Ethics and Integrity, Public Policy, Training and Education	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. 100% of our employees are assigned training on Cybersecurity, Global Data Privacy, Insider Trading and ABAC in 2022. We maintain an anti-discrimination and anti-harassment requirement in our Code of Conduct which includes mandatory harassment training for all managers, and we mandate this training to all U.S. employees. We also offer unconscious bias training and other workplace diversity and inclusion trainings in our Digital University training portal. 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, Diversity, Equity and Inclusion, and Information Security and Privacy.

Management Approach for Material Topics

Occupational Health and Safety, Customer Health and Safety, Product Health and Safety	Environmental Occupational Health and Safety (EOH&S) is integral to how we operate as a company. Digital Realty's EOH&S program is managed by our Operations team and led by our Director of Technical Operations with oversight from our Head of Operations. Digital Realty cooperates with authorities, trade unions, and employers' liability insurance providers on a country-specific basis. These normally cover topics such as personal protective equipment, complaints procedures, regular inspections, education and further training and the right to refuse unsafe work. Our main products are data center solutions. As such 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 maintained at all times. We provide our site rules and guildelines to all customers and employees. We provide personal protective equipment to employees and we require contractors and vendors to do the same and to follow relevant site rules. We design new facilities using healthy building materials that support good indoor environmental quality. We also install advanced fire protection systems, airflow, temperature, and humidity sensors, and other measures to minimize risks to our customers and employees. We require detailed methods of procedure (MOP) for work that involves risk to people or infrastructure to ensure that safe practices are maintained at all times.
Economic Performance	We see the digital transformation fostering growing demand and we believe that our global platform is uniquely positioned to support our 5,000 customers' data center requirements, 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 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. We believe it is important to the success of our Company that our Board review the Company's strategic framework and direction. On an annual basis, our Board 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. Digital Realty's strategic priorities include a strong customer focus, innovation and differentiation, our go-to-market platform, profitability and financial flexibility, strategic global investments, and organizational excellence. Refer also to the Proxy Statement, p. 9 "Strategy and our Board," and to our Investor presentations which can be found at the following webpage: https://investor.digitalrealty.com/overview/default.aspx. We utilize green finance solutions to support our sustainability commitments, and our relationship with our stockholders and investors is a critical component of our Company's success. We value the outlook and opinions of our investors and regularly engage in participatory events in many of our major metro areas. In 2022, we participated in 14 investor conferences, mostly in-person, including over 130 meetings with approximately 350 investors. Refer also to the Proxy Statement, p. 9 Investor Outreach. As a publicly-listed U.S. Real Estate Investment Trust, our approach to tax includes adherence to requirements as set forth by the IRS, as well as complying with country, state, and local requirements. (continued on next page)

Management Approach for Material Topics

Economic Performance (continued)	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 the value chain. 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 be the satisfaction of our customers. Digital Realty is committed to our customers' success. Each customer has an assigned Customer Success Manager, all customers receive annual customer satisfaction surveys and we leverage the Net Promoter Score (NPS)® methodology to measure overall customer loyalty. We also leverage real-time transactional surveys to drive continuous improvement programs monitored at the executive management level. Our executive management team reviews survey results and action plans on a regular basis. Our Customer Success team follows up with survey responses as part of our Closed Loop Management program, and we offer two 24x7 "always on" feedback channels consisting of email signature links and QR codes which members of our executive team actively monitor.
Employee and Community Engagement; Local Communities, Rights of Indigenous Peoples	We recognize that the construction and operation of our data centers has the potential to impact local communities. When acquiring properties, we typically 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. Digital Realty has a global, comprehensive approach to gathering, measuring and fostering employee engagement. This includes annual surveys measuring company-wide and team engagement, executive-employee roundtables and smaller, as-needed pulse surveys. The results of the engagement surveys are aggregated into an Engagement Index Report that is shared with our executive management team for developing companywide response. Quantitative results and qualitative feedback from these surveys and sessions are used to enhance employee engagement. Team leaders are provided direct access to their team's results and are accountable for reviewing and discussing results, collaborating with the team on positive actions, and ensuring actions are completed to positively impact engagement. We conduct annual surveys using a third-party engagement provider to anonymously collect employee feedback and give managers the tools they need to listen to employee input, focus in on what matters, and take action to enhance employee engagement. In 2022, part of this feedback included highlighting the positive work from our employee-led DEI initiatives.
Supply Chain	We have more than 8,000 suppliers across our global organization, including approximately 200 critical Tier 1 suppliers. 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. 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. The Head of Operations or another designated senior executive has management responsibility for the Supply Chain and Procurement team. As part of our efforts to reduce our Scope 3 emissions, we engage with certain Tier 1 suppliers on our Supplier ESG Survey. The survey seeks to understand their current ESG status and future goals for carbon reductions, and gathered information on supplier diversity. We received a 100% survey response rate and included sustainability as a discussion in Annual Business Reviews for these suppliers to provide an overview of the program, review survey results and discuss future opportunities for improvement. Our Supply Chain team also included conversations around resilience in all supplier Annual Business Reviews. Supplier diversity discussions are managed by our Supplier Diversity Manager.

GRI Data Table

GRI 2: General Disclosures 2021	
2-1 Organizational details	Digital Realty Trust, Inc. (NYSE: DLR)
2-2 Entities included in the organization's sustainability reporting	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. In August 2022, we completed the acquisition of 61.1% indirect controlling interest in Teraco Data Environments (Pty) Ltd., ("Teraco"), a leading carrier-neutral data center and interconnection services provider in South Africa. In December 2022, we announced the sale of a minority interest in two data centers in Frankfurt, Germany to Digital Core REIT. As of December 31, 2022, our portfolio consisted of 316 data centers (including 59 data centers held as investments in unconsolidated entities), of which 132 are located in the United States, 114 are located in Europe, 34 are located in Latin America, 14 are located in Africa, 13 are located in Asia, six are located in Australia and three are located in Canada.
2-3 Reporting period, frequency and contact point	This annual report covers calendar year 2022, unless otherwise noted. The point of contact is Aaron Binkley, VP Sustainability, at abinkley@digitalrealty.com.
2-4 Restatements of information	None.
2-5 External assurance	External limited assurance as described in the assurance statement from DNV Business Assurance USA, Inc.
2-6 Activities, value chain and other business relationships	**Digital Realty Trust, Inc. Annual Report on Form 10-K:** See Item 1: Business
2-7 Employees	3,412 full-time employees (1,492 in North America, 1,728 in EMEA, and 192 in Asia Pacific). **Reference Annual Report on Form 10-K**
2-8 Workers who are not employees	67 contract employees.
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**

GRI Data Table

GRI 2: General Disclosures 2021	
2-13 Delegation of responsibility for managing impacts	Digital Realty's Executive Sustainability Commitee, comprised of members of the executive management 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 sustainabilty program, and reports regularly to leadership. The global sustainability team convenes monthly sustainability committee meetings and other meetings as appropriate, and has regular access to regional and global 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 ESG 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, climate change, and diversity, equity and inclusion activities.
2-15 Conflicts of interest	See Digital Realty **Code of Business Conduct and Ethics,** Section 2 Conflicts of Interest. andDigital Realty **Corporate Governance Guidelines**
2-16 Communication of critical concerns	The Board of Directors is available to address the concerns of stakeholders and shareholders. Matters brought forward by stockholders within the context of the Annual General Meeting are dealt with in accordance with the Company charter and bylaws. One stockholder proposal was submitted and voted on at the 2022 Annual Meeting. Refer to the **Proxy Statement**, Stockholder and Interested Party Communications with the Board, p. 37 and Proposal 4, p. 73:
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 **Changes to Board Composition**
2-19 Remuneration policies	See **Proxy Statement**
2-20 Process to determine remuneration	See **Proxy Statement**
2-21 Annual total compensation ratio	Compensation ratio (CEO to median employee): 66 Ratio of % change for CEO vs % change for median employee: (-3.82). In December 2022, Digital Realty appointed a new CEO, which resulted in different CEO compensation compared to 2021. Refer to the 2023 **Proxy Statement** section, CEO Pay Ratio, for details of CEO pay and for median employee data has been determined.

GRI Data Table

GRI 2: General Disclosures 2021	
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 ESG 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, labour, environment and anti-corruption rules and standards; and taking strategic actions to advance the UN Sustainable Development Goals 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 behaviour in business dealings that are consistent with the highest standards of business ethics. 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 and provide written acknowledgment of completion. Our annual attestation covers training on our Insider Trading Policy, our FCPA and Anti-Corruption Compliance Policy, and anti-money laundering compliance. All members of our Board of Directors also receive these policies and procedures. 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. Digital Realty conducts mandatory annual training for its employees, employees, and executives. Our Digital University program includes training courses covering Operations, Legal, Ethics and Compliance, Management and Leadership, Risk Management, Sales, Diversity, Equity and Inclusion, and Information Security and Privacy. We maintain an anti-discrimination and anti-harassment policy which includes mandatory harassment training for all managers, and employees. We also offer unconscious bias training and other workplace diversity and inclusion trainings in our Digital University training portal. Suppliers are required to review and accept our Supplier Code of Conduct as a condition of doing business with Digital Realty. Our business model fosters the global transiton 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 minimzing 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. (continued on next page)

GRI Data Table

GRI 2: General Disclosures 2021	
2-22 Statement on sustainable development strategy 2-23 Policy commitments 2-24 Embedding policy commitments (continued)	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 Center 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. Further, we recognize macroeconomic and societal trends driving sustainable development, including but not limited to human rights, diversity, equity, and inclusion, climate change and decarbonization, fair labor practices, and the transition to a digital economy. These issues are increasingly important to attract and retain employees as well as becoming more important for our customers. Our ESG report describes key events, activities, and achievements related to sustianable development, as well as and targets regarding its 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**
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, 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	See p. 4. See also **Proxy Statement** p. 9
2-29 Approach to stakeholder engagement	**Stakeholder Engagement Matrix**
2-30 Collective bargaining agreements	The Company currently employs several employees in Europe that are represented by an independent trade union or covered by collective bargaining agreements. In 2022, 1.3% of our global employee base was covered by collective bargaining agreements in the UK. Note that in several European countries, where such organizations exist and represent our employees, we are legally prohibited from inquiring after 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, EOH&S standards for safe work, and the company's Code of Business Conduct and Ethics.

GRI Data Table

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.
3-2 List of material topics	Material topics identified in our materiality assessment include: Data Security Energy Management Employee Health & Safety Carbon Emissions Customer Privacy Business Ethics Water Management Employee Engagement, Diversity & Inclusion Physical Impacts of Climate Change & Extreme Weather Business Model Resilience Management of the Legal and Regulatory Environment Management of Customer Sustainability Impacts Supply Chain Management Community Engagement Ecological Impacts Waste Management
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	Digital Realty Trust, Inc. **10-K: See p. 87**
201-2 Financial implications and other risks and opportunities due to climate change	Refer to **TCFD Report**
201-3 Defined benefit plan obligations and other retirement plans	We do not have defined benefit plans in the reporting year.

GRI Data Table

GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported 203-2 Significant indirect economic impacts	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, we provide professional and skilled employment in the local commuities where we operate, and we routinely invest in the maintenance and upkeep of our portfolio. In the reporting year, we invested more than $2.107 billion in property-level operating expenses. For the reporting year, our total capital expenditures were approximately $2.4895 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. 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. Estimates of economic and labor force impacts related to data centers can be found here: https://www.uschamber.com/technology/building-data-centers-creates-jobs Estimates of the indirect environmental benefits of moving to the cloud and to purpose-built data centers can be found here: https://www.openaccessgovernment.org/the-green-cloud-how-cloud-computing-can-help-the-public-sector-achieve-energy-efficiency-targets/143851/ **Annual Report on Form 10-K**, p. 68 Development Projects and Capital Expenditures and p. 62 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 the 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 November 2022. 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 404-2 Programs for upgrading employee skills and transition assistance programs	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, Diversity, Equity and Inclusion, and Information Security and Privacy. We provide training on Cybersecurity, Global Data Privacy, Insider Trading, Anti-Briberyand Anti-Corruption Compliance. Our anti-discrimination and anti-harassment policy includes mandatory harassment training for all managers and all U.S. employees. We also offer unconscious bias training and other workplace diversity and inclusion trainings in our Digital University training portal. (continued on next page)

GRI Data Table

GRI 205: Anti-corruption 2016	
205-2 Communication and training about anti-corruption policies and procedures 404-2 Programs for upgrading employee skills and transition assistance programs	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 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 the Company's 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. The Company also complies 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 Annual Report on 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 will 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. The Company 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 and 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 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 301: Materials 2016	
301-2 Recycled input materials used	When demolishing an obsolete buildings are part of a site's redevelopment, we seek to maximize the re-use of demolition by-products on-site such as utilizing crushed concrete as a base or fill material. We include material recycling, reuse, and diversion targets in our construction projects in accordance with LEED guidelines. Typically, the most significant demolition materials, by weight, are recycled and re-used, primarily metals and concrete. End-of-life HVAC and electrical equipment is routinely recycled due to the large quantities of metals they contain, such as steel, copper, and aluminum. Where available, we return used pallets to our suppliers. Our IT department works with electronic device OEMs to take back end-of-life equipment.

GRI Data Table

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

	MWh
Total energy consumption	10,579,768
Electricity	10,257,626
District energy	181,650
Fuels	139,068
Energy sold	0
Energy intensity (GWh/$1MM revenue)	2.25
Renewable energy	5,232,797
Energy savings from new conservation measures	8,497

302-4 Reduction of energy consumption

We invested in 58 energy efficiency in the reporting year that focused on reducing energy use, such as hot aisle containment, installation of motion sensors, enhanced sub-metering, and systems retrocommissioning. These projects are expected to save more than 14,000 MWh and 10,000 mTCO2e annually. We also purchased renewable diesel fuel and carbon-neutral diesel fuel, which have up to 90% lower lifecycle emissions, for data centers in France, Spain, and Germany.

GRI 303: Water and Effluents 2018

3-3 Management of material topics

Our global water strategy addresses the strategic role that water plays in our operations and 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. This includes an assessment of the impact that water scarcity and quality can have on our business and on the watersheds where we operate. We prioritize water projects that reduce operational costs and build in greater operational resilience. Where operational data centers do use water for cooling, we look to use non-potable water where feasible.

For new development projects, we prioritize the use of cooling systems that do not use water for cooling. Since at least 2013, we have predominantly specified and installed water-free cooling systems. When designing new projects, we also seek to minimize water use by installing high-efficiency plumbing fixtures, and we use landscaping that is native and drought-adapted and paired with water-conserving irrigation systems.

Water efficiency targets consider a site's water consumption, savings potential, water stress, and local water saving mandates. We have an agreement with a leading global water management services provider to support our efforts to optimize water use.

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 and landscape irrigation.

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 special processing of discharge water. Water effluent from our facilities typically does not require discharge permits.

303-3 Water withdrawal

303-5 Water consumption

Water Withdrawal	**kGal**
Total water	1,573,359
Municipal (3rd party-potable)	994,442
Municipal (3rd party-non-potable)	568,586
Ground water	9,957
Surface water	373
Water consumption from areas with water stress	760,818
Water use intensity (kGal/$1MM revenue)	335

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 highly sensitive 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 203-2 Significant indirect economic impacts	We recognize that the construction and operation of our data centers has the potential to impact local communities. When acquiring properties, we typically 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 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 seek to hire consulting firms with local expertise and presence, and encourage contractors to hire locally. • 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 support the planting of trees. • 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 businesses, hospitals, and homes.
304-3 Habitats protected or restored	In 2022, our team in France supported the planting of more than 19,500 trees in the Jura region to support carbon sequestration efforts. The project has the "Low Carbon Label", supported by the French Ministry of Ecological Transition. We support the “Prométhée-Med” carbon offset project, along with partners EcoAct, Schneider Electric and Calanques National Park in France. Seagrass beds are highly diverse and productive ecosystems that play a vital role in preserving marine biodiversity and regulating climate, but are in drastic decline. Prométhée- Med has a pilot site in the Calanques National Park off the French Mediterranean cost, and focuses on Posidonia seagrass (Posidonia Oceanica), which plays a key role in maintaining the biological and physical balance of the Mediterranean Sea. Posidonia Oceanica stores up to 1,500 $mTCO_2e$ per hectare – 3 to 5 times more than tropical forests. Its regeneration increases these carbon stocks and can help support biodiversity.

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

GHG Emissions ($mTCO_2e$)	**2022**
Scope 1[1,2]	39,030
Scope 2: location-based	3,426,701
Scope 2: market-based	1,567,223
Scope 3 - total	2,059,753
• Purchased goods and services	206,184
• Capital goods	1,227,970
• Fuel and energy-related activities	322,413
• Waste	5,028
• Business travel	3,782
• Employee commute	6,290
• Upstream leased assets	252
• Downstream leased assets	228,399
• Investments	59,433
Emissions intensity ($mTCO_2e$/ $1MM revenue) (Scope 1+2 market-based)	342

[1] Scope 1 emissions were a net value of 35,874 mTCO2e after factoring in 3,156 mT of carbon offsets retired for the reporting year.
[2] For 2022, Digital Realty added refrigerant emissions and fuel used by leased/company vehicles in its Scope 1 totals. Refrigerant emissions were 10,504 $mTCO_2e$ and vehicle-related emissions were 206 $mTCO_2e$. 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.

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 responsiblility of our customers that own their servers and networking equipment. Construction waste is the responsibility of 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 E.U. 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 primarly from waste management vendor invoices. Construction waste diversion rates are reported based on actual 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	11,475
Recycled	2,822
Composted	100
Diversion rate	25%

[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 are implementing a new formal Supplier Qualification (SQ) process for new suppliers seeking approval to do business with Digital Realty, with a focus on identification and mitigation of risk. We proactively put 95 of our largest spend suppliers through the SQ process. We identify financial and reputational risk through reports from D&B and Navex Global. If a high-risk condition exists, the information is sent to the Vice President of Global Supply Chain to decide the materiality of the risk to our business and approve or disapprove of adding the supplier to our approved supplier list.

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

We assessed a sample of Tier 1 suppliers through a survey of sustainability and supplier diversity initiatives as part of our Annual Business Review cycle. Of those assessed, no suppliers were identified as high-risk in sustainability, and no suppliers were terminated as a result of our assessment. No suppliers have been put on corrective action plans for sustainability.

Two out of 95 suppliers assessed as part of a Supplier Qualification process were identified as high risk based on incidents from several years ago. After reviewing the reports, the determination was made that the risks were not current or material and posed no threat to our business.

GRI Data Table

GRI 401: Employment 2016

401-1 New employee hires and employee turnover

Employees by Employment Type, by Gender

	Total	Male	Female	Other/ Unkown	% Female
Total	3,412	2,574	837	1	25%
Full-time	3,331	2,548	782	1	23%
Part-time	81	26	55	0	68%
Contract	67	41	26	0	39%

Employees by Region	Total	Male	Female	Other/ Unkown	% Female
North America	1.492	1,146	345	1	23%
APAC	192	121	71	0	37%
EMEA	1,728	1,307	421	0	24%

Employees by Region	Total	Male	Female	Other/ Unkown	% Female
SVP/VP	123	108	15	0	12%
Director/ Manager	1,724	1,293	430	1	25%
Non-Management	1,565	1,173	392	0	25%

Employees by Age Group	Total	%
<30	385	11%
30-50	2,154	63%
>50	873	26%

Percentage of Women	%
Executive Management	25%
Board of Directors*	33%

*As of June 8, 2023

GRI Data Table

GRI 401: Employment 2016

401-1 New employee hires and employee turnover

U.S. employees by racial group and management level

Category	White	African American or Black	Pacific Islander	Asian	Native American or Alaska Native	Hispanic or Latino	Multi Racial	No Selection
Exec/Senior Level & Managers	30 91%	0 0%	0 0%	2 6%	0 0%	1 3%	0 0%	0 0%
First/Mid-Level Officials & Manager	158 77%	3 1%	0 0%	32 16%	2 1%	9 4%	2 1%	0 0%
Professionals	403 63%	57 9%	4 1%	87 14%	1 0%	75 12%	11 2%	0 0%
Other (technicials, service workers, etc.)	362 61%	77 13%	4 1%	41 7%	5 1%	91 15%	13 2%	0 0%
All Categories	953 65%	137 9%	8 1%	162 1%	8 1%	176 12%	26 2%	0 0%

Hiring and Turnover[1]

		Total	Male	Female	Non-Binary	Not Listed
Total number and rate of new employee hires and turnover by gender	**Terminations**	531	379	151	0	1
	New Hire	863	632	229	1	1
	Active EEs	3,396	2,566	829	1	0
	New Hire Rate	25%	25%	28%	100%	
	Turnover Rate	16%	15%	18%	0%	

		<30	30-50	>50
New employee hires and turnover by age group	**Terminations**	49	353	129
	New Hire	193	134	536
	Active EEs (Year end)	367	2,156	873
	New Hire Rate	53%	6%	61%
	Turnover Rate	13%	16%	15%

		N. America	EMEA	APAC
New employee hires and turnover by region	**Terminations**	220	282	29
	New Hire	320	478	65
	Active EEs (Year end)	1,492	1,712	192
	New Hire Rate	21%	28%	34%
	Turnover Rate	15%	16%	15%

Voluntary turnover rate	13.2%

[1] Data excludes interns, JV employees

GRI Data Table

GRI 401: Employment 2016

401-1 New employee hires and employee turnover (continued)

Absentee Data[1]	2022
Total # of Lost Days	36,710
Total # of Workforce Days	888,160
Absentee Rate	4.1%

[1] Data does not Include US salaried employees due to having flex PTO.

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 and stock purchase opportunities
- Flexible vacation program for exempt employees
- Equal paid parental leave for primary and non-primary caregivers
- Teladoc 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 U.S. employees only.
[2] Could 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

Parental Leave	Total	Male	Female
Employees that were entitled to parental leave	34	13	21
Employees that took parental leave	34	13	21
Employees that returned to work after parental leave ended	34	13	21
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	29	11	18
Return to work and retention rates of employees that took parental leave	85%	85%	86%

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, EOH&S standards for safe work, and the company's 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 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety	We have established and documented an integrated, global EOH&S management system compliant with the principles of ISO 45001 and OHSAS 18001. Eight locations globally were certified to these standards in 2022. Our EOH&S Policy supports an environment that strives toward zero occupational injuries and illnesses through prevention, training, inspections and maintenance. Our management system addresses the following elements: • OHS 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/preventing health issues/risks against targets. • Internal inspections. • Procedures to investigate work-related injuries, ill health, diseases and incidents. • OHS training provided to employees and/or other relevant parties to raise awareness and reduce operational health and safety incidents. • OHS 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 • Monitoring of contractor health and safety performance Our products and services typically have very low risks for customer health and safety. We apply our EOH&S requirements for customers and their contractors when at our properties (refer to 403-1 through 403-8). 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 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Hazard recognition, evaluation and control (HREC) program is a key attribute of our EOH&S program. This involves proactive hazard recognition with respect to the environment, employees and contractors, equipment and materials, and the work processes and practices. Digital Realty develops comprehensive 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 **Global Environmnetal, Occupational, Health and Safety Policy**. All of our employees are covered by Digital Realty's EOH&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 the most common types of work-related injuries are strains, however, the predominant safety challenge in the data center industry is energized electrical work. EEW hazards have not caused or contributed to high-consequence injuries during the reporting period.

Global employee occupational health & safety metrics	**Per 200,000 hours worked**
Fatalities	0
Incident Rate	0.49
Lost Workday Case Rate	0.11
Lost Workday Rate	0.38
Days Away, Restrictions or Transfers Rate	0.11

GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	75,684 hours; (15 hours per FTE). Includes training data tracked by training programs and learning management systems.
404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews	All Digital Realty employees receive annual performance reviews as part of our approach to employee development and performance management. Digital Realty offers employee development programs to upgrade and improve employee skills through a range of programs and offerings, such as: Tuition Reimbursement Program: Up to $5,250 per calendar year per employee. 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 2022, 4.6% of employees participated in this program. Leadership Development Program: Global leadership development framework established. Leadership training program piloted for people leaders, and the program is slated to be expanded in 2023. The business benefits include developing a leadership pipeline and skill development. In 2022, 2.5% of employees participated in this program. Also reference 205-2.

GRI Data Table

GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	Board diversity (as of June 8, 2023): Overall: 44% Gender: 33% female Ethnicity: 11% non-white
GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	No verified incidents in the reporting period.
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 the Company's operations, identifying where potential human rights issues could occur in the Company's value chain or activities related to the Company's business, and identifying what actual or potential human rights issues could be of concern. 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, and 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. We have not assessed or identified operations and/or suppliers in which the right to freedom of association and collective bargaining may be at risk. Reference our **Supplier Code of Conduct** and our **Code of Business Conduct and Ethics**
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 Data Table

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/hitroric resources studies, and other community impact assessments. but they typically do not require use to implement community development programs, works councils, OH&S committees or other worker representation bodies beyond what is already in place by organized labor, where applicable. The comunities where we operate generally have well-established government agencies and oversight processes. Community grievances are typicaly handled through established mechanisms such as elected officials and city councils, city agencies, and local complaint hotlines. We enhance our employees and directors' support for the community by matching their contributions to eligible not-for-profit organizations. In 2022, Digital Realty directly funded and matched contributions totaling $254,000, supporting 140 charitable organizations globally. Refer to **Proxy Statement**, pp. 12-13.
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 Data Table

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 ISO 9001, ISO 14001, ISO 22301, ISO 27001, ISO 45001, and ISO 50001. 100% of our Singapore portfolio is also certified under SS564 Green Data Centres standard for Energy and Environmental Management Systems. In addition, 22 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 2022 by square foot: • ISO 9001 (Quality Management): 36% • ISO 14001 (Environmental Management): 39% • ISO 20001 (Information Technology): 1% • ISO 22301 (Business Continuity): 15% • ISO 27001 (Information Security): 68% • ISO 45001 (Occupational Health and Safety): 4% • ISO 50001 (Energy Management): 18%
417-2 Incidents of non-compliance concerning product and service information and labeling	No verified incidents in the reporting period.
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 a non-material incident of information security in 2022 related to a prospective customer contact form. There were no fines or penalties issued in relation to the incident. We are committed to respecting and protecting the privacy rights of individuals who interact with us and do so in compliance with all applicable data protections laws in the countries and regions where we operate and in the context of our business activities.

GRI Content Index

Statement of Use: Digital Realty Trust, Inc. has reported in accordance with the GRI Standards for the period January 1 through December 31, 2022.

GRI 1 used: GRI 1: Foundation 2021

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

General disclosures

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

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General disclosures (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	pg. 19			
	2-22 Statement on sustainable development strategy	pp. 20-21			
	2-23 Policy commitments	pp. 20-21			
	2-24 Embedding policy commitments	pp. 20-21			
	2-25 Processes to remediate negative impacts	pg. 21			
	2-26 Mechanisms for seeking advice and raising concerns	pg. 21			
	2-27 Compliance with laws and regulations	pg. 21			
	2-28 Membership associations	pg. 21			
	2-29 Approach to stakeholder engagement	pg. 21			
	2-30 Collective bargaining agreements	pg. 21			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	pg. 22			
	3-2 List of material topics	pg. 21			
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 16-17			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p. 22			
	201-2 Financial implications and other risks and opportunities due to climate change	p. 22			
	201-3 Defined benefit plan obligations and other retirement plans	p. 22			
	201-4 Financial assistance received from government	p. 23			
Market presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A			

GRI Content Index

Material topics

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Market presence					
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.
	202-2 Proportion of senior management hired from the local community	N/A	All		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	pp. 16-17			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	pp. 23, 27			
	203-2 Significant indirect economic impacts	pp. 23, 27			
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 17			

GRI Content Index

Material topics (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Procurement practices					
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 LEED guidelines. We also rely on specialized equipment that is 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.
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 15			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken	p. 23 p. 23 p. 23			
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 15			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 24			

GRI Content Index

Material topics (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
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. 24			
	207-2 Tax governance, control, and risk management	p. 24			
	207-3 Stakeholder engagement and management of concerns related to tax	p. 24			
	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; therefore, we 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.
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 13			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 25			
	302-2 Energy consumption outside of the organization	p. 25			
	302-3 Energy intensity	p. 25			
	(continued)				

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Material topics (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Energy					
GRI 302: Energy 2016 (continued)	302-4 Reduction of energy consumption	p. 25			
	302-5 Reductions in energy requirements of products and services	p. 25			
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 13			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p. 26			
	303-2 Management of water discharge-related impacts	p. 26			
	303-3 Water withdrawal	p. 26			
	303-4 Water discharge	p. 26			
	303-5 Water consumption	p. 26			
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 13			
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. 26			
	304-2 Significant impacts of activities, products and services on biodiversity	p. 27			
	304-3 Habitats protected or restored	p. 27			
	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.
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 13			

GRI Content Index

Material topics (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Emissions					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 28			
	305-2 Energy indirect (Scope 2) GHG emissions	p. 28			
	305-3 Other indirect (Scope 3) GHG emissions	p. 28			
	305-4 GHG emissions intensity	p. 28			
	305-5 Reduction of GHG emissions	p. 28			
	305-6 Emissions of ozone-depleting substances (ODS)	N/A	All	N/A	Our refrigerant inventory did not identify material amounts of ODS.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A	All	N/A	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. 13			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p. 28			
	306-2 Management of significant waste-related impacts	p. 29			
	306-3 Waste generated	p. 29			
	306-4 Waste diverted from disposal	p. 29			
	306-5 Waste directed to disposal	p. 29			
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. 29			
	308-2 Negative environmental impacts in the supply chain and actions taken	p. 29			

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Material topics (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Employment					
GRI 3: Material Topics 2021	33-3 Management of material topics	p. 15			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 32			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 32			
	401-3 Parental leave	p. 32			
Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 15			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 33			
	403-2 Hazard identification, risk assessment, and incident investigation	p. 33			
	403-3 Occupational health services	pp. 32-33			
	403-4 Worker participation, consultation, and communication on occupational health and safety	pp. 32-33			
	403-5 Worker training on occupational health and safety	pp. 32-33			
	403-6 Promotion of worker health	pp. 33			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pp. 33			
	403-8 Workers covered by an occupational health and safety management system	pp. 33			
	403-9 Work-related injuries	pp. 34			
	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.

GRI Content Index

Material topics (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 15			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	pp. 34			
	404-2 Programs for upgrading employee skills and transition assistance programs	pp. 23-24, 34			
	404-3 Percentage of employees receiving regular performance and career development reviews	pp. 34			
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 15			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	pp. 35			
	405-2 Ratio of basic salary and remuneration of women to men	N/A	All	Confidentiality constraints	Compensation is regularly assessed across multiple dimensions, including gender. The results of this data are not publicly available.
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 15			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p. 35			
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 15			
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. 35			
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 15			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	p. 35			

GRI Content Index

Material topics (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 15			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 35			
Security practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 13-14			
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 third 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. 15			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	p. 36			
Local communities					
GRI 413: Local Communities 2016 (continued)	413-1 Operations with local community engagement, impact assessments, and development programs	p. 36			
	413-2 Operations with significant actual and potential negative impacts on local communities	N/A	All	N/A	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

(continued)

GRI Content Index

Material topics (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Local communities					
GRI 413: Local Communities 2016 (continued)	413-2 Operations with significant actual and potential negative impacts on local communities	N/A	All	N/A	not generate material amounts of hazardous waste or pollution. We are not a major employer, and we do not require resettlement or the use or 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	N/A	All	Information unavailable/ incomplete	We assessed eleven current suppliers, representing 8% of spend, through survey questions related to sustainability and supplier diversity initiatives. Of the eleven assessed, no suppliers were identified as high-risk. Over time, we expect to enhance our screening for new suppliers.
	414-2 Negative social impacts in the supply chain and actions taken	N/A	All	Information unavailable/ incomplete	Refer to 414-1
Public policy					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 15			
GRI 415: Public Policy 2016	415-1 Political contributions	p. 36			

GRI Content Index

Material topics (continued)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 16			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	p. 36			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	p. 36			
Marketing and labeling					
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 16			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	pp. 37			
	417-2 Incidents of non-compliance concerning product and service information and labeling	p. 37			
	417-3 Incidents of non-compliance concerning marketing communications	p. 37			
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	pp. 13-14			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 37			

WHEN TRUST MATTERS

Independent Assurance Statement

Digital Realty Trust, Inc ("Digital Realty", or "DLR") commissioned DNV Business Assurance USA, Inc. ("DNV", "we", or "us") to undertake independent assurance of the Digital Realty's 2022 Environmental, Social, and Governance Report (the "Report") and to carry out an independent verification for selected performance indicators for the year ended December 31, 2022.

Our Opinion: On the basis of the work undertaken, nothing came to our attention to suggest that the Report does not properly describe Digital Realty's adherence to the Principles described below. In terms of reliability of the performance data, nothing came to our attention to suggest that these data have not been properly collated from information reported at operational level, nor that the assumptions used were inappropriate. In our opinion, the Report provides sufficient information for readers to understand the company's management approach to its most material issues and impacts.

Without affecting our assurance opinion, we also provide the following observations:

Stakeholder inclusiveness

The participation of stakeholders in developing and achieving an accountable and strategic response to sustainability.

DLR has demonstrated a clear commitment to engaging internal and external stakeholders across the company's value chain. The company continues to develop programs and facilitate communications to achieve its environmental objectives such as engaging with Tier 1 suppliers via Supplier Sustainability Surveys to reduce its Scope 3 emissions and enhance suppliers' resilience. The report also highlights sustainable building certifications as a tool to demonstrate to stakeholders the company's efforts towards minimizing environmental impacts. DLR is also an active member of multiple organizations, such as Clean Energy Buyers Alliance, and Data Center Coalition. In future reports, DNV recommend DLR consider detailing the most active membership, where DLR has taken a leadership role within the membership group or whether there were highlights in the reporting year as a result of the membership group's efforts or impact.

Materiality

The process for determining the issues that are most relevant to an organization and its stakeholders.

In 2022, DLR conducted a materiality assessment, gathering input from stakeholders including global management, employees, investors, and customers. This helped the company identify the most significant environmental, social, and governance (ESG) issues for the company and its stakeholders. In our opinion, the Report addresses the most material issues facing DLR and its stakeholders. In our opinion, the Report address the most material issues facing DLR and its stakeholders. Aligning the company's materiality and risk assessment approach, the Nominating and Corporate Governance Committee has oversight of the procedures for identifying, assessing, monitoring, and managing risks, including sustainability-related ones. To further enhance governance on sustainability, DLR established the Executive Sustainability Committee ("ESC") in 2022 to focus on strategic decision-making regarding relevant issues. We look forward to updates on the ESC's efforts in next year's report, demonstrating DLR's continuous commitment to sustainability.

Sustainability context

The presentation of the organization's performance in the wider context of sustainability.

Digital Realty's reporting aligns with global sustainability frameworks including The Global Reporting Initiative (GRI), The Task Force on Climate-related Financial Disclosures (TFCD) and the Sustainable Development Goals (SDG). The company is also a signatory to the E.U. Climate Neutral Data Center Pack and its five pillars which align with the EU Green Deal and the objective to be carbon neutral by 2050. The report also takes into account continuous supply chain challenges and inflation. As DLR's strategy continue to evolve, we recommend that DLR consider developing and reporting on SMART targets for all material issues and, specifically, those that fulfill SDGs.

Completeness

How much of all the information that has been identified as material to the organization and its stakeholders is reported.

The Report is comprehensive and offers insights into how the company effectively manages and monitors its most material issues in the reporting year. The Report also demonstrates the company's adoption of the TCFD recommendations on climate change risk management by providing reasonable estimates of future impacts that can be foreseen. Furthermore, given the evolving nature of social and governance topics within the sector and the recent executive leadership changes, DLR continues to actively facilitate discussions, execute strategies, and report managing efforts of these emerging topics. Based on our assessment, we do not believe that Digital Realty has failed to report on any of its material issues.

Reliability and quality

The accuracy and comparability of information presented in the Report, as well as the quality of underlying data management systems.

We have confidence in the processes in place to ensure reasonable accuracy for the information presented in the Report and data management systems. The reporting of performance including the disclosure of data is comprehensive and the indicators are disclosed in a balanced manner. Goals and performance data are presented objectively, with clear and balanced representation of 2022 performance and challenges. The systems for production and collation of these data appear, from our review, to be reliable and capable of producing complete and consistent data .

Scope and approach

We performed our work using DNV's assurance methodology VeriSustain™, which is based on our professional experience, international assurance best practice including the International Standard on Assurance Engagements 3000 ("ISAE 3000"), and the Global Reporting Initiative ("GRI") Sustainability Reporting Guidelines.

We evaluated the Report for adherence to the VeriSustain™ Principles (the "Principles") of stakeholder inclusiveness, materiality, sustainability context, completeness, and reliability. We evaluated the performance data using the reliability principle together with Digital Realty's data protocols for how the data are measured, recorded and reported. The reporting criteria against which the GHG verification was conducted is the World Business Council for Sustainable Development (WBSCD)/World Resources Institute (WRI) Greenhouse Gas Protocol– A Corporate Accounting Standard and Reporting Standard Revised Edition.

The boundary for the performance data is restricted to global assets operating under Digital Realty's operational control and indirectly managed assets where Digital Realty has financial control and available data, except for energy consumption and water consumption which is restricted to directly managed assets only.

We understand that the reported financial data and information are based on data from Digital Realty's 10-K, which is subject to a separate independent audit process. The review of financial data, including financial data taken from the 10-K and that feeds into the calculation of the Selected Performance Indicators, is outside of the scope of the assurance. DNV has relied on this information as accurate for the purposes of our scope of work. In addition, assurance of Carbon Neutrality of operations is not within the scope of work including the use of quantified and verified carbon offsets to support claims of carbon neutrality.

Specific information verified

The 2022 performance data in scope are listed below:

Greenhouse Gas Emissions

- 2022 Greenhouse Gas Emissions
  - 2022 Scope 1 Emissions[1] 39,030 $MtCO_2e$
  - 2022 Scope 2 Emissions (Location-Based) 3,426,701 $MtCO_2e$
  - 2022 Scope 2 Emissions (Market-Based) 1,567,223 $MtCO_2e$
  - 2022 Scope 3 Emissions
    - Purchased Goods and Services 206,184 $MtCO_2e$
    - Fuel and Energy Related Emissions 322,413 $MtCO_2e$
    - Capital Goods 1,227,970 $MtCO_2e$

Energy

- 2022 Total Energy Consumption 10,579,768 MWh

Water

- 2022 Total Water Consumption 1,573,359 kGal
  - Reclaimed Water Consumption 568,586 kGal

GRI Indicators in scope include:

- 302-1: Energy Consumption;
- 303-3a: Water Withdrawal by source (per GRI 303: Water and Effluents, 2018);
- 305-1: Direct GHG Emissions;
- 305-2: Indirect GHG Emissions;
- 305-3: Other indirect (Scope 3) GHG Emissions

Responsibilities of Digital Realty Trust, Inc and of the Assurance Providers

Digital Realty has sole responsibility for the preparation of the Report. In performing our assurance work, our responsibility is to the management of Digital Realty; however, our statement represents our independent opinion and is intended to inform all stakeholders. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. This is our forth year providing assurance for Digital Realty's Report.

DNV's assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Level of Assurance

We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance opinion. We are providing a **'limited level'** of assurance. A 'reasonable level' of assurance would have required additional work at headquarters and site levels to gain further evidence to support the basis of our assurance opinion.

Independence

DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals.

WHEN TRUST MATTERS

Basis of our opinion

A multi-disciplinary team of sustainability and assurance specialists performed work. We undertook the following activities:

- Review of the current sustainability issues that could affect Digital Realty and are of interest to stakeholders;
- Review of Digital Realty's approach to stakeholder engagement and recent outputs;
- Review of information provided to us by Digital Realty on its reporting and management processes relating to the Principles;
- Conducted interviews with Senior Vice President, General Counsel and Secretary; Senior Vice President, Investor Relations; Vice President, Risk Management; and Senior Director, Sustainability Programs. They are responsible for areas of management and stakeholder relationships covered by the Report. The objective of these discussions was to understand top level commitment and strategy related to corporate responsibility and Digital Realty's governance arrangements, stakeholder engagement activity, management priorities, and systems. We were free to choose interviewees and functions covered;
- Assessed documentation and evidence that supported and substantiated claims made in the Report;
- Reviewed the specified data collated at the corporate level, including that gathered by other parties, and statements made in the Report. We interviewed managers responsible for internal data validation, reviewed their work processes, and undertook sample-based audits of the processes for generating, gathering, and managing the quantitative and qualitative sustainability data;
- Examined data and information to support the reported energy use, GHG emissions, waste generated, and water use assertions;
- Evaluated whether the evidence and data are sufficient to support our opinion and Digital Realty's assertions.
- Provided feedback on a draft of the report based on our assurance scope.

DNV Business Assurance

DNV Business Assurance is a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance.

https://www.dnv.com

In addition, the following methods were applied during the verification of Digital Realty's environmental footprint inventories and management processes:

- Review of documentation, data records and sources relating to the corporate environmental data claims and GHG emission assertions;
- Review of the processes and tools used to collect, aggregate and report on all environmental data and metrics;
- Assessment of environmental information systems and controls, including:
    - Selection and management of all relevant environmental data and information;
    - Processes for collecting, processing, consolidating, and reporting the relevant environmental data and information;
    - Design and maintenance of the environmental information system;
    - Systems and processes that support the environmental information system.
- Performed sample-based audits of the processes for generating, gathering and managing the quantitative and qualitative environmental data;
- Examination of all relevant environmental data and information to develop evidence for the assessment of the environmental claims and assertions made;
- Confirmation of whether the organization conforms to the verification criteria

For and on behalf of DNV Business Assurance USA, Inc.
Katy, Texas
June 30th, 2022

D'Silva, Natasha — Digitally signed by D'Silva, Natasha Date: 2023.06.29 12:08:10 -07'00'

Astone, Antonio — Digitally signed by Astone, Antonio Date: 2023.06.30 08:26:52 -03'00'

Natasha D'Silva
Lead Verifier

Antonio Astone
Technical Reviewer

This Statement is for the sole use and benefit of the party contracting with DNV Business Assurance USA, Inc. to produce this Statement (the "Client"). Any use of or reliance on this document by any party other than the Client shall be at the sole risk of such party. In no event will DNV or any of its parent or affiliate companies, or their respective directors, officers, shareholders, employees or subcontractors, be liable to any other party regarding any statements, findings, conclusions or other content in this Statement, or for any use of, reliance on, accuracy, or adequacy of this Statement.

About Digital Realty

Digital Realty supports the world's leading enterprises and service providers by delivering the full spectrum of data center, colocation and interconnection solutions. PlatformDIGITAL®, the company's global data center platform, provides customers a trusted foundation and proven Pervasive Datacenter Architecture (PDx®) solution methodology for scaling digital business and efficiently managing data gravity challenges. Digital Realty's global data center footprint gives customers access to the connected communities that matter to them with 300+ facilities in 50+ metros across 28 countries on six continents.

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