DIGITAL REALTY™

Environmental, Social and Governance Report 2021

Contents

From our CEO

Environmental, Social & Governance (ESG) initiatives remain a critical priority for many of Digital Realty's more than 4,000 customers—and to us, too. We believe that Digital Realty has a global responsibility to prioritize ESG for the betterment of our customers, investors, partners, employees, and the communities we operate in. In our fourth ESG Report, we hope that you gain an even better understanding of our efforts and impact.

2021 saw continued growth globally on many fronts despite the ongoing COVID-19 pandemic, global energy market instability, and supply chain challenges accompanied by high inflation. Despite these and other challenges, our global expansion continued with the announcement of BAM Digital Realty, a joint venture with Brookfield to develop data centers in India, our entry into South Korea with the first carrier-neutral data center, and the successful listing of Digital Core REIT on the Singapore Stock Exchange.

Digital Realty also made notable progress across ESG programs. In 2021, we became the first data center operator to surpass one gigawatt of IT capacity certified in accordance with sustainable building standards, adding six new sustainable building certifications in the U.S., U.K., and Japan. We also maintained strong operational resilience, exceeding 99.999% availability in 2021, delivering at least "five-nines" of uptime for the 15th consecutive year.

Digital Realty achieved 64% renewable energy coverage globally in 2021, with most of this energy from Power Purchase Agreements (PPAs) and retail supply contracts, which moved our company closer to its 2030 global science-based carbon reduction target. We also expanded our renewable portfolio in the U.S., contracting for 118 MW of solar and wind to support our data centers in Georgia and Texas.

We issued our seventh and eighth green bond in 2021 and refinanced our existing global credit facility with a sustainability-linked financing component. Since 2015, Digital Realty has issued more than $6 billion in green bonds and remains the leading REIT and data center industry issuer of green bonds.

We also made strides on our Diversity, Equity, and Inclusion (DEI) efforts, launching four new Employee Resource Groups in 2021 to promote inclusion internally and create opportunities for professional and personal development for underrepresented communities. I am also proud to represent Digital Realty as the Co-Chair of Nareit's Dividends through Diversity, Equity & Inclusion CEO Council, and to have signed the CEO Pledge for CEO Action for Diversity & Inclusion.

Digital Realty's local community involvement took on a new meaning when we unexpectedly found our business navigating the freezing weather, ice storms, and massive power outages of winter storm Yury in our home state of Texas. Our dedicated workforce maintained 100% uptime for our facilities while assisting customers and the community by redirecting spare fuel to customer-operated properties and offering our spaces as potential overflow facilities for families who lacked access to power and heat.

Our ESG efforts in 2021 were recognized both within and outside our industry:

– 2021 Nareit Leader in the Light Award as the Data Center Sector Leader for excellence in sustainability for the fifth 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

– Newsweek's Most Responsible Companies 2022, ranking in the top-100 most responsible U.S. based companies, and the top data center company on the list

– JUST Capital's America's Most Just Companies 2022, placing in the JUST100 list

– 2021 GRESB Real Estate Assessment, receiving 5 Stars and ranking 1st in the technology/sciences sector

In the first half of 2022, we have remained flexible in addressing multiple crises. These include the fallout from the armed conflict and unfolding humanitarian crisis in Ukraine, along with the ripple effects it has generated throughout the global economy. Digital Realty stands in solidarity with the people of Ukraine and all those people directly impacted by this conflict. Along with our employee-led DEI Council, we donated to the International Committee of the Red Cross Ukraine Crisis Fund to support efforts to provide access to medical care, food, and clean water to many displaced Ukrainians.

As we expand our global reach and customer base in 2022 and beyond, we remain committed to leading the global data center industry in ESG performance for our customers, partners, employees, and the communities in which we operate globally.

$6.0b
Cumulative green bonds issued

68%
Global carbon reduction target

910
MW renewable capacity

34
Data centers Energy Star certified

A. William Stein
Chief Executive Officer

01 Introduction

Company overview

Digital Realty Trust, Inc. (NYSE: DLR) is a real estate investment trust (REIT) that owns, acquires, develops and operates data centers. The company is a leading global provider of data center, colocation and interconnection solutions for customers across a variety of industry verticals. We provide a global data center platform that supports our customers' digital infrastructure and enables our customers to interconnect with their customers and partners. We solve global coverage, capacity and connectivity needs for companies of all sizes, including the world's leading enterprises and services providers, through PlatformDIGITAL®, a global data center platform for scaling digital business which enables customers to deploy their critical infrastructure with a global data center provider.

Digital Realty supports more than 4,000 firms across our secure, network-rich portfolio of data centers in 50 metros across 25 countries located throughout North America, Europe, Latin America, Asia, Africa and Australia. Our headquarters are located in Austin, TX with U.S. offices in Boston, Chicago, Dallas, Los Angeles, New York, Northern Virginia, Phoenix and San Francisco and international offices in Amsterdam, Dublin, London, Singapore, Sydney, Tokyo and Hong Kong.

As of December 31, 2021, our portfolio consisted of 287 data centers (including 50 data centers held as investments in unconsolidated joint ventures). Our supply chain predominantly includes data center infrastructure equipment manufacturers, energy and water utilities, suppliers of services, contractors and their sub-contractors and suppliers.
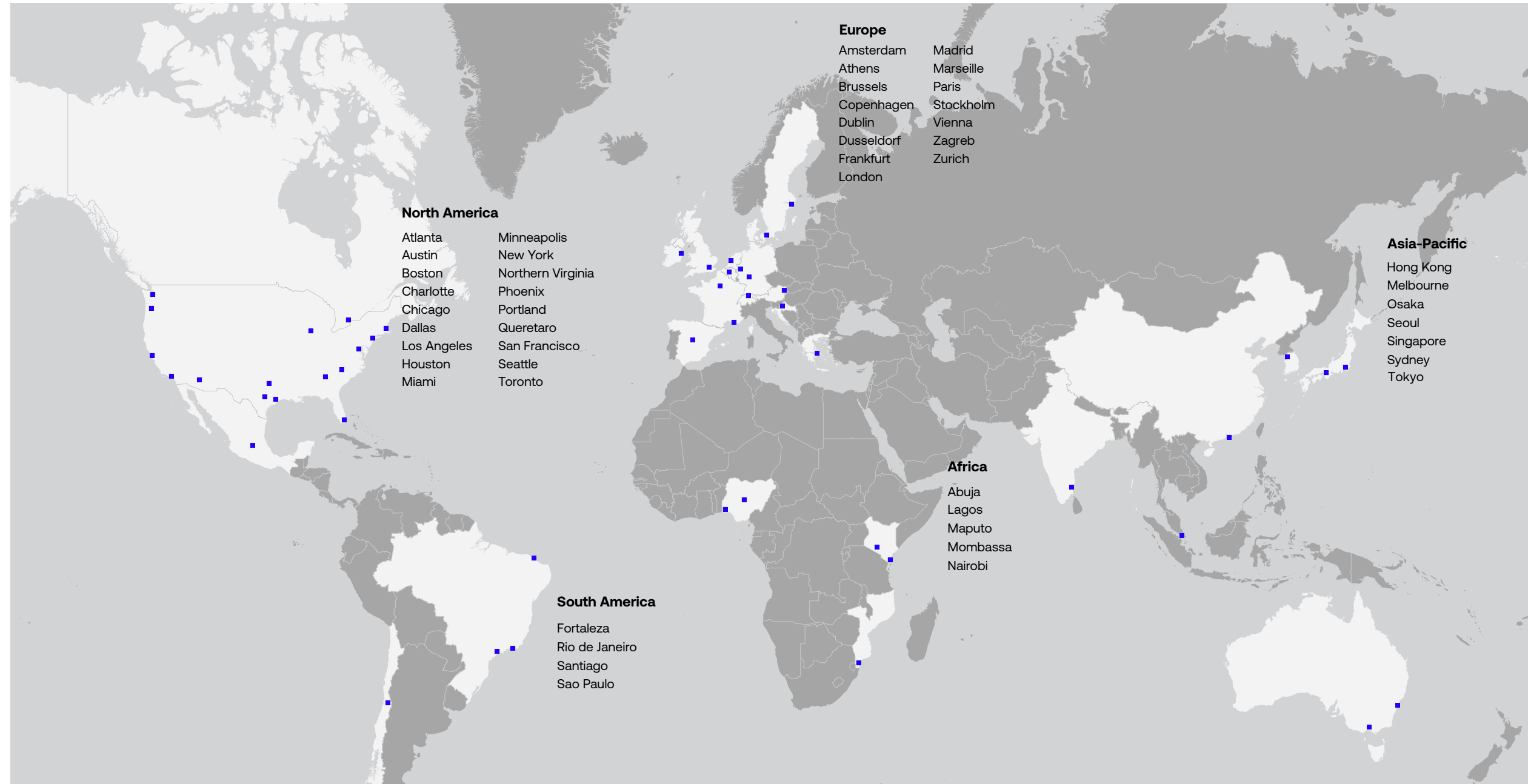
About this report

The content in this ESG Report covers calendar year 2021, unless otherwise noted. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. Properties held in unconsolidated joint ventures are not included in metrics within this report because they fall outside the scope of our operational control in the reporting year. In 2021, Digital Realty sold a portfolio of 11 data centers in Europe to Ascendas Reit and divested a portfolio of 10 data centers in North America that had been held in a joint venture with PGIM Real Estate. In December 2021, we completed the listing of Digital Core REIT as a standalone Singapore REIT publicly traded on the Singapore Exchange. Also in December, we entered into an agreement to acquire 55% of the equity interests in Teraco, Africa's leading carrier-neutral colocation provider. In 2021, we formed BAM Digital Realty, a joint venture with Brookfield Infrastructure L.P., that is focused on the development, ownership and operation of data centers in India.

To help define the material topics to cover in our report, we used GRI's Principles for Defining Report Content, including all information required for the GRI Standards: Core option as well as additional information relevant to our stakeholders. In 2020, we conducted a 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 global management, employees in various departments, investors and customers 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. Details from our 2020 materiality assessment can be found in our **2020 ESG Report**. The most material impacts from our most recent materiality assessment are:

– Ethics and integrity
– Energy use and efficiency
– Carbon emissions
– Security
– Talent and employee development
– Health, safety and well-being

Europe

Amsterdam	Madrid
Athens	Marseille
Brussels	Paris
Copenhagen	Stockholm
Dublin	Vienna
Dusseldorf	Zagreb
Frankfurt	Zurich
London	

North America

Atlanta	Minneapolis
Austin	New York
Boston	Northern Virginia
Charlotte	Phoenix
Chicago	Portland
Dallas	Queretaro
Los Angeles	San Francisco
Houston	Seattle
Miami	Toronto

Asia-Pacific

Hong Kong
Melbourne
Osaka
Seoul
Singapore
Sydney
Tokyo

Africa

Abuja
Lagos
Maputo
Mombassa
Nairobi

South America

Fortaleza
Rio de Janeiro
Santiago
Sao Paulo

Includes announced expansion markets, including transactions that have not yet closed, and markets where Digital Realty holds interests in unconsolidated joint ventures.

50 Metros[1]

25 Countries[1]

6 Continents[1]

287 Data Centers[1]

[1] Data as of December 31, 2021.

Industry Engagement and Recognition

Sustainability objectives

ESG Recognition

Climate Bonds Awards 2021

Datacenter Dynamics Awards 2021
Carbon Champion Award
Marseille River Cooling Project

Ecovadis Sustainability Rating
2021 - Gold

EPA ENERGY STAR Partner of the Year
2021 and 2022

EPA Green Power Partnership
#9 in Top 30 Tech and Telecom List

Frost & Sullivan Best Practices Award 2021
Company of the Year
Data Center Services, North America

FTSE4Good Index Series

GRESB – Real Estate Assessment
2021 - 5 Stars
1st 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
2021 – Data Center Sector

Newsweek's Most Responsible Companies 2022

Memberships, associations, participation in industry groups[1]

Clean Energy Buyers Alliance

Dutch Data Centre Council

EPA Energy Star Partner

European Data Centre Association

Information Technology Industry Council

National Association of Real Estate Investment Trusts

Northern Virginia Technology Council

TechUK Data Centre Council

The Real Estate Roundtable

Rocky Mountain Institute's Business Renewables Center

UN Global Compact Participant

U.S. Green Building Council

Alignment with industry codes of conduct and voluntary best practices

BSR Future of Internet Power

Business Ambition for 1.5°C

CEO Action Pledge for Diversity and Inclusion

EPA Energy Star Benchmarking

EU Climate Neutral Data Centre Pact

EU Code of Conduct for Energy Efficiency in Data Centres

Fondation de la Mer OCEAN APPROVED®

iMasons Climate Accord

ISO 14001, ISO 50001

LEED, BREEAM and other sustainable building certifications

Science-Based Targets Initiative

U.K. Climate Change Agreement Scheme

WateReuse Recycled Water User Network™ Water Star™

Category	Objective	2021 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 42% from baseline and Scope 3 emissions 11% from baseline	13 CLIMATE ACTION
Carbon emissions	Achieve carbon neutrality (Scope 1 and 2 emissions) for France data center portfolio from 2020-2030	Achieved carbon neutrality for 2021	13 CLIMATE ACTION
Carbon emissions	Achieve carbon neutrality for EU data center portfolio in 2030 (EU Climate Neutral Data Centre Pact)	In progress	13 CLIMATE ACTION
Renewable energy	Long-term goal of making 100% renewable energy available to customers	64% renewable energy inclusive of utility supply. 100% renewable coverage achieved for U.S. colocation and European portfolios	7 AFFORDABLE AND CLEAN ENERGY
Sustainable buildings	Expand adoption of sustainably-aligned (green) lease provisions in new customer contracts	31% of net-new eligible contracts by square feet adopted green lease provisions since 2017	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Sustainable buildings	Achieve LEED Silver or country-specific equivalent certification for major new construction and redevelopment projects	Six certifications completed in 2021; two LEED-Silver, two BREEAM-Excellent, two CASBEE (B+ and A)	11 SUSTAINABLE CITIES AND COMMUNITIES
Energy efficiency	Benchmark 100% of properties in Energy Star Portfolio Manager; pursue certification for eligible properties	100% of properties benchmarked in 2021; certified 34 properties encompassing 756 MW IT capacity in 2021 (21% increase from 2020)	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Energy efficiency	Colocation PUE reduction goal of 10% by 2022 (against 2017 baseline)	Exceeded target; achieved a 16% reduction	13 CLIMATE ACTION
Energy efficiency	Interxion PUE reduction goal of 7% by 2021 (against 2020 baseline)	Exceeded target; achieved 10% reduction	13 CLIMATE ACTION
Management	Achieve 100% ISO management certification retention and improve total number of certifications	Achieved 100% certification retention and increased number of ISO certifications 7%	11 SUSTAINABLE CITIES AND COMMUNITIES
Resilience	Place in the top 25% (offices/data centers category) based on risk reduction score from insurance risk providers	73% of insured sites with risk reduction scores placed in the upper 25%[1]	11 SUSTAINABLE CITIES AND COMMUNITIES
Resilience	Receive Highly Protected Risk (HPR) status for all sites	66% of insured sites received HPR status[1]	11 SUSTAINABLE CITIES AND COMMUNITIES

[1]Not an exhaustive list.

[1]Excludes legacy Interxion portfolio.

02

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. Our objectives as outlined in our Sustainability Policy are to continue 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
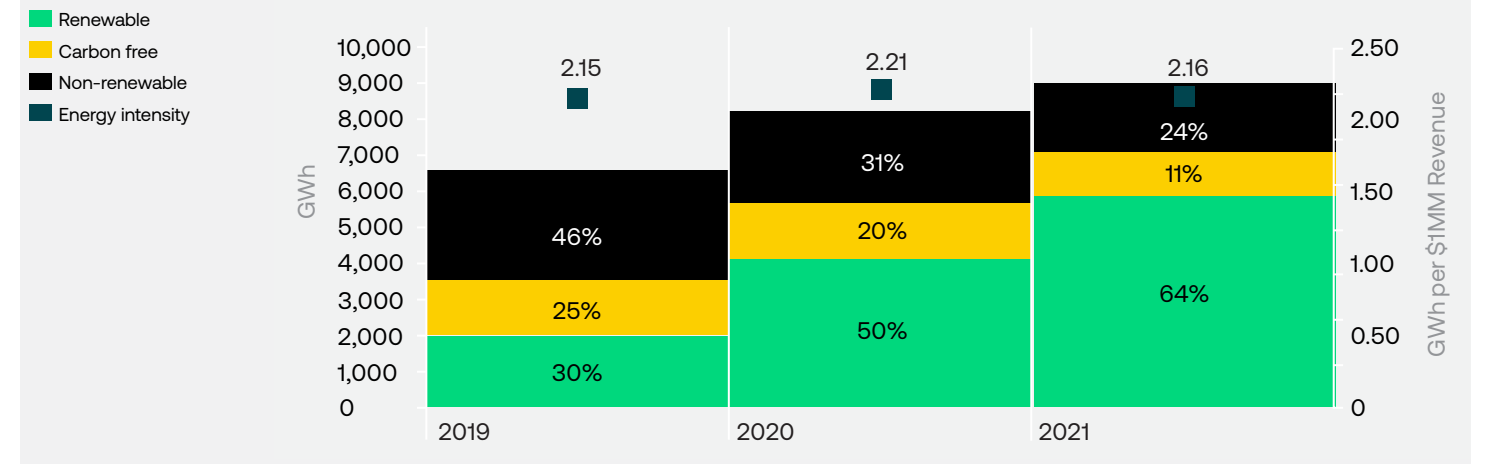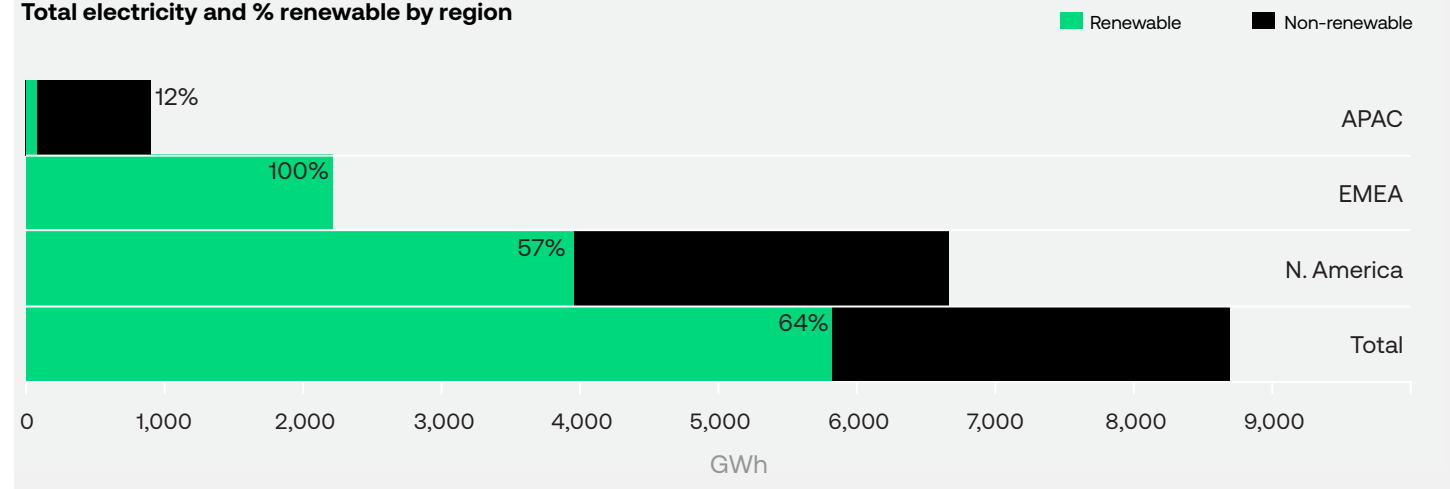
Environmental performance metrics

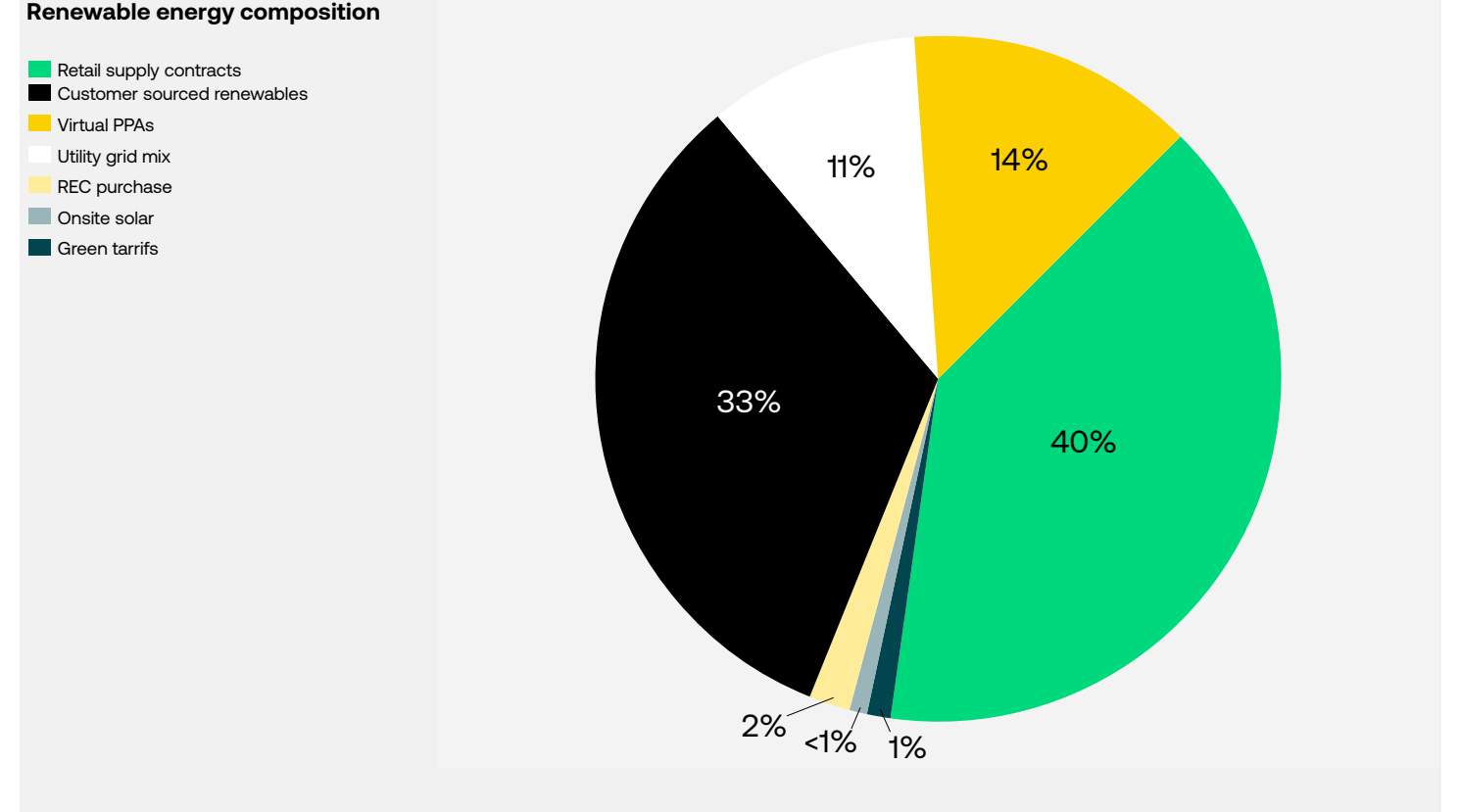## Carbon emissions and emissions intensity per revenue

■ Scope 1+2 emissions per $1 million revenue
■ Scope 1+2 market-based emissions
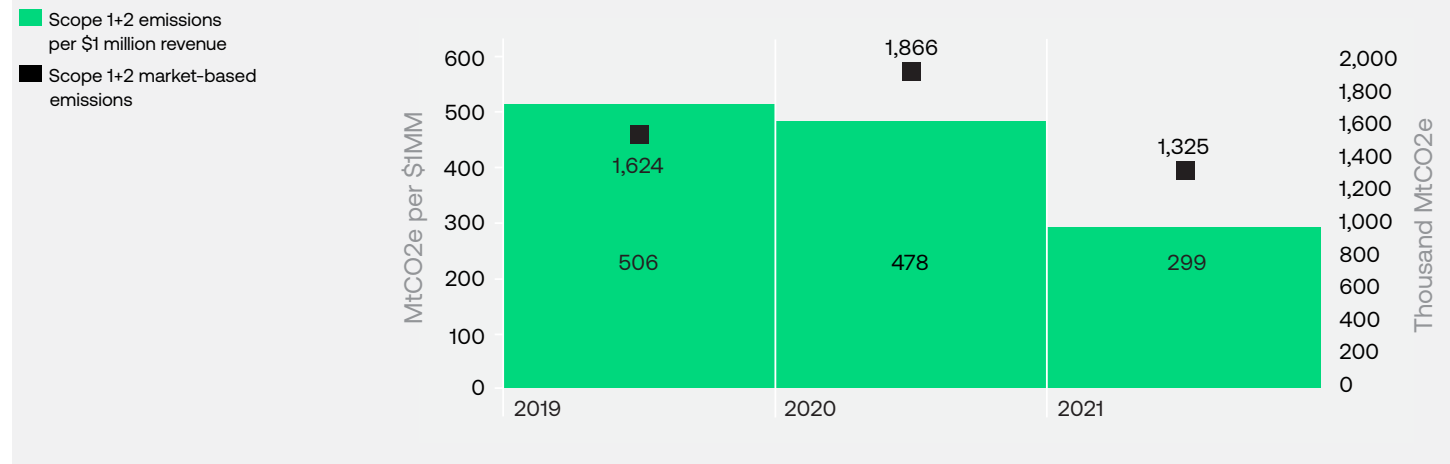
Global electricity consumption and energy intensity per revenue

■ Renewable
■ Carbon free
■ Non-renewable
■ Energy intensity

Total electricity and % renewable by region

■ Renewable   ■ Non-renewable

Renewable energy composition

■ Retail supply contracts
■ Customer sourced renewables
■ Virtual PPAs
■ Utility grid mix
■ REC purchase
■ Onsite solar
■ Green tarrifs

2021 GHG Emissions (MtCO2e)

Scope 1[1]	Scope 2 (location-based)	Scope 2 (market-based)	Scope 3[2]
20,327	2,055,473	1,304,987	1,903,567

[1] Scope 1 emissions include 4,155 MtCO2e of carbon offsets purchased.
[2] Scope 3 emissions include purchased goods and services, capital goods, energy consumption of properties where we do not have operational control, business travel, employee commute, energy and fuel-related activities not in Scope 1 or Scope 2, and waste generated.

Note: Energy consumption is calculated predominantly based on utility bills. Prior year metrics may differ from previously reported metrics due to expanded data coverage.

Carbon commitments

As the first data center operator of our size and global reach to join the Science-Based Targets Initiative (SBTi), 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 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 data center portfolio in France achieved carbon neutrality in 2020 and 2021 for Scope 1 and Scope 2 emissions and has committed to maintaining carbon neutrality through 2030.

On Earth Day 2022, we made a commitment to offset 100% of the electricity usage of our global corporate offices for 2021.

Science-based target: Scopes 1 + 2

Science-based target: Scope 3
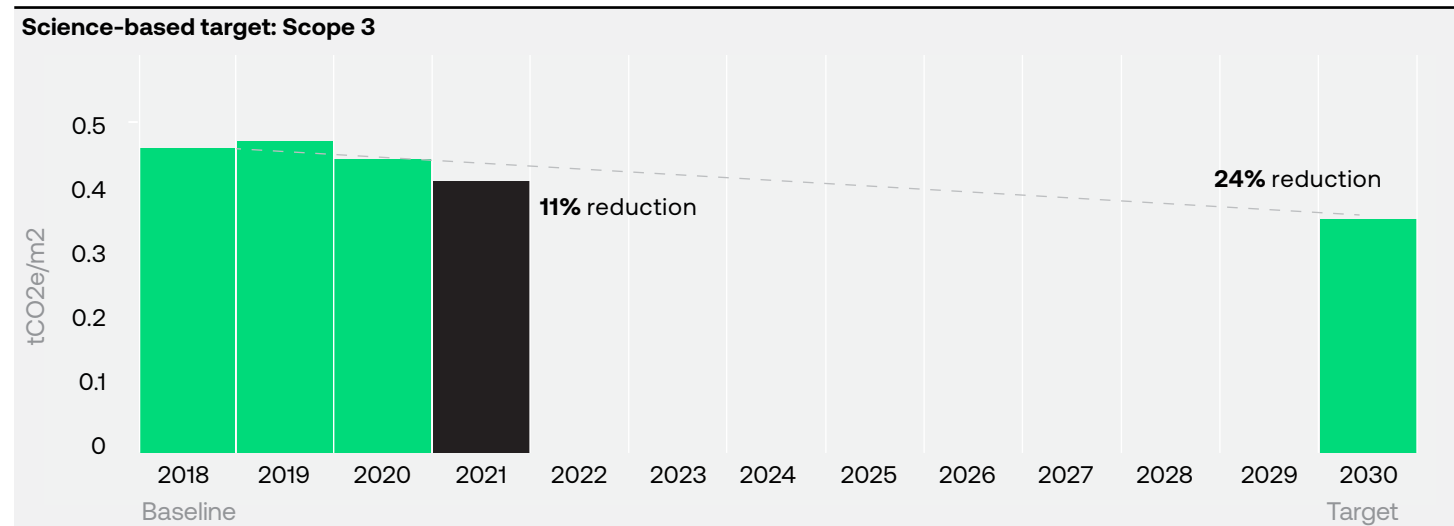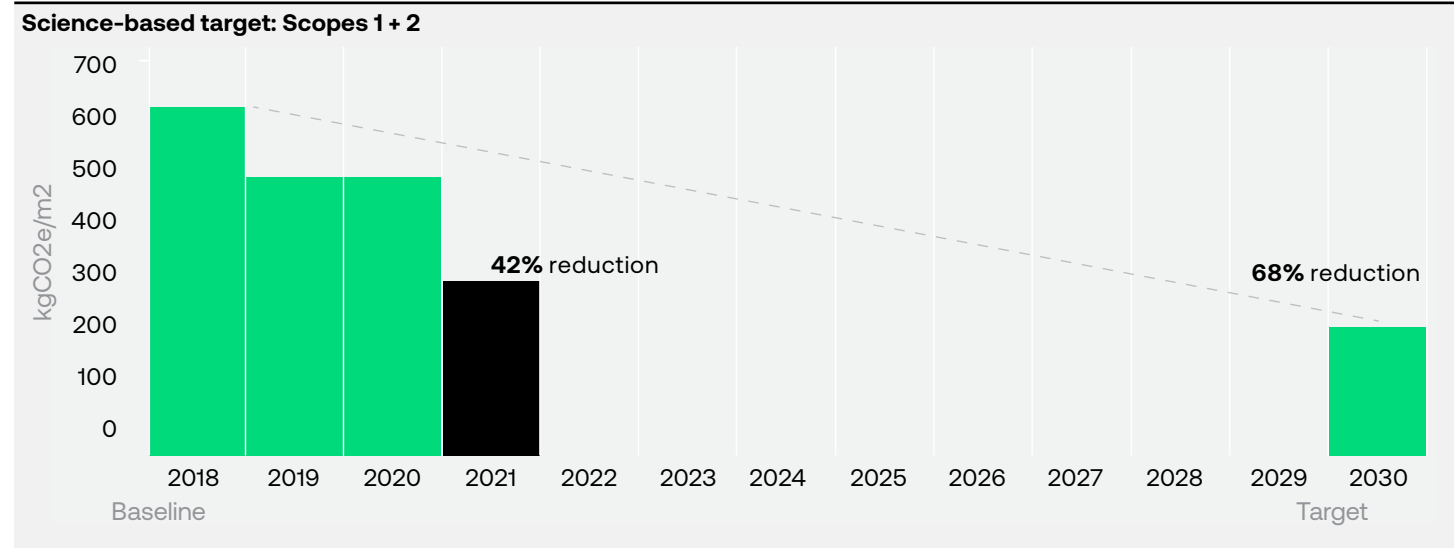
Seagrass preservation in France

In 2021, we announced our financial support for 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 MtCO2e per hectare – 3 to 5 times more than tropical forests.

Though Posidonia is protected by law, it is estimated that it still loses 1.5% of its surface area each year. Its immense capacity to store carbon, also means that when it is degraded

or destroyed, it has a double impact of both releasing carbon emissions and endangering fragile ecosystems. Its regeneration, however, increases these carbon stocks and can help support biodiversity.

The methodology will be submitted for validation by the Directorate General of Energy and Climate (DGEC) of the Ministry of Ecological and Solidarity Transition (MTES) under the Low Carbon Label scheme with the results expected to be released in late 2022. The project aims to establish the first methodology for certifying conservation and preservation measures for seagrass beds as part of the Low Carbon Label.

In addition to this effort, in 2021 we supported the planting of 17,045 trees in France with ReforestAction. The project supports local biodiversity in two French regions where our data centers are located.

Renewable energy

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 whenever possible 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.

In 2021, we contracted for 118 MW of wind and solar energy. Digital Realty enrolled in Georgia Power's Customer Renewable Supply Procurement (CRSP) program, contracting to receive 28 MW from new solar resources being built by the utility in the state of Georgia. We also entered into an agreement to source 90 MW from a new wind project in Texas that will support our data centers in the Houston and Dallas markets in the coming years.

Our five operational vPPAs produced 797,000 MWh of wind and solar energy in 2021, sufficient to meet the electricity needs of approximately 110,000 U.S. homes for one year.[1]

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

Our renewable energy sourcing efforts resulted in 2.4 million metric tons CO2 equivalent emissions (MtCO2e) avoided in 2021, comparable to the carbon emissions from 461,000 U.S. homes annually.

64%
Global renewable energy coverage (14% increase from 2020)

100%
Renewable energy for U.S. colocation, U.K. and European portfolios

910
MW solar and wind energy under contract in the U.S.

528
kW onsite solar installations in Europe and Africa

Energy conservation

Our Operations team sets energy reduction targets and works to improve PUEs throughout our portfolio. We exceeded our goal to reduce the PUE of our U.S. colocation portfolio 10% by 2022 by achieving a 16% reduction in 2021. We also surpassed our goal to improve PUE by 7% for our Interxion portfolio by 2021, achieving a 10% reduction.

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 that would deliver significant efficiency and cost savings. Projects implemented in 2021 resulted in an estimated 50,150 MWh and $3.2 million in energy efficiency savings, equivalent to the electricity needs of 4,200 homes for one year.

Energy Star certifications

2021 Energy Star metrics

Digital Realty received the EPA's ENERGY STAR Partner of the Year – Sustainaned Excellence Award in 2022 in its third consecutive year receiving the Partner of the Year Award. This award recognizes our Energy Star certification and promotional efforts in 2021. We are the only data center company to receive this award, exemplifying our continued commitment to pursuing ENERGY STAR certifications and measuring and improving the energy efficiency of our data centers.

100%	34	773	67%
Energy Star benchmarked[1]	Data centers certified	MW-IT certified	U.S. owned and managed portfolio

992k	137k	703k
MWh saved[2]	Equivalent to powering 137,000 average U.S. homes	MtCO2e saved

[1] Managed portfolio.
[2] When compared to industry average data centers according to the U.S. EPA.

Sustainable buildings

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 has undertaken measures to tread lightly on the environment. Digital Realty has a policy to certify major new developments and renovations to LEED-Silver minimum or equivalent sustainable building standards.

In 2021, we surpassed one gigawatt of IT capacity certified in accordance with sustainable building standards (12.9 million square feet). Digital Realty is the first data center provider to reach this milestone. In total, more than 50% of our global portfolio by square foot has received one or more sustainable building certifications.

2021 sustainable building certifications

Address	Total SF Certified	Rating System	Certification Level
11 Hanbury St (Block C) Data Centre, London, U.K.	49,090	BREEAM	Excellent
11 Hanbury St (Block C) Office, London, U.K.	1,374	BREEAM	Excellent
22125 Broderick Dr, Ashburn, VA, USA	433,590	LEED	Silver
6675 NE 62nd Ave, Hillsboro, OR, USA	554,142	LEED	Silver
Digital Tokyo 1, Tokyo, Japan	406,664	CASBEE	B+
Digital Osaka 4, Osaka, Japan	235,532	CASBEE	A
Total	**1,680,390**		

Green gigawatt
Surpassed 1 GW-IT (and 12.9 million square feet) of sustainable building certifications

Sustainable building spotlight

6675 NE 62nd Avenue, Hillsboro, Oregon
Digital Realty's new Oregon data center, referred to as PDX11, is a 553,000 square-foot, two-story LEED-Silver certified data center that was designed and constructed to be highly energy efficient and water-wise.

The project is supplied with solar energy under a long-term contract from Portland General Electric's Green Future Impact program. Solar energy will be supplied by the newly-built Pachwáywit Fields solar project located in Gilliam, Oregon. On average each year, the renewable generation equates to enough clean energy to meet the equivalent electricity needs of 13,900 U.S. homes and emissions reductions of 44,500 metric tons annually.

Lighting utilizes high efficiency LEDs throughout the facility. The data center uses healthy materials that support good indoor environmental quality, and the facility has carbon dioxide sensors that monitor indoor CO_2 concentrations and adjust ventilation rates to ensure a healthy workplace. The project includes EV charging stations to support the adoption of zero emission vehicles by occupants. The project also sought to minimize land areas used for parking to preserve open space and views for occupants.

29%
Energy savings[1]

99%
Reduction in potable water use

85%
Construction waste diverted

62%
Carbon emission savings

[1] Compared to a baseline design at 100% load.

Reusing waste heat: promoting a circular economy

Digital Realty looks for ways to minimize environmental impacts and promote a circular economy. At numerous data centers, we have designed and installed infrastructure to capture residual heat from our servers. We supply the resulting hot water to neighboring residential and commercial buildings to offset a portion of their heating needs.

Amsterdam
Our AMS5 data center provides excess heat to business parks in Schiphol-Rijk near Amsterdam. This project is a collaboration with Polderwarmte, a Dutch energy company, which supplies companies with 45,000 GJ of heat. The project saves 1.5 million cubic meters of gas annually and will reach up to 75,000 GJ of residual heat in five years, resulting in savings of 2.5 million cubic meters of gas.

Brussels
Our newly constructed BRU3 data center sends excess generated heat to warm local households through a new sustainable district heating project in Zaventem, Belgium.

Marseille
Heat generated by our MRS2 and MRS3 data centers will be fed into the urban heating network in the Euroméditerranée neighborhoods of Marseille, supporting a portion of the heating needs of up to 5.4 million square feet of residential and commercial buildings. Development for the connection to the city network is slated to begin in 2023 and is expected to come online in 2025.

Seattle
Our Westin Building Exchange data center in Seattle supplies heat for the adjacent Amazon corporate campus via a local "Ecodistrict." The cooled water from Amazon's buildings is then returned to the Westin Building's cooling infrastructure to be re-used.

The system provides a portion of the heating needs for about 5 million square feet of office space. Recycling excess energy from the Westin Building is projected to save approximately 80 GWh of electricity use over

25 years. The project is in line with the City of Seattle's goal to reduce building energy emissions 38% from 2008 levels by 2030 and achieve carbon neutral status by 2050.

Stockholm
Since 2015, cooling and heat recovery for our STO6 data center has been provided by Stockholm Exergi's heat recovery plant in Akalla and is delivered via a district cooling network. The excess heat from the data center is recovered and returned to Stockholm Exergi where it enters large heat pumps that produce district heating to heat thousands of homes.

Vienna
Our Vienna data center campus will provide waste heat to the neighboring Floridsdorf Hospital. Heated water will be used to heat the building and fulfill hot water needs. Our Vienna data center campus will be able to supply 50% to 70% of the hospital's heating energy needs. The project is expected to come online in 2023 and save 4,000 tons of CO_2 emissions per year once fully operational.

Zurich
Our ZUR1 data center lease captures waste heat from servers and provides hot water to a heat pump which is connected to the building's central heating system. The data center provides hot water to heat the building's adjacent offices and common areas.

Additionally, our new ZUR3 facility is expected to be part of a new district heating project in the municipalities of Opfikon and Rümlang. The data center's waste heat will be used to warm homes in the EnergieVerbund Airport City region.
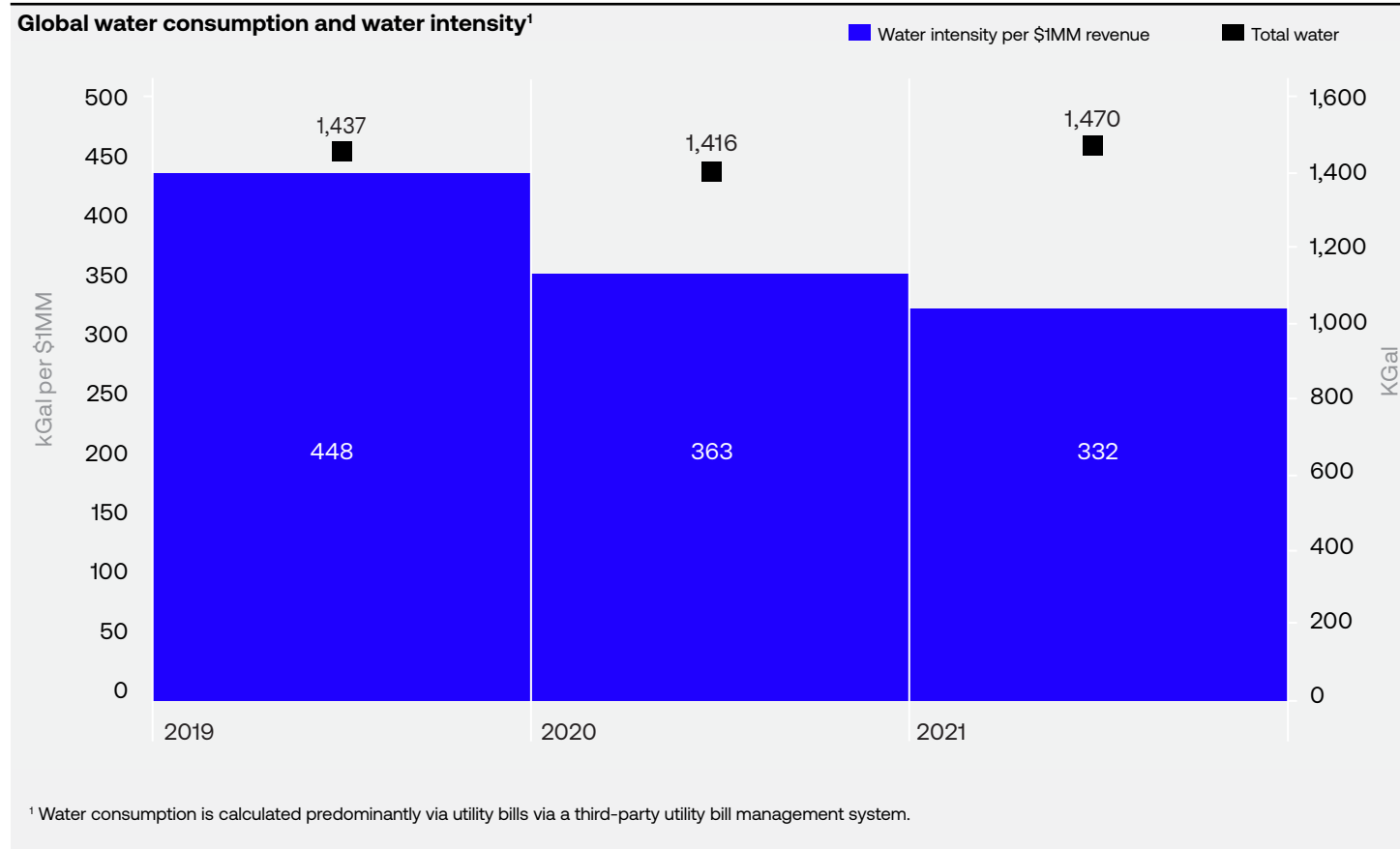
Singapore spotlight: liquid cooling
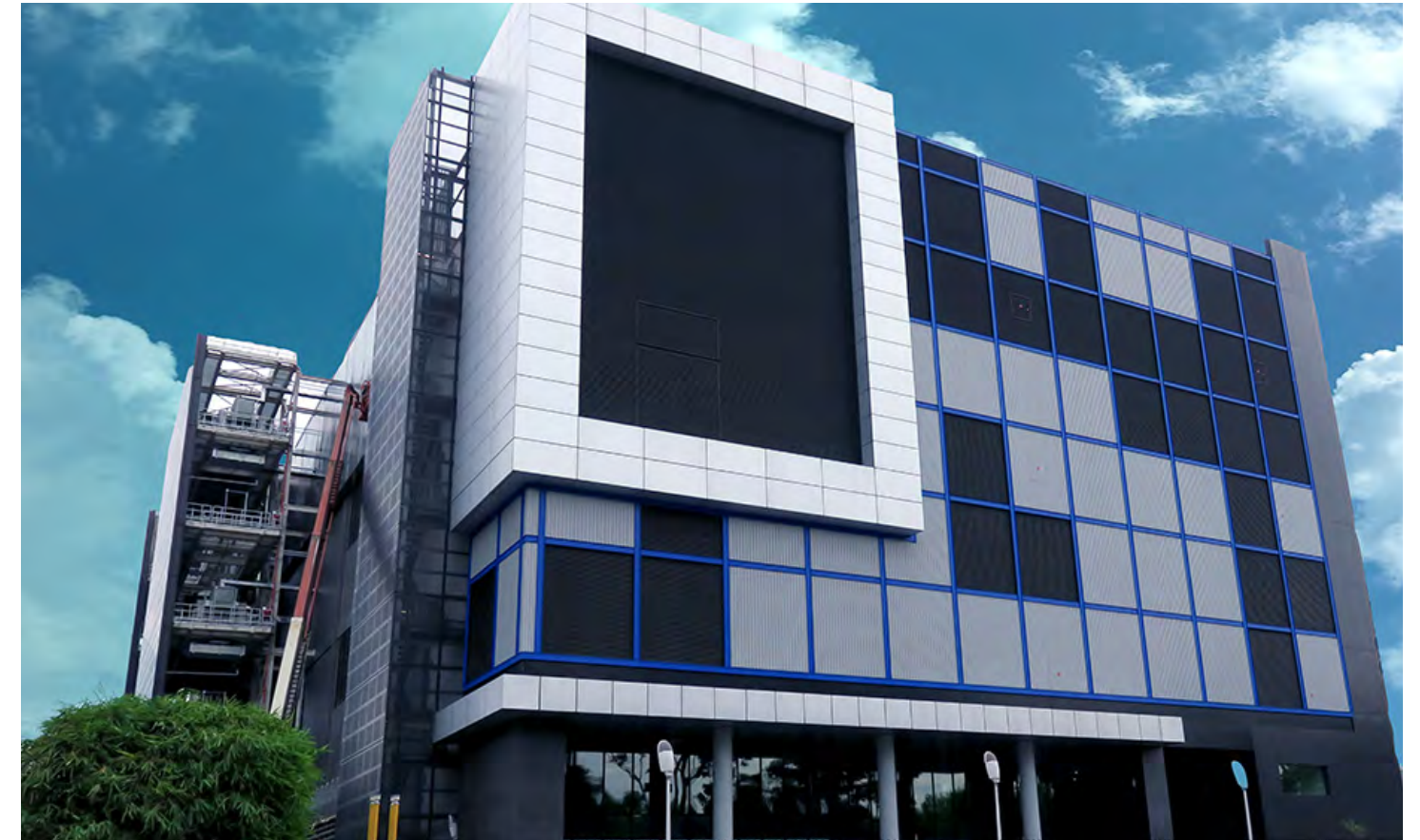
In 2021, we announced the introduction of a new bare metal infrastructure service that features liquid cooling, designed in partnership with Singapore startup CoolestDC. This will first be available at our Digital Loyang 1 data center with plans to bring the service to our other Singapore data centers.

Digital Realty first tested the liquid cooling setup for six months in a project funded by Temasek Foundation, the philanthropic arm of the Singapore sovereign fund Temasek Holdings. The testing found that servers using CoolestDC's direct-to-chip liquid cooling technology saw a reduction in power consumption of up to 29% compared to conventional air-cooled servers. This would equate to a single rack with a power density of 25 kW saving up to $25,000 a year in electricity costs.

Additionally, the systems reduce water usage by up to 50% and help avoid thermal throttling, which can affect server performance at full rack capacity.

Liquid cooling technology saw a reduction in power consumption of up to 29% compared to conventional air-cooled servers.

Water conservation

Global water consumption and water intensity[1]

Legend: ■ (blue) Water intensity per $1MM revenue ■ (black) Total water

Chart data:
- 2019: Water intensity 448 kGal per $1MM, Total water 1,437
- 2020: Water intensity 363 kGal per $1MM, Total water 1,416
- 2021: Water intensity 332 kGal per $1MM, Total water 1,470

Left axis (kGal per $1MM): 0–500. Right axis (KGal): 0–1,600.

[1] Water consumption is calculated predominantly via utility bills via a third-party utility bill management system.

Our Global Water Strategy addresses the strategic role that water plays in Digital Realty's operations, identifies regions where water quality and scarcity pose the greatest interruption risk to Digital Realty's business, and creates a pipeline of projects and opportunities to conserve water and increase resiliency in our operations.

More than 50% of the water used to cool our North America data centers were supplied by non-potable sources in 2021. In total, 36% of our global water supply was provided by municipally-supplied non-potable or onsite recycled water in 2021. The development of our Global Water Strategy and use of smart water management processes and technologies are key steps in our efforts to conserve and protect water.

36% of our global water supply was provided by municipally-supplied non-potable or onsite recycled water in 2021.

France: Ocean Approved® label

Digital Realty's Interxion France subsidiary has been labelled Ocean Approved®, the first globally recognized label that acknowledges businesses committed to reducing their impact on the ocean beyond basic compliance with current regulations. The label was launched in June 2021 by La Fondation de la Mer and Bureau Veritas, in conjunction with the French Ministry of the Sea and Interxion France was the first company to receive the label.
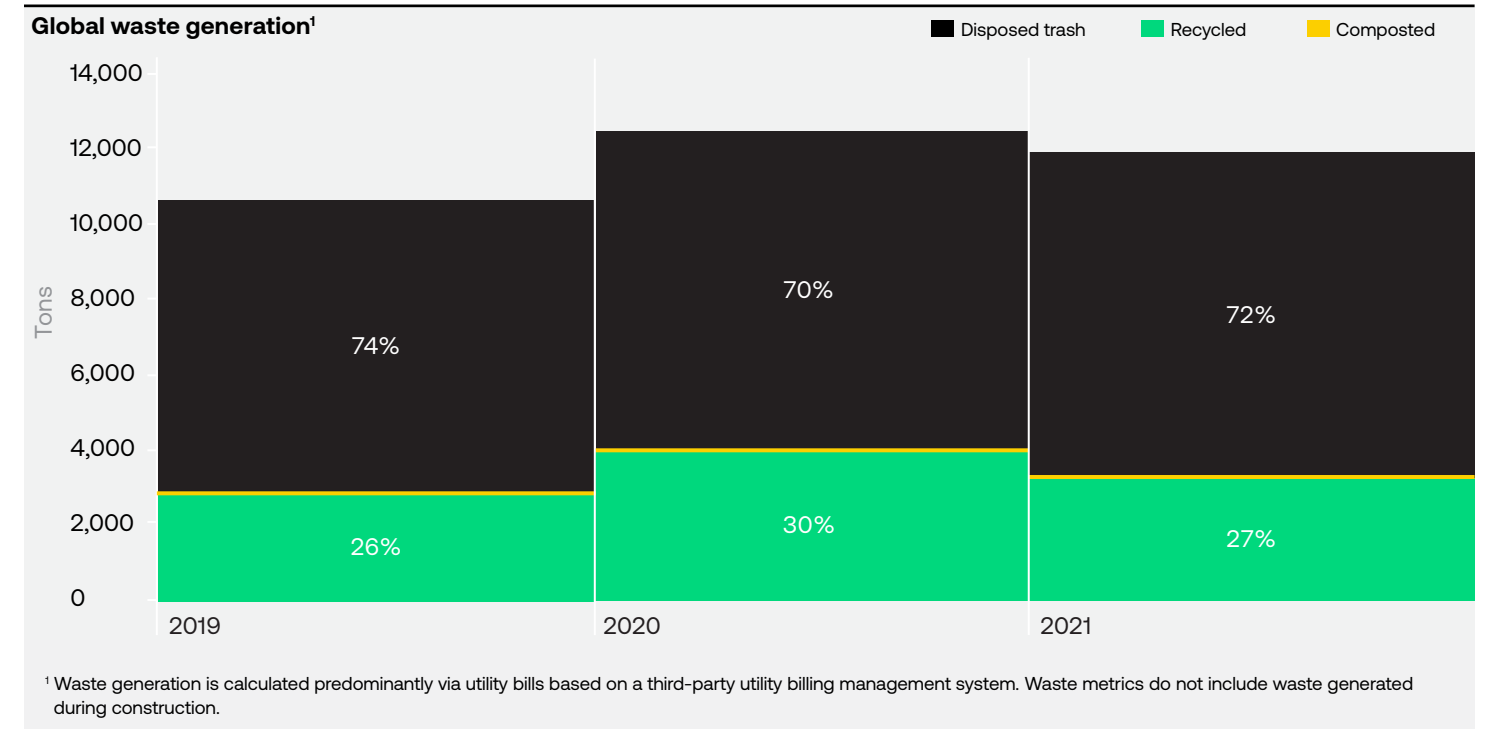
The label was developed to support Sustainable Development Goal 14 ("Life Below Water") and aims to involve companies in a process of continuous improvement and enhance the value of their approach to water conservation. The certification audit assessed the materiality, the mapping of direct and indirect impacts, and our action plan to reduce further impact on the ocean.

Waste management

We benchmark our waste generation in ENERGY STAR Portfolio Manager. In 2021, our data centers generated 11,762 tons of waste and diverted 28% of total waste generation. We have performed zero waste audits at several of our data centers globally and are working to implement measures to optimize waste diversion.

During construction of our data centers, we follow sustainable building certification standards for minimizing waste and using regional and recycled materials. Though we are not responsible for our customers' e-waste, we aim to divert waste during construction and operations whenever possible.

Global waste generation[1]

Legend: ■ (black) Disposed trash ■ (green) Recycled ■ (yellow) Composted

Chart data (Tons, axis 0–14,000):
- 2019: Disposed trash 74%, Recycled 26%
- 2020: Disposed trash 70%, Recycled 30%
- 2021: Disposed trash 72%, Recycled 27%

[1] Waste generation is calculated predominantly via utility bills based on a third-party utility billing management system. Waste metrics do not include waste generated during construction.

Supply chain sustainability

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.

As part of our efforts to reduce our Scope 3 emissions, we launched our Supplier Sustainability Survey pilot. The pilot reached out to several of Digital Realty's largest suppliers to understand their current sustainability status and future goals for carbon reductions. 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.

Green finance

Digital Realty expanded its industry-leading portfolio of green bonds in 2021. We issued €1.0 billion and CHF545 million green bonds during the year. Proceeds will be allocated to sustainable building, energy efficiency and renewable energy projects.

In November 2021, Digital Realty announced it completed the refinancing of its existing global credit facility with a sustainability-linked financing component. The new credit facility's pricing is subject to adjustment based on annual sustainability performance targets.

Cumulative impacts from green bond proceeds allocated since 2015:

1.5m
MtCO2e avoided

1.5m
MWh renewable energy produced
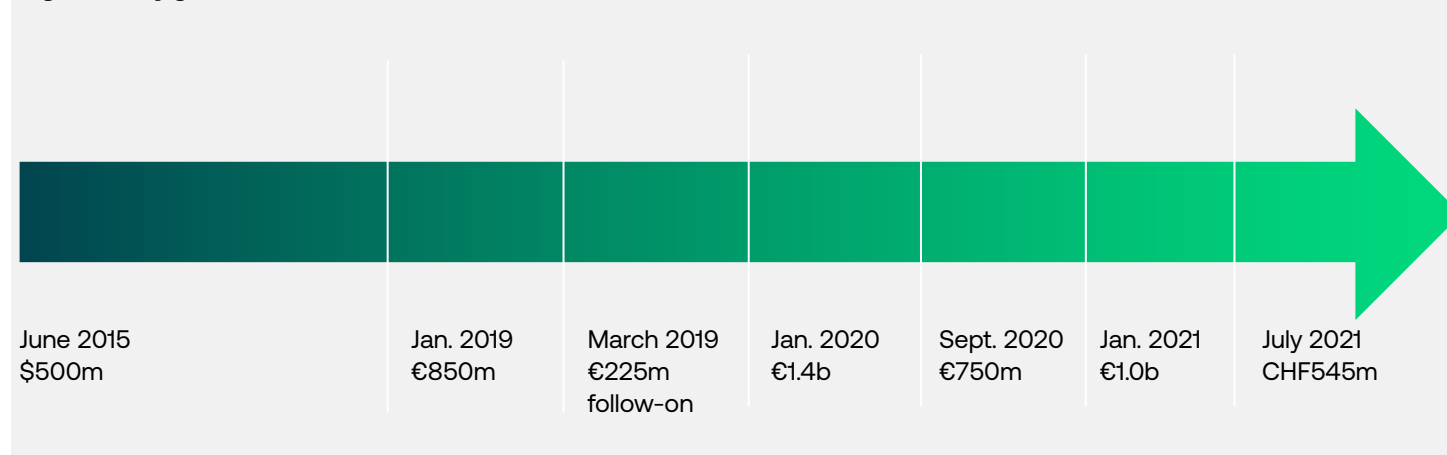
1.4m
MWh energy efficiency savings

714m
Gallons water saved

32k
Jobs created[1]

[1] Estimated direct and indirect jobs created.

Digital Realty green bonds

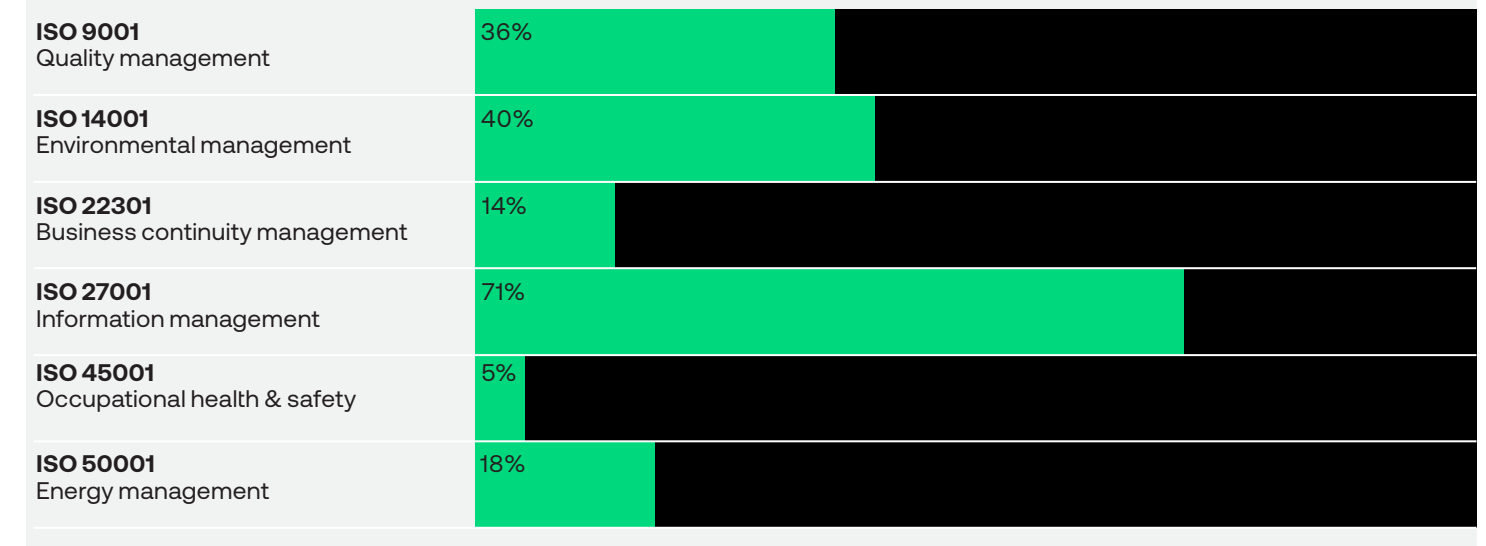| June 2015 $500m	Jan. 2019 €850m	March 2019 €225m follow-on	Jan. 2020 €1.4b	Sept. 2020 €750m	Jan. 2021 €1.0b	July 2021 CHF545m

Management systems

We implement ISO management systems to ensure we have consistent processes in place to support continual improvement. We retained 100% of all existing ISO certifications in 2021. 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 **Certifications** page for more information on management systems.

Management systems[1]

ISO 9001 Quality management	36%
ISO 14001 Environmental management	40%
ISO 22301 Business continuity management	14%
ISO 27001 Information management	71%
ISO 45001 Occupational health & safety	5%
ISO 50001 Energy management	18%

[1] Certification per square feet

Green leasing

We are among the first global data center operators to adopt green lease standards for use in data centers and are the first data center provider to be recognized as a Green Lease Leader by the Institute for Market Transformation and U.S. Department of Energy. We received Green Lease Leader Gold recognition in 2018, 2020 and 2021, and in 2022 were awarded the Green Lease Leader Platinum recognition in its inaugural year. The Platinum criteria seeks to address the greater ESG impact of leasing practices and recognizes leaders who integrate environmental and social performance impact goals in leasing.

We incorporate green lease language in applicable customer leases to better align interests between landlord and tenants to incentivize energy and resource efficiency investments, streamline renewable energy procurement and support sustainable building certifications. Among new leases signed since the launch of this initiative in 2017, we have shown a 31% adoption rate of green lease provisions. As of year-end 2021, 6.4 million square feet (46%) of our global portfolio has cost recovery clauses in place, with 17% of our eligible global portfolio by square feet with full green lease provisions.

GREEN LEASE LEADER PLATINUM

Communities and biodiversity

We recognize that the construction and operation of our data centers has the potential to impact local communities. When acquiring properties, we commission independent environmental consultants to conduct Phase I or similar environmental site assessments. These assessments allow Digital Realty to identify environmental concerns as well as resource efficiency improvement opportunities.

Some of the ways we minimize negative impacts and provide value to local communities are:

– Development projects undergo internal assessment of existing environmental conditions.

– Where necessary, Environmental Impact Reports (EIRs) are developed for new development projects. For projects which require EIRs, local communities are engaged to solicit feedback.

– For some projects, land is set aside for public use purposes including pedestrian access, bike paths and outdoor spaces.

– We may build on previously developed sites that may have a legacy of hazards from prior uses. In some cases, they may be designated as brownfield sites. These sites undergo required clean-up 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 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 in global markets. In 2021, we supported tree planting in markets including France and Spain.

03

Engaging stakeholders

We seek to engage with stakeholders that are key to our business success, as well as those that may be affected by our business activities. Digital Realty's key stakeholders include employees, customers, investors, joint venture partners, governments and regulators, suppliers as well as communities and non-governmental organizations (NGOs). View our **Stakeholder Engagement Matrix.**

Customer Experience

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.

Community involvement

Digital Realty is committed to giving back to the communities where we operate and we continue to encourage and celebrate community involvement and employee engagement activities through our Do Better Together initiative. Our program includes:

Community involvement and corporate giving program
Since 2020, Digital Realty has provided philanthropic support to help global and local charitable organizations on the front-lines of the COVID-19 pandemic. This included donations to organizations ranging from the International Red Cross/ Red Crescent and World Health Organization COVID-19 relief funds, as well as small, local charitable organizations across EMEA and APAC. In 2021, we continued our philanthropic and community-engagement focus, in-line with our broader commitment to diversity, equity and inclusion (DEI). This past year, Digital Realty donated $1.32 million to multiple organizations globally, ranging from Wonder Women in Tech and Black Girls Code to Stop Asian American Pacific Islander (AAPI) Hate. We also actively supported the American

Heart Association through partnerships in cities including Austin, Texas and the greater Washington D.C. area. These initiatives are all part of our broader commitment to be proactive, engaged members in the communities where we operate.

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 each year for the purpose of volunteering for eligible organizations.

Matching gifts program
We encourage our employees and directors to give back to the community by matching their contributions to eligible charitable organizations through our Matching Gifts Program. In response, in 2021, Digital Realty matched approximately $240,000 in employee and director donations to more than 175 charitable organizations around the globe.

Our pillars of philanthropic focus and alignment with the UN Sustainable Development Goals (UN SDGs)

13 CLIMATE ACTION
Disaster recovery

4 QUALITY EDUCATION
Science, technology, engineering and mathematics (STEM) education

11 SUSTAINABLE CITIES AND COMMUNITIES
Sustainability

10 REDUCED INEQUALITIES
Diversity, equity & inclusion

Ashburn cleans up on Earth Day

In honor of Earth Day on April 22, 2021, the Northern Virginia Digital Realty team participated in an Adopt-A-Highway clean-up event near the Ashburn campus. Sponsored by the Digital Realty Culture Club - Ashburn Chapter, employees furthered our partnership with the Ashburn community by collecting more than 25 large bags of trash from a 1.1 mile stretch of Smith Switch Road that runs alongside our Ashburn campus.

The Culture Club, a grassroots effort to drive employee engagement and culture, adopted Smith Switch Road between Waxpool and Gloucester through the Virginia Department of Transportation's Adopt-A-Highway program several years ago, after renewing the agreement that had been held for many years by Dupont Fabros Technology, which was acquired by Digital Realty in 2017.

The event reflected our commitment to being a global force for good in the communities we both live and work. The event was the first opportunity for employees to safely get together since the outbreak of the pandemic more than one year prior.

Free a girl rescue story

Digital Realty's DEI Council and Women's Leadership Forum (WLF) supported Free A Girl with a philanthropic donation to advance their work in rescuing girls from sexual exploitation and providing vocational training to help remove them from the vicious circle of violence.

In 2021, DEI Council members met with Free A Girl to hear first-hand how the organization supports rescue teams in Bangladesh, India, Iraq, Laos, Nepal, the Netherlands, China and Thailand. Free a Girl told us a story about a girl, who just a short time ago was one of the more than two million girls worldwide who are trafficked, raped and tortured. Today, she is free and working safely on her future, thanks to the Free A Girl organization.

The DEI Council prioritizes supporting smaller organizations in order to make a bigger impact. Our donation is expected to rescue at least ten children and provide medical, legal and vocational support, help bring three perpetrators to justice, and discover and report three online trafficking sites to law enforcement authorities We extended our donation to support Free A Girl in honor of International Women's Day in 2022.

The DEI Council prioritizes supporting smaller organizations in order to make a bigger impact.

Supporting active and sustainable transportation

Since 2019, Digital Realty has sponsored several employees to participate in the TD Five-Boro Bike Tour, which raises awareness of bicycling in New York City and funds for free bike education programs. In August 2021, a group of employees embarked on the 40-mile ride through Manhattan, Bronx, Queens, Brooklyn, and Staten Island, the five boroughs of New York City. We continued this effort by participating again in May 2022.

Fitwel spotlight: 2323 Bryan corporate office

Digital Realty's newly renovated corporate office in Dallas at 2323 Bryan Street received a 2-Star Fitwel certification in 2021 and LEED Gold certification in 2022. These certifications show our commitment to the health and well-being of our employees and particularly prioritizes the health of our employees, especially as they return to work in the midst of the COVID-19 pandemic. Digital Realty is the first data center company to receive a Fitwel Certification.

Measures implemented to achieve the Fitwel Certification include

Maximizing daylight in design, with more than 50% natural daylight on office floors and more than 75% of workstations with views of nature.

Indoor air quality testing performed prior to occupancy and conducted annually thereafter. Test results will be shared with occupants.

Tobacco and smoke free policy, prohibiting the sale of all forms of tobacco and unregulated nicotine products and prohibiting smoking on site.

Green purchasing and cleaning program that uses safe, non-toxic, and environmentally-friendly cleaning supplies. Procurement of kitchen supplies that are recycled, recyclable and compostable, and minimizing single-use products.

100% active (height adjustable) workstations.

Dedicated quiet room and lactation room available to all occupants and shielded from public view.

Annual occupant satisfaction surveys.

Easily accessible water bottle stations and water quality testing conducted semi-annually.

Healthy vending and snack bar policy enforcing single-serving portions, nutrition labeling, and healthy food and beverage options for employees.

Site-specific Business Continuity and Emergency Response Plan and an emergency notification system supported through Digital Realty's Global Command Center.

Automatic External Defibrillators (AEDs) provided on each floor and employee training provided for their proper use.
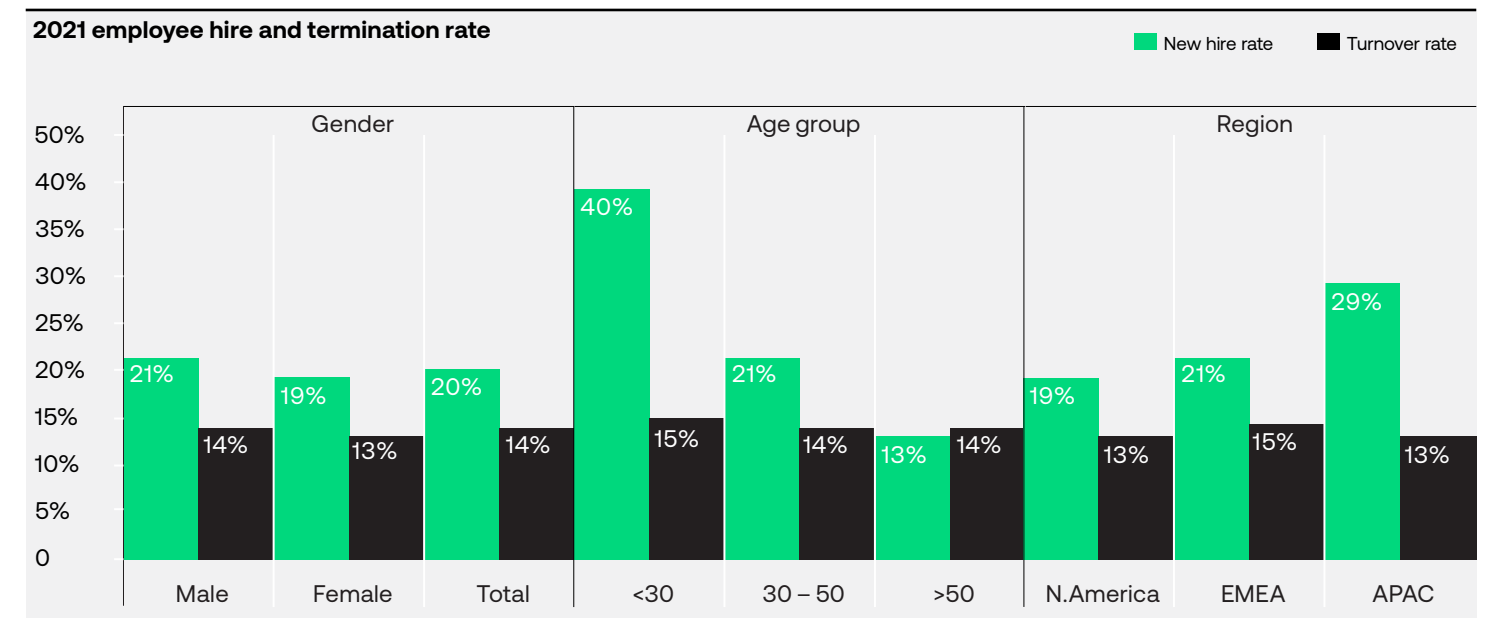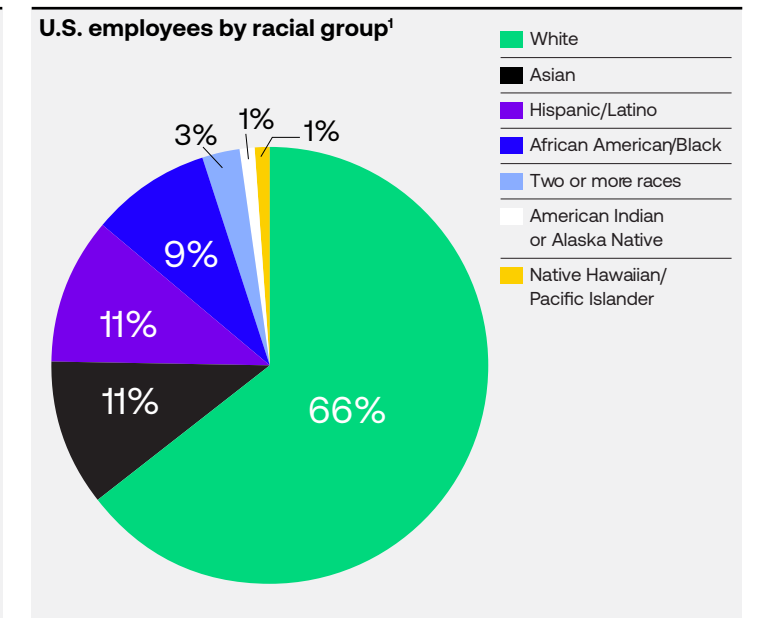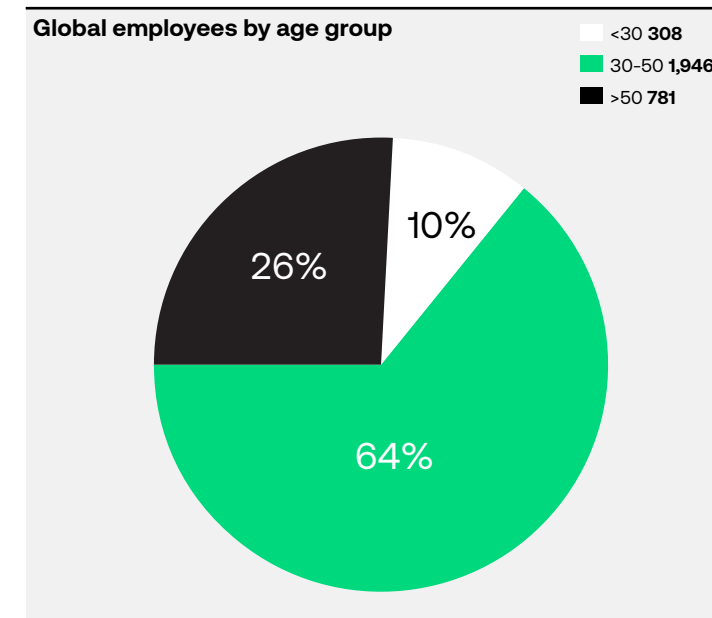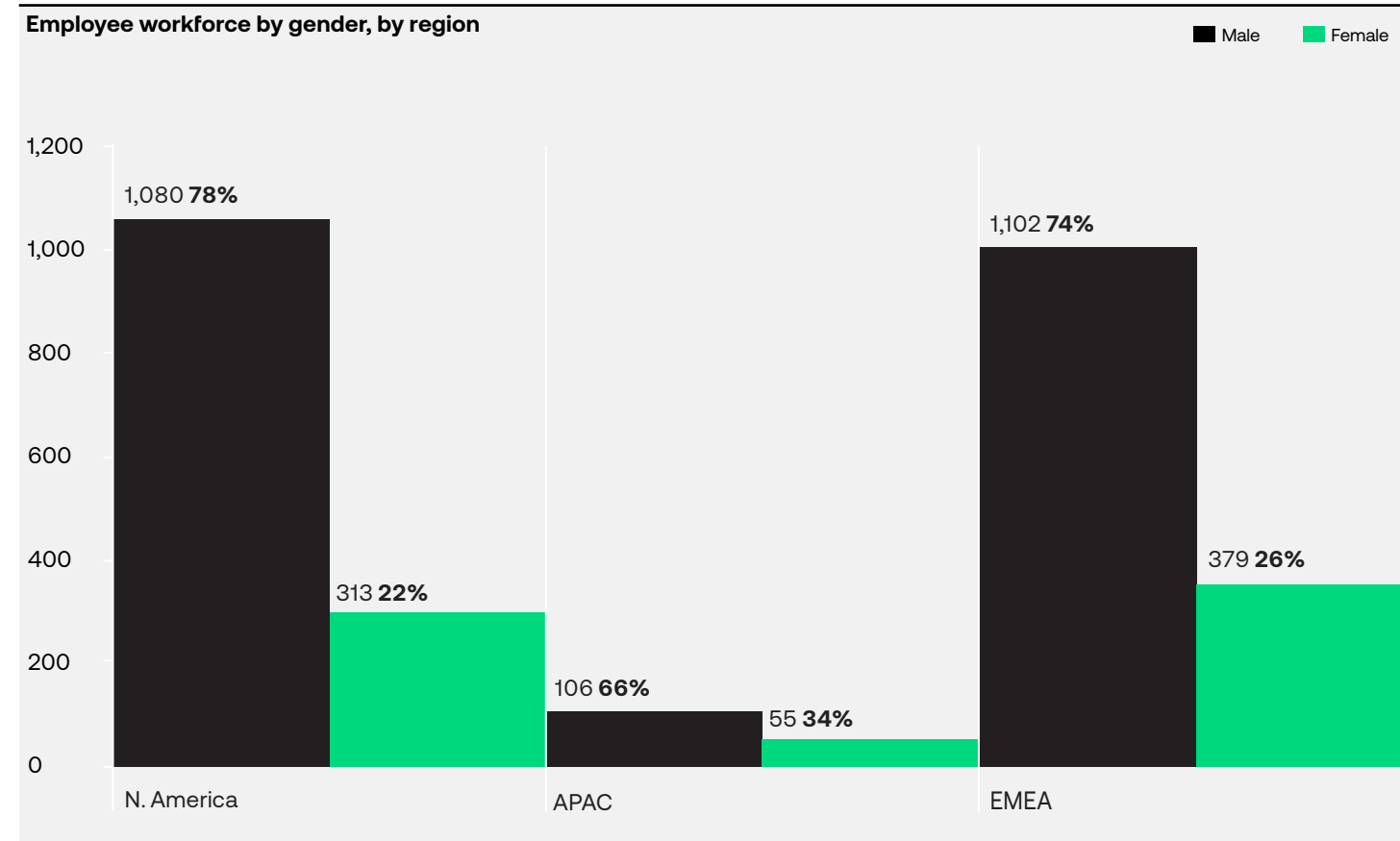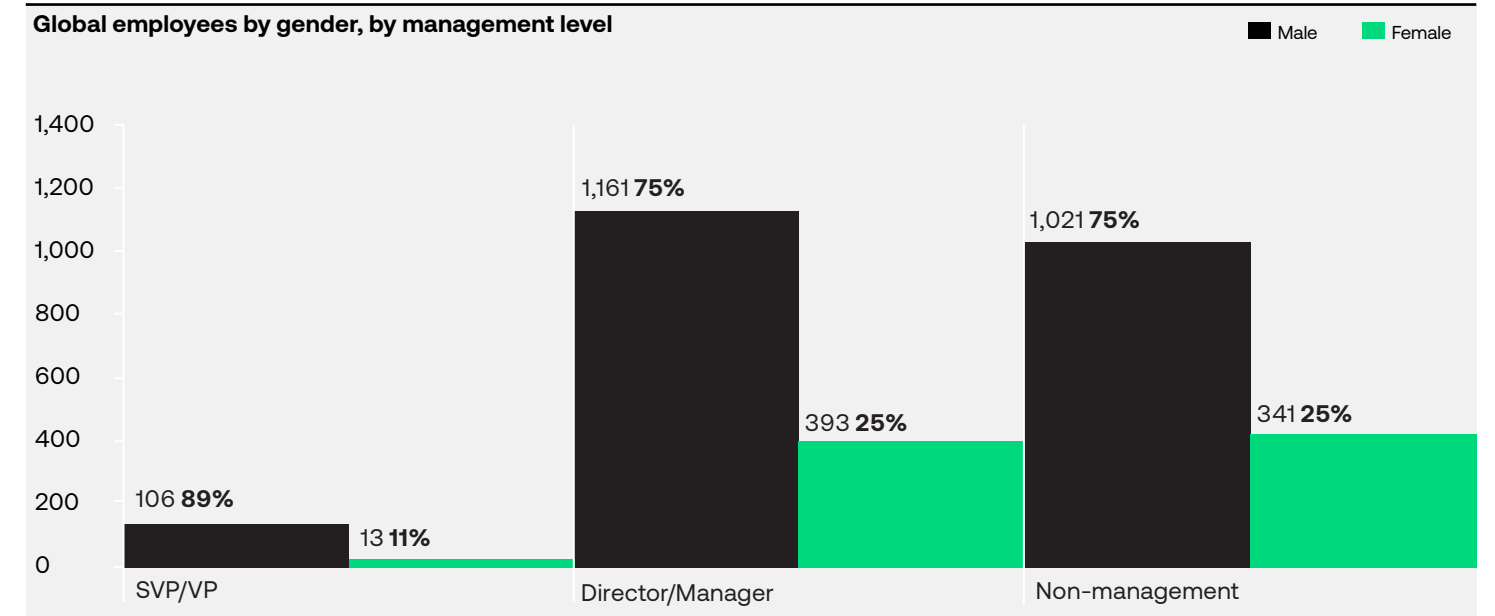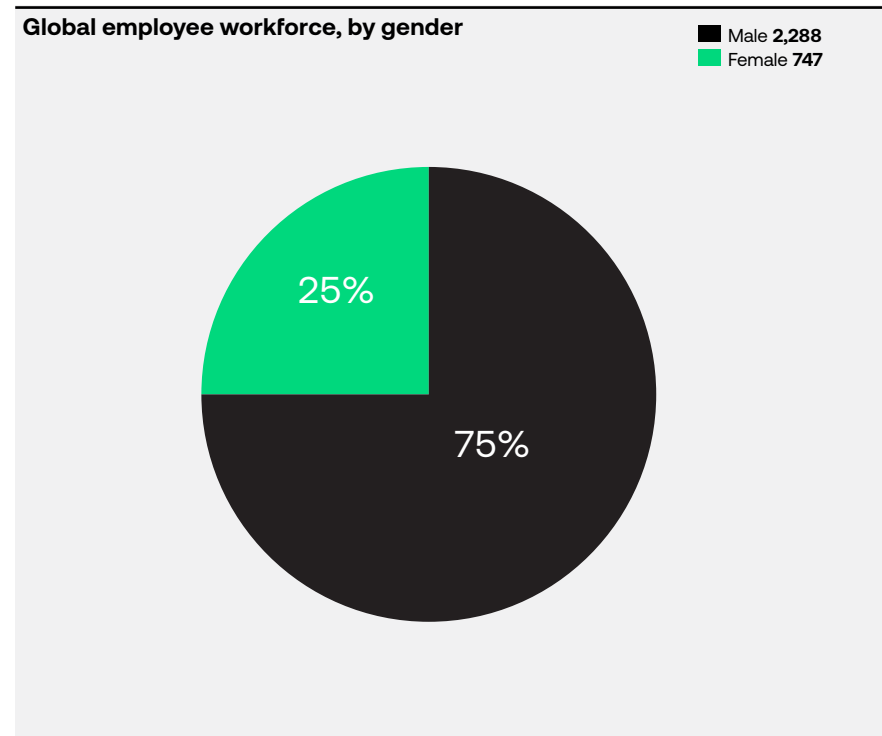
Interior finishes, paints, and adhesives that contain no or low VOCs and have high recycled content.

Diversity, equity & inclusion

Our Diversity, Equity and Inclusion (DEI) Council launched in 2020 to help create an even more inclusive Digital Realty. Approximately 40 employees from across the U.S., EMEA and APAC, spanning various management levels, served on our DEI Council in 2021. These employees closely partnered with Human Resources and our Executive Leadership Team to ensure success and impact.

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. Furthermore, we want to ensure that Digital Realty reflects the diverse communities we operate in, globally.

Global employee workforce, by gender

Male **2,288**
Female **747**

- 25%
- 75%

Employee workforce by gender, by region

Male
Female

- N. America: 1,080 **78%** / 313 **22%**
- APAC: 106 **66%** / 55 **34%**
- EMEA: 1,102 **74%** / 379 **26%**

Global employees by gender, by management level

Male
Female

- SVP/VP: 106 **89%** / 13 **11%**
- Director/Manager: 1,161 **75%** / 393 **25%**
- Non-management: 1,021 **75%** / 341 **25%**

Global employees by age group

- <30 **308**
- 30-50 **1,946**
- >50 **781**

- 10%
- 26%
- 64%

U.S. employees by racial group[1]

- White
- Asian
- Hispanic/Latino
- African American/Black
- Two or more races
- American Indian or Alaska Native
- Native Hawaiian/ Pacific Islander

- 66%
- 11% (Asian)
- 11% (Hispanic/Latino)
- 9%
- 3%
- 1%
- 1%

2021 employee hire and termination rate

New hire rate
Turnover rate

	New hire rate	Turnover rate
Gender		
Male	21%	14%
Female	19%	13%
Total	20%	14%
Age group		
<30	40%	15%
30 – 50	21%	14%
>50	13%	14%
Region		
N.America	19%	13%
EMEA	21%	15%
APAC	29%	13%

[1] U.S. racial diversity metrics reflect Digital Realty's 2021 EEO-1 Report filed with the Equal Employment Opportunity Commission (EEOC).

Employee resource groups

Through the DEI Council, in 2021 we launched the Black Employee Resource Group (ERG), Veteran's ERG, Digital Pride (our LGBTQIA+ ERG) and Digital Voces (our Hispanic ERG). We now have five ERGs inclusive of our Women's Leadership Forum (WLF), all of which seek to promote inclusion internally and create opportunities for underrepresented communities within and outside of Digital Realty. Today, more than 500 employees globally are members of Digital Realty's ERGs. In addition to the 2021 highlights from our five ERGs listed in the following section, the ERGs made philanthropic donations to a total of 21 organizations globally relating to their communities - including Free A Girl, Wonder Women in Tech Foundation, The American Legion, InterPride and the Hispanic Heritage Foundation.

Women's Leadership Forum (WLF)
– A series of Masterclass sessions open to all employees on topics ranging from Business Storytelling to the importance of metrics at Digital Realty
– A virtual auction to raise funds for breast cancer awareness
– Sponsorship for external virtual events with the Women's Tech Forum
– Community involvement and external customer events
– Accelerated virtual events to support networking and career development during the COVID-19 pandemic

Veteran's ERG
– Fireside Chat featuring Digital Realty's veteran Board Members Lt. Gen. VeraLinn Jamieson and William G. LaPerch and Chief Operating Officer Erich Sanchack
– 9-11 memorial video presentation

Black ERG (BERG)
– Internal events including a Bryan Stevenson's Equal Justice Initiative event in celebration of Juneteenth and another in honor of U.K. and Ireland's Black History Months
– Educational messaging throughout Kwanzaa

Digital Pride (LGBTQIA+ ERG)
– Company Pride logo, social campaign and internal event for Pride Month

Digital Voces (Hispanic ERG)
– ERG launched in November 2021

Employee engagement

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 Leadership 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.

Our Employee Recognition program is designed to celebrate employees who demonstrate our Company Values - Customer Focus, Teamwork, and Results-Driven. 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 the Annual CEO Circle Awards.

In 2021, we continued our partnership with our third-party engagement provider's bespoke employee engagement platform 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. We conducted an annual survey of all Digital Realty employees to provide a real-time view of engagement conditions and received an 81% survey response rate, up from 70% in 2020. Overall, employee satisfaction with working at Digital Realty remained strong through the challenges of 2021, and employees appreciate the company's approach to managing through the pandemic. Employee feedback indicated they feel supported by their managers and are increasingly confident in the prospects for our company's growth.

As a result of the survey, the company also worked with management on communications to help employees better manage work/life balance. Global teams introduced ways to build boundaries, including the elimination of most Friday meetings to allow for more productive work time and not emailing on nights and weekends to encourage employees to work during work hours only. Communications were also sent with general tips to incorporate into work routines such as incorporating response-time etiquette into emails, using auto-response for more than out-of-office needs, and going video-free.

Associate engineering program: developing a diverse workforce

We recognize that diversity is critical to building a highly functional team and understand 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.

In 2021, Digital Realty launched an Associate Engineering program for our Global Solutions Engineering department. The program created an opportunity to focus recruitment in areas such as new engineering school graduates and to connect with active college programs that promote gender diversity in STEM (one of our four areas of philanthropic focus), providing a recruitment pipeline that enables hiring of more women engineers. Through the Associate Engineering program, 75% of hires were female, and of those, two-thirds are racially diverse.

Training and education

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.

100% of our employees received training on Cybersecurity, Global Data Privacy, Insider Trading, FCPA (Foreign Corrupt Practices Act) and Anti-Corruption Compliance in 2021. We maintain an anti-discrimination and anti-harassment policy which includes mandatory harassment training for all managers, and in 2021 we mandated 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.

In total, Digital Realty employees spent an average of 13 hours per FTE on training and development, totaling 45,654 hours. An additional 1,553 contractors were trained at an average of 11 hours, totaling 17,720 hours.

13
average hours per FTE spent on training and development

45,654
total employee hours spent on training and development

Health and well-being

Full-time and part-time employee benefits

Health, vision and dental insurance

Flexible working and work-from-home arrangements

Flexible vacation program for exempt employees

Equal paid parental leave for primary and non-primary caregivers

Teladoc to see licensed doctors using live video visits on smart devices[1]

Mental health visits through Teladoc[1]

Annual Benefits Fair in multiple locations for information on the coming year benefits, including vendor booths and an open forum for employees to ask questions[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

Ergonomic assessments for employees[2]

Company discounts at various global locations through TicketsAtWork[2]

Annual flu shots[2]

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.

04 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, committees and individual directors on the significant risks identified and how they are being managed.

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

Management of ESG

Environmental performance
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 Chief Operating Officer oversees the teams that implement resource conservation initiatives and green building projects. Our Vice President of Supply Chain and Procurement who is responsible for corporate-wide purchasing, Senior Vice President of Global Construction and Delivery who manages sustainable building projects and Vice President of Technical Operations who manages resource conservation projects all report to our Chief Operating Officer. Sustainability program updates and major activities are provided to the Executive Leadership Team on a semi-annual basis or as needed.

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.

Social performance
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, alongside our Chief Revenue Officer. 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 Leadership 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 have an affirmative action plan in place 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.

Ethics and integrity
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 Foreign Corrupt Practices Act (FCPA) and Anti-Corruption Compliance Policy is administered by the Executive Vice President, General Counsel. Our Vice President, Associate General Counsel is responsible for monitoring compliance with the Code of Conduct.

Cybersecurity
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.

Physical security
Our Vice President of Portfolio Security is responsible for our Portfolio Security Team, with oversight from our Chief Operating Officer. The team continuously monitors the security of our facilities through a robust compliance and assurance program.

Occupation 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 Chief Operating Officer.

Climate-related risks
Due to the nature of Digital Realty's business and the variety of climate-related risks and opportunities, climate-related risk is managed through multiple verticals. Market risks, such as increasing energy prices and renewable energy opportunities, are managed by our Vice President of Sustainability and 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 through our Vice President of Risk Management in conjunction with our Vice President of Sustainability. Our Management is responsible for managing risk through our Enterprise Risk Management Program, with oversight by our Board of Directors.
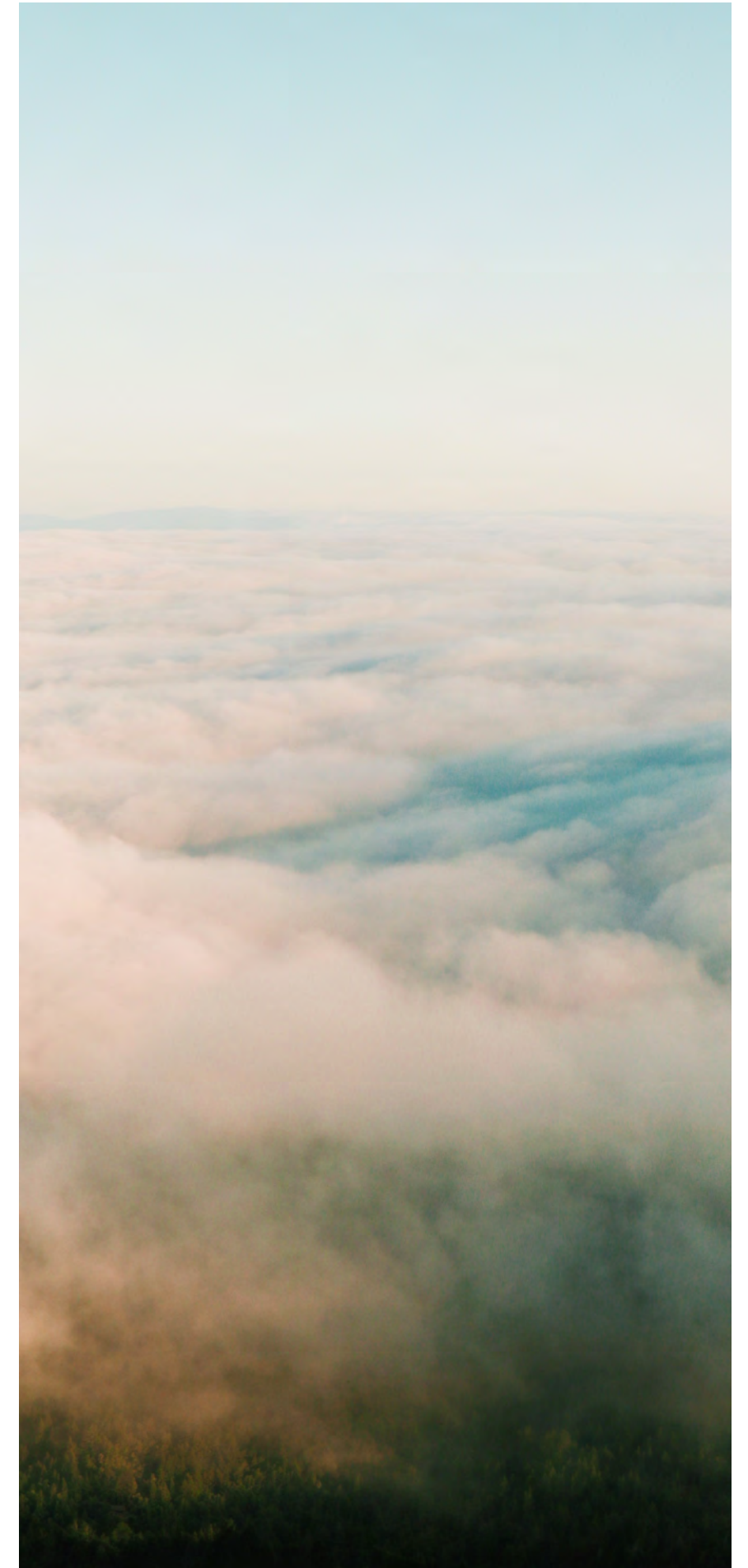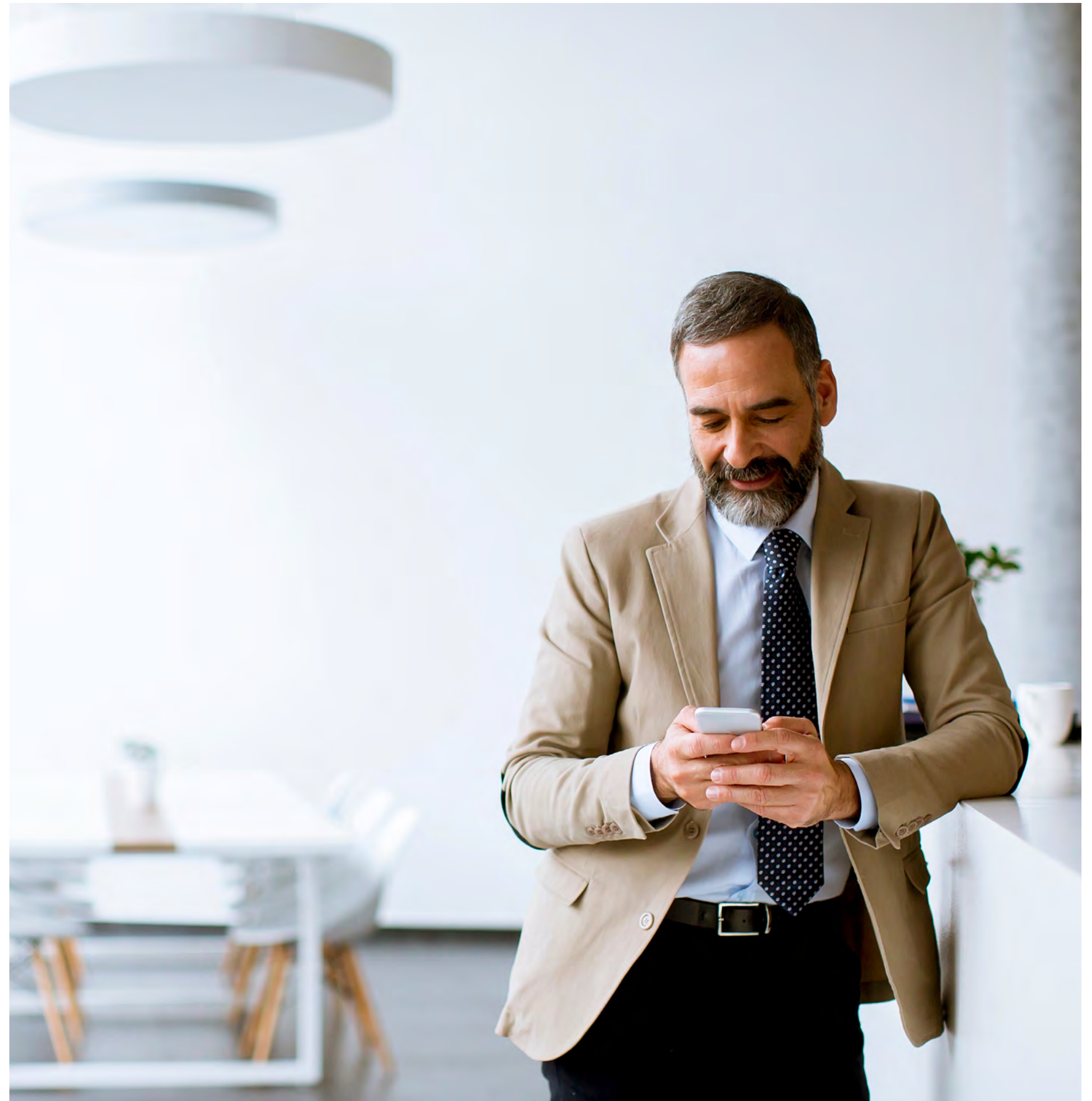
Data privacy & cybersecurity

Privacy, security and confidentiality are fundamental to the resilience of Digital Realty's business. Digital Realty's Privacy Program focuses on compliance with global privacy laws and regulations covering all aspects of our operations. Our Privacy Practices Notice, available on the **Privacy Practices** page on Digital Realty's website, describes how we handle and protect personal information, including rights provided to individuals. While we do not control, manage or access customer servers or data at the majority of our data centers, we are committed to respecting and protecting the privacy rights of all individuals with whom we interact. We recognize that each staff member is integral to protecting personal information. We provide Global Data Privacy training to all new employees and contracted staff upon hire and annually thereafter.

Cyber resilience is an important element of customer data security and guides our global strategy. 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 our maturity.

We recognize that our employees, vendors and customers are key to a resilient cybersecurity strategy. 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 as an essential refresher on how to identify and avoid potential security risks in the workplace and at home by keeping data, devices, networks and the workplace secure. 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.

We are committed to respecting and protecting the privacy rights of all individuals with whom we interact.

Task force on climate-related financial disclosures (TCFD) alignment

Governance

Board oversight of climate-related risks and opportunities	p.45
Management role in assessing and managing climate-related risks and opportunities	pp.46-47

Strategy

Acute risks

– Short-term weather events exacerbated by climate change such as hurricanes, floods, and extreme temperatures may lead to increased risk of property damage and operational impacts. Increased severity of acute weather-related events could impact the operational resilience of our sites, result in insured and uninsured losses, lead to higher operational and recovery costs, and necessitate future mitigation efforts. This could happen in the medium-term (2-4 years). To mitigate these risks, we consider exposure to weather events, flooding, and climate change at all stages of the property's lifecycle.

– We evaluate portfolio concentration and related geographic risks as part of our enterprise risk management program. We manage potential risks first via our siting and design standards, then by implementing recommendations to proactively mitigate losses related to short-term acute weather events. We maintain appropriate levels of insurance for our portfolio of assets. Our Risk Management team receives reports from insurance providers that identify opportunities to enhance protection for each facility and improve loss expectancy values. We annually measure the reductions in value-at-risk achieved through the implementation of these measures. We ensure each site has mitigation plans in place specific to its location and exposure to climate risk.

– Our global Operations team actively implements and refines operating procedures to ensure our data centers are safe and resilient. This includes regular emergency response plan updates and other measures that result from property-specific risk reports. Fuel delivery agreements for backup power systems are on par with those held by the Federal Emergency Management Agency (FEMA) and allow for power to be maintained in the event of an extended power outage.

Chronic risks

– Long-term climate impacts may pose several risks to our portfolio. More extreme weather events and extreme temperatures may lead to higher and more volatile energy costs; severe droughts may lead to higher water costs; air quality impacts related to forest fires could affect operational resilience; extreme rainfall events could exacerbate the risk of localized flooding and water ingress at buildings; sea level rise could increase the risk of flooding for a small number of assets. These impacts may contribute to increased insurance premiums, incremental planning and prevention costs, and

costs to limit or further 'harden' assets to resist these impacts. These effects are expected to occur in the long-term (5-10 years) and the mitigation measures mentioned for acute physical risks are also applicable to chronic risks.

– In addition to sensitivity analyses and climate change scenarios, we continue to implement sustainability projects to minimize our environmental impacts and reduce our contribution to global carbon emissions that contribute to climate-related risks. These efforts include, but are not limited to, supporting the development of new renewable energy supplies, designing and constructing sustainable data centers that use less water and energy to operate, and improving energy and water efficiency for operational sites.

Transition climate-related risks

Policy and legal risks

– We see the potential for increased regulatory compliance costs associated with tracking, reporting, reducing or offsetting carbon emissions from our data center operations. This may occur in the short-term (0-1 years) and would have a low impact to our direct operations. To mitigate this risk, we seek to operate properties that are efficient in order to reduce compliance cost and burden. We currently comply with many state, city and country benchmarking and disclosure regulations. We have developed in-house reporting capabilities to lower annual reporting expenses, and we incorporate efficiency upgrades into capital planning, in part, to contribute to minimizing incremental future costs related to compliance. We also have a dedicated Government Relations team which helps to address the political landscape and educate leadership.

– Carbon pricing mechanisms may increase capital expenditures and operating costs. Adoption of more aggressive climate-change regulations could lead to higher costs for our portfolio, either through direct fees and compliance and reporting costs, or indirectly through higher energy and raw material prices. This may increase the cost or affect our ability to develop in certain areas. This could occur in the medium-term and would increase our indirect operating costs. To mitigate this risk, we monitor political and regulatory changes in the markets where we operate.

– Building codes are expected to become more stringent over time, potentially increasing development costs and requiring the adoption of new and different technologies. This may also influence the selection of locations where we develop as well as the technologies and building infrastructure we install. This could occur in the medium-term and increase our direct costs. To mitigate this risk, our Design and Construction teams build our data centers to high standards, above code where applicable. As such, we hope to reduce or mitigate the impact of any emerging building code regulations.

Technology risks

– Current products and materials may become obsolete more quickly than anticipated or may be replaced with lower carbon technologies, which could result in increased construction costs. This may happen in the medium-term and would increase direct costs within

Task force on climate-related financial disclosures (TCFD) alignment

our operations, primarily in equipment used in new construction and in end-of-life upgrades of equipment in operational facilities. Our Design and Construction teams build our data centers to high standards, pursuing low-carbon technologies where available. This, as well as our global size and scale, is expected to help us reduce or mitigate the impact of lower-carbon technology costs.

Market risks

– Higher costs of utilities where we operate could influence the attractiveness of our properties for customers. This outcome would affect our downstream operations and may occur in the short-term. To mitigate this risk, we seek opportunities to utilize suppliers that are less likely to be impacted by climate change-related effects. For example, we switched utility suppliers in Northern California to a utility that has lower exposure to wildfire-related risks and low risk related to fossil fuel supply concerns.

– There is a potential for higher material costs for energy intensive products used to construct our properties. Steel, aluminum, copper, cement, and other inputs could incrementally increase in cost if the cost of carbon or other environmental impacts increases. This could occur in the long-term and would increase the cost of raw materials. To mitigate this risk, we expect to evaluate and test material and product substitutions.

– Shifts in consumer preferences may reduce demand for certain goods and services. We evaluate the risk and opportunity of changing customer demand for our product based on changing customer demand for low carbon and renewable power supplies for data center space that customers lease from Digital Realty. Over time the demand has grown, but it is possible that customers will self-perform and procure their own renewable energy. This may happen in the medium-term and affect our downstream operations. To manage this risk, we actively track customer opportunities via direct dialogue, surveys, other formal and informal feedback mechanisms. We have an inhouse team paired with consultants focused on addressing low and zero carbon solutions.

Reputational risks

– Data centers consume significant amounts of energy and the associated emissions contribute to climate change. Customers and investors may increase their scrutiny of data centers, encouraging increased investment in cleaner renewable energy solutions and low-carbon technologies and diversifying away from more carbon-intensive properties and portfolios. This may occur in the short-term and would affect our downstream operations. To manage reputational risks we have continued our commitment to developing green buildings that seek to minimize impacts on the communities where we operate expanding our supply chain engagement efforts to address upstream carbon emissions in order to reduce environmental impacts, manage costs, and enhance supply chain resilience. We also actively evaluate investments in renewable energy solutions in response to customer demand, including vPPAs, green tariffs and REC purchases.

Climate-related opportunities

Resource efficiency

– Improving energy efficiency can reduce operating costs at our facilities. This is likely to occur in the short-term and affect our direct operations. To realize this opportunity, we have a dedicated team focused on identifying, implementing, and monitoring energy efficiency projects. They work with business units to budget for and implement attractive projects and track the resulting performance and cost improvements.

– Finding ways to support customer efforts to become more energy and water efficient and lower operating costs can support customer retention. This is likely to occur in the medium-term and would affect our direct and downstream operations. In addition to our energy efficiency identification efforts, we incorporate "green leasing" standards into our contracts with customers. Among other things, this aligns the interests of Digital Realty and customers to identify, prioritize, and implement cost-reducing energy and water efficiency projects.

Energy source

– Transitioning to low and zero emission sources of energy and investing in new renewable solutions have the potential to lower our operating expenses and may reduce our data centers' exposure to potential future carbon regulations, fees, or taxes. Additionally, we have the opportunity to generate incremental revenues by developing renewable products and solutions for customers. This is likely to occur in the medium-term and would affect our indirect operating costs. To realize this opportunity, we have an in-house team and consultants focused on sourcing cost-effective renewable projects. We continue to expand our supplies of renewable energy, pursuing market-based solutions to cost-effectively make progress towards our renewable energy targets. We assess the carbon reduction impact our projects will have on the regional grid and seek to maximize carbon reductions whenever possible by supporting projects in more carbon-intensive grids.

Products and services

– Developing sustainable data centers and supplying them with zero-carbon energy is a mechanism we can use to attract and retain customers, reflecting customer preferences for lower-carbon buildings. Additionally, we have the opportunity to provide renewable energy and sustainability solutions to our customers to support their specific sustainability goals, which could also increase customer demand and retention. This is likely to occur in the short-term and would place Digital Realty in a better competitive position to reflect shifting consumer preferences, resulting in increased revenues. To realize this opportunity, our Sustainability, Design and Construction, Energy Operations, and Sales teams are aligned in delivering products that address the sustainable and carbon-free demands of our customers. These groups collaborate on multi-disciplinary working groups, deal teams, and customer success functions to ensure these priorities are being achieved.

Task force on climate-related financial disclosures (TCFD) alignment

Markets
– Our globally diversified portfolio enables us to take advantage of a broad range of utility incentives and renewable and low-carbon energy products that become available. This is currently occurring and provides returns on investment in low-emission technology, further diversifies our pool of investors and expands our ability to access capital to cost-effectively fund the growth of our business. Our Finance team actively evaluates financially viable green bonds to pursue and our Design and Construction, Energy Operations and Sustainability teams implement sustainable projects that can be allocated to these green bonds.

Resilience
– Our customers rely on us to provide resilient data centers to ensure data privacy, security and business continuity. Continuing to provide resilient data centers through physical adaptation measures such as site selection and climate prevention measures, appropriate levels of insurance, green building designs, efficiency measures, as well as data privacy, cybersecurity and physical security practices may increase stronger customer demand and retention. This is likely to occur in the short-term and would increase revenues resulting from increased demand for products and services. To realize this opportunity, we evaluate our assets for resilience-related opportunities annually as part of each asset's risk management and capital plan, and have strong data privacy and physical security programs.

Impact of climate-related risks and opportunities

– We see demand from customers for low carbon products and services and have executed on this customer demand where appropriate through our Sales, Asset, and Design and Construction teams, helping us win and retain business. If certain locations become less attractive due to climate-related effects (e.g., water scarcity, or higher power prices), we may see less customer demand, even for properties that offer certain low carbon or water-efficient solutions. While this has not become a critical issue thus far, we are aware of potential portfolio impacts due to physical climate change impacts.
– Our suppliers may be subject to incremental costs related to carbon taxes, tariffs, environmental regulations, production costs related to the cost of energy and the availability of raw materials, as well as other factors. This could affect our cost to construct, operate, and maintain our properties. We also see opportunities - for example, more suppliers are offering low-carbon products, and some utilities are offering green tariff and carbon-free power supply options that are cost-effective with traditional power products. In the solutions we've pursued there have generally been savings or negligible costs, while we have benefited from carbon-free and/or renewable power supply to attract customers.
– We incorporate research into low carbon products and technologies into our R&D program, including construction materials, and water and energy-conserving design alternatives when evaluating current and future design solutions. For example, we studied and are now deploying lithium-ion UPS battery solutions that have a lower lifecycle carbon footprint than traditional VRLA (lead acid) battery solutions. Our R&D efforts have called for limited

additional incremental investment, with a goal that over the long term, additional costs will be recouped through lower lifecycle costs and other value streams.
– We manage liability obligations related to our green bond commitments by allocating capital to eligible projects, tracking performance, and monitoring allocation compared to bond proceeds.
– We see regular increases in energy and water costs, particularly in areas with potential concerns about scarcity or resilience. We continue to evaluate and invest in measures to improve efficiency and reduce water use at our properties to prepare for possible future constraints on supplies.

Resilience of the organization's strategy	The resilience of our strategy is assessed through various methods. For example, our insurance providers have developed a "Resilience Index" to evaluate risk across our data centers, inclusive of environmental risks such as exposure to natural hazards and fire risk as a result of climate change. The platform utilizes live maps of our global portfolio to identify data centers that may be at risk from a range of natural hazards. We have also utilized several platforms to view climate scenarios for a portion of our buildings. These include the GRESB Climate Risk platform which shows scenarios under the RCP 2.6, RCP 4.5 and RCP 8.5 concentration pathways in present day, 2050 and 2100 timeframes, and the Measurabl Climate Risk platform, which projects future states in 2030-2040 under the "Business as Usual" scenario (RCP 8.5 concentration pathway).

Risk management

Process for identifying, assessing and managing climate-related risks	Our Risk Management and other teams assess a range of risks for all of our assets, from the time of acquisition, during the construction process and periodically throughout each property's operational lifecycle. Risks and opportunities are assessed based on the level of potential financial impacts, physical disruption to business activities, customer concerns and priorities, and shareholder concerns.

Metrics & targets

Metrics used to assess climate-related risks and opportunities	In addition to carbon emissions and emission intensities, we currently track and monitor a number of risk metrics through our insurance risk provider. These metrics include total insured value (TIV), loss expectancy (LE), and a proprietary risk score which is composed of four major causes of property loss – fire and equipment hazards, natural hazards, social risks and inherent occupancy hazards. In 2021, our insured portfolio on average achieved 89% of its potential risk score, with 99% achieving more than 75% of its risk potential. We also identify which properties are Highly Protected Risk (HPR) sites, which are locations at which all reasonable physical and social loss prevention measures have been implemented and 66% of our insured sites received HPR status in 2021.
Scope 1, 2 and 3 GHG emissions	p.56
Targets and performance against targets	p.11

Data snapshot

January 1, 2021 – December 31, 2021

Portfolio metrics

Total number of data centers	287	
Total number of data centers by region	North America	130
	Europe	107
	Latin America	27
	Asia	13
	Australia	6
	Africa	4
Total solar and wind power under contract	Signed in 2021	118 MW
	Cumulative	910 MW
Green building certifications	Certified in 2021	(6) 1.7 MSF
	Cumulative	(79) 12.9 MSF
US EPA Energy Star Certifications	(34) 9.0 MSF	

GHG emissions

Scope 1 emissions[1]	20,327 MtCO2e	
Location-based Scope 2 emissions[1]	2,055,473 MtCO2e	
Market-based Scope 2 emissions[1]	1,304,987 MtCO2e	
Scope 3 emissions[1]	1,903,567 MtCO2e	
Scope 3 emissions by source[1]	Purchased goods and services	155,634 MtCO2e
	Capital goods	1,102,499 MtCO2e
	Fuel & energy-related activities	266,079 MtCO2e
	Waste	4,741 MtCO2e
	Business travel	242 MtCO2e
	Employee commute	6,290 MtCO2e
	Upstream leased assets	0 MtCO2e[2]
	Down-stream leased assets	347,308 MtCO2e
Carbon Intensity (Scope 1 + 2 market-based)	299 MtCO2e/$1MM revenue	

Energy

Energy consumption	9,579,688 MWh	
Renewable energy consumption	5,295,453 MWh	
Total energy consumption	Electricity consumption	9,271,130 MWh
	Heating consumption	131,046 MWh
	Steam consumption	177,512 MWh
Total energy sold	0	
Energy intensity	2.16 GWh/$1MM revenue	
Energy savings from conservation measures	50,150 MWh	

Water

Water consumption	1,470,354 kGal
Water consumption from all areas with water stress	702,696 kGal
Non-potable water consumption	535,526 kGal
Water intensity	332 kGal/$1MM revenue

Operational waste

Waste generated	11,762 tons
Waste recycled	3,207 tons
Waste composted	64 tons
Diversion rate	27% (3,271 tons)

[1] Includes CH2, CH4 and N2O emissions. Scope 1 emissions include natural gas and diesel consumption of our managed properties. We retired 7,355 MtCO2e of carbon offsets in France, Germany, Spain and Switzerland to offset a portion of our Scope 1 emissions.
[2] Digital Realty sourced offsets for 100% of its corporate office emissions for 2021.

Data snapshot

Employment

Employees by employment type, by gender

	Total	Male	Female	% Female
Total	3,035	2,288	747	25%
Full-time	2,905	2,235	670	23%
Part-time	130	53	77	59%
Permanent	2,980	2,252	728	24%
Fixed-term	55	36	19	35%

Employees by gender, by region

	Total	Male	Female	% Female
N. America	1,393	1,080	313	22%
APAC	161	106	55	34%
EMEA	1,481	1,102	379	26%

Employees by management level, by gender

	Total	Male	Female	% Female
SVP/VP	119	106	13	11%
Director/Manager	1,554	1,161	393	25%
Non-management	1,362	1,021	341	25%

Percentage of women in executive management — 18%

Percentage of women on Board of Directors — 27%

Employees by age group

<30	30-50	>50
308	1,946	781
10%	64%	26%

U.S. employees by racial group and management level

Category	White	African American or Black	Native Hawaiian/ Pacific Islander	Asian	American Indian/ Alaska Native	Hispanic or Latino	Two or more races
SVP/VP	26	0	0	2	0	1	0
	90%	0%	0%	7%	0%	3%	0%
Director/ Manager	152	4	0	29	0	7	5
	77%	2%	0%	15%	0%	4%	3%
Non-management	736	122	6	115	2	141	32
	64%	11%	1%	10%	0%	12%	3%
Total	914	126	6	146	2	149	37
	66%	9%	0%	11%	0%	11%	3%

Employment

Total number and rate of new employee hires and turnover by gender

	Total	Male	Female
Hires	594	460	134
Hire rate	20%	21%	19%
Turnover	408	311	97
Turnover rate	14%	14%	13%

New employee hires and turnover by age group

	<30	30-50	>50
Hires	109	386	99
Hire rate	40%	21%	13%
Turnover	42	260	106
Turnover rate	15%	14%	14%

New employee hires and turnover by region

	N. America	EMEA	APAC
Hires	252	300	42
Hire rate	19%	21%	29%
Turnover	175	215	18
Turnover rate	13%	15%	13%

Voluntary turnover rate — 10%

Parental leave

	Total	Male	Female
Employees that were entitled to parental leave	33	22	11
Employees that took parental leave	33	22	11
Employees that returned to work after parental leave ended	33	22	11
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	31	21	11
Return to work and retention rates of employees that took parental leave	94%	95%	91%

Total training hours — 45,654 hours (13 hours/FTE)

Charitable donations — $1.32 Million

Data snapshot

Health and safety

Global employee occupational health & safety metrics

Work-related fatalities	0
Work-related injuries	8
Total recordable incident rate[1]	0.19

Digital Realty (excluding Interxion portfolio)	2019	2020	2021
Number of employees	1,555	1,737	1,828
Fatalities	0	0	0
Incident rate[1]	1.09	0.35	0.44
Lost workday case rate[1]	0.13	0.06	0.16
Lost workday rate[1]	13.83	0.12	9.35
Days away, restrictions or transfers rate[1]	0.13	0.12	0.33

Global contractor occupational health & safety metrics

	2021
Work-related ratalities	0
Work-related injuries	28
Total recordable incident rate (per 200,000 hours worked)	0.14

[1] Per 200,000 hours worked.

DNV

Independent Assurance Statement

Digital Realty Trust, Inc ("Digital Realty") commissioned DNV Business Assurance USA, Inc. ("DNV", "we", or "us") to undertake independent assurance of the Digital Realty's 2021 Environmental, Social, and Governance Report (the "Report") and to carry out an independent verification for selected performance indicators for the year ended December 31, 2021.

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.

The Report demonstrates Digital Realty's continued priority to engage key stakeholders across its business, including employees, customers, investors, suppliers and local communities. Customers have designated success managers responsible for the relationship, for example, alongside customer surveys that are reviewed by executive management. Employees are engaged through surveys and a third-party platform that anonymously collects employee feedback for managers. The report also highlights commitments to maintaining communication with stakeholders, such us providing regular and transparent updates on environmental performance. While it is our opinion that the report effectively describes Digital Realty's stakeholder approach, we do recommend additional engagement with stakeholders on life cycle improvements.

Materiality

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

In our opinion, the report addresses the most material environmental, social, and governance (ESG) issues for the company and its stakeholders. Digital Realty identified its material issues through its 2020 materiality assessment which included a broad and suitable range of input to incorporate stakeholder interests and sector trends. The company informally reviewed its ESG priorities through feedback from stakeholders and its alignment with the outputs from the annual risk assessment process . The company has committed to conducting a formal materiality process every two years and we understand that the next full assessment will be conducted in 2022. In addition, the company will look to further align its materiality and risk assessment approach in 2022. We look forward to inclusion of the updates in next year's report.

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 references Covid-19 challenges, with particular emphasis on the work undertaken to protect employees returning to work. The report also takes into account recent supply chain challenges and inflation. We consider the disclosures within the Report to be suitable for its sustainability context.

Completeness

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

The Report provides a good overview of Digital Realty's ESG performance across the business and the company's reporting of performance including the disclosure of data is comprehensive. Based on the work performed, we do not believe that Digital Realty has failed to report on any of its material issues. The company's reporting of its Scope 3 emissions categories remains consistent with its 2030 targets, demonstrating the company's continued focus on renewable and clean energy initiatives. We look forward to future updates to the supplier code of conduct which will be used to help drive the company's decarbonization efforts across the supply chain. Given Digital Realty's continued expansion into new regions, we recommend that future reports elaborate on the company's approach to managing human rights risks within its operations and supply chain.

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 2021 performance and challenges. Our review of GHG emissions, energy, waste, and water data presented in the report resulted in minimal technical errors being identified based on our sampling. These errors have been corrected for the final report and were not deemed to be systemic. The systems for production and collation of these data appear, from our review, to be reliable and capable of producing complete and consistent data.

DNV

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 – Corporate Accounting Standard.

The boundary of our work 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 taken from the 10-K is not within the scope of our work. Claims and assertions related to the company's Green Bond and use of proceeds are outside the scope of this assurance. 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.

Data Verified

The 2021 performance data in scope are listed below:

Greenhouse Gas Emissions

- 2021 Greenhouse Gas Emissions
  - 2021 Scope 1 Emissions[1]   27,647 MtCO$_2$e
  - 2021 Scope 2 Emissions (Location-Based) 2,055,473 MtCO$_2$e
  - 2021 Scope 2 Emissions (Market-Based)   1,304,987 MtCO$_2$e
  - 2021 Scope 3 Emissions
    - Purchased Goods and Services   155,634 MtCO$_2$e
    - Fuel and Energy Related Emissions   266,079 MtCO$_2$e
    - Capital Goods   1,102,499 MtCO$_2$e

Energy

- 2021 Total Energy Consumption   9,579,688 MWh

Water

- 2021 Total Water Consumption   1,470,354 kGal
  - Reclaimed Water Consumption   535,526 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

1 - DNV's scope of assurance does not include verification of carbon offsets included in Digital Realty's calculation of Scope 1 offsets stated in the report

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 third 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.

DNV·GL

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; Senior Director, Sustainability Programs; and Senior Manager, ESG. 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.

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.

DNV

Katy, Texas
June 28, 2022

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

GRI index

Disclosure		Answer / Location
General Disclosures		
102-1	Name of the organization	Digital Realty Trust Inc.
102-2	Activities, brands, products, and services	**2021 Annual Report on Form 10-K** (2021 10-K)
102-3	Location of headquarters	
102-4	Location of operations	pp.6, 8-9
102-5	Ownership and legal form	2021 10-K
102-6	Markets served	p.9, 2021 10-K
102-7	Scale of the organization	p.6
102-8	Information on employees and other workers	p.58
102-9	Supply chain	p.8
102-10	Significant changes to the organization and its supply chain	p.8
102-11	Precautionary Principle or approach	p.8
102-12	External initiatives	p.10
102-13	Membership of associations	p.10
102-14	Statement from senior decision-maker	pp.4-5
102-15	Key impacts, risks, and opportunities	2021 10-K
102-16	Values, principles, standards, and norms of behavior	**Code of Business Conduct and Ethics**
102-17	Mechanisms for advice and concerns about ethics	Code of Business Conduct and Ethics
102-18	Governance structure	**2021 Proxy Statement**
102-20	Executive-level responsibility for economic, environmental, and social topics	p.46
102-22	Composition of the highest governance body and its committees	2021 Proxy Statement
102-23	Chair of the highest governance body	2021 Proxy Statement
102-24	Nominating and selecting the highest governance body	2021 Proxy Statement
102-40	List of stakeholder groups	p.30
102-41	Collective bargaining agreements	1.2%
102-42	Identifying and selecting stakeholders	p.8
102-43	Approach to stakeholder engagement	**Stakeholder Engagement**

Disclosure		Answer / Location
102-44	Key topics and concerns raised	**Stakeholder Engagement**
102-45	Entities included in the consolidated financial statements	2021 10-K
102-46	Defining report content and topic boundaries	p.8
102-47	List of material topics	p.8
102-48	Restatements of information	p.8
102-49	Changes in reporting	p.14
102-50	Reporting period	Jan. 1, 2021 – Dec. 31, 2021
102-51	Date of most recent report	June 20, 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Sormeh McCullough, Sr. Manager, ESG smccullough@digitalrealty.com
102-54	Claims of reporting in accordance with the GRI Standards	pp.8, 61
102-55	GRI content index	pp.64-69
102-56	External assurance	pp.61-63
Economic performance		
103-1	Explanation of the material topic and its boundary	2021 10-K
103-2	The management approach and its components	2021 10-K
103-3	Evaluation of the management approach	2021 10-K
201-1	Direct economic value generated and distributed	2021 10-K
201-2	Financial implications and other risks and opportunities due to climate change	pp.50-56
Anti-corruption		
103-1	Explanation of the material topic and its boundary	p.46
103-2	The management approach and its components	p.46
103-3	Evaluation of the management approach	p.46
205-2	**Communication and training about anti-corruption policies and procedures**	
	Digital Realty has a zero-tolerance policy on corruption and bribery. We comply with the US Foreign Corrupt Practices Act, the UK Bribery Act, the UK Modern Slavery Act 2015, the German Criminal Code and other applicable laws. Our Foreign Corrupt Practices Act (FCPA) 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 FCPA and Anti-Corruption Compliance 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	0

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Disclosure		Answer / Location
Energy		
103-1	Explanation of the material topic and its boundary	pp.18-19, 46
103-2	The management approach and its components	p.46
103-3	Evaluation of the management approach	p.46
302-1	Energy consumption within the organization	p.57
302-3	Energy intensity	p.57
302-4	Reduction in energy consumption	p.57
Water and effluents		
103-1	Explanation of the material topic and its boundary	pp.24, 46
103-2	The management approach and its components	p.46
103-3	Evaluation of the management approach	p.46
303-3	Water consumption	p.57
Emissions		
103-1	Explanation of the material topic and its boundary	pp.16, 46
103-2	The management approach and its components	p.46
103-3	Evaluation of the management approach	p.46
305-1	Direct (Scope 1) GHG emissions	p.56
305-2	Energy indirect (Scope 2) GHG emissions	p.56
305-3	Other indirect (Scope 3) GHG emissions	p.56
305-4	GHG emissions intensity	p.56
Employment		
103-1	Explanation of the material topic and its boundary	pp.40-41, 46
103-2	The management approach and its components	p.46
103-3	Evaluation of the management approach	p.46
401-1	New employee hires and employee turnover	p.59
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p.43
401-3	Parental leave	p.59

Disclosure		Answer / Location
Occupational health & safety		
103-1	Explanation of the material topic and its boundary	p.47
103-2	The management approach and its components	p.47
103-3	Evaluation of the management approach	p.47
403-1	**Occupational health and safety management system** We have established and documented an integrated, global EOH&S management system compliant with the principles of ISO 45001 and ISO 14001. Our EOH&S Policy supports an environment that strives toward zero occupational injuries and illnesses through prevention, training, inspections and maintenance.	
403-2	**Hazard identification, risk assessment, and incident investigation** Hazard recognition, evaluation and control 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 almost every job in a data center. 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.	
403-3	**Occupational health services** Digital Realty has developed best practices and tools for managing infrastructure-related emergency responses, which is comprised of five sections: 1. Emergency Operating Procedures (EOPs). These cover 20 emergency scenarios from battery failures to emergency power down procedures to responding to diesel fuel spills for all data centers. The EOPs identify equipment, equipment locations, and sequences of events necessary for facility and emergency personnel to respond to an event at a data center. 2. Emergency Response and Management (e.g. emergency protocols). 3. Training Program. 4. Drills Program (e.g. regular EOP drills). 5. Compliance/Quality Assurance (e.g. Center of Excellence Program).	

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Disclosure		Answer / Location
403-5	**Worker training on OH&S** Digital Realty's safety training program is a comprehensive, blended learning solution that we continue to improve. Training is mandatory for all engineers, remote hands, facility engineering managers, data center managers, critical managers, and essential managers. Overall monthly safety training compliance was 98% in 2021 (excluding legacy Interxion employees).	
403-9	Work-related injuries	p.60
403-10	Work-related ill health	p.60
Training and education		
103-1	Explanation of the material topic and its boundary	pp.41, 46
103-2	The management approach and its components	p.46
103-3	Evaluation of the management approach	p.46
404-3	Percentage of employees receiving regular performance and career development reviews	100%
Diversity and equal opportunity		
103-1	Explanation of the material topic and its boundary	pp.36, 46
103-2	The management approach and its components	p.46
103-3	Evaluation of the management approach	p.46
405-1	Diversity of governance bodies and employees	2021 Proxy Statement
Non-discrimination		
103-1	Explanation of the material topic and its boundary	pp.36, 46
103-2	The management approach and its components	p.46
103-3	Evaluation of the management approach	p.46
406-1	Incidents of discrimination and corrective actions taken	0
Security practices		
103-1	Explanation of the material topic and its boundary	**Security**
103-2	The management approach and its components	p.47
103-3	Evaluation of the management approach	p.47
410-1	**Security personnel trained in human rights policies or procedures** Our security personnel are under third-party contracts. We have limited visibility into human rights training they may receive from their employers	

Disclosure		Answer / Location
Customer Privacy		
103-1	Explanation of the material topic and its boundary	pp.47, 48
103-2	The management approach and its components	p.47
103-3	Evaluation of the management approach	p.47
418-1	**Substantiated complaints concerning breaches of customer privacy and losses of customer data** – Total number of information security breaches or other cybersecurity incidents: 1 – Total number of information security breaches involving customers' personally identifiable information: 1 – Total amount of fines/ penalties paid in relation to information security breaches or other cybersecurity incident: 0	

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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 290+ facilities in 50 metros across 26 countries on 6 continents.

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