2023
ESG

Environmental, Social, and Governance Report

DIGITAL REALTY™

Contents

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

From Our CEO

I am pleased to present Digital Realty's 2023 Environmental, Social, and Governance (ESG) Report, which reflects our unwavering commitment to sustainability, innovation, and operational excellence. The data center industry plays a pivotal role in the global digital economy, and amidst the growth of our Company driven by AI and other technologies, we recognize our responsibility to lead in sustainable practices and contribute to a healthier planet.

In 2023, we made significant strides in our sustainability journey. Digital Realty achieved 66% renewable energy usage globally. Our procurement of 1.4 gigawatts of solar and wind energy across the globe underscores our dedication to reducing our carbon footprint and supporting the transition to a low-carbon economy. Our efforts are not merely about meeting targets but about driving meaningful change in how we serve our customers.

We also continued our successful track record of sustainable building initiatives in 2023. We certified 1.3 million square feet in accordance with green building certification standards, demonstrating our commitment to develop energy-efficient, sustainable facilities.

Furthermore, we formalized our supplier ESG engagement program. This program ensures that our suppliers adhere to our high standards for environmental and social responsibility, amplifying the impact of our sustainability initiatives across our value chain. By working closely with our suppliers, we are fostering a culture of sustainability that extends beyond our operations.

We continue to stay committed to prioritizing our stakeholders, both internally and externally. We have recently launched our Together@Digital initiative, focused on enhancing the employee experience.

Operational excellence remains a cornerstone of our business, exemplified by our five-nines (99.999%) of uptime for 17 consecutive years. This remarkable achievement highlights our relentless pursuit of reliability and performance, ensuring that our customers can depend on us to support their critical operations without interruption.

Our efforts have not gone unnoticed. The U.S. Environmental Protection Agency recognized us with the Energy Star Partner of the Year - Sustained Excellence Award for the fourth year and has ranked us as eighth in their Green Power Partnership's National Top 100. Additionally, we received the Nareit Leader in the Light Award for the data center sector for the seventh consecutive year. These accolades reflect our industry-leading sustainability practices and our commitment to excellence.

As we look to the future, we remain dedicated to pushing the boundaries of what is possible in sustainability and operational performance while embracing the growth of AI and other emerging industries. We will continue to innovate, collaborate, and lead by example, ensuring that Digital Realty not only meets but exceeds the expectations of our stakeholders.

Thank you for your continued support and partnership. Together, we are driving a sustainable future for the digital economy.

Andrew P. Power
President & Chief Executive Officer

2023 ESG Highlights

66%
Global renewable energy coverage

1.4 GW
Solar and wind energy under contract

67%
U.S. portfolio ENERGY STAR-certified by managed IT-capacity

13M
Square feet with sustainable building certifications

99.999%
Uptime for the 17th consecutive year

60%
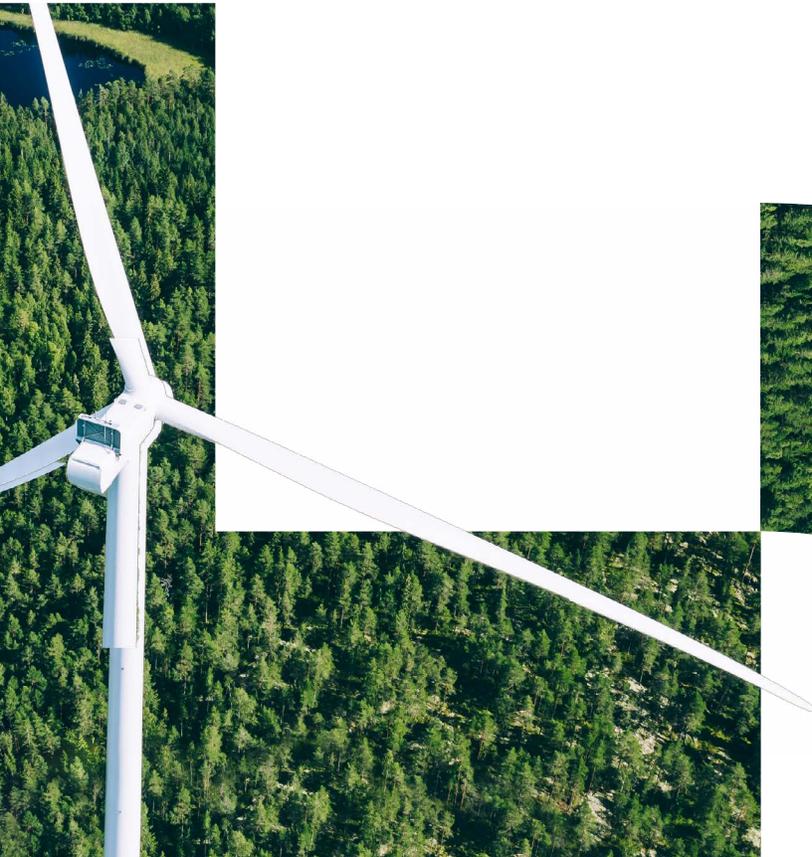Suppliers assessed for ESG impacts

43%
Non-potable water used for cooling and landscape irrigation

$6.4B
Fully allocated green bond funds

Learn more about Digital Realty's ESG program, policies and commitments.
www.digitalrealty.com/about/esg

Sustainability Objectives

Category	Objective	2023 Highlights	UN SDG
Carbon emissions	Reduce Scope 1 and 2 emissions 68% per square foot and Scope 3 emissions from purchased goods and services and fuel- and energy-related activities 24% per square foot by 2030 from a 2018 baseline (Science-Based Target)	Reduced Scope 1 and 2 emission intensity 38% from baseline; Scope 3 emissions target achieved with 58% reduction from baseline	13 CLIMATE ACTION
Carbon emissions	Achieve carbon neutrality for EU data center portfolio in 2030 (EU Climate Neutral Data Centre Pact)	In progress; 100% renewable for Europe properties	13 CLIMATE ACTION
Renewable energy	Long-term goal of making 100% renewable energy available to customers	66% renewable globally; 152 data centers matched with 100%	7 AFFORDABLE AND CLEAN ENERGY
Sustainable buildings	Achieve LEED Silver minimum or country-specific equivalent certification for major new construction and redevelopment projects	145 MW-IT certified in 2023 (three LEED Silver, one LEED Gold)	11 SUSTAINABLE CITIES AND COMMUNITIES
Energy Efficiency	Pursue EPA Energy Star certifications for all eligible U.S. properties	Certified 32 U.S. properties in 2023, 67% of managed and operating U.S. portfolio.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Energy efficiency	Achieve a 0.033 reduction in PUE for our EMEA portfolio in 2023 from 2022 levels	0.033 PUE reduction achieved	13 CLIMATE ACTION
Compliance	Increase number of properties aligned with the EU Code of Conduct for Energy Efficiency in Data Centers	Increased number of properties aligned by 35% in 2023 compared to 2022	11 SUSTAINABLE CITIES AND COMMUNITIES
Compliance	Increase number of properties certified by ISO standards	Increased number of ISO certifications by 13%	11 SUSTAINABLE CITIES AND COMMUNITIES
Resilience	Receive maximum achievable Climate Risk Score for FM Global insured sites	Achieved score of 53 towards total achievable score of 80	11 SUSTAINABLE CITIES AND COMMUNITIES
Resilience	Long-term objective to receive Highly Protected Risk (HPR) status for all sites insured by FM Global	68% of sites insured by FM Global received HPR status	11 SUSTAINABLE CITIES AND COMMUNITIES

Environmental Performance

Sustainable environmental performance is essential to digital infrastructure. Digital Realty envisions a world where technology and environmental stewardship of data centers seamlessly coexist, fostering a sustainable digital future. We are committed to sustainably managing our environmental impact and optimizing our use of energy and natural resources to deliver sustainable data center solutions.

Digital Realty's commitment to sustainability supports our customers' needs while moving toward climate neutrality. We take a holistic approach to managing sustainable investments, opportunities, and risks throughout the lifecycle of our data centers. We align our activities with the issues that are material to our business and to our stakeholders and the communities where we operate. Our objectives are to:

Provide data center solutions that deliver industry-leading energy productivity and resource efficiency, and increase customer value.

Empower customers and employees to improve resource efficiency in areas such as energy, water, waste, carbon, and communities on the road to net zero.

Communicate our performance regularly and transparently to stakeholders.

Our Science-Based Targets Initiative (SBTi) goals commit our business to reducing Scope 1 and 2 emissions (direct and indirect company emissions) by area by 68% and Scope 3 emissions (indirect emissions in our value chain) by area by 24% by 2030 from a 2018 baseline. Digital Realty is a signatory to the EU Climate Neutral Data Centre Pact, committing to climate neutrality for our EU data centers by 2030. In 2023, we received a Certificate of Conformity with respect to the Climate Neutral Data Centre Pact, demonstrating our continued commitment to minimizing our environmental impact globally.
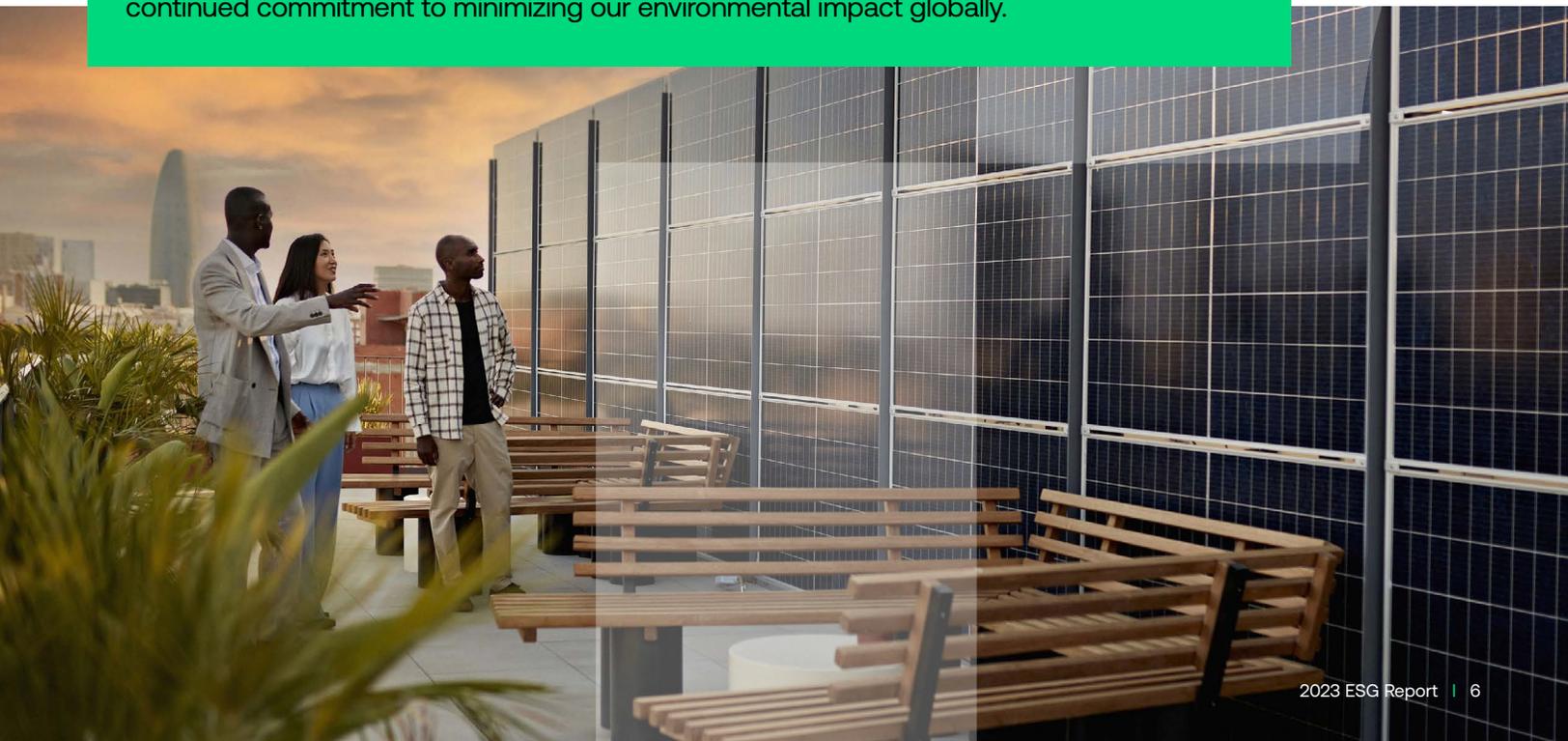
Clean and Renewable Energy

We recognize the importance of matching the energy used to operate our data centers with clean and renewable sources. Our approach 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 support projects in more carbon intense grids.

Since 2016, we have contracted 1.4 GW of new renewable energy capacity along with carbon-free and renewable supply solutions in two-thirds of our global metros. We also utilize or are planning 10+ waste heat and geo-exchange systems that improve energy performance at our data centers, while also providing waste heat to nearby hospitals, homes, and commercial businesses.

Our renewable energy sourcing efforts resulted in 3.4 million metric tons of CO_2 equivalent emissions (MTCO2e) avoided in 2023, comparable to the carbon emissions from 665,300 U.S. homes annually.[1]

Renewable Energy Composition

Green Tariffs 2%
Utility Grid Mix 10%
PPAs 16%
EACs[2] 20%
Retail Renewable Supply 28%
Customer-Sourced Renewables 24%

1.4 GW
New solar and wind under contract

5.7 MW
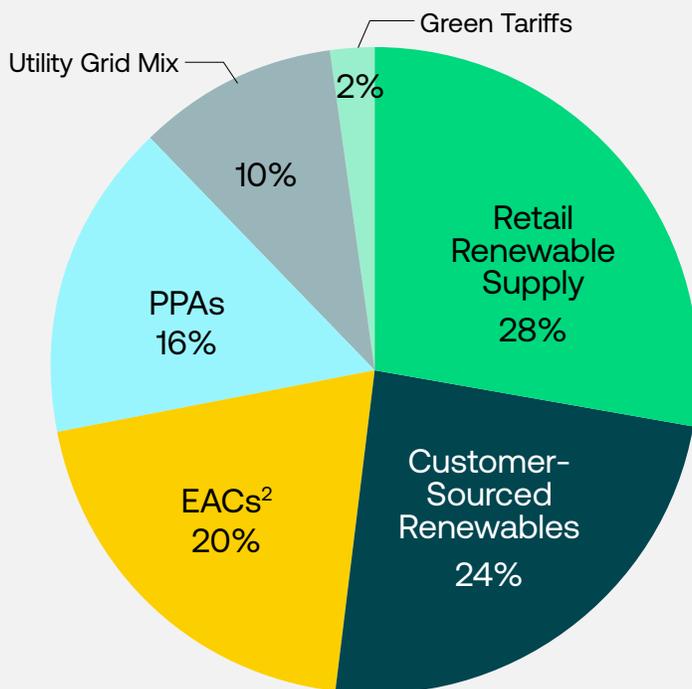Onsite solar installations

66%
Global renewable energy coverage

100%
Renewable for U.S. colocation and European portfolios

152
Data centers matched with 100% renewable energy

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[1]According to the EPA's Greenhouse Gas Equivalencies Calculator
[2]EACs: Energy Attribute Certificates include unbundled RECs, REGOs and GOs

Sourcing New Renewable Energy in Germany

In February 2023, Digital Realty signed a 10-year power purchase agreement (PPA) for a 116 MW share of a new 154 MW ground mounted solar photovoltaic project with the renewable energy provider, ENGIE. Digital Realty's offtake commitment, estimated at 120 GWh per year, supports the construction of the new solar park to be built by CEE Group, an infrastructure fund specializing in renewable energy projects. Located in Brandenburg in the northeast of Germany, the solar park is expected to generate enough electricity annually to meet the equivalent electricity needs of nearly 72,000 European households.

Additionally, in December 2023, we announced a renewable energy agreement with the energy service provider Süwag Energie AG. Under the terms of the agreement, Digital Realty has secured Guarantees of Origin (GOs) for 6,000 MWh of hydropower from the river Main. Digital Realty chose to purchase GOs from local hydropower plants located in close proximity to its data centers in Frankfurt.

The two projects exemplify our commitment and dedication to source clean energy locally.

Advancing Renewable Energy in APAC

We advanced projects and sourcing solutions in 2023 across the APAC region, demonstrating our focus on finding local, impactful solutions to decarbonize and match the energy used by our data centers. We announced the signing of a renewable electricity supply contract with energy retailer Origin Energy in Australia. Renewable energy will be procured from renewable projects near Melbourne and will support our Australia portfolio beginning in 2024.

Digital Realty's data centers in Sydney will be matched with 100% renewable electricity in January 2024 and our data centers in Melbourne will be matched with 60% renewable in 2024, increasing to 100% from January 2026.

We significantly expanded our capacity to generate renewable energy on site. In 2023, we added five rooftop solar projects in Singapore at our SIN11 and SIN12 data centers, and in Australia at our SYD10, SYD14 and MEL11 data centers.

Energy Efficiency

67%

U.S. portfolio ENERGY STAR-certified by managed IT-capacity

19,800

MWh saved from energy efficiency projects

15%

Global operating portfolio slated to use HVO diesel

Energy efficiency – getting more productivity and value out of the same or less energy – plays a critical role in in enabling data centers to support the transition to a low-carbon economy. We have deep expertise operating energy efficient data centers. Energy efficiency projects implemented in 2023 are expected to save more than 19,800 MWh and 13,800 MTCO2e annually. From training and best practice standards to supporting customers to deploy highly efficient solutions, and advanced AI efficiency applications, we are actively pursuing continual efficiency improvements.

Our Operations team regularly audits properties to identify energy savings opportunities and sets energy reduction targets to improve Power Usage Effectiveness (PUE). We set annual PUE targets as part of a continuous improvement approach to energy performance. We have developed our own AI energy efficiency application, Apollo AI, and deployed it at 16 sites to uncover hard-to-find efficiency opportunities like leaky valves and adjustments to operational settings that improve efficiency.

Digital Realty received the **EPA's ENERGY STAR Partner of the Year** – Sustained Excellence Award for our Energy Star certification and promotion efforts in 2023, the fourth year receiving the Partner of the Year Award. In 2023, Digital Realty certified 67% of total IT capacity in the U.S., spanning 32 data centers, an increase of 13% from the prior year. We are the only data center company to have received the Partner of the Year Award and we view this as a reflection of our dedication to continuously improving the energy efficiency in our data centers.

Cleaner Fuel for Our Data Centers

Data centers rely on backup power systems, typically diesel generators, to provide the levels of uptime and uninterrupted service required by our customers. Digital Realty continues to expand its use of hydrotreated vegetable oil (HVO), a renewable diesel made from waste fats and oils that is a replacement for conventional diesel in generators. HVO, which can seamlessly replace or blend with conventional diesel to power existing generators, is being deployed at three sites in the U.S.: PDX12 in Oregon, and our SC1 and LAX12 data centers in California.

With the new U.S. deployments, we have deployed HVO in seven global markets, covering 15% of our global operating portfolio. The expansion of HVO to the U.S. builds upon our successful deployment in France, Spain, and the Netherlands.

AI Enabling Energy Efficiency

Digital Realty developed an energy efficiency artificial intelligence (AI) platform to improve energy efficiency and improve PUE. The first application of the Apollo AI solution came in 2019 when it was tested at two European sites. Since then, we have expanded its deployment to a total of 16 sites. We expect to triple the number of sites where this is deployed by the end of 2024, including our recently announced expansion of the platform to our Australia portfolio.

The Apollo AI platform has identified approximately 18 GWh of savings in its initial deployments. The platform can identify anomalies, such as clogged filters or leaky three-way valves, without human intervention, providing remarkable value and control to our data center teams.

The applied AI models enable "self-learning," aggregating findings and automatically auditing and applying them to newly onboarded sites, meaning every new site adds value for others on the platform.

Water

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

Addressing our water footprint enhances resilience and reduces our impacts on local supplies and local communities. For more than a decade we have been designing and installing dry cooling systems that do not evaporate water, and our data center designs take a holistic approach to minimize water demand. In addition to dry cooling, we install high efficiency plumbing fixtures and locally adapted and drought tolerant landscaping, and we capture rainwater in highly water-constrained areas. 43% of our irrigation and cooling needs came from non-potable water sources in 2023. Within the reporting year, Digital Realty has also implemented projects estimated to save 78 million gallons annually.

43%
Non-potable water used for cooling and landscape irrigation

14%
Reduction in water use intensity from prior year

Using AI to Identify Water Savings

In 2023, Digital Realty implemented an AI tool tailored for sites that use evaporative cooling systems to detect water use anomalies and provide recommendations. The solution identifies ways to reduce water consumption and associated energy use and extends the lifespan of the cooling equipment. We deployed the AI tool at four U.S. sites to identify additional water savings opportunities. These findings often have positive co-benefits such as energy savings and reduced system maintenance.

Sustainable Design and Construction

We take steps to minimize development impacts on the local environment and surrounding communities by applying advanced and innovative green design and construction practices. Digital Realty has a successful track record of developing and operating data centers that are certified under recognized global sustainable building standards. Sustainable building certifications are a tool we use to demonstrate to communities, customers, and investors that our data center development activity effectively manages environmental impacts and opportunities.

Digital Realty certifies new developments and major renovations to a minimum of LEED-Silver or equivalent sustainable building standards. In 2023, Digital Realty certified four U.S. data centers totaling 1.3 million square feet in accordance with LEED green building standards. We now have more than 13 million square feet certified under green building standards.

13M
Square feet with sustainable building certifications

60%
Gold-level and above equivalent certification

We certified two design projects under the EPA's Designed to Earn the ENERGY STAR® recognition. This recognizes a project's as-designed energy performance above the expected ENERGY STAR efficiency thresholds, signifying a highly efficient data center design. The two new development projects will total 144 MW of new, highly efficient IT capacity when fully developed and are the first data centers in Virginia to receive this recognition.

Designed to Earn the ENERGY STAR® is awarded to new development projects that are in the design or construction phase, have met the design requirements of the ENERGY STAR New Construction program, and have achieved an ENERGY STAR design score of 75 or higher in Portfolio Manager.

Green Finance

Since 2015, Digital Realty has been utilizing green finance solutions, such as green bonds and sustainability-linked credit facilities, to align the sources of capital funding our business with our global sustainability priorities. We are the largest U.S. data center REIT issuer of green bonds. In 2023, we completed the allocation of the remaining funds from our $6.4 billion portfolio of green bonds.

The green bond offerings have supported 130 sustainable projects globally, ranging from certified green data center construction to renewable energy and efficiency projects. Our green bond framework follows the ICMA Green Bond Principles and has received a second party opinion.

Green Bond Impacts[1]

130	**2.9M**	**9.7M**	**939 MW**
Green projects	MTC02e savings	Square feet certified	IT capacity certified
3.8	**2.9**	**2.0B**	**43,800**
Terawatt-hours of energy savings	Terawatt-hours of renewable energy	Gallons of water savings	Jobs created

[1]Savings values are annualized

Social Engagement

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

Attracting and Retaining Top Talent

In 2023, we launched a new careers site which better promotes our culture, Diversity, Equity and Inclusion (DEI) commitment, sustainability and development opportunities to our candidates. We also launched a new recruitment brand strategy with a new look and feel for global consistency. As part of our recruitment efforts, we participated in successful career fairs, including with the Society of Hispanic Professional Engineers and Northern Virginia Community College, both which led to multiple offers in data center operations roles and summer internships, engaging a new generation of employees.

Internally, we launched Grow@Digital, a program focusing on providing a common approach, resources and tools to empower and enable all employees to thrive by building meaningful skills that broaden careers.

Digital Realty continued its employee engagement program to anonymously collect employee perspectives and give managers the tools they need to listen to employee feedback, and take action to enhance employee engagement and retention. We conducted an annual survey of all employees to assess engagement and review against industry benchmarks. We've seen an increase in overall employee satisfaction with an 84% survey response rate, shedding light on our actionable improvements and areas for continued focus.

Corporate Giving

In 2023, we continued our philanthropic and community-engagement efforts, in-line with our broader commitment to DEI. These initiatives are all part of our broader commitment to be proactive, engaged members in the communities we operate in globally. Through Together@Digital, we engage with global charitable organizations, including Free a Girl, Black Minds Matter UK, 100 Black Men of London, Black Girls Code, Thurgood Marshall College Fund, DFW Canines for Veterans, SAGE USA (Advocacy for LGBTQ+ Elders), and RAICES (The Refugee and Immigration Center for Education and Legal Services).

Our pillars of philanthropic focus are aligned 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

Together@Digital

Digital Realty is committed to promoting diversity, equity, and inclusion across our company and stakeholders. Our President & CEO, Andrew P. Power, is a signatory to the CEO Action Pledge for Diversity & Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.

Through **Together@Digital**, our employee-led DEI initiative, we offer five Employee Resource Groups (ERGs) that promote inclusion within the company. More than 1,000 employees are members of our ERGs. Our ERGs sponsor group-focused events that offer learning and development opportunities with topics ranging from financial wellness to the use of inclusive language.
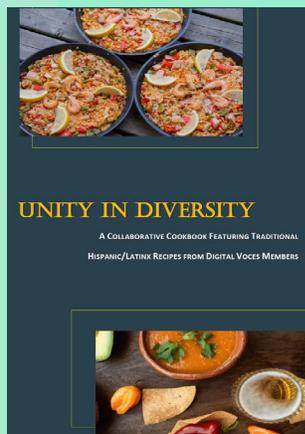
The **Women's Leadership Forum (WLF)** launched a Women at Digital Podcast to amplify the voices of women employees across the globe. Podcast episodes included interviews with women from EMEA, North America and APAC teams covering career growth, family histories, women empowerment and health and well-being.

For Hispanic History Month, **Digital Voces** published a collaborative cookbook featuring Latin American recipes from the Hispanic ERG's members. The cookbook is a flavorful tapestry of recipes passed down through generations, reflecting the richness and diversity of Hispanic and Latinx cultures. Each dish is a story, a connection, and an invitation to explore the vibrant flavors of the community.

Our **Veteran's ERG**, together with personnel from the U.K. Ministry of Defense, signed the Armed Forces Covenant, recognizing what the Armed Forces community and their families contribute to our business and country. Since signing, Digital Realty has also been awarded the Bronze Award for the Employer Recognition Scheme (ERS), which acknowledges employers who have provided exceptional support to the armed forces community.
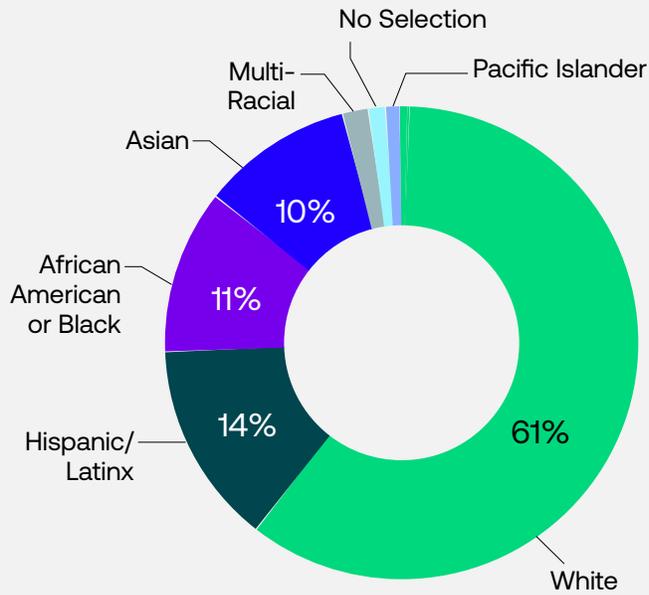
In honor of Juneteenth, our **Black Employee Resource Group (BERG)** hosted a lunch event at three of our U.S. offices, catering food from local Black-owned food trucks serving a fusion of Southern, Cajun, Tex-Mex and American cuisines.

We are proud supporters of InterPride, an international organization that brings together Pride organizers from around the world. In addition to our annual donation, several members of **Digital Pride** attended InterPride's 40th Anniversary Gala in Los Angeles.

Social Metrics

U.S. Employees by Racial Group

No Selection

Multi-Racial

Pacific Islander

Asian

African American or Black — 11%

Hispanic/Latinx — 14%

Asian — 10%

White — 61%

90,000

Hours spent on training and development

9%

Voluntary turnover rate

Global Gender Representation

	All Employees	Executive Management	Board of Directors
Female	25%	27%	33%

☐ Female ☐ Male
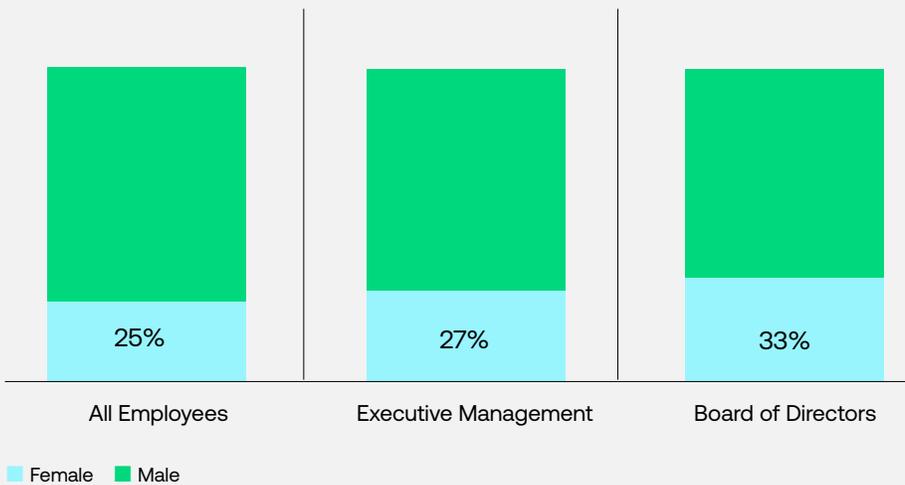
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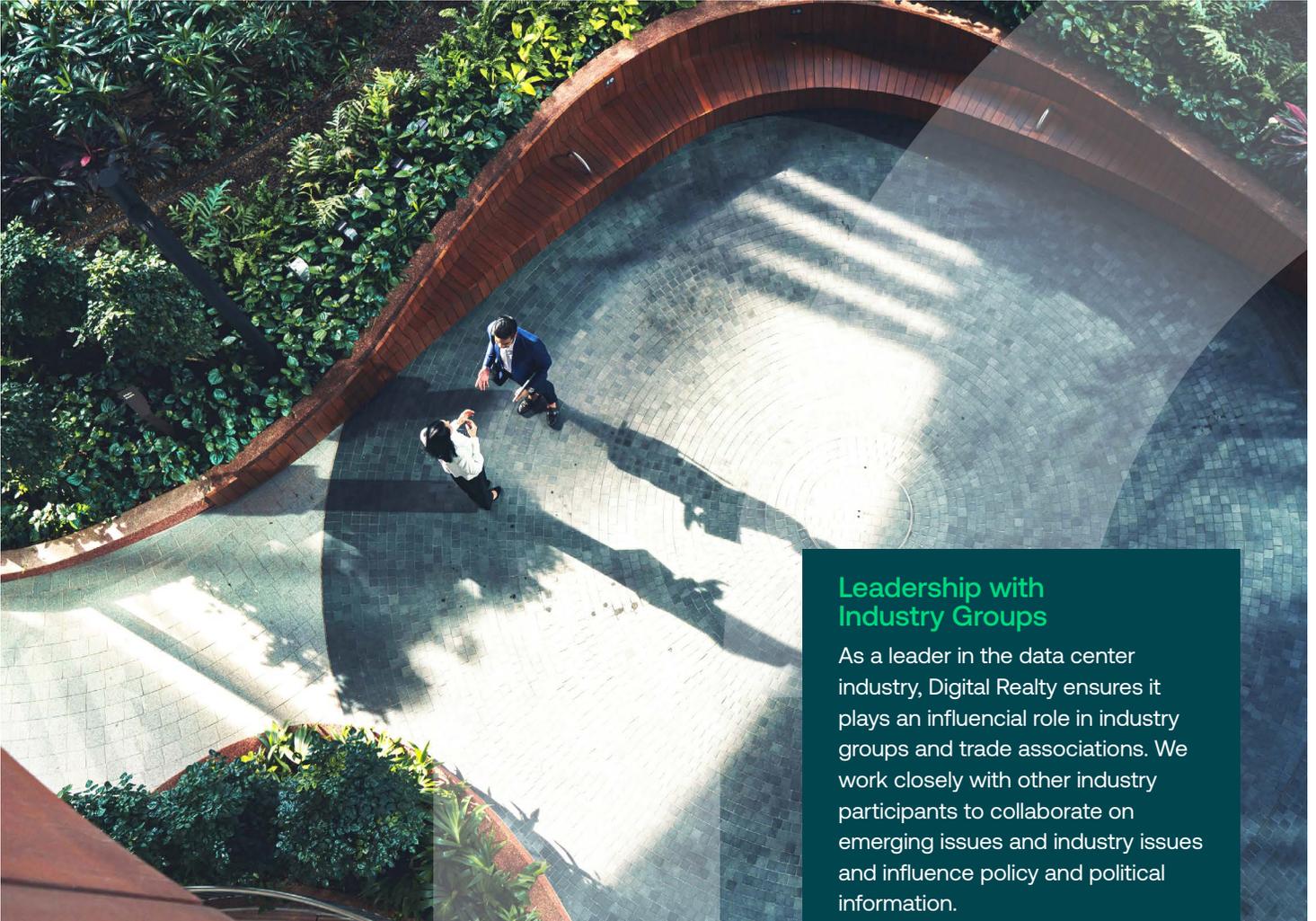
Leadership with Industry Groups

As a leader in the data center industry, Digital Realty ensures it plays an influencial role in industry groups and trade associations. We work closely with other industry participants to collaborate on emerging issues and industry issues and influence policy and political information.

Digital Realty holds the Chair & Policy Committee Chair seats for the European Data Centre Association, Vice Chair role for the newly formed Asia-Pacific Data Centre Association and Vice Chair role for Nareit's Real Estate Sustainability Council.

Strong governance and ethics are key elements of our success and accountability. 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. Digital Realty's Executive Sustainability Committee focuses on strategic decision-making related to key sustainability matters.

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.

99.999%

Uptime for the 17th consecutive year

Engaging our Supply Chain
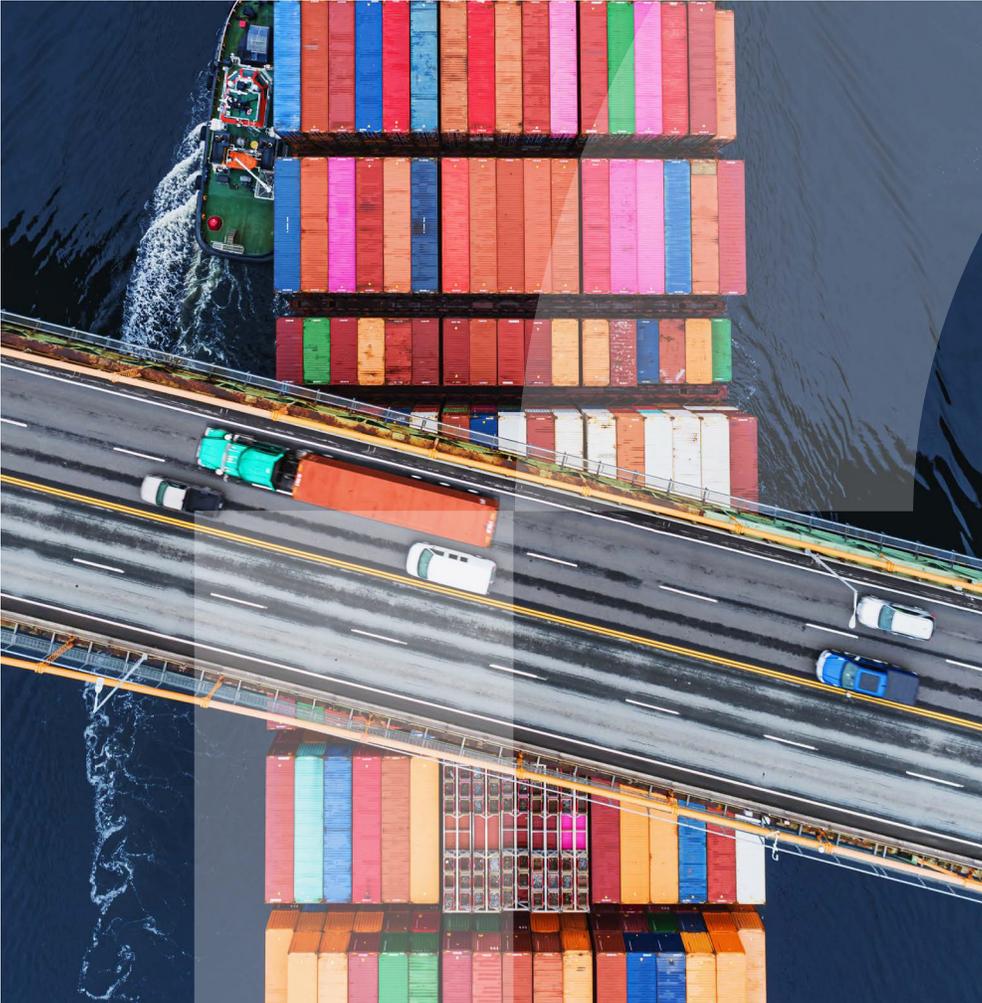
Engaging with our suppliers is important to ensure that they are operating with high standards for human rights, labor, and environmental responsibility. In 2023, we launched a dedicated Supply Chain ESG Program in order to 1) comply with new and emerging international laws and regulations that mandate increasing visibility into, and accountability for, the behavior of vendors in our supply chain, 2) reduce Scope 3 emissions within Digital Realty's value chain 24% per square foot by 2030 from 2018 levels as part of our global SBTi carbon reduction target, and 3) increase supplier diversity and increase diverse supplier spend.

We are partnering with a leading global supplier sustainability ratings company to evaluate our global suppliers across the categories of environment, labor and human rights, ethics and sustainable procurement. Since launching our program in 2023, we have assessed 112 Level 1 and 2 suppliers for ESG performance, covering 60% of our supplier spend.

We also incorporated sustainability discussions into many of our Supplier Annual Business Reviews. These discussions involved an overview of our Supply Chain ESG Program, results of their specific supplier assessments and emphasis of our target to reduce supplier emissions.

24%
Supply chain emission reduction target

60%
Suppliers by spend assessed for ESG risks

Management Approach for Material Topics

Environmental Performance

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

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

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

Energy

The use of energy to operate our data centers is typically our greatest environmental impact. We monitor utility energy use on a monthly basis, and our data centers monitor infrastructure energy use in near-real time. We focus on managing energy consumption, increasing efficiency and procuring clean energy for our data centers. Our efforts are underpinned by our global SBTi carbon reduction target as well as other renewable energy and energy efficiency goals.

Water

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

Waste

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

Privacy and Security

Data Security, Customer Privacy

The secure operation of our data centers is critical to our customers and for the continued effectiveness of our activities. We focus on physical security, cybersecurity, and privacy. The Board of Directors has oversight of global cybersecurity risk. Our management team has overall responsibility for implementing our enterprise-wide cyber resilience strategy, policy, standards, architecture and processes.

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

Cybersecurity

Digital Realty plays a crucial role in providing infrastructure support for customers that are storing and managing data in the face of escalating cyber-attacks in today's digital era. Digital Realty prioritizes the protection of individual privacy rights and personal data, fostering a secure and trustworthy digital environment conducive to innovation and collaborations. Cyber resilience is essential for ensuring business continuity, reducing downtime and mitigating disruptions caused by cyber incidents.

Our Cyber Resilience team's safeguarding recommendations and security programs are designed to mitigate the risk of data breaches and identity theft. Through our engagement with our stakeholders, we gain valuable insights into emerging threats, evolving best practices and areas of improvement. This collaborative approach enables us to tailor our strategies, policies and investments to address needs and specific customer requirements.

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

Physical Security

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

Privacy

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

Climate Related Risks

Physical Impacts of Climate Change and Extreme Weather

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

The Nominating and Corporate Governance Committee has direct oversight of the strategy and performance of Digital Realty's management of risks and opportunities related to climate change. Due to the nature of Digital Realty's business and the variety of climate-related risks and opportunities, climate-related risk is managed through multiple verticals. Market risks, such as increasing energy prices and renewable energy opportunities, are managed by our Vice President of Sustainability and Vice President of Supply Chain and Procurement. Policy and legal risks are managed through our Operations team, Legal team, and Portfolio Management Group. Physical risks are managed by risk owners throughout the company, in consultation with our Vice President of Risk Management. Our Management is responsible for managing risk through our Enterprise Risk Management Program, with oversight by our Board of Directors.

We design and operate our data center facilities to achieve exceptional levels of resiliency and uptime, considering and preemptively addressing both short-term weather and local impacts and long-term changes driven by climate change. This approach shows in our performance, where we have maintained or exceeded 99.999% availability in our owned and operated portfolio, for the 17th consecutive year.

Also refer to our **TCFD disclosures.**

Human Rights and Employee Engagement

Employee Engagement, Diversity & Inclusion, Community Engagement

We recognize that the construction and operation of data centers can have impacts on the people and communities nearby. As a result, the industry has a unique opportunity to deliver highly efficient and productive solutions that uphold high standards for organizational culture related to human rights, labor and working conditions, and community impacts. The principles in the Universal Declaration for Human Rights are embedded in our Company's values, and we are committed to treating stakeholders including our employees, customers, suppliers, and the communities in which we operate in line with our values.

Our Chief Human Resources Officer is responsible for leading the human resources functions, including compensation, benefits, talent management, talent's acquisition, and DEI efforts. Reporting to the Chief Human Resources Officer, our Vice President of Total Rewards and HR Operations oversees employee benefits, our Senior Director of Global Talent Acquisition manages our recruitment activities, and our Vice President of Internal Communications manages our employee engagement program.

Updates on the program and major activities related to social initiatives are provided to the executive management team on a quarterly basis or as needed. It is Digital Realty's policy to recruit talent based on skill, knowledge, experience and attitude, without discrimination on the basis of gender, sexual orientation, age, family status, ethnic origin, nationality, disability or religious belief.

Business Ethics and Compliance

Business Ethics, Management of the Legal and Regulatory Environment

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

100% of our employees are assigned training on Cybersecurity, Global Data Privacy, Insider Trading and ABAC. We maintain an anti-discrimination and anti-harassment requirement in our Code of Conduct which includes mandatory harassment training for all managers, and we mandate this training to all U.S. employees. We also offer unconscious bias training and other workplace diversity and inclusion trainings in our Digital University training portal.

Digital Realty promotes an environment of personal and professional learning and

development. Our Training Policy outlines our objectives to support Digital Realty through the ongoing training and development of employees to extend the range of individual performance, respond positively to change and support our customers consistently regardless of geographic location. We encourage employees at all levels and employment types, as well as contractors to pursue training and education courses specific to their expertise. Our Digital University program includes training courses covering Operations, Legal, Ethics and Compliance, Management and Leadership, Risk Management, Sales, Diversity, Equity and Inclusion, and Information Security and Privacy.

Health and Safety
Employee Health & Safety

Protecting the safety and health of employees and others that come to our data centers is a top priority. 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 Vice President of Global Health and Safety with oversight from our Chief Operations Officer.

As a data center provider, we have limited exposure to requirements for product labeling. We strive to operate our data centers to ensure a healthy and safe environment for our customers and our own employees is maintained at all times. We provide our site rules and guidelines to all customers and employees. We provide personal protective equipment to employees and we require contractors and vendors to do the same and to follow relevant site rules.

Economic Performance
Business Model Resilience

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

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

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

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

Our economic performance is also driven by the satisfaction of our customers. Each customer has an assigned Customer Success Team, all customers receive annual customer satisfaction surveys, and we leverage the Net Promoter Score (NPS)® methodology to measure overall customer loyalty. We leverage real-time transactional surveys to drive continuous improvement programs that help increase our ease of doing business. 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 set employee KPIs tied to our Overall Satisfaction and Ease of Doing Business metrics. Additionally, we offer two 24x7 "always on" feedback channels consisting of email signature links and QR codes in all of our data centers. Using direct customer feedback, we regularly recognize our employees who embody our culture and values and whom our customers have called out for their exceptional service.

Supply Chain

Supply Chain Management

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

Our Supply Chain ESG Program is led by our Director of ESG, with executive sponsorship from our Chief Operations Officer, and supported by our Vice President of Supply Chain, Supplier Diversity Leader, and regional Procurement teams.

Supplier Ethics and Compliance

Digital Realty is committed to conducting business in a legal, ethical, transparent, and professional manner and we require that our suppliers and their employees, agents and subcontractors share our high standards of ethics and integrity. Our Supplier Code of Conduct outlines core company principles and describes the requirements for our suppliers to establish and maintain a business relationship with Digital Realty, supporting a professional environment where all are treated with respect and dignity, and in an environment where their health and safety are protected. In 2023, we revised our Supplier Code of Conduct to expand on and emphasize the importance of human rights, ethics, labor practices and sustainability within our supply chain.

Supplier Diversity

Digital Realty's Supplier Diversity initiative, led by our Supplier Diversity Leader, encompasses a range of strategic actions to promote inclusivity and equity within our supply chain. We have active participation in diverse certification organizations to identify and engage with certified diverse suppliers. We host corporate roundtables and supplier meet and greet events to foster collaboration and dialogue between Digital Realty and diverse suppliers, facilitating networking and partnership opportunities. We include certified diverse suppliers in RFPs across the company to ensure equitable access to business opportunities. Additionally, we have incorporated supplier diversity into our Supplier Gateway, to assist with the tracking of Tier 1 spend with diverse suppliers.

GRI Data Table

GRI 2: General Disclosures 2021	
2-1 Organizational details	Digital Realty Trust, Inc. (NYSE: DLR)
2-2 Entities included in the organization's sustainability reporting	This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021. We report on properties where we have operational control, using the consolidation approach in the GHG Protocol. Properties held in unconsolidated, non-managed joint ventures and properties where we do not have operational control are excluded from metrics in this report. As of December 31, 2023, our portfolio consisted of 309 data centers (including 67 data centers held as investments in unconsolidated entities), of which 124 are located in the United States, 112 are located in Europe, 36 are located in Latin America, 14 are located in Africa, 14 are located in Asia, six are located in Australia and three are located in Canada.
2-3 Reporting period, frequency and contact point	This annual report covers calendar year 2023, unless otherwise noted. The point of contact is Sormeh McCullough, Director, ESG at smccullough@digitalrealty.com.
2-4 Restatements of information	None.
2-5 External assurance	External limited assurance as described in the assurance statement from DNV Business Assurance USA, Inc.
2-6 Activities, value chain and other business relationships	**Digital Realty Trust, Inc. Annual Report on Form 10-K**
2-7 Employees	Refer to 401-1
2-8 Workers who are not employees	25 contract employees.
2-9 Governance structure and composition	Refer to **Governance documents website**
2-10 Nomination and selection of the highest governance body	Refer to **Proxy Statement**
2-11 Chair of the highest governance body	See **Board of Directors website**
2-12 Role of the highest governance body in overseeing the management of impacts	See **Governance documents website** Additional materials can be found in our **Proxy Statement**

GRI Data Table

GRI 2: General Disclosures 2021	
2-13 Delegation of responsibility for managing impacts	Digital Realty's Executive Sustainability Commitee, comprised of members of the executive leadership team and advised by the sustainability program and subject matter experts, provides strategic decision-making related to key sustainability matters affecting the Company, such as: • Establishing global sustainability goals and objectives; • Aligning and integrating sustainability with overall corporate strategy and planning; • Determining risk appetite and tolerance for sustainability activities; • Integration of sustainability goals and objectives across business functions; and • Prioritizing deliverables and resources to align with goals and objectives. A dedicated global sustainability team oversees the activities of the sustainabilty program, and reports regularly to their executive leadership. The global sustainability team convenes monthly sustainability committee meetings and other meetings as appropriate, and has regular access to regional and global leadership. Policies and condes of conduct addresing topics such as human rights, labor rights, environment and anti-corruption are signed off by Digital Realty's executive leadership.
2-14 Role of the highest governance body in sustainability reporting	The Nominating and Corporate Governance (NCG) Committee comprised of independent directors, has responsibilty for ESG oversight. The NCG Committee reviews the strategy and performance of, and the Company's procedures for identifying, assessing, monitoring and managing risks and opportunities related to, the Company's environmental, social and governance programs, including corporate responsibility, sustainability, climate change, and diversity, equity and inclusion activities.
2-15 Conflicts of interest	See Digital Realty **Code of Business Conduct and Ethics**, Section 2 Conflicts of Interest and Digital Realty **Corporate Governance Guidelines**
2-16 Communication of critical concerns	The Board of Directors is available to address the concerns of stakeholders and stockholders. Matters brought forward by stockholders within the context of the Annual Metting of Stockholders are dealt with in accordance with the Company's Bylaws. Refer to the **Proxy Statement**, Stockholder and Interested Party Communications with the Board, p.43.
2-17 Collective knowledge of the highest governance body	See Digital Realty **Corporate Governance Guidelines**
2-18 Evaluation of the performance of the highest governance body	See **Board Evaluation section in our Proxy Statement**
2-19 Remuneration policies 2-20 Process to determine remuneration	See **Proxy Statement**
2-21 Annual total compensation ratio	Compensation ratio (CEO to median employee): 108 Ratio of % change for CEO vs % change for median employee: 7.58 Refer to the 2024 **Proxy Statement** section, CEO Pay Ratio, for details of CEO pay and for how median employee data has been determined.

GRI Data Table

GRI 2: General Disclosures 2021	
2-22 Statement on sustainable development strategy 2-23 Policy commitments 2-24 Embedding policy commitments	We align with the applicable United Nations Sustainable Development Goals (SDG). Our approach to ESG considers our double-materiality assessment of material issues that impact our stakeholders, business and the world around us. Digital Realty is a signatory to the UN Global Compact and we strive to uphold the Ten Principles and advance the relevant SDGs through practices that foster change. This includes doing business responsibly, respecting human rights, labour, environment and anti-corruption rules and standards; and taking strategic actions to advance the UN SDGs and broader societal goals, with an emphasis on collaboration and innovation. Digital Realty is committed to developing an organizational culture with policies that support internationally recognized human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and comply with the UK Modern Slavery Act 2015. All employees of Digital Realty are required to conduct themselves with integrity and in full compliance with the laws and regulations that govern our global business. Our Code of Business Conduct and Ethics provides standards for employee behaviour in business dealings that are consistent with the highest standards of business ethics. Digital Realty has a zero-tolerance policy on corruption and bribery. We comply with the US Foreign Corrupt Practices Act, the UK Bribery Act, the UK Modern Slavery Act 2015, the German Criminal Code and other applicable laws. Our Anti-Bribery and Anti-Corruption Compliance Policy is administered by the General Counsel. 100% of employees are required to both read the policy and undergo training for the policy during Digital Realty's annual attestation period and provide written acknowledgment of completion. Our annual attestation covers training on our Insider Trading Policy, our Anti-Bribery and Anti-Corruption Compliance Policy, and anti-money laundering compliance. All members of our Board of Directors also receive these policies and procedures. All employees are required to report questionable ethical behavior or violations of the Code of Conduct. Information can be reported to their supervisor or senior management or employees can send communications anonymously via a confidential hotline. Our business model fosters the global transiton to a digital economy, delivering continued economic growth and enhanced resilience while decoupling this growth from commensurately greater impacts on the environment. Our customers often find greater operational efficiencies, enhanced resilience, and lower environmental impacts when moving to our platforms. Our business model seeks to provide solutions demanded by our customers while minimzing the impact of these solutions on the environment and the communities where we operate. We have a long-term strategy to decarbonize our business via our approved Science Based Target as well as significant efforts sourcing renewable and carbon-free energy. We strive to align with emerging and enacted governmental regulations that support sustainable development. Digital Realty is a signatory to the EU Climate Neutral Data Centre Pact and its five pillars which align with the EU Green Deal and the objective to be carbon neutral by 2050, as well as 'Fit for 55' objectives. Further, we recognize macroeconomic and societal trends driving sustainable development, including but not limited to human rights, diversity, equity, and inclusion, climate change and decarbonization, fair labor practices, and the transition to a digital economy.

GRI Data Table

GRI 2: General Disclosures 2021	
2-22 Statement on sustainable development strategy 2-23 Policy commitments 2-24 Embedding policy commitments (continued)	These issues are increasingly important to attract and retain employees, as well as becoming more important for our customers. Our ESG report describes key events, activities, and achievements related to sustainable development, as well as targets regarding our contribution to sustainable development for the next one to five years. Refer to our **Code of Business Conduct and Ethics** and **Supplier Code of Conduct**.
2-25 Processes to remediate negative impacts	Digital Realty reviews and responds to grievances where valid and appropriate. Grievance mechanisms may include state-based judicial and non-judicial methods, including courts (for both criminal and civil actions), labor tribunals, national human rights institutions, National Contact Points under the OECD Guidelines for Multinational Enterprises, ombudsperson offices, consumer protection agencies, regulatory oversight bodies, government-run complaints offices, as well as collective bargaining and works councils.
2-26 Mechanisms for seeking advice and raising concerns	See Digital Realty **Code of Business Conduct and Ethics**, Section 1.2: Seeking Help and Information (pp. 5-6), 1.3 Reporting Violations of the Code (pp. 6-7), and 1.4 Confidentiality and Policy Against Retaliation (p. 7).
2-27 Compliance with laws and regulations	No material violations reported during the reporting period.
2-28 Membership associations	**ESG Recognition** • EcoVadis Sustainability Rating – 2023 Silver • Electrical Review and Data Centre Review Excellence Awards 2023 – Green Data Centre of the Year (Cloud House) • EPA Energy Star Partner of the Year – Sustained Excellence 2024 • EPA Green Power Partnership – #8 in National Top 100, #6 in Top 30 Tech and Telecom List • EU Code of Conduct Awards – Digital Realty Frankfurt • FTSE4Good Index Series • Great Place To Work 2023 – Greece • Green Brand Awards 2024 – Gold Award for "Green Buildings" category (ATH3) • GRESB Public Disclosure "A" Score • NAREIT Leader in the Light Award 2023 – Data Center Sector • Newsweek's Most Responsible Companies 2023 • Singapore Environment Council's Environmental Achievement Awards – Green Innovations: Water Solutions Award (SIN10) • Sustainability Magazine - #2 in Top 10 Sustainable Data Center Companies • Sustainability Review - #2 in Top 10 Sustainable Data Center Companies • USA Today's America's Climate Leaders 2023 **Memberships, associations, participation in industry groups** • Asia-Pacific Data Center Association • Austrian Datacenter Association • Clean Energy Buyers Association • Dallas/ Fort Worth Minority Supplier • Danish Data Center Industry • Development Council • Data Center Coalition • Dutch Data Centre Council • EPA Energy Star Partner • European Data Centre Association • France Datacenter • German Datacenter Association • Host in Ireland • iMasons • Information Technology Industry Council • Italian Datacenter Association • Minority Supplier Development UK • National Association of Real Estate Investment Trusts • National Gay & Lesbian Chamber of Commerce • National Minority Supplier Diversity Council • Northern Virginia Technology Council • New York & New Jersey Minority Supplier Development Council • SPAIN DC • Swedish Data Center Association • Swiss Datacenter Association

GRI Data Table

GRI 2: General Disclosures 2021		
2-28 Membership associations (continued)	**Memberships, associations, participation in industry groups** • TechUK Data Centre Council • The Real Estate Roundtable • Veterans in Business • Women's Business Council Southwest • Women's Business Enterprise National Council • U.S. Green Building Council Note: not an exhaustive list.	**Alignment with industry codes of conduct, disclosure, and voluntary best practices** • Alliance Green IT • Business Ambition for 1.5°C • Collège des Directeurs du Développement Durable (C3D) • CEO Action Pledge for Diversity and Inclusion • EPA Energy Star • EU Climate Neutral Data Centre Pact • EU Code of Conduct for Energy Efficiency in Data Centres • Global Reporting Initiative (GRI) • iMasons Climate Accord • ISO and ASHRAE standards • LEED™, BREEAM and other sustainable building certification standards • Sustainability Accounting Standards Board (SASB) • Science-Based Targets Initiative • Task Force on Climate Related Financial Disclosures (TCFD) • U.K. Climate Change Agreement • U.N. Global Compact • U.N. Sustainable Development Goals
2-29 Approach to stakeholder engagement	**Stakeholder Engagement Matrix**	
2-30 Collective bargaining agreements	The Company currently employs several employees in Europe represented by an independent trade union or covered by collective bargaining agreements. In 2023, 2.6% of our global employee base was covered by collective bargaining agreements in the U.K. In several European countries, where such organizations exist and represent our employees, we are legally prohibited from inquiring after their status as a member. For employees not covered by collective bargaining agreements, Digital Realty determines their working conditions and terms of employment based on legal requirements, local and regional practices, EOH&S standards for safe work, and the company's Code of Business Conduct and Ethics.	

GRI 3: Material Topics 2021	
3-1 Process to determine material topics	To help define our material topics, we used GRI's Principles for Defining Report Content, including information required for the GRI Standards 2021 as well as additional information relevant to our stakeholders. In 2022, we conducted a double materiality assessment to identify relevant aspects of our business that most influence our stakeholders as well as the level of economic, environmental and social significance of those impacts. The materiality assessment sought input from a representative selection of stakeholders including global management, employees in various departments, investors, and customers. Input was collected via online surveys. Boundaries are defined by the area of impact, as well as Digital Realty's involvement with the impacts. Digital Realty conducts materiality assessments every two years to account for changes in business priorities and stakeholder perspectives. We prioritized material topics based on a ranking and weighting methodology in the surveys.

GRI Data Table

GRI 3: Material Topics 2021	
3-2 List of material topics	**Material Topic** — **GRI Topic Mapping**

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

GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	Digital Realty Trust, Inc. **Annual Report on Form 10-K**: See p. 90
201-2 Financial implications and other risks and opportunities due to climate change	Refer to **TCFD Report**
201-3 Defined benefit plan obligations and other retirement plans	We did not have defined benefit plans in the reporting year.

GRI Data Table

GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported 203-2 Significant indirect economic impacts	Digital Realty's business activities have meaningful indirect economic impacts. Our data centers and the solutions we provide customers are critical to society's transition to a digital economy, and the associated environmental and economic benefits associated with it. We invest in the development of new data centers, we provide professional and skilled employment in the local commuties where we operate, and we routinely invest in the maintenance and upkeep of our portfolio. In the reporting year, we invested more than $2,598 million in property-level operating expenses. For the reporting year, our total capital expenditures were approximately $3.3 billion. These investments may include upgrades to infrastructure adjacent to and related to our development projects, such as roadways, sidewalks, and bike paths, electrical infrastructure including distribution lines and substations, district energy infrastructure, telecommunications infrastructure, green spaces, and/or parks. The most common impact on local communities is increased vehicular traffic, both during construction and during property operations. The extent of traffic impacts is highly dependent on prior site uses and access to alternative means of transportation. Estimates of economic and labor force impacts related to data centers can be found here: https://www.uschamber.com/technology/building-data-centers-creates-jobs. Estimates of the indirect environmental benefits of moving to the cloud and to purpose-built data centers can be found here: https://www.openaccessgovernment.org/the-green-cloud-how-cloud-computing-can-help-the-public-sector-achieve-energy-efficiency-targets/143851/. See **Annual Report on Form 10-K**, p. 70 Development Projects, p.71 Capital Expenditures and p. 64 Operating Expenses — Property Level.
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	Each year, Digital Realty conducts an enterprise-wide risk assessment, the scope of which includes risks related to corruption. The methodology for this process aligns with leading international risk management standards, such as ISO 31000. The process is facilitated by the Digital Realty's risk management team and engages with risk owners and risk assessors throughout the Company. It culminates with reports to and discussions with Digital Realty's executive team and Board of Directors. The most recent process was conducted from September through November 2023. The executive team and Board of Directors also periodically receive briefings from senior management and external advisors on risks, which may include risks related to corruption. Our risk assessment methodology distinguishes between financial and strategic impacts. We use various qualitative, semi-quantitative, and quantitative indicators to assess the significance of such impacts on our business. Examples include materiality thresholds for financial impacts and performance thresholds for strategic impacts.
205-2 Communication and training about anti-corruption policies and procedures 404-2 Programs for upgrading employee skills and transition assistance programs	Digital Realty promotes an environment of personal and professional learning and development. Our Training Policy outlines our objectives to support Digital Realty through the ongoing training and development of employees to extend the range of individual performance, respond positively to change and support our customers consistently regardless of geographic location. We encourage employees at all levels and employment types to pursue training and education courses specific to their expertise. Our Digital University program includes training courses covering Operations, Legal, Ethics and Compliance, Management and Leadership, Risk Management, Sales, Diversity, Equity and Inclusion, and Information Security and Privacy. We provide training on Cybersecurity, Global Data Privacy, Insider Trading, Anti-Bribery and Anti-Corruption Compliance. Our anti-discrimination and anti-harassment policy includes mandatory harassment training for all managers and all U.S. employees. We also offer unconscious bias training and other workplace diversity and inclusion trainings in our Digital University training portal.

GRI Data Table

GRI 205: Anti-corruption 2016	
205-2 Communication and training about anti-corruption policies and procedures 404-2 Programs for upgrading employee skills and transition assistance programs	Digital Realty has a zero-tolerance policy on corruption and bribery. We comply with the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, the U.K. Modern Slavery Act 2015, the German Criminal Code and other applicable laws. Our Anti-Bribery and Anti Corruption Compliance Policy is administered by the General Counsel. All employees are required to both read the policy and undergo training for the policy during Digital Realty's annual attestation period. Our annual attestation covers training on our Insider Trading Policy, our ABAC Policy, and anti-money laundering compliance. All members of our Board of Directors also receive these policies and procedures.
205-3 Confirmed incidents of corruption and actions taken	No verified incidents in the reporting period.

GRI 206: Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No verified incidents in the reporting period.

GRI 207: Tax 2019	
207-1 Approach to tax 207-2 Tax governance, control, and risk management 207-3 Stakeholder engagement and management of concerns related to tax	Digital Realty is committed to openness and transparency regarding taxes. Our Senior Vice President, Global Tax is responsible for and implements Digital Realty approach to tax policies and procedures. We have global policies and procedures in place to maintain robust internal controls in relation to the Company's operations including taxation and financial reporting. We also comply with the country specific reporting requirements for multinational entities. We comply with all applicable rules and regulations and report current and deferred domestic and international tax liabilities in our Form 10-K. Our tax planning is aligned with our commercial business activities. Digital Realty actively seeks to identify, evaluate, monitor and manage tax risks to ensure that they are consistent with our objectives. In reviewing the tax risks associated with the business operations, we will consider the following: • legal duties of directors and employees; • compliance with internal policies and procedures; • impact on relationships with tax authorities; and • maintenance of our reputation as a global data center provider. In situations where tax law is unclear, subject to interpretation or where Digital Realty does not have the internal expertise to assess a particular tax position, tax advice is obtained from external advisors. Digital Realty is committed to maintaining a cooperative and open working relationship with tax authorities globally and ensuring that any tax audits are managed effectively. We seek to make fair, accurate and timely disclosures in correspondence and tax returns and respond to inquiries in a timely manner. Digital Realty does not willfully engage in tax schemes nor structure transactions in such a way that the Digital Realty tax team considers are contrary to the clear intentions of the tax legislation concerned. Tax incentives and exemptions are sometimes implemented by governments and fiscal authorities in order to support investment, employment, and economic development. Where these exist and are applicable to our business, Digital Realty seeks to apply them in the manner intended, taking external professional advice where necessary.

GRI Data Table

GRI 302: Energy 2016

302-1 Energy consumption within the organization 302-2 Energy consumption outside of the organization 302-3 Energy intensity 302-5 Reductions in energy requirements of products and services	**Energy**	**MWh**
	Total energy consumption	11,368,215
	Electricity	11,053,822
	District energy (steam, chilled water)	145,174
	Fuels	169,218
	Energy sold	0
	Energy intensity (GWh/$1MM revenue)	2.08
	Renewable energy	7,302,891
	Energy savings from new conservation measures	19,800

302-4 Reduction of energy consumption	We invested in 59 energy efficiency projects in the reporting year that focused on reducing energy use, such as hot aisle containment, installation of motion sensors, enhanced sub-metering, and systems retrocommissioning. These projects are expected to save approximately 19,800 MWh and 13,800 MTCO2e annually.

GRI 303: Water and Effluents 2018

303-1 Interactions with water as a shared resource 303-2 Management of water discharge-related impacts 303-4 Water discharge	Water used in our portfolio is predominantly supplied by municipal water systems. Less than 1% of our total water withdrawals are from on-site supply such as wells and rainwater capture. We use non-potable water where available, primarily in cooling towers and for landscape irrigation. Water consumed by our portfolio is predominantly used for evaporative cooling, with secondary uses for landscape irrigation and for bathrooms and breakrooms. Water that is not evaporated or used for irrigation is returned to the local municipal wastewater system. Civil design regulations typically restrict the quantities of runoff from our sites to pre-development levels, and our new data center designs minimize water use. Our standard cooling system designs do not use water for cooling, we install high efficiency plumbing fixtures, and we commonly use locally-adapted and drought tolerant landscaping. Our properties send water to local sewer systems and do not directly discharge into surface water, ground water, or sea water bodies. Water sent to the local sewer system does not typically require special treatment, have discharge limits, or require processing of discharge water. Water effluent from our facilities typically does not require discharge permits.

GRI Data Table

GRI 303: Water and Effluents 2018	
303-3 Water withdrawal 303-5 Water consumption	**Water** — **kGal**

Water	kGal
Total water	1,581,364
Municipal (3rd party-potable)	900,242
Municipal (3rd party-non-potable)	679,849
Ground water	587
Surface water	686
Water consumption from areas with water stress	617,761
Water savings from new conservation measures	115,052
Water use intensity (kGal/$1MM revenue)	289

GRI 304: Biodiversity 2016	

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

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

304-2 Significant impacts of activities, products and services on biodiversity

203-2 Significant indirect economic impacts

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

Some of the ways we minimize negative impacts and provide value to local communities are:
• Development projects undergo internal assessment of existing environmental conditions.
• Where necessary, Environmental Impact Reports (EIRs) are developed for new development projects. For projects which require EIRs, local communities are engaged to solicit feedback.
• For some projects, land is set aside for public use purposes including pedestrian access, bike paths and outdoor spaces.
• We may build on previously developed sites that may have a legacy of hazards from prior uses. In some cases, they may be designated as brownfield sites. These sites undergo required cleanup to ensure compliance with applicable regulations to minimize the potential impact on the local community.
• We seek to hire consulting firms with local expertise and presence, and encourage contractors to hire locally.
• We develop sustainable data centers certified to recognized third party standards that reduce life-cycle environmental impacts.
• We apply for and maintain air emission permits that limit generator runtimes and may require advanced emission control systems to minimize airborne pollutants.
• We study potential traffic impacts and incorporate roadway improvements to enhance traffic flow.
• We install EV charging stations and bicycle storage, and implement preferred parking for carpools to support more efficient commuting.
• We support the planting of trees in certain markets.
• We build infrastructure where appropriate to enable the connection to local waste heat networks that allow our data centers to provide waste heat to nearby businesses and homes.

GRI Data Table

GRI 304: Biodiversity 2016

304-3 Habitats protected or restored	We support various biodiversity and habitat protection projects. For example, in Frankfurt, the site of our Digital Park Fechenheim is home to a population of sparrows. Amidst construction, we've worked to minimize disruption to their home by setting up 'sparrow villas.' Post-construction, we will restore their natural habitat to create a thriving ecosystem. Our DUB3 data center in Ireland was constructed to be bat-friendly. The site's exterior lighting was designed to limit impacts on the local bat population.

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions

305-2 Energy indirect (Scope 2) GHG emissions

305-3 Other indirect (Scope 3) GHG emissions

305-4 GHG emissions intensity

305-5 Reduction of GHG emissions

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

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

GHG Emissions	MTCO2e
Scope 1[1,2]	55,773
Scope 2: location-based	3,451,583
Scope 2: market-based	1,547,989
Scope 3	1,245,640
• Purchased goods and services and capital goods[3]	591,510
• Fuel and energy-related activities	213,350
• Waste	4,325
• Business travel	5,934
• Employee commute	6,070
• Upstream leased assets[4]	0
• Downstream leased assets and investments	424,450
Emissions intensity (MTCO2e/$1MM revenue) (Scope 1+2 market-based)	293

[1] Scope 1 emissions were a net value of 52,188 MTCO2e after factoring in 3,585 MTCO2e retired for the reporting year.

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

[3] Significant reductions from purchased goods and services are reflected by efforts through our Supply Chain ESG Program launched in 2023 to receive primary data from our suppliers. Previous data reflected spend-based estimates.

[4] On behalf of Earth Day 2024, Digital Realty committed to matching 100% of 2023 global corporate office energy use with renewable energy.

GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts	Our business generates waste predominantly from operation of its data center portfolio, as well as from the construction of new data centers and the refurbishment of spaces in existing data centers. Upstream and downstream waste: E-waste in data centers is predominantly the responsiblility of our customers that own their servers and related equipment. Construction waste is managed by contractors responsible for construction activities. For new construction and major renovations, we typically have minimum waste diversion rates in accordance with sustainable construction standards. We have conducted waste audits in partnership with our customers to assess opportunities to enhance the management and diversion of waste streams.

GRI Data Table

GRI 306: Waste 2020	
306-2 Management of significant waste-related impacts	Digital Realty is a signatory to the EU Climate Neutral Data Centre Pact, which includes a Circular Economy pillar to promote the effective re-use and recycling of products. We utilize off-site, factory-built modular electrical infrastructure systems. Factory-based assembly practices reduce waste generation and minimize construction site waste generation associated with this infrastructure. Our corporate offices provide bins and support for recycling and compost where available and supported locally. Our IT systems department leverages circularity programs from OEMs that take back and recycle e-waste. We require vendors to comply with all applicable laws and regulations, inclusive of waste management and disposal requirements. We collect operational waste data primarly from waste management vendor invoices. Construction waste diversion rates are reported based on waste hauling tickets in accordance with recognized sustainable building certification standards.
306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal	**Waste[1]** — **U.S. Tons** Waste generated — 11,619 Recycled — 3,907 Composted — 77 Diversion rate — 34% [1]Operational sites reporting waste data at locations where Digital Realty has operational control.

GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	We have partnered with a global supplier sustainability ratings company to evaluate our global suppliers across the categories of environment, labor and human rights, ethics and sustainable procurement. Since launching our program in late 2023, we now have assessed 112 Level 1 and 2 suppliers for ESG performance, covering 60% of our 2023 supplier spend. New significant suppliers will be screened using the Ecovadis portal. In 2023, we revised our **Supplier Code of Conduct** to expand on and emphasize the importance of human rights, ethics, labor practices and sustainability within our supply chain. Suppliers are required to review and accept our Supplier Code of Conduct as a condition of doing business with Digital Realty.
308-2 Negative environmental impacts in the supply chain and actions taken	Only two suppliers out of 112 that were screened for ESG risks (3% of total supplier spend) have significantly low theme scores in any of the environment, labor and human rights, ethics or sustainable procurement themes. No suppliers were terminated as a results of these assessments.

GRI Data Table

GRI 401: Employment 2016				

401-1 New employee hires and employee turnover

Employees by Employment Type

	Total[1]	Male	Female	% Female
Total	3,588	2,691	897	25%
Full-time	3,516	2,670	846	24%
Part-time	72	21	51	71%
Contract	25	14	11	44%

Employees by Management Level

	Total	Male	Female	% Female
N. America	1,518	1,148	370	24%
APAC	212	127	85	40%
EMEA	1,858	1,416	442	24%

Employees by Region

	Total	Male	Female	% Female
SVP/VP	116	99	17	15%
Director/Manager	1,811	1,342	469	25%
Non-Management	1,661	1,250	411	25%

Employees by Age Group

	Total	%
<30	380	11%
30-50	2,193	61%
>50	1,015	28%

Percentage of Women

	%
Executive Management	27%
Board of Directors	33%

[1]Employee metrics in this section do not include employees from our joint ventures.

GRI Data Table

401-1 New employee hires and employee turnover

U.S. employees by racial group and management level

Category	White	African American or Black	Pacific Islander	Asian	Native American or Alaska Native	Hispanic or Latino	Multi Racial
Exec/Senior Level & Managers	30	0	0	2	0	1	0
	91%	0%	0%	6%	0%	3%	0%
First/Mid-Level Officials & Manager	158	3	0	32	2	9	2
	77%	1%	0%	16%	1%	4%	1%
Professionals	403	57	4	87	1	75	11
	63%	9%	1%	14%	0%	12%	2%
Other (technicials, service workers, etc.)	362	77	4	41	5	91	13
	61%	13%	1%	7%	1%	15%	2%
All Categories	953	137	8	162	8	176	26
	65%	9%	1%	1%	1%	12%	2%

Hiring and Turnover[1]

Total number and rate of new employee hires and turnover by gender		Total	Male	Female	Not Listed
	Terminations	453	354	98	1
	New Hire	649	483	166	–
	Active EEs	3,588	2,691	897	–
	New Hire Rate	18%	18%	19%	0%
	Turnover Rate	13%	13%	11%	0%

New employee hires and turnover by age group		<30	30-50	>50
	Terminations	47	262	144
	New Hire	149	401	99
	Active EEs (Year end)	380	2,193	1,015
	New Hire Rate	39%	18%	10%
	Turnover Rate	12%	12%	14%

New employee hires and turnover by region		N. America	APAC	EMEA
	Terminations	205	14	29
	New Hire	230	36	383
	Active EEs (Year end)	1,518	212	1,858
	New Hire Rate	15%	17%	21%
	Turnover Rate	14%	7%	13%

Voluntary turnover rate	9%

[1] Data excludes interns and joint venture employees

GRI Data Table

GRI 401: Employment 2016

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

Absentee Data[1]	2023
Total # of Lost Days	53,916
Total # of Workforce Days	932,880
Absentee Rate	5.8%

[1] Data does not Include U.S. salaried employees with flex PTO.

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

403-6 Promotion of worker health

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

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

401-3 Parental leave

We provide equal paid parental leave for primary and non-primary caregivers.
On average, U.S. employees that returned from parental leave during the fiscal year took twelve fully paid weeks for primary parents and nine week for secondary parents.

	Female	Male	Total
Employees that were entitled to parental leave	18	29	47
Employees that took parental leave	18	29	47
Employees that returned to work after parental leave ended	18	29	47
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	16	27	43
Return to work and retention rates of employees that took parental leave	89%	93%	91%

GRI 402: Labor/Management Relations 2016

402-1 Minimum notice periods regarding operational changes

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

GRI Data Table

GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety	We have established and documented an integrated, global EOH&S management system compliant with the principles of ISO 45001 and OHSAS 18001. In 2023, 23 locations globally were certified to these standards. Our EOH&S Policy supports an environment that strives toward zero occupational injuries and illnesses through prevention, training, inspections and maintenance. Our OHS management system addresses the following elements: • OHS risk and hazard assessments to identify what could cause harm in the workplace • Prioritization and integration of action plans with quantified targets to address those risks • Integration of actions to prepare for and respond to emergency situations • Evaluation of progress in reducing/preventing health issues/risks against targets • Internal inspections • Procedures to investigate work-related injuries, ill health, diseases and incidents • OHS training provided to employees and/or other relevant parties to raise awareness and reduce operational health and safety incidents • OHS criteria introduced in procurement and contractual requirements
403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Contractors are integrated into our health and safety management system through the following: • On-site registration • Induction training • Basic Emergency Procedure (BEP) supplement • Monitoring of contractor health and safety performance Our products and services typically have very low risks for customer health and safety. We apply our EOH&S requirements for customers and their contractors when at our properties (refer to 403-1 through 403-8). In addition, the sustainable building standards we utilize typically have requirements that promote healthy indoor environments, such as low-emitting materials, fresh air and daylight requirements, air quality, and access to views.
403-2 Hazard identification, risk assessment, and incident investigation 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Hazard recognition, evaluation and control program is a key attribute of our EOH&S program.This involves proactive hazard recognition with respect to the environment, employees and contractors, equipment and materials, and the work processes and practices. Digital Realty develops comprehensive methods of procedures (MOPs) or standard operating procedures (SOPs) for work activities. A formal MOP/SOP assists with the work process and is integral to many of our safety programs, including energized electrical work (EEW), control of hazardous energy (COHE) and lockout/tagout (LOTO). Once hazards have been identified and prioritized, they are then controlled before a job starts. Our HREC Program includes a Stop Work Policy and Incident Reporting Process. The Stop Work Policy outlines scenarios in which employees can stop work so that all hazards can be abated, or safe work practices can be incorporated before work resumes. In the event of a workplace event, our site teams are required to follow our detailed Incident Reporting Process, including the documentation of lessons learned for any major incidents such as electrical events and fuel spills.
403-8 Workers covered by an occupational health and safety management system	Refer to Digital Realty's **Global Environmental, Occupational, Health and Safety Policy**. All of our employees are covered by Digital Realty's EOH&S Policy, including contractors that work at our properties.

GRI Data Table

GRI 403: Occupational Health and Safety 2018	
403-9 Work-related injuries	The the most common types of work-related injuries are cuts, however, the predominant safety challenge in the data center industry is energized electrical work. EEW hazards have not caused or contributed to high-consequence injuries during the reporting period. Digital Realty has developed a comprehensive EEW policy to minimize "live" work in our data centers to help ensure the safety of our employees, contractors and customers in addition to ensuring compliance with applicable government rules and regulations, and industry standards while also providing as close to 100% uptime for our customers as possible.

Global employee occupational health & safety metrics	**Per 200,000 hours worked**
Fatalities	0
Incident Rate	0.39
Lost Time Injury Rate	0.14

GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	89,787 hours; (25 hours per FTE). Data tracked by the Digital Realty's main learning management systems.
404-2 Programs for upgrading employee skills and transition assistance programs	Digital Realty offers employee development programs to upgrade and improve employee skills through a range of programs and offerings, such as: **Tuition Reimbursement Program:** Digital Realty provides up to $5,250 per calendar year per employee. The program supports further education for its employees to enable career development and growth in knowledge, skills, and job effectiveness. The business benefits include increased employee engagement and retention. In 2023, 5% of employees participated in this program. **Leadership Development Program:** Leadership development programs are offered through our Grow@Digital framework. Our Management Essentials Program focus on strengthening capabilities around how leaders effectively lead their teams, understand our business, communicate, empower and drive results. The business benefits include enhanced leadership capabilities and building a leadership pipeline for future succession. Our Core Skills Learnings Program focuses on core skill building, serving to enhance core skill capabilities and increase employee engagement. In 2023, 23% of employees participated in the Management Essential Program and 40% in the Core Skills Learning Program.
404-3 Percentage of employees receiving regular performance and career development reviews	100%

GRI Data Table

GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	Board diversity: Overall: 44% Gender: 33% female Ethnicity: 11% non-white

GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	No verified incidents in the reporting period. We evaluate pay equity annually and we strive to ensure the diversity of our workplace will represent the qualified applicant pool in the regions where we operate. Our Legal and Human Resources teams evaluate all claims of discrimination, conduct internal investigations to identify whether claims have basis and implement appropriate remediation plans. Digital Realty sees itself as an attractive employer with an open corporate culture that offers competitive benefits and career growth opportunities in a growing industry. Working conditions, such as the maximum number of working hours, are governed in accordance with applicable, local and legal requirements.

GRI 407: Freedom of Association and Collective Bargaining 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Refer to 408-1.

GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	We have a process to proactively identify and assess potential impacts and risks relating to respecting human rights, including but not limited to: identifying where potential human rights issues could occur in the Company's operations, identifying where potential human rights issues could occur in the Company's value chain or activities related to the Company's business, and identifying what actual or potential human rights issues could be of concern. We had no recorded incidents of child labor or young workers exposed to hazardous work in the reporting year. We have assessed our operations for the risk of forced of compulsory labor. Our direct activities have a low risk of child labor because we predominantly utilize skilled trade and professional staff and we verify the eligible work status of employees. We require vendors (including those providing security personnel) to abide by our **Supplier Code of Conduct** which includes requirements to conduct employment practices in compliance with all applicable laws and regulations, including, without limitation, avoiding the use of forced labor and child labor, respecting the rights of employees to associate freely, join labor unions, seek representation and engage in collective bargaining. We prohibit the use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor as established by the ILO Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105). No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher, as established by the ILO Minimum Age Convention.

GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Refer to 408-1.

GRI Data Table

GRI 411: Rights of Indigenous Peoples 2016

411-1 Incidents of violations involving rights of indigenous peoples	No verified incidents in the reporting period.

GRI 413: Local Communities 2016

413-1 Operations with local community engagement, impact assessments, and development programs	Our new development projects frequently undergo stakeholder input and engagement activities as part of the local approval and permitting process. Refer to 304-2 for a description of our approach to engaging, identifying, and managing community impacts of our projects on the local community. Our projects may require environmental impact reports, traffic studies, cultural/historic resources studies, and other community impact assessments, but that typically do not require us to implement community development programs, works councils, OH&S committees or other worker representation bodies beyond what is already in place by organized labor, where applicable. The comunities where we operate generally have well-established government agencies and oversight processes. Community grievances are typicaly handled through established mechanisms such as elected officials and city councils, city agencies, and local complaint hotlines. Our corporate giving program includes: **Donate 8 Program** We encourage our employees to participate in volunteer activities through our Donate 8 Program. Through our Donate 8 Program, our employees can take paid time off each year for the purpose of volunteering for eligible organizations. **Matching Gifts Program and Corporate Giving** We encourage our employees and directors to give back to the community by matching their contributions to eligible charitable organizations through our Matching Gifts Program. In 2023, Digital Realty matched and directly funded approximately $185,000 in employee and director donations to more than 100 charitable organizations around the globe.

GRI 414: Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria	Refer to 308-1
414-2 Negative social impacts in the supply chain and actions taken	

GRI 415: Public Policy 2016

415-1 Political contributions	See **Proxy Statement**

GRI 416: Customer Health and Safety 2016

416-1 Assessment of the health and safety impacts of product and service categories	Refer to 403-1.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No verified incidents in the reporting period.

GRI Data Table

GRI 417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	None during the reporting period. We implement ISO management systems to ensure we have consistent processes in place to support continual improvement, including those listed below. 100% of our Singapore portfolio is also certified under SS564 Green Data Centres standard for Energy and Environmental Management Systems. In addition, 35 of our European data centers are participants to the EU Code of Conduct on Data Center Energy Efficiency, a voluntary initiative in which our data centers commit to a set of best practices aimed to reduce energy consumption. See our Security and Compliance web page for more information on management systems. ISO management coverage in 2023 by square foot of managed and operational portfolio: • ISO 9001 (Quality Management): 41% • ISO 14001 (Environmental Management): 49% • ISO 20001 (Information Technology): 1% • ISO 22301 (Business Continuity): 16% • ISO 27001 (Information Security): 73% • ISO 45001 (Occupational Health and Safety): 6% • ISO 50001 (Energy Management): 31%
417-2 Incidents of non-compliance concerning product and service information and labeling 417-3 Incidents of non-compliance concerning marketing communications	No verified incidents in the reporting period.
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We had no breaches of information security in 2023 that involved customer information. We give customers full control over their own data in line with General Data Protection Regulation (GDPR) 2016/679. We notify users about unusual account activity and unauthorized access. We also notify customers of changes to our privacy policy ahead of the changes being implemented.

GRI Content Index

Digital Realty Trust, Inc. has reported in accordance with the GRI Standards for the period January 1 through December 31, 2023.

GRI 1 used: GRI 1: Foundation 2021

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

General disclosures

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-1 Organizational details	p.24			
	2-2 Entities included in the organization's sustainability reporting	p.24			
	2-3 Reporting period, frequency and contact point	p.24			
	2-4 Restatements of information	p.24			
	2-5 External assurance	p.24			
	2-6 Activities, value chain and other business relationships	p.24			
	2-7 Employees	p.24			
	2-8 Workers who are not employees	p.24			
	2-9 Governance structure and composition	p.24			
	2-10 Nomination and selection of the highest governance body	p.24			
	2-11 Chair of the highest governance body	p.24			
	2-12 Role of the highest governance body in overseeing the management of impacts	p.24			
	2-13 Delegation of responsibility for managing impacts	p.25			
	2-14 Role of the highest governance body in sustainability reporting	p.25			
	2-15 Conflicts of interest	p.25			
	2-16 Communication of critical concerns	p.25			
	2-17 Collective knowledge of the highest governance body	p.25			
	2-18 Evaluation of the performance of the highest governance body	p.25			
	2-19 Remuneration policies	p.25			
	2-20 Process to determine remuneration	p.25			
	2-21 Annual total compensation ratio	p.26-27			
	2-22 Statement on sustainable development strategy	p.26-27			
	2-23 Policy commitments	p.26-27			

GRI Content Index

General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	2-24 Embedding policy commitments	p.26-27			
	2-25 Processes to remediate negative impacts	p.27			
	2-26 Mechanisms for seeking advice and raising concerns	p.27			
	2-27 Compliance with laws and regulations	p.27			
	2-28 Membership associations	p.27-28			
	2-29 Approach to stakeholder engagement	p.28			
	2-30 Collective bargaining agreements	p.28			
Material topics					
	3-1 Process to determine material topics	p.28			
	3-2 List of material topics	p.29			
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.22			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p.29			
	201-2 Financial implications and other risks and opportunities due to climate change	p.29			
	201-3 Defined benefit plan obligations and other retirement plans	p.29			
	201-4 Financial assistance received from government	N/A	All	Information unavailable/ incomplete	This indicator is not rated a top material issue based on our materiality assessment; we therefore do not collect and disclose this data.
Market presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	N/A	All	Information unavailable/ incomplete	Our workforce is predominantly professionals and skilled trades, and compensation is benchmarked to be competitive to the applicable market, level of experience, and function. Our pay practices are reviewed on an annual basis. We adhere to local minimum wage levels. This indicator is not rated a top material issue based on our materiality assessment; we do not disclose the ratio of the standard entry level wage compared to local minimum wage.

GRI Content Index

General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	N/A	All	Information unavailable/ incomplete	We generally recruit and hire local employees for roles that are property or regionally-focused. Country managers are predominantly from same country they oversee. We do not record the proportion of local managers, as this is not rated a top material issue for our strategic personnel management.
Indirect economic impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.22			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	p.30			
	203-2 Significant indirect economic impacts	p.30, 33			
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.23			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	N/A	All	Information unavailable/ incomplete	We spend locally on certain services that support our portfolio's operations because of their local knowledge and ability to meet required service levels. We include local supplier requirements in our construction projects in accordance with green building guidelines. We also rely on specialized equipment that is manufactured and supplied by a limited number of qualified OEM suppliers and they may not be considered local. Because of these considerations, this indicator is not rated a top material issue based on our materiality assessment; we do not track and disclose the proportion of spending on local suppliers.

GRI Content Index

General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.21-22			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	p.30			
	205-2 Communication and training about anti-corruption policies and procedures	p.30-31			
	205-3 Confirmed incidents of corruption and actions taken	p.31			
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.21-22			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p.31			
Tax					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.22-23			
GRI 207: Tax 2019	207-1 Approach to tax	p.31			
	207-2 Tax governance, control, and risk management	p.31			
	207-3 Stakeholder engagement and management of concerns related to tax	p.31			
	207-4 Country-by-country reporting	N/A	All	Confidentiality constraints	We do not publicly disclose tax payments at this time.
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	N/A	All	Information unavailable/ incomplete	This indicator is not rated a top material issue based on our materiality assessment; we therefore do not currently track and disclose materials used.
	301-2 Recycled input materials used	N/A	All	Not applicable	We generally use recycled input materials in accordance with green building standards.
	301-3 Reclaimed products and their packaging materials	N/A	All	Not applicable	None in the reporting period. Not applicable for our type of business.

GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.19			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p.32			
	302-2 Energy consumption outside of the organization	p.32			
	302-3 Energy intensity	p.32			
	302-4 Reduction of energy consumption	p.32			
	302-5 Reductions in energy requirements of products and services	p.32			
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.19			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p.32			
	303-2 Management of water discharge-related impacts	p.32			
	303-3 Water withdrawal	p.33			
	303-4 Water discharge	p.33			
	303-5 Water consumption	p.33			
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.19			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	p.33			
	304-2 Significant impacts of activities, products and services on biodiversity	p.33			
	304-3 Habitats protected or restored	p.34			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A	All	Information unavailable/ incomplete	Our development and operations typically occur on land used for agricultural and/or commercial purposes. This indicator is not rated a top material issue based on our materiality assessment and we do not track or report on this data.
Emmisions					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.19			

GRI Content Index

General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Emissions					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p.34			
	305-2 Energy indirect (Scope 2) GHG emissions	p.34			
	305-3 Other indirect (Scope 3) GHG emissions	p.34			
	305-4 GHG emissions intensity	p.34			
	305-5 Reduction of GHG emissions	p.34			
	305-6 Emissions of ozone-depleting substances (ODS)	N/A	All	Not applicable	Our refrigerant inventory does not contain material amounts of ODS. We do not manufacture products, therefore we do not use ODS in any manufacturing or production processes.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A	All	Not applicable	Our operations did not generate material quantities of NOx or SOx emissions in the reporting year.
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.19-20			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p.34			
	306-2 Management of significant waste-related impacts	p.35			
	306-3 Waste generated	p.35			
	306-4 Waste diverted from disposal	p.35			
	306-5 Waste directed to disposal	p.35			
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.23			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	p.35			
	308-2 Negative environmental impacts in the supply chain and actions taken	p.35			
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.21-23			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p.36-38			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p.38			
	401-3 Parental leave	p.38			

GRI Content Index

General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.21-23			
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	p.38			
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.22			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p.39			
	403-2 Hazard identification, risk assessment, and incident investigation	p.39			
	403-3 Occupational health services	p.39			
	403-4 Worker participation, consultation, and communication on occupational health and safety	p.39			
	403-5 Worker training on occupational health and safety	p.39			
	403-6 Promotion of worker health	p.39			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p.39			
	403-8 Workers covered by an occupational health and safety management system	p.39			
	403-9 Work-related injuries	p.40			
	403-10 Work-related ill health	N/A	All	Confidentiality constraints	Total recorded data is provided in 403-9. At this time, the proportion and rates attributable specifically to work-related ill health are not available.
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.21-22			
	404-1 Average hours of training per year per employee	p.40			
	404-2 Programs for upgrading employee skills and transition assistance programs	p.30, 41			
	404-3 Percentage of employees receiving regular performance and career development reviews	p.40			
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.21-22			

GRI Content Index

General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Diversity and equal opportunity					
GRI 405: Diversity and Equal Opportunity 201	405-1 Diversity of governance bodies and employees	p.41			
	405-2 Ratio of basic salary and remuneration of women to men	N/A	All	Confidentiality constraints	Compensation is regularly assessed across multiple dimensions, including gender. The results of this data are not publicly available.
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.21-22			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p.41			
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.21-22			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p.41			
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.21-22			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	p.41			
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.21-22			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	p.41			
Security practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.21-22			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	N/A	All	Information unavailable/ incomplete	Security services and personnel are provided by 3rd party vendors. We have not requested nor received, training percentages for the reporting period from our vendors.
Rights of indigenous peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.21-22			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	p.42			

GRI Content Index

General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.19			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	p.42			
	413-2 Operations with significant actual and potential negative impacts on local communities	N/A	All	Not applicable	Our projects generally have overall positive impacts on the local community by generating economic activity, tax revenue, creating jobs, and by cleaning up and developing/redeveloping sites to higher and better uses. The construction process and ongoing operations are not at a scale that would pose a material permanent negative impact on the local community. Our activities typically do not generate material amounts of hazardous waste or pollution. We are not a major employer, and we do not require resettlement or the use of local natual resources aside from water, used for standard commercial building operational needs. Negative impacts are generally temporary, such as increased volume of truck traffic during the contstruction process.
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	p23			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	p.42			
	414-2 Negative social impacts in the supply chain and actions taken	p.42			
Public policy					
Public policy	3-3 Management of material topics	p.21-22			
GRI 415: Public Policy 2016	415-1 Political contributions	p.42			
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.23			
	416-1 Assessment of the health and safety impacts of product and service categories	p.42			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	p.42			

GRI Content Index

General disclosures (continued)

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Marketing and labeling					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.23			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	p.43			
	417-2 Incidents of non-compliance concerning product and service information and labeling	p.43			
	417-3 Incidents of non-compliance concerning marketing communications	p.43			
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	p.20			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p.43			

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 2023 Environmental, Social, and Governance Report (the "Report") and to carry out an independent verification for selected performance indicators for the year ended December 31, 2023.

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.

Digital Realty continues to demonstrate active engagements with internal and external stakeholders across its business such as employees, customers, investors, and suppliers. Employees are continuously engaged through surveys and employee engagement programs to gather feedback for guiding actionable improvements and identifying areas for continued focus. The Report also highlights stakeholder engagement on material topics, such as cybersecurity and human rights, providing valuable insights into emerging threats and evolving best practices. In 2023, the company formalized its supplier ESG engagement program, ensuring that suppliers adhere to Digital Realty's standards for environmental and social responsibility. It's evident that this ongoing stakeholder engagement informs the Report content and influences decision-making within the company.

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. In 2023, Digital Realty remains committed to aligning its materiality and risk assessment approach, managing critical topics such as the physical impacts of climate change and extreme weather across multiple dimensions. The Nominating and Corporate Governance Committee maintains direct oversight of the strategy and performance, as well as Digital Realty's procedures for identifying, assessing, monitoring, and managing risks and opportunities related to its ESG programs. Furthermore, Digital Realty's Executive Sustainability Committee (ESC) actively supports management and decision-making on material sustainability topics.

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 (SDGs). Furthermore, the information and data presented within the Report adequately reflect the company's strategy, commitments, and activities carried out during the reporting year. Digital Realty presents its performance in a manner that demonstrates its impacts and contributions with relevant geographic contexts. 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 comprehensive overview of Digital Realty's ESG performance across the business and offers detailed insights into how the company effectively manages and monitors its most material issues during the reporting years. Furthermore, given the involving nature of ESG topics within the sector, such as human rights, cybersecurity, and supply chain, Digital Realty actively facilitates discussions, executes strategies, and reports on its efforts related to these emerging topics. The Report also includes reasonable estimates of significant future impacts when these are reasonably foreseeable. Based on our assessment, we believe that Digital Realty has effectively addressed all of its material issues in its reporting.

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 2023 performance and challenges. Our review of GHG emissions, energy, 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.

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.

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed with the ISO IEC 17029:2019 - Conformity Assessment – General principles and requirements for validation and verification bodies, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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. We evaluate the selected GRI indicators and performance data as shown below using the GRI Reporting Principles to define the quality of the report (Accuracy; Equilibrium; Clarity; Comparability; Completeness; Sustainability Context; Timing; Verifiability). 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.

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 fifth year providing assurance for Digital Realty's Report.

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.

Environmental Data Verified for January 1st to December 31st, 2023

2023 GHG Emissions:
- Scope 1 – Direct Emissions
- Scope 2 – Electricity (Location-Based & Market-Based)
- Scope 3 – Other indirect GHG Emissions
    - Purchased Goods and Services;
    - Fuel and Energy Related Activities;

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

Data Verified

The 2023 performance data in scope are listed below:

Greenhouse Gas Emissions

- 2023 Greenhouse Gas Emissions
  - 2023 Scope 1 Emissions   55,773 MtCO$_2$e
  - 2023 Scope 2 Emissions (Location-Based)   3,451,583 MtCO$_2$e
  - 2023 Scope 2 Emissions (Market-Based)   1,547,989 MtCO$_2$e
  - 2023 Scope 3
    - Purchased Goods and Services And Capital Goods   591,510 MtCO$_2$e
    - Fuel and energy related activities   213,350 MtCO$_2$e

Energy

- 2023 Total Energy Consumption   11,368,215 MWh

Water

- 2023 Total Water Consumption   1,581,364 kGal
  - Reclaimed Water Consumption   900,242 kGal

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 Executive Vice President, General Counsel; Senior Vice President, Investor Relations; Vice President, Risk Management; Vice President, Sustainability; and Director, 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, 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;

Inherent Limitations

All assurance engagements are subject to inherent limitations as selective testing (sampling) may not detect errors, fraud or other irregularities. Non-financial data may be subject to greater inherent uncertainty than financial data, given the nature and methods used for calculating, estimating and determining such data. The selection of different, but acceptable, measurement techniques may result in different quantifications between different entities. 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.

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

Basis of our opinion Continued

- 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

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For and on behalf of DNV Business Assurance USA, Inc.
Katy, Texas
June 21st, 2024

Arias, Paulo	Kyle Silon	Kakaraparthi, Venkata Raman
Digitally signed by Arias, Paulo Date: 2024.06.21 16:40:04 -03'00'	Digitally signed by Kyle Silon Date: 2024.06.21 12:00:10 -07'00'	Digitally signed by Kakaraparthi, Venkata Raman Date: 2024.06.21 23:04:51 +05'30'

Paulo Arias
Lead Verifier

Kyle Silon
Lead ENV Verifier

Venkata Raman Kakaraparthi
Technical Reviewer

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

Statement No. DNV-2024-ASR-703890

About Digital Realty

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

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