2021

ESG

REPORT

Letter from our CEO

At QTS, our Core Values establish the foundation for how we interact with our customers, partners, communities, and each other. These Core Values, which begin with Integrity, Character, and Trust and end with Support of Family, Faith, and Community Volunteerism have guided our company since our inception and are the basis for our Environmental, Social and Governance (ESG) principles. While we are fortunate to have achieved tremendous growth in our business over the past year, our strongest on record, I gauge our company's success, not just by our financial performance, but also by the impact we have on those within our community.

In 2021, our accelerating performance led to a new strategic partnership with Blackstone – a leading global private equity firm. Blackstone is an organization that supports our Core Values and has shown leadership in caring for people and the environment. With Blackstone's support, I am excited to further extend QTS' ESG programs, challenging our organization as a leader in corporate sustainability.

I am a firm believer that to whom much is given, much is expected, and I am pleased that through QTS' Community Impact Program, we have consistently been able to share our company's success with those in need. During 2021, we recorded the highest level of corporate donations in our history and reported the highest number of volunteer hours at over 4,300, in support of more than 130 charitable organizations.

QTS' mission is to reliably serve our data center customers whenever and wherever they are. What drives our success and industry-leading customer service, is our commitment to serving something greater than ourselves. Amidst the accelerating demand for our data center services, we have consistently stayed true to our ESG programs. Our ESG initiatives are central to our business strategy, and we have enabled our customers to join us on our growth journey. The data center industry is inherently built on trust and there is no better indicator of trust than industry-leading ESG principles.

We are redefining what it means to be a responsible data center operator. One of the foundational commitments of our ESG strategy is to procure 100% of our power from carbon-free energy sources on an ongoing basis. In 2018, we laid out a plan for each of our data centers, at the time, to be supported by renewable power by 2025. I am delighted to report that we recently took a significant step towards this goal by signing a definitive 20-year agreement with Georgia Power subscribing to nearly 350 megawatts of new renewable energy in Atlanta that is being added to the power grid. As we expand, we will continue to pursue carbon-free energy sources to support our data centers, fostering the various sustainability initiatives of our customers, partners, communities, as well as QTS. It is our commitment to continue to strive to be good environmental stewards while also minimizing the bottom-line impact on our customers. In coordination with our customers, partners, and peers, we are dedicated to drive innovative policy that will continue to reduce our carbon footprint.

Our ESG principles are also aligned with a firm commitment to building a community that is rooted in respect and integrity. They are informed by our Core Values, guiding our view on diversity, inclusion, and belonging. We view ourselves as stewards of inclusive culture and seek to bring forth the best in every QTS employee, no matter their background or experiences. QTS strives to foster an environment where our employees are encouraged to bring their whole selves to work, empowering them to excel in their roles while having a higher sense of purpose.

At QTS, we are proud to build the most innovative data centers in the world. But what brings me the most joy, is creating value in our communities and in the lives of every QTSer. We are actively involved in volunteering in our neighborhoods, and we will continue to strive to be a better, more responsible data center operator and steward of people.

As our platform grows, our responsibility to positively impact those around us will also grow. QTS has made significant strides in the areas of giving to our communities, supporting diversity, and environmental stewardship, but there is more work ahead. We look forward to this challenge and will continue to pursue our goals with purpose and transparency.

Chad L. Williams
Chairman & CEO

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EXECUTIVE SUMMARY

Executive Summary

QTS Realty Trust, LLC is a leading provider of data center solutions across a diverse footprint spanning more than 9 million square feet of owned mega scale data center space within North America and Europe. Through our software-defined technology platform, QTS is able to deliver secure, compliant infrastructure solutions, robust connectivity and premium customer service to leading hyperscale technology companies, enterprises, and government entities.

QTS is "**powered by people**" to ensure our customers enjoy world-class support and engagement and an environment that encourages the pursuit of excellence every day in our mission and purpose of "*empowering people and technology*."

QTS is a Blackstone portfolio company. Visit QTS at www.qtsdatacenters.com, call toll-free 877.QTS.DATA or follow on Twitter @DataCenters_QTS.

Mission and Core Values

Our mission of "*empowering people and technology*" is driven by a culture of service to others that emphasizes serving something greater than ourselves. QTS demonstrates this by caring for and improving the lives of current and future employees, customers, partners, investors and community members. Our stewardship of people and capital extends to the caretaking of our environment and communities.

Our set of Core Values represents the foundation of QTS.

Character, integrity and trust defines how QTS interacts with one another, our customers, investors and communities.

Through a focus on **action, innovation and accountability**, we continue to challenge ourselves to be a leader in the data center industry.

Our **team-oriented** culture emphasizes collaboration and communication to deliver the best results for our key stakeholders.

Through a dedicated focus on delivering a world-class customer experience **we respect our customers** and acknowledge the great trust they place in QTS as their mission-critical IT infrastructure provider.

We believe that the data center infrastructure services that we provide are just as important as caring for each other and the communities in which we work, demonstrated by our **support of family, faith and community volunteerism**.

HYPERSCALE **HYBRID COLOCATION** **FEDERAL**

CONNECTIVITY **TECHNOLOGY/SDP** **SUSTAINABILITY** **CUSTOMER EXPERIENCE**

North America

HILLSBORO

SACRAMENTO
SANTA CLARA

DENVER

CHICAGO

OVERLAND PARK

PHOENIX

FORT WORTH
IRVING

SAN ANTONIO

ATLANTA
SUWANEE

JERSEY CITY
PISCATAWAY
EAST WINDSOR

ASHBURN (4)*
MANASSAS
RICHMOND

MIAMI

Europe

EEMSHAVEN
GRONINGEN

● Renewable Powered Data Centers ● Data Centers
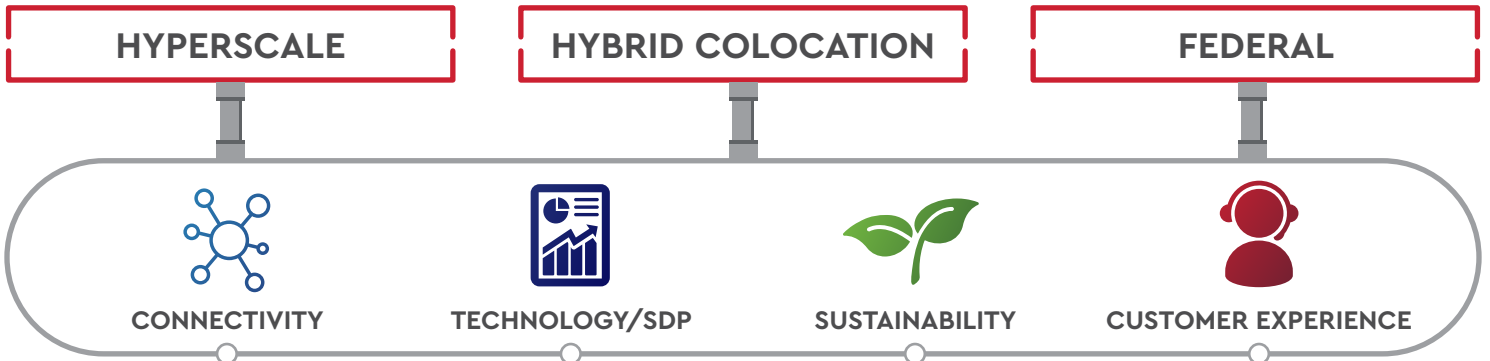
*Ashburn-Broderick, Ashburn-Lockridge, Ashburn-Moran & Ashburn-Shellhorn

INDUSTRY-LEADING CUSTOMER SERVICE

Net Promoter Score

90

65 Industry Average

SERVICE DELIVERY PLATFORM

INDUSTRY'S FIRST SOFTWARE-DEFINED DATA CENTER

REAL-TIME VISIBILITY ACTIONABLE INSIGHTS

Automate
Analyze
Digitize
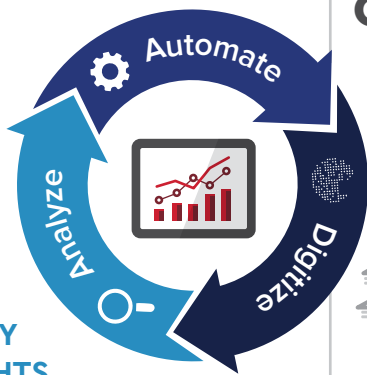
GROSS UTILITY POWER

927MW
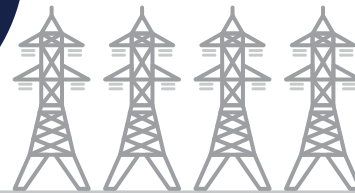
4,348

HOURS TOTAL OF VOLUNTEER TIME IN 2021

CAPACITY TO NEARLY
DOUBLE BUSINESS
IN TERMS OF NET RENTABLE SQUARE FEET WITHIN EXISTING POWERED SHELL

IN ADDITION TO APPROXIMATELY
860 ACRES
OF EXPANSION CAPABILITY

7.6M
GROSS SQUARE FEET

1.8M
SQUARE FEET OF RAISED FLOOR CAPACITY

PROCURE
100%
OF OUR POWER **FROM RENEWABLE ENERGY** BY
2025
2018 BASELINE

RECENT AWARDS AND RECOGNITION

Recent Awards and Recognition

QTS is excited to announce that throughout 2021 we were the recipients of a number of highly esteemed awards across multiple sectors. These awards further demonstrate our commitment as an organization to ESG and the impact of our initiatives.

Ranked by Newsweek as one of **America's Most Responsible Companies**, 2022

Newsweek

Data Centre Magazine **Top 10 CEOs of the Most Sustainable Data Center Companies**, #5, 2022

DataCentre.

GRESB **#1 Data Centers and Maintenance and Operation**, 2021

GRESB

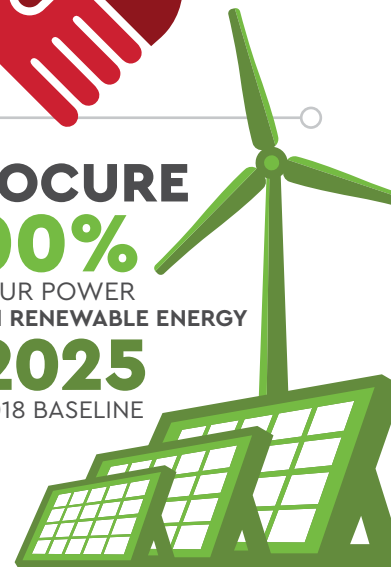Awarded A, CDP **Supplier Engagement Rating** (SER) 2020, 2021

CDP **Supplier Engagement Leaderboard** 2020, 2021

Awarded A- by **CDP**, 2020

EcoVadis Silver Rating, 2021

World Finance **Most Sustainable Global Data Center**, 2020

EPA **Green Power Partner Program** #14 in Tech and Telecom

EPA **Green Power Leadership Award**, 2020

Pro Patria ESGR Award, 2020

2020 QTS placed in the top 30 employers nominated for the **Secretary of Defense Employer Support Freedom Award**

NVTC Data Center Awards, **Data Center Veterans Champion**, presented to Dan Fulcoly, 2020

Frost & Sullivan **Global Visionary Innovation Leadership Award**, 2020

Atlanta Community Food Bank Award, Tech Cares Tech Shares (for providing over 900 meals for the Atlanta community in 2020), 2020

Data Center Construction Project Award with the Northern Virginia Technology Council (NVTC) Awards 2021 – Ashburn Shellhorn DC1

Infrastructure Investor Awards – **Digital Infrastructure Deal of the Year**, 3rd Place 2021

Patriot ESGR Awards presented to Jon Greaves in 2021 and Dan Fulcoly in 2020, 2021

HappyBottoms **Outstanding Volunteer Group Award** 2021, presented to Ashley Mulcahy

2021 OVERVIEW AND UPDATE

2021 Overview and Update

2021 brought tremendous success, new beginnings, and blessings to QTS. Following a record year in 2020, we carried our momentum into 2021, accelerating our performance across nearly every KPI. We generated industry-leading financial growth, leased more data center capacity than the prior three years combined, and ended the year with a record backlog of signed leases, which provides visibility into future growth and performance.

QTS' execution and commitment to maximizing shareholder value led to a transformative partnership with Blackstone, the world's largest investment managers. We believe this partnership positions QTS to accelerate investments that further support our growth.

As we gauge our company's success each year, we also measure the impact we have on our customers, our communities, and each other. We believe that to whom much is given, much is expected. We are pleased that we have consistently been able to share our company's success with those in need. Through our Community Impact Program, we encourage QTS employees to give their time, talent, and financial resources in support of our communities. During 2021, we recorded the highest level of corporate donations in our history and reported the highest number of volunteer hours at over **4,300**, in support of more than **130** charitable organizations.

With the tremendous growth in our business, we have reevaluated our environmental goals, to ensure they are sustainable for the direction of our business as well as the environment, which can be found in the Environmental Goals section of this report. We have updated our renewable power goal, to demonstrate our progress toward our initial goal in 2018 of procuring 100% renewable to support our data center platform at the time. As our platform continues to expand, we are committed to procuring 100% carbon-free power for our current and future facilities, while balancing the time to establish agreements that have the best outcomes for all of our stakeholders. Taking the success of our water conservation programs a step further, we believe we can do more and want to transition to a goal with a greater impact. We are moving from a static annual goal of conserving 15 million gallons, to a goal for portfolio wide annual WUE (water use efficiency) reduction of 5%. In regards to green building standards, we are excited that our Freedom standard building design will be the foundation of our growing portfolio. Our team has

extensively reviewed LEED and EnergyStar requirements and incorporated them into the Freedom design, to be among the most efficient data centers in our industry. As a privately held company, certain ratings groups will no longer score our ESG efforts. However, we will continue our commitment to transparency, reporting our progress and environmental data to GRESB, CDP, EcoVadis, RE100, and the EPA Green Power Partnership. Finally, we are happy to announce the fulfillment of our EV Charging Stations goal – we have exceeded installations at 75% of our sites and we did it 3 years ahead of our original goal. We are not stopping there, EV Charging stations have been added to the standard design for our new buildings.

Our platform continues to grow as will our responsibility to positively impact those around us. In 2021, we significantly expanded our success-based giving programs that support donations based on the success of our organization. As an example, through our HumanKind program, in partnership with World Vision, we donated four water points during 2021 that will provide clean drinking water to hundreds of African community members in need. Going forward, we plan to donate even more of our time through volunteering and more of our resources through programs like HumanKind and Grow with QTS. We have recently launched a success-based program with U.S. Dream Academy and have initiated a partnership with SkillBridge, helping transitioning military members gain new skills.

We believe that the importance of our ESG performance will continue to grow as a measure of long-term success and as a catalyst in attracting and retaining employees and customers. Our focus remains maintaining a successful ESG plan that is sustainable for the business and for the environment.

COMMUNITY IMPACT

Community Impact

We have a responsibility as a steward of people to actively support the communities in which our employees live, work and do business.

In 2012, we created the QTS Community Impact program with a central mission to enrich the lives of QTS employees and members of the communities in which we serve. This is achieved by providing our time, talent and financial resources to benefit local programs and agencies that strive to enhance the care and improvement of human life.

The QTS Community Impact program is led by a senior level executive, Vice President of Community Relations and Development, who is responsible for outreach to our local communities and the broader global community to help QTS make a positive impact.

We focus our philanthropy on programs and projects that strengthen communities and improve life for its citizens and future generations. We provide resources to programs and agencies that QTS employees believe serve the most critical needs of the community and that could realize the greatest benefit from funding, employee volunteerism, or technology services or any combination of the three.

We encourage and facilitate our employees serving their communities, including our entire Executive Team. Every QTS employee is allocated three full days per year of paid volunteer time to impact charitable organizations in which they are passionate. This year, an additional day of service was added for use during the week of Juneteenth, for employees to volunteer at an organization of their choice.

In 2021, QTS employees donated over 4,300 volunteer hours to various communities (the highest annual amount of hours contributed in the history of the QTS Community Impact program), and provided over 130 different organizations with charitable contributions amounting to over $1.7 million.

130+
CHARITIES SUPPORTED

BOYS & GIRLS CLUBS OF AMERICA

Chicago Children's Advocacy Center

FEED MY STARVING CHILDREN

Habitat for Humanity

Junior Achievement

LEUKEMIA & LYMPHOMA SOCIETY

NorthTexas Food Bank

THE SALVATION ARMY EMERGENCY DISASTER SERVICES

Samaritan's Purse INTERNATIONAL RELIEF

Save the Children

Shelter KC A Kansas City Rescue Mission

yearup

Community Impact Program Donations Insights

75%
CONTRIBUTIONS TO
DIVERSITY FOCUSED PROGRAMS

Geographical Breakdown of Impact

QTS Local 28%
Global 23%
Domestic 49%
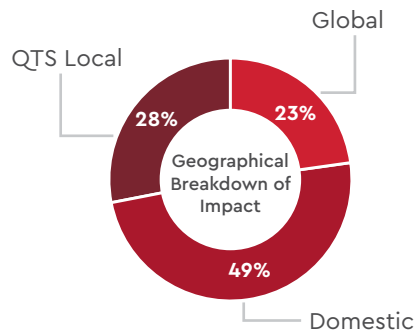
To further support community at QTS, we encourage each of our data center sites to sponsor volunteerism projects and host family events, where employees of all disciplines can gather to celebrate and promote fellowship. In 2021, 100% of our operational facilities chose to partner with local community organizations to donate time and resources to volunteer initiatives.

American Forests®

Grow with QTS Program

American Forests

In late 2019 we initiated a partnership with American Forests called Grow with QTS that supports tree-planting in strategic locations to encourage improvement of rural, suburban, and urban ecosystems. Planting and caring for trees provides important environmental and economic benefits including pure water, clean air, and wildlife habitat. The Grow with QTS program is a commitment to the future and to prosperity with our customers and American Forests. Through this program we have committed to donate more than 20,000 trees each year for planting, with one tree being donated for every 100 kW contracted each month per customer.

Since the beginning of the program, Grow with QTS has donated nearly 50,000 trees across the United States to help with fire restoration, restore stripped mineland, reestablish forests and forest animal habitats. The program covers our current and future customers.

For more information, please visit https://www.americanforests.org/

Trees we have planted in 2020 and 2021

- **Arkansas**, Ouachita National Forest, 2020
- **California**, Mountain Home State Forest, 2021
- **Idaho**, Sam Owen Campground, 2021
- **Michigan**, Kirtland's Warbler project, 2020
- **Montana**, Burnt Beam Sheep Gap Fire Restoration, 2021
- **New Mexico**, 2020

> "
>
> It's fantastic to partner with like-minded people and organizations that share the same values as us. I appreciate QTS' commitment when it comes to improving our communities and planet. We need more of this in our industry.
>
> QTS is putting its money where its mouth is and taking action out in the world—not just within its four walls. It is looking to make a true and lasting impact, and we appreciate that we can be part of that effort, just by being a QTS customer.
>
> **Mike Mattera**, Director of Corporate Sustainability, Akamai

HumanKind Program

U.S. Dream Academy

Our commitment to enhancing the future and prosperity for society has led QTS to partner with the U.S. Dream Academy, a non-profit that is focused on helping children reach for their dreams. Founded in 1998, the U.S. Dream Academy is a national after-school program that aims to break the cycle of intergenerational incarceration. The mission of the U.S. Dream Academy is to inspire and elevate the lives of children of incarcerated parents and vulnerable young people through high performance relationships with caring adults. Through academic, social, and values enrichment, the Dream Academy programs and learning centers support and empower children living in high-crime and high-poverty communities.

Why did we choose the U.S. Dream Academy?

Across the nation, there are millions of young people living in high crime and high poverty communities, who fear for their futures. For these young people challenges such as an absent parent, family instability, the stigma and shame of parental incarceration converges with poverty, crime and failing public schools to create a dangerous mix of risk factors that significantly increase a child's chances of school failure and future incarceration. Led by founder and CEO, Wintley Phipps, the Dream Academy is committed to stopping this cycle. Dream Academy Learning Centers are located in high-risk neighborhoods – where young people are growing up amidst high rates of poverty, with little access to high-quality educational opportunities and often higher than average rates of crime.

For more information, please visit https://www.usdreamacademy.org/

U.S. Dream Academy

A child with a dream is a child with a future

> "
>
> **We are very grateful for QTS' genuine and continued support of the U.S. Dream Academy. It is highly reflective of their unique company culture focused on faith, family and stewardship that has been ingrained with passion by their leader and founder, Chad Williams. We look forward to working with QTS to expand our volunteerism efforts nationally, delivering education and enrichment services benefiting children for years to come.**
>
> **Wintley Phipps**, President and CEO of the U.S. Dream Academy

World Vision

HumanKind Program

World Vision

In 2020, QTS established a partnership with World Vision, a humanitarian organization, to make clean water accessible to thousands of families globally. Under the initiative QTS and World Vision provide people in developing countries with clean water on behalf of QTS' customers for the life of each customer's contract. For large, multi-megawatt customer deployments, QTS will build a sustained clean water source, such as a well or water point, in a developing country of the customer's choice, providing long-term, sustainable clean water to an entire community – to date, we have funded 7 water points through this program. Two of these water points, both in Southern Kenya, have been completed and provide 1,000 people with accessible, clean water. Since the inception of the program, the World Vision partnership with QTS has provided access to clean drinking water to over 11,000 people for a year. That means that our lifetime funding has provided over 20 million gallons of clean water in developing countries.

For more information, please visit https://www.worldvision.org/

Completed Water Points

Committees comprised of community members are trained to manage the water point and ensure the availability of water for generations. World Vision seeks to multiply the health benefits of clean water in each community by addressing sanitation and hygiene. Activities include helping people build and maintain latrines, promoting handwashing with soap, and more.

> "QTS provides us with diverse connectivity ecosystems that align with our customers interests globally. Equally important, Arelion, and our customers, truly value QTS' commitment to sustainable digital infrastructure and their success-based giving initiatives that allow us to contribute to worthy environmental and sustainability initiatives including donating trees to help with fire restoration and providing clean drinking water in developing nations.
>
> **Art Kazmierczak**, Director, Business and Network Development, Arelion

Pusanki Water Point

Location:	Kimintet, Kenya
Completed:	September 2021
Serves:	800 people

Idsowe Water Kiosk

Location:	Garsen South, Kenya
Completed:	September 2021
Serves:	200 people

World Vision
Walk for Water 6K

QTS Matching Gift Program

The QTS Matching Gift Program is designed to support QTS employees in their personal giving to eligible 501(c)(3) non-profit organizations within the United States. This program reflects our continuing commitment to providing encouragement to our employees, while investing in those agencies who are having a positive impact on the quality of life within our communities. QTS matches 100% of any gift of at least $50, to a maximum of $250 per employee per calendar year, to any eligible organization.

In 2021, QTS matched over 130 gifts representing the highest number of gifts matched in the history of the QTS Gifts Matching Program.

Charitable partnerships include more than 170 organizations since 2012 including:

- Big Brothers & Big Sisters
- Children's Advocacy Groups
- Habitat for Humanity
- Local Food Depositories
- American Forests – Grow with QTS Program (since 2019)
- World Vision – HumanKind Program (since 2020)
- Cupanion – (since 2020)
- U.S. Dream Academy – HumanKind Program (since 2021)

"

In addition to delivering industry-leading data center services, QTS supports Alvarez & Marsal's commitment to sustainability and philanthropic leadership. This is exemplified by their innovative success-based giving programs that allow us and all QTS customers to participate and contribute to important environmental and social causes at no extra cost.

John Collin, Senior Network & Security Manager, Alvarez & Marsal

Our Commitment to Veterans

QTS is deeply committed to the U.S. military, law enforcement and first responders. We believe those that have honorably served their country represent the truest example of servant leadership, a foundation of QTS' culture. That is why we are proud to report that approximately 37% of our operations staff has served our country and we have various active recruitment initiatives in place focused on veterans, reservists and members of the National Guard.

QTS is proud to announce that in 2021 we received the Patriot Award, given to individual supervisors who have demonstrated the greatest support to citizen warriors through efforts in flexible scheduling, time-off around deployment, care of service member families and more.

SKILLBRIDGE

In 2021, QTS instituted a SkillBridge Internship program, to partner with the US military to support transitioning service members by providing hands-on experience learning about our core operations and expanding our intern's business knowledge in a real-time environment. Program participants spend their internship working alongside a QTS team member to learn about our business and further develop their skills. Through the course of the internship, the SkillBridge Intern is expected to gain a deeper understanding of the business and work that keeps QTS moving.

Each intern will have a local teammate appointed to assist the intern in learning the technical aspects of the role and an Executive Mentor to ensure the QTS experience is rewarding.

Throughout the duration of the internship, the participant will join bi-monthly QTS-SkillBridge community meetings where guest speakers will cover various business topics touching on Operations, Sales, Finance and Product among others.

DoDSKILLBRIDGE

Rashawn Lewis

ROLE AT QTS:
Information Security Analyst

BRANCH OF SERVICE:
Petty Officer 2nd Class, United States Navy, 2015–2021

Rashawn started working at QTS in February 2021 after separating from the Navy. While in the Navy he worked on technical analysis, and converting sensitive data into reports that could be shared with senior leadership. He was able to bring that skillset to QTS where he looks at data and identifies threats to the organization, which are then escalated to department leaders. He was surprised by the amount of support he received through SkillBridge and QTS throughout his transition to civilian work. He stated that, '*a lot of times, service members feel like they are alone during this time of transitioning and have so much stress and pressure on them to provide for their families. The amount of support that I received personally through SkillBridge and QTS has really helped me tremendously in my transition out of service. One of the key elements that made me want to work with and take a full-time role at QTS is the people. The team directly interacts with each other and QTS values its people as an important part of the organization.*"

> " The amount of support that I received personally through SkillBridge and QTS has really helped me tremendously in my transition out of service. "

HONOR FLIGHT IN ASHBURN

The Honor Flight Network is a national network of independent hubs working together to honor our nation's veterans with an all-expenses paid trip to the memorials in Washington, D.C., a trip many of our veterans may not otherwise be able to take.

The QTS Ashburn office is proud to participate in the Honor Flight initiative, greeting veterans as they either land at the airport or return from their memorial tours.

Participation in an Honor Flight trip gives veterans the chance to share this momentous trip with other veterans, to remember friends and comrades lost, and share their stories and experiences with each other.

DoDSKILLBRIDGE

Greg Wuestner

ROLE AT QTS:
Facilities Capacity Manager

BRANCH OF SERVICE:
CPT, United States Army, 2013–2022

Greg started working at QTS as a SkillBridge Intern in the Procurement division in January 2022. Prior to joining QTS, he was stationed at Ft. Campbell, KY as an Infantry Platoon Leader and Executive Officer; Dahlonega, GA as a Ranger School Instructor; and lastly at Ft. Bragg, NC as a Company Commander of Charlie Company, 2–505 Parachute Infantry Regiment, 3rd Brigade Combat Team. Although he had zero experience in the Data Center industry, he very quickly found a desire to work at QTS and help in any way he could. He said that "*the principles, values, and people at QTS are second to none. The company's ability to welcome anyone and everyone into the fold is an amazing feeling. As service members transition, their sense of 'team' can sometimes be tested. At QTS, you feel valued instantly which is crucial for transition.*" He also mentioned that the Freedom design and overall network of veterans within QTS is unlike anything he expected. Although he might be taking off the uniform, he feels like he's right back at home.

> " The company's ability to welcome anyone and everyone into the fold is an amazing feeling. "

POWERED BY PEOPLE
OUR TEAM

Powered by People – Our Team

At QTS, we believe that how we deliver our services is equally as important as the service we deliver. Our people play a vital role in our company's culture, innovation and growth, and we are deeply committed to those who affect or are affected by our business. The QTS community is comprised of over 600 talented and driven individuals who bring a servant leader approach and a positive attitude to work each and every day. QTS is Powered by People and we are committed to enabling our employees with the appropriate tools and support to be successful in each of their respective roles.

63%
of QTS employees have 5+ years of tenure.

Attracting and Retaining Talent

BENEFITS

QTS is proud to offer a comprehensive and competitive benefits program for our full-time employees and their families. Full-time employees working 30 hours or more per week are eligible for medical, dental, and vision insurance on the first of the month following the date of hire. We offer group life insurance for full-time employees, as well as short- and long-term disability, a 401(k) plan with company match, and workers compensation. We also offer an Employee Assistance Program, which is a 24/7 resource that provides confidential and experienced help for employees dealing with issues that impact their professional and personal lives. In order to ensure we are meeting the benefit needs of our employees, we have a goal to execute a benefits survey on an annual basis, which allows us to incorporate important employee feedback when we review enrollment packages.

We enhance our benefits annually including a number of exciting updates to our programs in 2021. These include access to an online corporate wellness platform, expansion of our 3 paid days of community service to include an additional day on Juneteenth as a time when we can all come together on a single day and give back, and the Q-Rest and Q-Anniversary programs for celebrating milestones.

Benefit Highlights:

Parental Leave Policy:

We believe that our updated parental leave policy, which covers 100% of our full-time employees, sets us apart from other organizations. Under this policy, new primary care givers receive 12-weeks of parental leave that is 100% paid. New mothers can also benefit from Short-Term Disability and 12 weeks of Family and Medical Leave Act (FMLA) job protection. We understand that raising a family doesn't end once our employees return to work, which is why our policy also includes full pay for reduced work weeks throughout the first 6 months (post-leave) of an employee's return to work. Secondary caregivers are allotted 2 weeks of fully paid leave, with the option to take time off at any point during the child's first year. Lastly, QTS employees who choose to adopt a child receive these same parental benefits.

Employee Emergency Crisis Fund:

QTS recognizes that unexpected catastrophic events can happen to anyone at any time. We partnered with Helping Hands Ministries Inc. to create the Employee Emergency Crisis Fund. This fund exists so that QTS employees can assist one another in times of critical need. Since the QTS Crisis Fund is totally employee funded, all employees are encouraged to contribute to the fund through the corporate payroll deduction program. The fund provides assistance to employees or eligible dependents (in the case of the death of an employee) experiencing serious financial hardship and who are unable to afford housing, utilities and other basic living expenses due to a natural disaster, life-threatening illness or injury, death or other catastrophic or extreme circumstances beyond the employee's control. Employees as well as their eligible dependents are eligible for up to $2,000 per qualifying event in any given year.

Employee Student Scholarship Program:

To aid in living out our "Support for Family" Core Value, QTS is pleased to offer the QTS Student Scholarship Program. This program provides five competitive, need-based scholarships of $5,000 to each recipient per year, which can be used to cover higher education expenses including tuition, room and board, and other institutional expenses related to receiving a degree. The scholarship is renewable for a total of four years of college education as long as the student meets the renewal requirements. The scholarship is available to any child of all non-executive level employees in the company, which represents more than 90% of the workforce. Selection of scholarship recipients is determined by the Greater Kansas City Community Foundation Scholarship Selection Committee based upon academic achievement, the requirement of financial assistance to attend college, personal recommendations, as well as participation and leadership in school and community activities.

TRAINING AND EDUCATION

An effective and thorough training, education and development program is important to us, as it impacts both our internal operations and our external relationships. QTS has developed world-class development programs to give our employees access to the best training and education programs possible. It's all part of our commitment to being Powered by People in all aspects of our company.

At QTS, we aim to promote internally as much as possible to provide career growth and development opportunities for our own QTS employees. In instances where we are unable to hire internally, we offer a $1,000 or more referral bonus to any employee who refers a future hire for any QTS position up to management level (no executive level positions).

QTS offers the Lead the Way Leadership Program, where our people leaders complete a leadership training curriculum. These leaders represent 23% of our population. In addition to this leadership training, every site critical employee on our facilities operations team has a defined Career Path that includes specific job-related training requirements, promotes optional learning and development and certifications that further expand employees' knowledge base and credentials. All required certifications for our Facilities Operations, IT and Information Security personnel are 100% paid for by QTS.

Through the in-house Learning and Development program, QTS employees are required to complete approximately 3 hours of compliance training on an annual basis, which includes Active Shooter, Security Awareness, and Workplace Harassment trainings. In 2021, we added 'The Law Where You Work' module to give our employees the tools they need to round out our compliance training program. In 2021, 100% of our employees completed the compliance training. Managers are able to track the learning progress for their direct reports to ensure every team member is taking part in these important trainings as execution and accountability are core aspects of how QTS continues to grow and achieve success.

Additionally, QTS partners with Year Up, a workforce development organization that rigorously prepares underserved young adults for successful corporate careers and higher education. QTS brings in interns with the potential to hire aspiring talent from this nationwide non-profit which is dedicated to closing the opportunity divide.

SCHOLARSHIP RECIPIENT

Alex Birge
Son of Erin Birge
Director of Accounting,
QTS Overland Park

It has been a blessing to be selected as a QTS Scholarship recipient, and a great honor to uphold QTS's core values as I progress through college. The QTS scholarship has provided a true financial relief enabling me to just focus on achieving high academic standings at Wichita State University while also playing baseball. My first semester here at WSU was challenging. Not only did I have a full first semester course load of challenging classes in the Exercise Science field, but I also incurred a knee injury requiring surgery. While I experienced many emotions this first semester, I also gained a stronger passion for the relationship between sports and exercise science through my recovery process. Knowing that I had to uphold certain standards to maintain my QTS Scholarship helped me continue to focus on the classroom. As a result, I received Dean's Honors in the first semester.

I want to give a big thank you to the Williams family, and all the individuals involved in the selection process, for honoring me with this scholarship award. It's a true blessing and I promise to continue to uphold the core values QTS stands for in my daily life.

2021 UPDATES

In 2021 the QTS team completed over 58,000 hours of training, pivoting the majority of those courses to virtual delivery due to the ongoing global pandemic.

We enhanced our QTS-tailored internal training and e-learning modules, including our peer-to-peer learning, new employee toolkit, leadership development, and sales training. We also enhanced our role-based custom learning plans, with curated curriculums based on department, role, and required competencies.

Precious Samuel

Data Center Operations (DCO) Technician, QTS Suwanee

Tenure at QTS: 1 year

Precious Samuel joined the Year Up program after graduating in May of 2020 with an Associate's degree in Computer Networking. The network of instructors and coaches that Precious met during her Year Up journey helped to cultivate her tenacity and natural leadership skills.

Precious graduated from the Year Up program in the Spring of 2021 and became a full-time QTS employee the same year as a DCO tech. Inspired by the core values that Year Up instills in its students, Precious identifies four core values that she continues to apply as a DCO tech: accountability, honesty, trust, and striving to learn. Particularly, striving to learn has helped Precious achieve her Scrum Master Certification, which is aligned with her ideal career path – Project Management. Precious has aligned herself with some of the Project Implementation team at QTS' Suwanee location, and she plans to foster those connections in hopes of eventually becoming a part of the team.

Precious says, "I'm grateful to QTS for investing in the Year Up program, and supporting the community. That is something that does a lot more for us than QTS can ever imagine, just giving people a chance to prove and better ourselves. A lot of times that's all that somebody needs. Just having that program in place, and QTS believing in that – I'm very grateful."

> " I'm grateful to QTS for investing in the Year Up program, and supporting the community. "
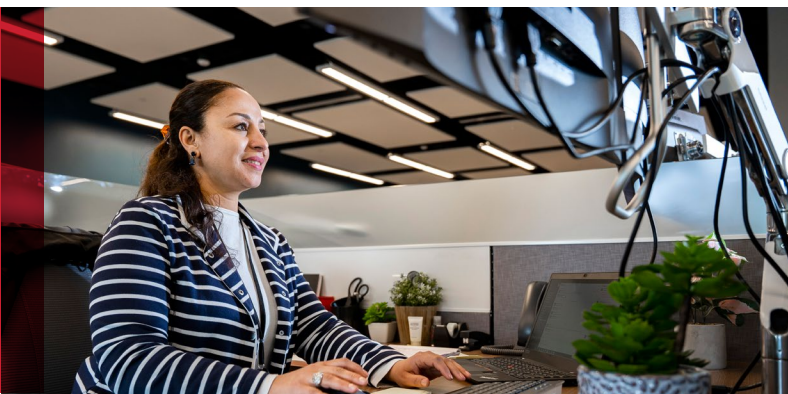
year up

Antany Baines

Data Center Operations (DCO)
Technician, QTS Atlanta

Tenure at QTS: 1 year

> " The culture at QTS is so welcoming, so half the time I forget that it's an internship, not a full-time position. You won't find that at most companies. "

Antany Baines joined the Year Up program while he was a Computer Science major at Kennesaw State University. In addition to the opportunity to be aligned with a prominent company in the IT sector, and to obtain a job after six months of on-the-job training, it was the enthusiasm with which a Year Up recruiter spoke about the program that was one of the biggest reasons for Antany joining.

Antany became a Year Up graduate in January of 2021, and subsequently transitioned into a full-time DCO tech position. As Antany learns more about what he calls the "ground experience" of working as a DCO tech, he is thinking towards the future, about his career path with QTS, and continuing his education. His goal is to grow towards becoming an Analyst at QTS. To help him along the way he has connected with QTS leadership to guide him through his journey. Additionally, Antany plans to continue his education by going back to school and attaining his Bachelor's degree in Computer Science.

Antany expressed his gratitude to the DCO team, saying, "Every member of the team here in Atlanta is wonderful, they're all in their own ways very much a proper example of how to be a DCO tech."

> " Every member of the team here in Atlanta is wonderful, they're all in their own ways very much a proper example of how to be a DCO tech. "

year up

Kona Cooper

Development Specialist, QTS Duluth

Tenure at QTS: 1 year

Kona enrolled at Atlanta Metropolitan State College in 2020 for Computer Science and Information Technology. She has made straight A's as a student in the Year Up program while assisting and mentoring her classmates. Kona is the class appointed, class President for Year Up, Greater Atlanta's Spring class of '22.

Kona is interning at QTS as a Site Coordinator, supporting the management of two buildings at one of QTS' biggest campuses. Currently, Kona's top goals are to thoroughly learn the role of Site Coordinator, so she can become confident enough to make decisions as a leader, and eventually become a full-time QTS employee. As her tenure increases with QTS, she sees herself growing within the organization towards the career path of Project Management. Kona obtained her Scrum Master Certification earlier this year, and plans to start taking classes to get her Project Management Professional certification soon.

Within her short time at QTS Kona feels at home. She states, "I feel welcomed, and it's a really good company. I will say this...the culture at QTS is so welcoming, so half the time I forget that it's an internship, not a full-time position. You won't find that at most companies."

Diversity and Inclusion

We believe a focus on diversity and belonging is important to achieve our long-term growth objectives.

QTS is committed to hiring a diverse workforce and partners with more than 1,000 unique diversity focused organizations nationwide to attract talent. In addition to this list, over 40% of the partners within our external recruiting agency program include veteran or women-owned businesses.

Approximately 35% of QTS' total workforce and over 49% of our site critical data operations workforce is ethnically diverse. In addition, approximately 22% of our workforce is comprised of women. Like industry peers, we have historically had challenges recruiting women for site critical operations roles. The gender gap is an industry-wide issue, and QTS is committed to closing the gap through outreach, training and development activities specifically focused on women in leadership and technology roles.

Additional on-going initiatives via social media campaigns, employment branding strategies, career fairs, professional organization involvement and other events help ensure we cast a wide, diverse net for talent.

2021 Diversity and Inclusion Metrics

23%
women in total employees

23%
women in leadership

11%
women in critical data center/ customer focused operations

31%
women in corporate functions

35%
minorities in total employees

19%
minorities in leadership

49%
minorities in critical data center/ customer focused operations

13%
minorities in corporate functions

Percentage of Employees by Race

0.1%	Native American
0.4%	Hawaiian (NHOP)
2.2%	2 or More Races
3.4%	Did Not Disclose
6.3%	Asian
9.7%	Hispanic
12.9%	African American
65%	White

WiL
WOMEN INSPIRING LEADERSHIP
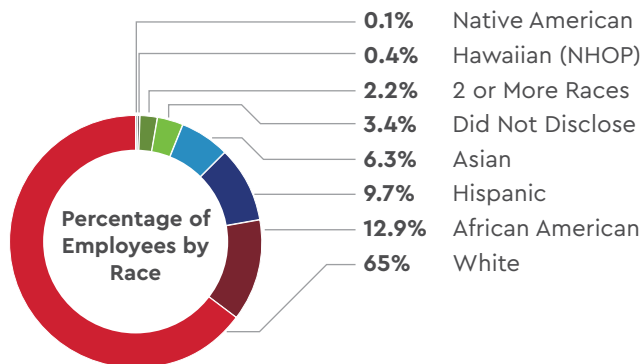
2021 Highlights

Expanded membership to all QTS employees and completed several sessions with QTS Journey (our new employee orientation training program) to introduce all new employees to W.I.L. and its purpose

Created and launched a new W.I.L. committee – QTS Parents Community – that focuses on supporting parents in the workplace and providing resources to support them throughout their parenthood journey while at QTS

Completed 3rd annual mentorship program, bringing total mentee/mentor pairings to 70 since W.I.L. developed the program in 2019

Raised over $7,000 during Breast Cancer Awareness Month for the Rose Foundation in support of their mission to save lives through quality breast health services, advocacy, and access to care for all

Continued partnership with Women in Technology (WIT) and sponsored several QTS women to attend the Women of the Year Awards ceremony in October 2021, and continued sponsorship of several networking events, workshops, forums and career fairs with WIT

Continued developing and hosting several skill building classes, volunteer and QTS Women Spotlight events

WOMEN INSPIRING LEADERSHIP

In 2022, we announced the internal promotion of Shelagh Montgomery as our new Chief People Officer. Shelagh is one of QTS' longest-tenured employees, having served in several sales leadership positions since she joined the organization in 2006. She most recently served as the EVP of Strategic Client Management, leading QTS' account management sales team. Shelagh has demonstrated her commitment to our culture as a constant voice in QTS' Employee Value Proposition (EVP) Ambassador program and a founding member of the W.I.L. (Women Inspiring Leadership) group.

Launched in 2018, our Women Inspiring Leadership (W.I.L.) program is open to all employees to participate on a voluntary basis. W.I.L. is focused on supporting, developing and inspiring leaders through focus panels, training events, and partnering with professional associations in our communities. QTS offers a curriculum track for QTS women, which is intended to have a broader impact on women in technology and to aid in closing the gender gap in our industry. Ongoing efforts include recruitment at women's technology group events, inclusive professional groups and within the Veteran community to target a more diverse workforce.

W.I.L. also coordinates a mentoring program that is available to all QTS employees. The W.I.L. mentoring program provides structured relationships to drive employees to their potential and provide an opportunity for QTS employees to give back to those earlier in their respective careers. The culture of W.I.L. creates a natural outlet for QTS employees to have open dialogue around thoughts and feelings related to diversity.

COMMUNITY IN ACTION

We are building on the success of W.I.L. to create a complimentary focus on diversity in the workplace with the goal of creating a comfortable and inclusive environment and giving employees a platform to voice feedback around diversity, belonging and inclusion. In 2021, QTS established an Employee Resource Group dedicated specifically to fostering a diverse culture – Community in Action (CIA). Through engagement, mentorship and service to our communities, CIA supports professional development and other innovative program benefitting all employees, and sponsor events to raise awareness and collaboration around diversity and inclusion. Our goal with CIA is to continue to promote community and fellowship within QTS while ensuring a diverse, inclusive workforce at all levels of the company.

Focus Areas

Education and Awareness: Sponsor periodic events to raise awareness and create opportunities to collaborate on areas of importance to diversity, inclusion and togetherness.

Development and Engagement: In conjunction with W.I.L., support the advancement of underrepresented minority groups and other interested QTS employees through professional development and expanded mentorship programming.

Service and Community: Engage in outreach and volunteer opportunities to positively impact QTS and its communities while fostering a mission of servant leadership.

CIA Leadership

16 Officers/Committee Chairs/Co-Chairs across the following areas:

Communications
Data Analytics
Education & Training
Engagement
Marketing
Mentorship & Service
Social Media & Events
Special Projects
Steering

ENGAGEMENT AND SATISFACTION

We believe that successful organizations actively seek out and incorporate feedback from employees on a consistent and ongoing basis. In order to ensure that our programs and initiatives are addressing relevant opportunity areas, for the past four years QTS has administered an internal Employee Engagement Survey on an annual basis. Administrated by Gartner, a third-party, and completely anonymous, employees are encouraged to give honest and fair suggestions to improve the QTS experience. In addition to gaining feedback, these surveys allow us to assess the impact of company-wide initiatives over time and encourages our employees to own their engagement with QTS.

Results from the survey are used to assess changes in employee engagement and satisfaction areas, as well as to identify opportunities where we have room for improvement for our Employee Value Proposition. Results are reviewed at the location and division level and are used to drive action planning and inform future people-related initiatives.

85% employees

Strongly Agreed or Agreed:
'There are people at work who really care about me'

81% employees

Strongly Agreed or Agreed:
'Would recommend QTS as a great place to work'

2021 Engagement Survey Highlights:

Employee engagement results were at or above the 90th percentile of all Gartner survey participants. That means our engagement results are in the **top 10%** of all companies that Gartner surveys across the globe.

85% of employees who responded to the survey Strongly Agreed or Agreed with the statement:
'There are people at work who really care about me'

In support of our continued investments in professional and personal training and development, 81% of employees Strongly Agreed or Agreed with the statement:
'I am confident I will have a successful career at QTS'.

81% of who employees responded to the survey Strongly Agreed or Agreed with the statement:
'I would recommend QTS as a great place to work'.

We also complement the Engagement Survey with a Pulse Survey program. Whereas the Engagement Survey is distributed monthly at the time of each employees' work anniversary, the Pulse Survey program measures the health of an organization by asking the same questions to the entire company at the same time. The results and common themes provide a baseline for employee sentiment among various employee experience topics. We compare these snapshots to previous surveys and use this tool to further evaluate the effectiveness of new engagement measures.

EVP Ambassadors Program – The Employee Value Proposition (EVP) represents the value QTS provides to its employees: pay, benefits, training, career development opportunities, and more. EVP Ambassadors are volunteers at each QTS location who bring the Powered by People tagline alive and who work to improve the employee experience for current and future QTS employees, including gathering feedback from their locations and actively working to address needs and requests.

EMPLOYEE RECOGNITION

QTS adheres to the integrity, leadership, execution, agility and development (iLEAD) mentality, which we define as a shared understanding that everyone is a leader. iLEAD is an acronym created for a set of competencies that support QTS' Core Values. All employees use iLEAD as part of our Performance Management criteria. By embracing this commitment to our Core Values, we bring out the best in ourselves and position QTS for continued growth and success. We believe it is important to show gratitude and recognize the numerous ways in which employees go above and beyond, whether it is from an internal or external perspective. Some of our recognition programs include:

The Wingman Award: This award recognizes employees who have gone above and beyond the call of duty to help fellow employees and customers, or who generally help to make QTS a world-class organization. Employees nominate one another for this award, and it can be given to any QTS employee, no matter their level or department. Each winner is given a write-up in QTS' bi-weekly PluggedIn! newsletter and gift card.

Elevate Award: QTS places great importance on customer service. We measure it in several ways, including providing regular Net Promoter Score surveys to all of our customers. Each QTS site takes great pride in its NPS score, and to recognize the employees who help achieve high scores, QTS employees who are mentioned by name in survey responses from customers receive a gift card.

Sidekick Salute: Empowers team members to 'catch' their peers in real-time situations and provide the means to say 'thanks'. We aim to promote a culture of gratitude among facilities employees and make it easy to recognize peers on the spot by handing them a token that can be turned in to facilities leadership for a gift card.

Q-Rest: A Time for Restoration & Renewal – QTS recognizes it can be challenging to rejuvenate and focus on personal growth & development while working full-time. Q-Rest is designed to provide eligible QTS employees with dedicated time to refresh and recharge while also creating opportunities for other QTS employees to learn new responsibilities and further develop their skills as they temporarily provide coverage for those on Q-Rest.

Q-Anniversary: This is a new program to honor and show gratitude to employees for their continued contributions and service to QTS through the celebration of milestone anniversaries. Each milestone anniversary will include a yearbook, numeral plaque, and a gift of the employee's choosing from a selection of gifts specific to their milestone. All full-time, active employees become eligible for a Q-Anniversary milestone on the anniversary of the year in which they complete 5, 10, 15, 20 and 25 years of service based on their continuous service date.

EAGLE CLUB

Purpose and Goal: QTS Eagle Club was created to recognize employees for extraordinary contributions and accomplishments within their role throughout the year. Eagle Club members are those employees who have performed far above expectations in terms of their work ethic and effort, their leadership in exemplifying our Core Values, their volunteerism, and their overall contribution to the success of the company and their fellow employees. Every QTS employee (with the exception of C-level executive leadership) is eligible for nomination for induction into the Eagle Club after 12 full months of employment. Induction of management level personnel is limited to no more than 5 total VPs and Directors each year. Each year, approximately 25 employees are selected for induction into the Eagle Club. QTS has inducted 246 Eagle Club members since the company's inception and 36 active employees have been inducted into Eagle Club multiple times. In 2021, the retention rate of Eagle Club members was over 95%.

Membership Reward: Each employee selected for induction into the Eagle Club, along with his or her spouse/ significant other, is invited to attend the annual Eagle Club Retreat typically held in June. Each Eagle Club member is presented with an engraved eagle statue and lapel pin to commemorate his/her induction. In addition to the retreat and Eagle Club award, all inductees (prior and current) are asked to

participate in periodic follow-up luncheons, dinners and/ or forums with the CEO and other corporate leaders to glean valuable insight and input through dialogue with the company's top performers. Inductees also may be invited to participate in periodic webinar roundtable events throughout the year.

Selection Process: Employees are nominated by their supervisors who create a detailed summary of the nominee and his/her contributions to the company and local community. The Employee Selection Committee (a group of seven employees from various sites and roles within the company that changes each year) reviews each nomination to determine the final Eagle Club inductee list. Special attention is given to the specific job performance activities and volunteerism that managers, directors, VPs and senior executives indicate made their nominees stand out.

OCCUPATIONAL HEALTH AND SAFETY

Occupational Health and Safety

QTS strives to provide a workplace free of recognized hazards that could cause physical harm to the health or well-being of our employees and other personnel. We have an occupational health and safety management system and team in place to drive conformance with Occupational Safety and Health Administration (OSHA), and additional regulatory directives dedicated to ensuring workplace safety.

Employees are expected to report unsafe conditions or circumstances, serious or recurring problems, or any threats to the employee or company's well-being. QTS has health and safety programs and policies in place that align with the various OSHA regulations pertaining to our industry, such as Electrical Safety and Machine Guarding programs. In addition, QTS adheres to housekeeping and general safe work practices programs that outline the ways in which our employees can stay safe while they work.

TCIR & RECORDABLE INCIDENTS

2019	2020	2021
7	5	5
1.05	0.74	0.84
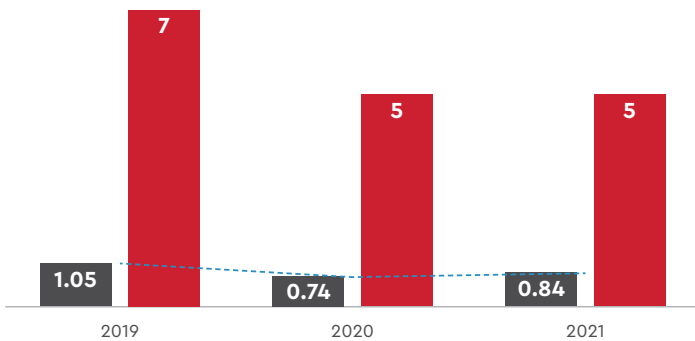
2019

7 OSHA Recordables in 2019 resulting in an Incident Rate of 1.05 based on a 200,000 hrs. factor (1,333,170.68 total hours worked)

2020

5 OSHA Recordables in 2020 resulting in an Incident Rate of 0.74 based on a 200,000 hrs. factor (1,352,334.46 total hours worked)

2021

5 OSHA Recordables in 2021 resulting in an Incident Rate of 0.84 based on a 200,000 hrs. factor (1,194,882.56 total hours worked)

HAZARD AND RISK IDENTIFICATION

In 2021, the Environmental, Health and Safety (EHS) team continued to build on the programs, practices, and awareness recognition required to support a strong safety culture within QTS. Safety awareness begins with the recognition and understanding of the potential health and safety concerns that may arise while tasks and projects are being completed. QTS' Pre-Job Brief is an example program that is implemented to not only outline the work needing to be performed, but to identify the potential health and safety concerns that may arise during its completion. The Pre-Job Brief process at QTS incorporates a job hazard analysis (JHA) as a component of the task work plan prior to commencing any work to ensure that the project can be completed safely. The Pre-Job Brief is an opportunity for QTS employees and personnel completing the work to gather and discuss the methods needed to work safely, prior to commencing. The Pre-Job Brief is formal pre-task assessment and is implemented by the functional team that will be completing the work prior to its commencement. The Pre-Job Briefs are completed by the employees supporting the task, as well as their managers, as a means of aligning work procedures, JHA's, personal protective equipment (PPE), and ensuring that all equipment needed to work safely are gathered. The health, safety, and well-being of our employees is our first priority, and the Pre-Job Briefs are one method of continuously identifying and communicating the suitable protective measures needed to complete work safely.

TRAINING

QTS employees are provided online health and safety training, which addresses the potential considerations required for their work, as well as increasing safety awareness and other technical, job-specific skills. In addition to online courses, each month the in-house Learning and Development Team hosts a continuous training program called "Toolbox Talks." This program allows our Facilities operations groups to administer ongoing, in-depth OSHA training materials on safety topics that impact our employees, such as lockout tagout procedures and equipment safety. Our facilities operations groups may conduct the Toolbox Talks via group training session, or via email with online resources attached.

QTS is in the process of enhancing our EHS training to not only improve the quality of the training content, but to improve the delivery platform in effort to ensure that key health and safety concepts are effectively retained by all applicable employees. This effort is being undertaken to continually improve our EHS program and to enhance awareness of health and safety among all QTS staff.

EHS POLICY AND VISION

The QTS Environmental Health and Safety policy defines our environmental and safety management philosophy. This policy reflects our leaders' commitment to compliance with all applicable laws, regulations, policies, and the promotion of a safe and sustainable work environment. QTS is committed to the continual improvement of our environmental and safety performance. To enhance QTS' commitment to EHS performance and drive toward best in class programs and leadership, the management team has endorsed the release of our EHS Vision Statement.

All of our employees, vendors and on-site contractors are responsible for complying with the EHS policy and related procedures in support of QTS' EHS Vision.

EHS VISION STATEMENT

QTS is committed to safety excellence across our businesses while being responsible environmental stewards.

At QTS, we believe that environmental, health, and safety (EHS) performance is a key measure of the company's success. We are committed to being a recognized industry leader for EHS performance through these guiding principles:

- Create a culture of safety focused on awareness, recognition, and continuous improvement.

- Demonstrate leadership commitment to EHS as an essential element of an injury and incident-free workplace.

- Develop and employ best in class work practices to achieve EHS excellence.

- Empower all QTS employees, contract partners, and customers with EHS ownership.

- Engage in open, two-way communication between management and stakeholders regarding EHS concerns.

- Operate with integrity and employ our core values while creating a culture that delivers on our commitments.

- Integrate sustainable practices for improving the lives of all stakeholders in the communities we operate.

COMMITMENT TO CUSTOMER SERVICE

Commitment to Customer Service

Our customer-centric approach helps us to deliver consistent premium service.

We have a track record of leadership in customer experience, and 2021 marked the sixth consecutive year QTS has led the data center industry in Net Promoter Score (NPS). NPS judges the likelihood that QTS customers will purchase again or recommend QTS services to another company as judged by an ongoing independent survey of its customer base. In 2021, we achieved an industry-best NPS score of over 80, best-in-class across all industries.

The following strategic initiatives help us to deliver on our customer service commitments:

- **Quarterly Business Reviews** – Account Managers and Customer Experience Managers host a quarterly discussion with their customers to review relationship milestones, active implementations, and future business planning.

- **NPS Surveys** – After all customer interactions, a Net Promoter Score Survey is independently administered and calculates overall customer satisfaction and brand perception.

- **QTS Elevate Program** – As part of surveys, we encourage customers to recognize individual QTS employees who made a personal and positive impact on their experience. These QTS employees are recognized and rewarded for elevating the customer experience.

- **Client Advisory Council** – Comprised of a group of 10–12 global business executives representing some of QTS' largest customers, the Client Advisory Council meets twice a year to form an active discussion community with a purpose to exchange interests and concerns with peers and the QTS Senior Executive team with the ultimate goal of influencing QTS' strategic direction.

QTS distributed over 7,000 surveys to our clients in 2021 to solicit feedback from ticket-based interactions with our teams. Based on responses to those surveys, the following actions were taken:

- Service Delivery Platform (SDP™) feature enhancements
- Service management improvements
- Training and communication improvements
- Investments in an Experience Management platform to collect and provide actionable insights into customer behaviors
- Creation and monitoring of Customer Effort Score (CES) and Customer Satisfaction Score (CSAT)

6.6 ------- Out of 7
96% ------- Out of 100%

CES   **CSAT**
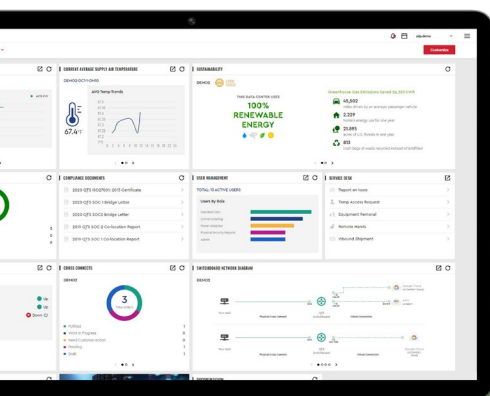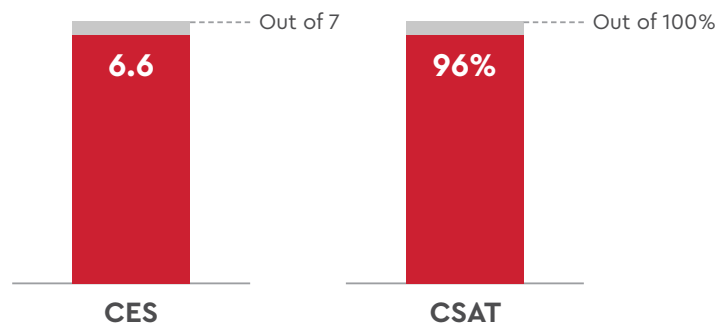
Service Delivery Platform (SDP™)

The QTS SDP™ is the first of its kind in the data center industry. We've digitized our data centers enabling our customers' real-time visibility into their QTS environment. Committed to complete data transparency, SDP™ empowers customers to interact with their data and QTS services in innovative ways. Read more about how this technology is helping customers reduce their environmental impact and improving customer satisfaction in the Environment section of this report.

SECURITY AND COMPLIANCE

Security and compliance are essential for today's data-centric enterprises and federal agencies. We proudly host a variety of customers whose needs vary, but all of whom have a common need for high levels of security and resilience. Our customers expect high levels of physical and logical security and resilience to ensure their information technology workloads are secure from physical threats and can operate at the highest levels of availability. Read more about our commitments to security in the Risk and Resilience section of this report.

HEALTH AND SAFETY

In order to minimize health and safety risks to our customers and employees, we have rules and regulations that must be upheld while personnel are working on QTS land or at a QTS data center. QTS undertakes audits to ensure compliance with legislative quality and safety requirements.

QTS Operations teams have full responsibility and authority for Environmental, Health and Safety (EHS) performance of their sites. Oversight is provided by both Regional and National resources through the actions of routine site visits, functional reviews at regular intervals and audits by subject matter experts. In addition, for EHS programs, QTS has partnered with a third party (Environmental Resource Management) to assist with ongoing program development and audits of existing programs.

ENVIRONMENTAL SUSTAINABILITY LEADERSHIP

Environmental Sustainability Leadership

We are committed to integrating environmental sustainability into our business practices. Our efforts are focused on developing a global approach centered on making sustainable choices easy. Sustainable choices, in turn, reduce risk, create value for both our internal and external stakeholders, and support our goal to reduce climate impact.

We support policy change to expand the availability of sustainable practices, we share innovative strategies, and we partner with our communities. These actions drive data center efficiency through innovation, reduce greenhouse gas emissions, encourage our employees to become sustainability leaders in their communities, support local legislation impacting sustainability, and promote transparency on sustainable practices in the industry. A testament to our ongoing commitment to continually challenge ourselves, we have revised our environmental sustainability goals to reflect our progress to date on our initial targets and our expanding footprint.

Environmental Goals:

Procure 100% of our power from carbon-free energy sources.

We've had tremendous success in securing renewable energy for our facilities since 2018, when we originally set our goal of procuring 100% of our power from renewable energy sources. We are pleased to share that we have exceeded our original goal with more than 100% of our 2018 baseline power being supported by renewable sources, including a 348MW renewable power agreement signed in Atlanta that takes effect in 2024. As our platform expands, we remain committed to pursuing a carbon-free energy strategy including the procurement of as much renewable energy as possible. We have set a goal of procuring carbon-free energy to support each new data center site that we develop, balancing the time to establish agreements that have the best outcomes for all of our stakeholders. As our portfolio grows, we will continue to make sustainable decisions for procuring carbon-free energy at all of our facilities.

Portfolio wide WUE annual reduction of 5%.

We have achieved our prior water goal and on average QTS has conserved 15 million gallons of water annually since 2016. We are proud of our accomplishments in water conservation but as our portfolio grows ever rapidly, we are adjusting our water conservation metric to enhance the tracking of our impact and efficiency. Going forward the company aims to measure year-over-year improvement in water usage effectiveness (WUE).

Report to GRESB, CDP, EcoVadis, RE100 and the EPA Green Power Partnership.

Though we are no longer a public company and will not be measured by certain public ratings groups, we will continue to pursue a goal of transparency in reporting ESG data by voluntarily reporting to these respected institutions.

Design 100% of Buildings to Green Building Standards, pursue ENERGYSTAR certification for all eligible properties.

Shifting to meet the needs of our growing footprint, we will continue to design to green building standards, supporting our commitment to continually enhancing energy efficiency at all of our existing and new buildings.

Completed – Install EV charging stations at 75% of our facilities by 2025.

This has been a successful program with our customers and employees. We have now accomplished this goal, but we will not stop there. We have incorporated the installation of Electric Vehicle (EV) charging stations in the standard design for all new buildings to continue the great progress that we have already accomplished.

Recycle 90% of our Operational Waste by 2025.

As of the end of 2021, QTS has recycled over 1.7 billion pounds of material and recycled 74.5% of our operational waste. Waste and materials usage are becoming larger topics in the industry's sustainability efforts. QTS is mindfully approaching our waste tracking and recycling through site level programs and new initiatives like SIMS Lifecycle Services.

Green Buildings

The investments we make in improving the energy and resource efficiency of our data centers have two important impacts:

- They help our clients to achieve their own sustainability goals which, in turn, improves customer experience
- They reduce greenhouse gas emissions, which helps QTS mitigate climate impact risk

QTS Green Data Centers
(at time of publish)

	Ashburn-Broderick	Ashburn-Moran	Ashburn-Shellhorn	Atlanta	Chicago	East Windsor	Fort Worth	Hillsboro	Irving	Jersey City	Manassas	Miami	Piscataway	Richmond	Sacramento	Santa Clara	Suwanee	Eemshaven	Groningen
Environmental Certification																			
LEED Certification, ENERGY STAR or Green Design Certification	L, E	L	o	L, E	L, E	o	L	o	L	L	E	E	L	L	E	L, E	o	o	o
Renewable Energy/Electric Vehicles																			
Renewable Power	o	o	o	o	✓	o	✓	✓	✓	o	o	o	✓	✓	o	o	o	✓	✓
On-Site Solar Panels						✓							✓	✓					
EV Charging Stations	✓		✓	✓	✓	o	✓	o	✓	✓	o		✓	✓	o	o	✓	✓	✓
Energy Efficiency																			
Continuous PUE Monitoring	✓	✓	o	✓	✓	✓	✓	✓	✓	o	✓	o	✓	✓	✓	✓	✓	o	o
Economization/Free Cooling	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	
Energy Efficient LED and T-8 lighting	✓		✓	✓	✓			✓	✓	✓	✓	✓	✓	✓		✓			
Hot/Cold Aisle Containment	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Blanking Panels Program	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Water Conservation																			
Water Conservation Programs	✓	✓	✓	✓		✓	✓	✓	✓	✓			✓	✓	✓	✓		✓	✓
ENERGY STAR Water and Low Flow Plumbing Fixtures	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Urban Redevelopment																			
Brownfield Redevelopment				✓	✓				✓				✓	✓				✓	
Office Sustainability Program[1]	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	

L = LEED   E = ENERGY STAR   o = Planned   ✓ = Included

1. Relevant initiatives include replacement of single use items, recycling program, Cupanion water savings program, energy efficient desk lighting vs overhead

QTS FREEDOM STANDARDIZED BUILDING DESIGN

An area where QTS is seeking to sustainably manage resources, and drive energy, water and waste efficiency is through building construction standardization with our QTS Freedom design. With a proven standardized build, we are able to scale quickly, shorten construction timelines and reduce waste through the use of prefabricated materials and modular power units. QTS Freedom's standardized and modular approach accelerates rapid deployment of critical data center space and capacity and aligns with the logistical and efficiency requirements of the world's largest and most demanding companies.

QTS understands how important energy efficiency is when developing sustainable buildings. We have energy efficiency designed into our standardized building designs, planned green building certifications to ensure accountability, PUE monitoring, and a blanking panel program at all sites to increase efficiency in data halls. Additionally, we offer EV charging stations at most sites, a feature that is included in all new QTS Freedom standard building designs.

As one of our data centers is constructed, we can choose to expand the customer space and critical resources in increments. The QTS Freedom design allows us to pinpoint power and cooling to specific spaces to increase efficiency and lower PUE. QTS' newest data centers built with the Freedom design have directly contributed to PUE improvements of 16%.

QTS' SERVICE DELIVERY PLATFORM AND SMART DATA CENTER

Strategic investments made prior to the onset of the pandemic to digitize our data centers and to develop a suite of real-time apps put the value of remote management at the forefront for our customers. Remote management functionality proved critical to our customers who were unable to physically access their data center environments during the pandemic.

Committed to complete data transparency, QTS' portfolio of remote, self-service capabilities, including the QTS Service Delivery Platform (SDP™) and Smart Data Center, deliver an elevated level of intelligence designed to enrich real-time visibility, access and control of critical data center capabilities and assets, and empower customers to interact with their data and QTS services.

As businesses look beyond the pandemic-induced remote-work environment, many continue to focus on their ability to remotely perform tasks—including those related to infrastructure management. Remote data center management

can offer a series of operational efficiencies, helping drive down costs and buying back precious work hours.

Innovative opportunities such as virtual access to racked equipment and smart notifications can supplement these operational efficiencies and deliver valuable insights that allow businesses to quickly identify and resolve issues to optimize performance and minimize associated costs. Performing these tasks from mobile devices enables anytime, anywhere access.

The visibility and dynamic control that SDP™ and the QTS Smart Data Center affords continues to support our industry-leading customer satisfaction.

SDP™ ENGAGEMENT LEVELS ACCELERATED IN 2021

11% increase in unique users accessing the platform

24% increase in the amount of unique customers transacting on SDP™

37% increase in the amount of pages viewed during a session

Users are coming to SDP™ more often, accessing more apps, and staying longer – with average session times of 38 minutes, a 21% increase over 2020

SDP™ SUSTAINABILITY INSIGHT

SDP™ is transforming how both QTS operates its data center portfolio and how customers operate and optimize their usage, unlocking the true power of data.

We provide real-time visibility with the QTS sustainability application, allowing our customers to see their power usage and energy mix and relate this to their environmental impact. Since this data is real-time, and calculated based on actual power usage, customers can make informed decisions on reducing their environmental footprint and benchmarking changes. For example, customers are able to perform a technology refresh and view the carbon footprint before and after.

Environmental disclosure and transparency is something QTS takes seriously, and we understand that sustainability initiatives gain the greatest momentum when numerous stakeholders are active and engaged.

SDP™ helps our customers understand their impact on the environment through QTS (Scope 3 emissions). This provides a real-time understanding of how their footprint affects the environment and puts data in their hands to use in their own sustainability initiatives.

SDP™ and the access to real-time data has transformed how QTS operates its facilities allowing us to understand and optimize our power usage and demand. We use this data to evaluate the most effective ways to provide cooling and to better understand people movement through the data center - this allows us to reduce our impact on the environment and enhance our customer experience.

Innovation in the Netherlands

WarmteStad is the sustainable utility company for the Netherlands municipality of Groningen. WarmteStad is partnering with QTS' data center to supply residual heat for a large-scale sustainable district heating project. WarmteStad's heat plant captures residual heat generated from cooling towers in data centers. Heat pumps powered by renewable energy deliver the hot water through an existing underground heating network that supplies residual heat to 10,000 households, buildings and knowledge institutions and serves as a model for re-purposing data center heat for sustainable living.

An added benefit is that by heating with water, buildings can be heated without a gas connection significantly reducing CO_2 emissions and supporting Groningen's environmental goal to be completely CO_2 neutral by 2035. In addition to the use of residual heat from data centers, WarmteStad is investigating other sources, such as solar with underground heat storage, that could be used as a supplement or an alternative.

Another creative Netherlands sustainability initiative addressing energy and water conservation is the North Water initiative. Until recently, data centers in certain parts of the Netherlands were cooled using valuable clean public drinking water. QTS' Eemshaven data center and Google are now using North Water's sustainable "industry water" to provide energy efficient cooling for data center servers while freeing up millions of gallons of clean drinking water for the community.

Energy and Greenhouse Gas Emissions Reductions

Data centers power the Internet and make it possible to connect with the people, communities and data that are central to our lives. The energy necessary to operate data centers accounts for approximately three percent of global power consumption, and two percent of greenhouse gas emissions[2]. This is why QTS is committed to energy-efficiency and the consolidation of colocation clients in high-efficiency data centers. We have committed to power our 2018 baseline portfolio with renewable energy by 2025. As shown in the CO_2e Emissions vs. Energy Consumed table below, even as our business grows and like-for-like energy consumption has increased, our carbon intensity has declined since 2018

when we began our program to procure 100% renewable energy. As we continue to procure more renewable energy, our fuel and energy activity related emissions continues to decrease. Any increase in CO_2e emissions can be attributed to the development of three new mega data center facilities. To support our long-term sustainability goals, we have joined the U.S. Department of Energy's Better Climate Challenge, committing to reduce portfolio-wide GHG emissions (scope 1 & 2) by at least 50% within 10 years. We also look to align with Blackstone's carbon reduction program – with a goal to achieve 15% carbon emissions reduction across all new investments where they control energy usage.

CO$_2$E EMISSIONS AND INTENSITY REDUCTION

	2017	2018	2019	2020	2021
Total Sq. Ft. Raised Floor (including leased facilities)	1,403,516	1,480,232	1,659,137	1,957,825	1,998,789
Total Data Centers	25	25	24	28	27
Scope 1 &2 Emissions (CO_2e Metric tons)	413,482	410,189	392,754	416,342	**456,547**
Emissions Intensity (Scope 1 + Scope 2 emissions in MT/Total annual revenue in Millions)	1,116	970	815	772	**715**

QTS follows the eGrid approach to calculating Scope 2 emissions, which includes emissions of CO_2, CH_4, N_2O, CO_2e, NO_x, and SO_2 gasses in the makeup of CO_2e. QTS' consolidation approach for emissions includes all sites that are under our operational control.

A common issue with greenhouse gas reporting in our industry is the inability for our clients to make a zero-carbon claim for double-counted Scope 2 emissions. This negatively impacts our relationship with clients actively pursuing zero-carbon goals and hinders the competitive edge we may otherwise offer as we transition to a 100% renewably sourced company[3]. In

order to avoid these outcomes, QTS accounts for all emissions related to our data center equipment and our clients' IT equipment as Scope 2 emissions. This allows our clients to claim the same emissions as Scope 3. As a direct result, we are able to keep a competitive edge, while supporting both our clients' and our own emission reduction goals.

2. https://www.supermicro.com/wekeepitgreen/Data_Centers_and_the_Environment_Dec2018_Final.pdf
3. https://www.bsr.org/reports/BSR_Future_of_Internet_Power_GHG_Emissions_Report.pdf

POWER USAGE EFFECTIVENESS

Power Usage Effectiveness (PUE) is a ratio that describes how efficiently a data center uses energy; specifically, how much energy is used by the non-computing equipment. Our PUE has steadily improved over the last eight years, as we continue to expand our business and incorporate innovative efficiency measures in the construction of our data centers. In 2021 this relative efficiency gain saved 279,109 MWh of electricity as compared to our baseline year of 2012.

INCREASING PUE EFFICIENCY

2012 BASELINE	2013	2014	2015	2016	2017	2018	2019	2020	2021
100%	97.3%	94.3%	93.8%	91.8%	90.2%	89.2%	87.3%	86.7%	85.0%

QTS DATA CENTERS PUE BY REGION – 2021

U.S. 1.46 Europe 1.70
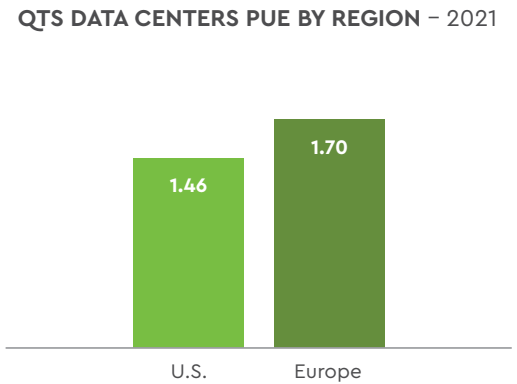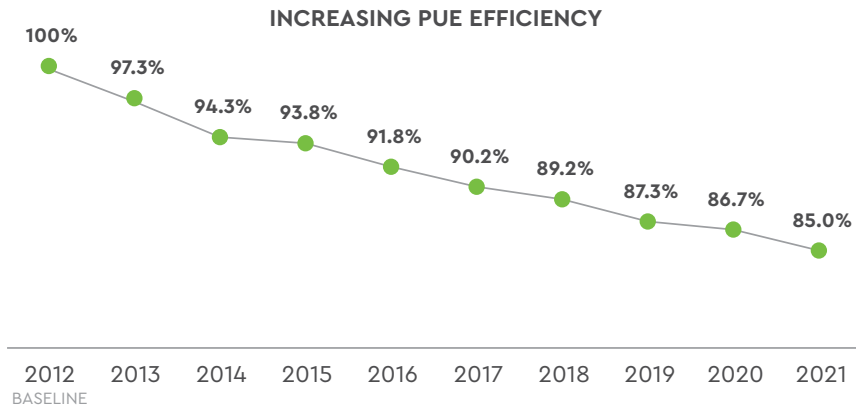
RENEWABLE ENERGY

QTS understands how important renewables are when addressing energy efficiency. During 2021, QTS continued its partnership with the Renewable Energy Buyer's Alliance (REBA), an alliance of large clean energy buyers, energy providers, and service providers working together to unlock the marketplace for all nonresidential energy buyers and transition to a zero-carbon energy future[4]. In partnership with REBA, QTS continues to advocate for more cost-effective pricing for renewables across the country.

We strive to procure renewables that are both cost-effective and impactful. Until recently, data centers had limited options when procuring renewable energy – conventional brown power augmented by the purchase of unbundled Renewable Energy Certificates (RECs), Power Purchase Agreement (PPA) with a single renewable energy project, or build a dedicated wind or solar farm. In response to this, QTS developed its Green Power Procurement Model that is unique in the data center industry and is now being replicated by others in the industry. The innovative program entails QTS partnering with an investment bank as they are preparing to fund a new renewable energy project or new phase of a project. QTS agrees to purchase a portion of the energy and bundled REC's

that the project produces for 10+ years, and we purchase it delivered to a major liquid market hub. The purchase is then sleeved through a retailer. In this way, we can easily match our load profile, and liquidate energy overages at very low risk. New projects receive critical funding, we reduce risk for the parties involved, and the net result is renewable energy that is lower cost than conventional energy. Through procurement of carbon-free renewable energy we saved 154,833 MT of CO_2 emissions in 2021.

Carbon Emissions (Metric Tons CO_2e)	Location-Based	Market-Based
	2021	**2021**
Scope 1	4,422	4,422
Scope 2	587,474	452,125
Scope 1+2 Total	591,896	456,547
Scope 3	830,168	830,168
Grand Total	**1,422,064**	**1,286,715**

4. https://rebuyers.org/

INDUSTRY COLLABORATION

US Department of Energy Better Climate Challenge. QTS is one of more than 90 U.S. companies that have committed to halve their greenhouse gas emissions within 10 years, as part of the US Department of Energy (DOE) Better Climate Challenge. The DOE has promised to provide technical assistance and to help set up partnerships, to support the goal for the U.S. to achieve climate neutral status by 2050.

If all U.S. organizations reduced their greenhouse gas emissions by 50 percent, it would save nearly 1.5 billion tons of CO_2e per year, more than the emissions from the country's homes. According to the DOE: "The bold climate goals of the Better Climate Challenge will foster cutting-edge innovation and help American businesses decarbonize a crucial sector while they reap the benefits of investing in cleaner and cheaper energy," said White House Climate Advisor Gina McCarthy.

QTS has promised 50 percent GHG reductions within 10 years from a 2022 baseline, and will implement energy efficiency initiatives at all its facilities to support this goal.

Renewable Energy Buyers Alliance. Our VP of Energy and Sustainability, Travis Wright, is a member of the Renewable Energy Buyers Alliance (REBA) Advisory Board. REBA is an alliance of large clean energy buyers, energy providers, and service providers working together to unlock the marketplace for all nonresidential energy buyers and transition to a zero-carbon energy future. In partnership with REBA, QTS continues to advocate for more cost-effective pricing for

renewables across the country, and QTS representatives have presented at numerous events sharing ESG expertise across our sector, including:

- EPA renewable energy buying webinar
- North American Energy Markets Association event on Forward-Looking, Problem-Solving, New Market Deal-Making
- Corporate Energy Series Green Power Conference
- EUCI Infrastructure Reliability and Scaling
- Data Center Dynamics – Do Data Centers Make Sustainable Neighbors
- Data Center Dynamics – Hit Hyperscale Data Center Ecosystem

Data Center Coalition. The Data Center Coalition (DCC) is the trade association for the data center industry. QTS' Chief Hyperscale Officer is the Chair of the DCC Board of Directors.

As the voice of the industry, DCC represents and advances the interests of the data center community and advocates for a strong business climate, policies and investments that support the growth and success of this important business sector. The DCC aggregates industry expertise and thought leadership to educate state and local government officials, economic Managing Director, ESG developers, policymakers, community leaders and other stakeholders about data centers and highlights the economic and community-building impacts of the sector.

Water

QTS WATER FREEDOM

QTS' Water FREEdom design is the industry's first true zero-water cooling solution powered by 100% renewable energy. The water-free cooling design is being applied to every new QTS data center. When this is accompanied with our goal for 100% carbon-free power, our buildings have a path to becoming the most water-efficient data centers in the world.

Conventional data centers typically choose from two approaches to cooling. An energy-efficient cooling system that requires a substantial amount of on-site water usage, or a refrigerant-based system that uses no on-site water but requires more electricity. Both of these approaches require the purchase of incremental power from generation plants that burn fossil fuels and depend on significant volumes of water for their own cooling needs. Today it is estimated that these water-dependent thermal power plants generate more than 80% of the world's electricity and use approximately 174 billion gallons of water per year.

Similar to how carbon emissions are classified as Scope 1, Scope 2, and Scope 3 that enable organizations to measure impact, set reduction targets and track performance, QTS is approaching water usage and conservation in the same context. QTS is working with innovative equipment suppliers to develop highly efficient pumped refrigerant based cooling systems that use no water, and they pair this advanced technology with offsite solar or wind energy to create a true zero-water solution. This approach enables a 100% Scope 1 and Scope 2 water free solution that are the industry's first true zero-water cooling solution powered by 100% renewable energy making those data centers the most water-efficient data centers in the world.

WATER USAGE EFFECTIVENESS

QTS' water efficiency initiatives continue to reduce water usage in our data centers. Water Usage Effectiveness (WUE) is a metric developed by The Green Grid to help data center companies measure how much water a facility uses for cooling and other building needs. WUE is measured in liters/kilowatt-hour (L/kWh)

INCREASING WATER USAGE EFFECTIVENESS (L/kWh)

2017	2018	2019	2020	2021
1.84	1.66	1.63	1.61	1.35
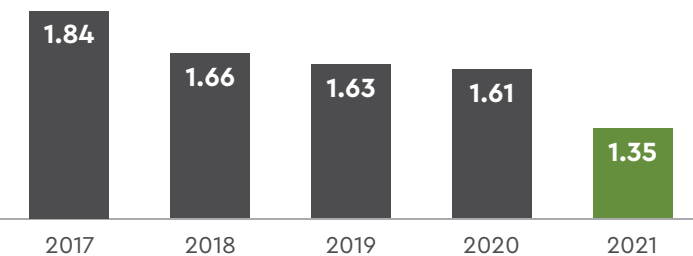
Waste

At QTS, we understand that waste management extends beyond recycling and trash bins. Materials recycling can take on many forms, and we are committed to re-imagining our approach to resource conservation. This is reflected in our numerous Brownfield re-development projects, a robust office sustainability program implemented in 2019, future plans to re-shape our purchasing policies, and our continued commitment to education surrounding the recycling and waste programs at our facilities. Another area where QTS is seeking to better manage waste and resources is through building construction standardization and our QTS Freedom standardized building design. With a tested standardized build, we are able to scale quickly, shorten construction timelines for customers and reduce waste through the use of prefabricated materials and modular power units.

Since our inception, we have recycled over 1.7 billion pounds of material, most of which consisted of recycled building structures from our Brownfield redevelopment projects. Not only does this eliminate massive amounts of landfill waste, it saves energy as well. Had we decided to take the more common approach of tearing the existing buildings down in our Atlanta, Chicago, Dallas and Richmond and starting over, it would require over 2 billion pounds of resources to re-make all of the steel, concrete and roofing materials.

We understand that focusing on sustainability practices allows employees to practice their personal values at work and unites them around a higher purpose. This is why we have initiated a program that includes or will eventually include:

Eliminate disposable cups, plates, straws and utensils in the workplace

Transition our office away from single use pod-based to bulk coffee

Provide each desk with a recycling bin

Increase the number of office plants

Implement an annual QTS Green Day for our employees

Cupanion water savings program encouraging use of water bottle fillers over disposable

Energy efficient desk lighting vs overhead lighting

Most in the data center industry are familiar with Power Usage Effectiveness (PUE), and Water Usage Effectiveness (WUE), but only recently have the more forward-thinking data center operators started using Material Usage Effectiveness (MUE). MUE measures the total waste divided by the recycled waste, and an operator wants to be as close to 1 as possible. In 2021 we achieved a 74.5% recycling rate, working toward a goal of recycling 90% of our operational waste. In addition, our MUE stayed constant from the prior year at 1.3.

INVESTING IN E-WASTE LIFECYCLE SOLUTIONS

QTS is partnering with SIMS Lifecycle Services, a global leader in providing electronics recycling solutions, to provide data center users with an easy way to sustainably recycle all of their e-waste.

The global services offered by SIMS enable businesses, data centers and electronics manufacturers to retire IT assets and electronic equipment in a data secure and environmentally compliant manner. SIMS provide chain of custody tracking and visibility into how assets are managed, while also offering data center decommissioning and data destruction services on-site.

This new partnership will help QTS customers transition new equipment, which could potentially save time and capital resources, and support a more sustainable data center lifecycle.

Sustainable Procurement

QTS is committed to promoting sustainable procurement by adopting the key elements of sustainability: environmental quality, social issues and economic prosperity. We recognize that the products and services we procure have both environmental and social impacts and we are committed to addressing these through our procurement procedures.

Our Sustainable Procurement Policy Statement confirms our social and environmental expectations of our suppliers, including those relating to human rights.

In order to ensure effective implementation of our policy and giving due consideration to market and economic availability, our objectives are to:

- Procure from ethical and legal sources.

- Purchase energy from renewable resources.

- Include sustainability criteria when appointing the services of sub-contractors.

- Influence clients and designers when specifying materials to encourage the procurement of materials with a recycled content, or materials that can be easily recycled at the end.

- Procure energy efficient equipment that is UL or CE listed and meets or exceeds common energy efficiency standards.

- Encourage the reuse of materials as a first priority in preference to the purchase of new materials.

- Require that all members of the supply chain comply with relevant legal requirements according to industry guidelines and standards, and be able to demonstrate compliance.

- Request details from sub-contractors regarding environmental policies, management systems, environmental breaches, and assess this information as part of our company approval process.

- Use local suppliers and sub-contractors where appropriate to minimize the environmental impact associated with transportation and to support the local economy.

- Aim to avoid the use of materials and substances with hazardous properties and processes that could cause damage to the environment and health.

- Collaborate on sustainable procurement opportunities throughout the supply chain and through membership of trade associations, sharing best practices.

- Promote awareness of this policy amongst Employees and our supply chain.

ESG COMMITMENT

ESG Commitment

ESG Leadership & Oversight

BOARD OF DIRECTORS AND MANAGEMENT

Our Board of Directors is responsible for overall risk oversight and management, which includes environmental, climate impact, social, supply chain and governance matters. In carrying out this critical oversight function, the Board works with management, provides input, and receives periodic updates regarding the company's sustainability initiatives and progress. The Board has tasked the Governance Committee with primary oversight of ESG matters, and the company's Sustainability Leadership Team, led by the Vice President of Energy and Sustainability, is responsible for leading and implementing ESG initiatives across the company with direct oversight from our CEO. Executive sponsorship of this team and its initiatives demonstrates the high level of dedication to environmental sustainability, social responsibility and governance at QTS.

Our management team, subject to Board oversight, structures, monitors and adjusts our sustainability efforts in a manner that best serves the interests of the company and all of its stakeholders. Senior management reviews the long-range plans and goals of our segments and divisions on an ongoing basis, several times a year. These plans consider long-term sustainability implications and the ability to meet customer needs related to sustainability.

At an operating level, the following senior managers have ultimate responsibility for critical areas of our sustainability initiatives:

- **Governance and Ethics:** General Counsel
- **Environmental, Health and Safety:** Chief Operating Officer
- **Human Capital:** Chief People Officer
- **Data Privacy and Security:** EVP Quality Special Operations

Each of these positions reports directly to the CEO.

QTS SUSTAINABILITY LEADERSHIP TEAM

QTS is committed to developing a company-wide approach that demonstrates a commitment to the future of our environment, drives data center efficiency, and encourages employee engagement. We believe that the QTS Sustainability Leadership Team is a direct embodiment of this commitment. The Team is responsible for leading and implementing ESG initiatives across the company, reporting directly to the CEO, Chad Williams, and is led by the VP of Energy and Sustainability Travis Wright and our CEO, Chad Williams as executive sponsor. ESG team members bring expertise from a variety of departments spanning the organization, including people services, finance, product management, stakeholder marketing and communications, legal and operations. The varied composition of the Team reflects QTS' understanding that ESG initiatives provide cross-functional opportunities for company-wide improvements. We also have company-wide targets, including ESG goals and initiatives managed by the QTS Sustainability Leadership Team.

QTS Sustainability Leadership Team

Chad Williams
CEO

Travis Wright
VP, Energy & Sustainability

Stephen Douglas
EVP, Finance

Matt Thomson
General Counsel

Megan Hofmeyer
Sustainability Director

Kelly Michael
Marketing Director

Jon Sizemore
Development Project
Manager

Nick Blessing
Public Policy Director

Contact Information

For questions regarding report content, please contact:
Travis Wright VP, Energy and Sustainability sustainability@qtsdatacenters.com

Material Topics & Topic Boundaries

At QTS we rely on ongoing stakeholder engagement to consider the larger environmental, economic and social implications of the organization and its associated activities. This approach builds on past materiality assessment work, which is described here, and allows us to determine which topics directly influence our environmental, economic and social impacts, as well as the decisions and assessments of our stakeholders.

Topic boundaries defined as internal take into consideration our employees and investors, whereas external boundaries encompass our customers, partners, the communities where our data centers and offices are located, and the larger environmental, economic and social impacts of our activities.

MATERIAL TOPICS

- Community Engagement
- Employee Health and Wellness
- Energy Use and Reductions
- Occupational Health & Safety
- Employee Training & Education
- Stakeholder Engagement
- Materials Recycling
- Employee Recognition
- Water Consumption and Conservation
- Risk & Resilience
- Renewable Energy Procurement
- GHG Emissions & Reduction Targets
- Community Leadership
- Green Building Certifications
- Environmental Disclosure & Transparency
- Environmental Regulatory Compliance
- Diversity & Inclusion
- Public Financial Disclosure
- Corporate Transparency
- Anti-Corruption
- Executive Sponsorship & Senior-Level ESG Management
- Safety & Security
- Data Security

Key Stakeholders and Engagement

At QTS, we define stakeholders as anyone who affects or is affected by our business. That list includes both employees and contracted employees, local community members, our investors, current and future QTS customers and our suppliers. Each group of stakeholders is an essential component to our success as a business. In order to ensure we meet and exceed our stakeholders' expectations, we engage in continued education, transparent reporting and communication, and give our stakeholders the opportunity to provide us with feedback. Engaging with stakeholders is the key to building strong, long-lasting relationships with those we impact and those who are crucial to our success. We continue to assess and validate our material ESG topics through ongoing stakeholder engagement, as described in the next section of this report.

A full list of key stakeholders, engagement mechanisms, and topics of discussion is available here. Engagement strategies and outcomes are described in detail in the relevant sections of this report.

ESG Report

The 2021 ESG Report is the fourth annual report prepared by the QTS Sustainability Leadership Team in conjunction with a third-party ESG consultant.

This report has been prepared in accordance with the GRI Standards: Core option and the Sustainability Accounting Standards Board (SASB) real estate standards. The report also aligns with the guidance of the Task Force on Climate Related Financial Disclosures (TCFD), including insights into climate impact governance, strategy, risk management and metrics.

This document reports on the highest priority ESG data and initiatives for the 2021 calendar year, including projects that were initiated before the reporting period but continued into 2021, as well as forward-thinking goals developed in 2021 for projects that are yet to begin.

The ESG topics covered in this report are those that are highly important to QTS stakeholders, as well as highly impactful to QTS' business, as determined by the QTS Sustainability Leadership Team. This report was formally reviewed and approved by the CEO and Board of Directors, in collaboration with the Sustainability Leadership Team.

As part of our commitment to ESG reporting, in 2021, QTS elected to participate in a number of voluntary disclosure frameworks:

- CDP (report published on website here)
- ECOVadis
- Global Reporting Initiative (GRI)
- GRESB
- RE100
- Sustainability Accounting Standards Board (SASB)
- S&P Global Corporate Sustainability Assessment (S&P Global CSA)
- Task Force on Climate Related Financial Disclosures (TCFD)
- U.S. Environmental Protection Agency Green Power Partnership

GOVERNANCE
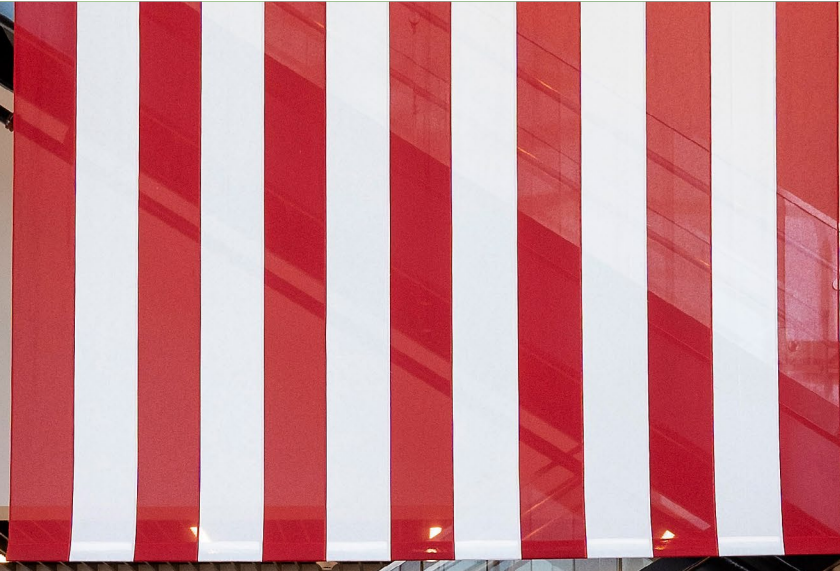
FREEDOM WALL

DEDICATED TO THE BRAVE MEN AND WOMEN OF THE UNITED STATES ARMED FORCES, LAW ENFORCEMENT AGENCIES AND FIRE AND EMERGENCY SERVICES PERSONNEL FOR THEIR DEVOTION, SERVICE AND SACRIFICE THAT ENABLES OUR FREEDOMS AND SAFETY. WE PRAY THAT GOD CONTINUES TO BLESS THIS COUNTRY AND PROTECT THE BRAVE MEN AND WOMEN WHO CHOOSE TO SERVE AND DEFEND IT.

Governance and Ethics

QTS' corporate governance is structured in a manner we believe reflects corporate governance best practices following our transition from a publicly traded to a privately held Blackstone portfolio company during 2021. QTS has a Board of Directors comprised of 9 members, 3 of whom are experienced outside independent directors. The Board has four standing committees:

- Audit Committee
- Compensation Committee
- Governance Committee
- Federal Committee

The Board and its committees meet regularly. There are no family relationships among our executive officers and directors, and the company maintains a related party transactions policy overseen by the Audit Committee.

The Board, together with the Governance Committee, is responsible for overall risk oversight of the company, which includes environmental, sustainability, social, supply chain and governance matters, and works with management, provides input, and receives periodic updates regarding the company's sustainability initiatives and progress, management of climate impact. The Board has tasked the Governance Committee with primary oversight of ESG matters, and the company's Sustainability Leadership Team, led by the Vice President of Energy and Sustainability, is responsible for leading and implementing ESG initiatives across the company with direct oversight from our CEO.

Board Oversight of Risk Management

One of the critical functions of the Board is informed oversight of the company's risk management process. In carrying out this critical responsibility, the Board has designated the Governance Committee with primary responsibility for overseeing enterprise risk management. While the Governance Committee has primary responsibility for overseeing enterprise risk management (ERM), generally each of the standing committees addresses risks specific to their respective areas of oversight as follows:

Audit Committee: The Audit Committee has the responsibility to consider and discuss major financial risk exposures and the steps our management has taken to monitor and control these exposures, including guidelines and policies to govern the process by which risk assessment and management is undertaken.

Compensation Committee: The Compensation Committee assesses and monitors compensation policies to ensure that such practices are designed to balance risk and reward in relation to the company's overall business strategy and do not encourage excessive risk-taking.

Governance Committee: The Governance Committee monitors the general operations of the Board, including whether the Board is successful in preventing illegal or improper liability-creating conduct. The Governance Committee also monitors compliance with legal and regulatory requirements.

Federal Committee: The Federal Committee monitors Federal business and related risks.

The company's management team regularly provides the Board and its standing committees reports on the company's ERM process, progress and results, highlighting management's assessments and recommendations, to enable the Board and each committee to understand and discuss risk identification, risk management and risk mitigation. The Board believes that the composition of its committees, and the distribution of the particular expertise of each committee's members, makes this an appropriate structure to monitor effectively the risks discussed above.

Code of Business Conduct

QTS adheres to a Code of Business Conduct and Ethics, which is approved by the Board and applies to the Board, independent directors, officers, and employees. The Code of Business Conduct and Ethics aims to deter wrongdoing and promote honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships; appropriate handling of corporate opportunities; regulatory compliance; and fair dealing and ethical business practices and accountability for adherence to the Code. We provide our employees with numerous outlets for reporting potential violations of the Code of Business Conduct, including an Ethics Hotline, which grants employees anonymity and confidentiality when they are reporting. More details on the Code of Business Conduct and Ethics can be found at www.qtsdatacenters.com.

Anti-Corruption

All employees, including Executives and all Board members have received information on the company's anti-corruption policies. Mandatory training is required on this topic for all employees, including management. All vendors must acknowledge QTS' anti-corruption policies. The Code of Business Conduct and Ethics, which covers anti-corruption, can be found on the company's website. Through our ERM program, we have not assessed any risks as significant related to corruption.

Compliance Reporting

Employees are subject to mandatory training on ethics, anti-bribery and anti-corruption in order to familiarize them with the law and to help employees recognize and mitigate associated risks. We maintain an "Ethics Hotline" that can be used by directors, officers or employees, or by outside parties, to report ethics allegations. Any directors, officers or employees who become aware of any existing or potential violation of the Code of Business Conduct and Ethics or any law, rule or regulation or company policy have an obligation under the Code of Business Conduct and Ethics to report their complaint or concern to their supervisor, the company's compliance officer or the Chairperson of the Audit Committee. Our Ethics Hotline is hosted by Navex Global, an independent third-party provider and can be accessed by either calling 855.636.2632 or by creating a report at qtshotline.ethicspoint.com. All concerns can be made anonymously and are routed to the Compliance Officer and the Audit Committee Chairperson. The Compliance Officer involves appropriate resources to investigate the matter in a timely and thorough manner. Reports to the Audit Committee include a summary of actions to date and proposed actions to follow as necessary.
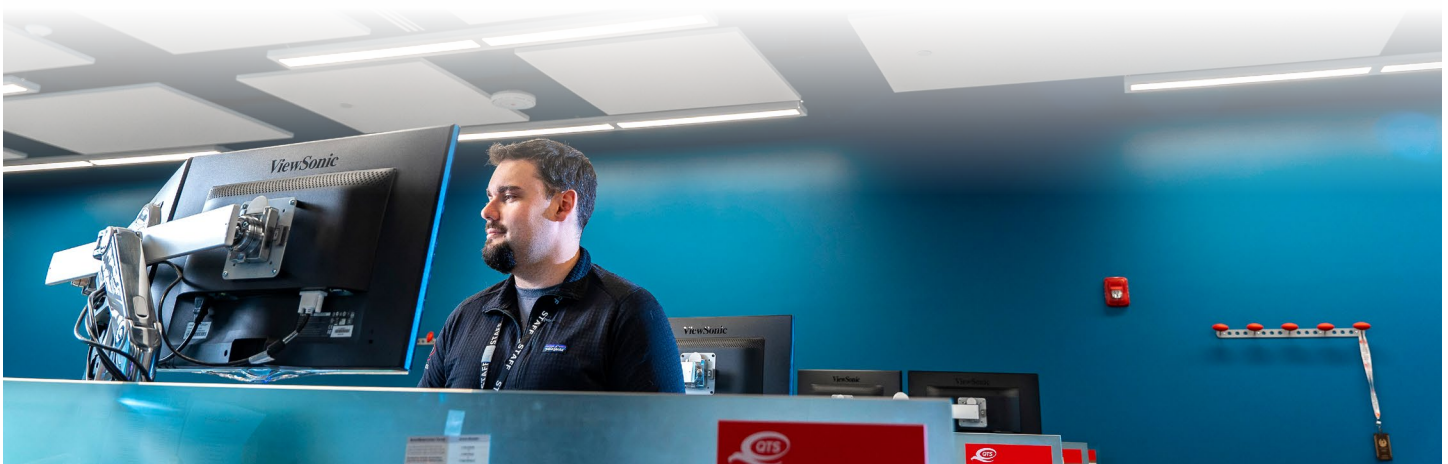
RISKS & RESILIENCE

Risk and Resilience

Continuous uptime and performance of our data centers is a critical element of our business and ongoing operations. Site location is an integral aspect of this, as it allows us to avoid any expected natural and foreseeable man-made risks to our data center operations.

We take great care in selecting sites for future QTS data centers, taking into special consideration the ever-changing extremity of weather patterns. Prior to moving forward with a new site, we evaluate not only feasibility of cost and timing, but hundreds of other criteria including internal and external diligence, land zoning and entitlements, power sources, water and other utilities, construction and master planning, and connectivity. Each question with regards to the topics above are given a score, and only sites with the highest scores across all categories are pursued.

Our facilities are designed to withstand hurricanes, tornadoes, earthquakes and other natural disasters. We evaluate the risk of nearby airports, surrounding businesses, weather and seismic activity, proximity to high value terrorism targets, and nuclear power plants. We design our facilities with redundant utility feeds and 100% UPS and generator backup. We procure multiple fuel contracts and adhere to strict maintenance procedures throughout the lifetime of the facility to ensure consistent and reliable performance of our data center infrastructure. At QTS, we can proudly say that we build, own, and operate some of the most advanced and resilient facilities in the world, and this is backed up by a track record of more than 12 years of 99.999% or higher infrastructure data center uptime.

Security, Compliance and Privacy

CONVERGED SECURITY

In January 2021, QTS initiated the implementation of a Converged Security program. Converged security approaches risk management not in the traditional siloes of Cyber and Physical security, but instead unifies the risk model allowing threats to be understood that might span both physical and cyber assets. Hybrid attacks targeting both physical and cyber assets have become more common in the data center industry with the rapid adoption of Internet of Things (IoT) and Industrial Internet of Things (IIoT) devices. Therefore, QTS has applied a digitization strategy to allow common monitoring tools to understand both Physical and Cyber events with a heavy focus on analytics and machine learning to assist in threat hunting.

This converged approach to security was recently validated by the Cyber and Infrastructure Security Agency (CISA) which now recommends organizations consider converged/unified security as a foundation to risk management.

With emerging risks comes a much greater need for public / private collaboration, QTS has extended its outreach programs with both other providers in the data center community to share intelligence as well as enhancing our programs collaborating with government agencies. This now extends to disaster recovery and business continuity planning where it's now common to run joint simulations to ensure coordinated response to potential threats.

| **Cyber Threat Hub** | **Insider Threat Hub** | **BC/DR Hub** | **Measurements & Signature Hub** | **Signal Intel Hub** |

Our customers are also directly benefiting from this approach with additional capabilities being made available via the Service Delivery Platform to allow them to see even more transparently data that can be integrated into their own risk model. We feel in the coming years a Converged Security program will become the standard way all organizations operate and by delivering key data via our automated platforms we enable our customers to better understand their data center environments.

CYBER SECURITY MANAGEMENT

The QTS cyber security program is led by the QTS Chief Information Security Officer, who ensures recurring communication on the state of the program to executive leadership and the QTS Board of Directors. The program is based upon a risk-based and balanced approach to prevention and detection of, as well as response to, cyber threats.

QTS has a documented cyber security incident response program to manage the QTS response to incidents. The program addresses each of the following phases to manage incidents: preparation, detection and analysis, containment, eradication, recovery, and lessons learned. Communications, both internal and external, are an essential part of the QTS incident response program.

QTS understands that every member of the organization has an important role in safeguarding the confidentiality, integrity, and availability of QTS and stakeholder assets. All QTS staff receive annual security awareness training that includes cyber threat overview, cyber policies, and reporting procedures. Recognizing the severity and prevalence of email threats, QTS runs multiple phishing simulation training exercises for all employees each year to ensure staff understand how to recognize and report email threats.

COMPLIANCE

QTS understands that all organizations must manage third party risk, and in response QTS has implemented an extensive compliance program to provide customers with independent third-party reports and certifications for leading compliance programs such as SOC 1, SOC 2, ISO-27001, HITRUST, and PCI-DSS. These compliance reports and certifications enable customers to have independent confirmation about the policies, procedures and controls that QTS has implemented. Customers can use these compliance reports and certifications to meet the requirements of their third-party risk management program and as a foundation for their own compliance programs.

PRIVACY

QTS has a privacy program, and the privacy policies are available on the QTS website. QTS participates in the Privacy Shield program and is GDPR & CCPA compliant.

BOARD OVERSIGHT

QTS operates a robust Enterprise Risk Management (ERM) framework where every employee at QTS has the ability to suggest risks for evaluation on a quarterly basis, these risks plus industry specific risks and those we collect from third party organization best practices are evaluated against impact and likelihood of occurring to form a register of business risks. Each risk has a QTS executive assigned and those executives are accountable to the CEO and Board of Directors. Risks are reviewed frequently with the board of directors both in terms of the level of operating risk and progress that has been made to reduce or mitigate the risk.

Climate Impact

We identify climate impact as a risk to our business and an opportunity for long-term value creation and a key driver in long-term strategic business decisions.

Potential risks associated with climate impact that might impact our business, include:

- Laws and regulations could limit our ability to develop new facilities or result in substantial costs, including compliance costs, retrofit costs and construction costs, monitoring and reporting costs and capital expenditures for environmental control facilities and other new equipment.

- Laws and regulations could lead to increased costs for the electricity that we require to conduct our operations.

- Potential physical impacts of climate impact on our operations, which might include changes in rainfall and storm patterns and intensities, water shortages, which may result in water use restrictions and water efficiency mandates, changing sea levels and changing temperatures.

Ways we address these risks include:

- Robust enterprise risk management and strategic planning.

- Our governance structure provides the necessary opportunities for the Board of Directors and executive leadership to exercise their oversight responsibilities with respect to strategy and risk, including the effect of climate impact on our business.

- Our ERM team, which reports into our Governance Committee comprised of members of our Board of Directors, is responsible for managing operational risk for our business, while our Chief Financial Officer is the executive responsible for overall enterprise risk management and oversight.

- Site assessment and selection. When we build an asset that is intended to be in operation for 30+ years, we have to build it to withstand the conditions that will be in place not just today, but in the future as well. Therefore, we assess the climate related risk to our assets before development of the asset even begins. The site selection process used to find new property includes a multidisciplinary team that carefully reviews and scores hundreds of line items that include but are

not limited to wetland interference, weather patterns, utility infrastructure, risk of floods, earthquakes, tornadoes, hurricanes, landslides, and wildfires. We review the access to renewable power, the relationship with state and local government groups, any special environmental requirements, and animal habitats.

- Site level planning and preparedness, including: 24×7×365 Operations – QTS data centers are staffed 24×7×365 by skilled data center engineers and technicians. QTS sites also feature numerous physical security measures.

- Geographically Diverse Footprint – QTS has facilities across North America and Europe, and mega data centers located in geographically stable FEMA zones, providing an extra layer of protection against the threat of natural disasters.

- Environmental initiatives to reduce our contribution to global carbon emissions that potentially exacerbate climate-related risks. These efforts include, but are not limited to, supporting the development of new renewable energy supplies, designing and constructing environmentally friendly data centers that use less water and energy to operate, and improving energy and water efficiency for operating data center sites.

- Policy engagement and industry collaboration. QTS takes a strong leadership role in advancing energy policy. We are members of the policy committee for REBA, we sit on the energy committee for the Data Center Coalition, and our Vice President of Energy and Sustainability regularly speaks at utility conferences. Three recent examples are the EUCI Utilities and Data Centers conference, the Mountain West Renewables Conference, and the CES Europe conference. QTS has joined RE100 with a commitment to procure 100% of our energy from renewable sources by 2025.

We track and report various metrics to ensure our efforts are effective, including greenhouse gas emissions (scope 1, scope 2, and scope 3) and emissions intensity, energy intensity, and green power usage. We have established relevant renewable energy and resource efficiency targets (see the Environmental and Data Index sections of this report for more details).

QTS Compliance Matrix

	SOC 1	SOC 2[1]	PCI	ISO 27001	FISMA HIGH[2]	HITRUST[3]
Ashburn-Broderick 22271 Broderick Dr, Sterling, VA 20166	YES	YES	YES	YES	YES	YES
Ashburn-Moran 44874 Moran Road, Sterling, Virginia 20166	YES	YES	YES	YES	YES	YES
Ashburn-Shellhorn 22291 Shellhorn Dr, Ashburn VA, 20147	YES	YES	YES	YES	NO	YES
Atlanta 1025/1033 Jefferson St. NW, Atlanta, GA 30318	YES	YES	YES	YES	YES	YES
Chicago 2800 S. Ashland Ave, Chicago, IL 60608	YES	YES	YES	YES	YES	YES
Eemshaven Huibertgatweg 2, 9979 XZ Eemshaven, Netherlands	YES[4]	YES[4]	YES[4]	YES[4]	NO	NO
Fort Worth 14100 Park Vista Blvd, Fort Worth, TX 76177	YES	YES	YES	YES	NO	YES
Groningen Zernikelaan 16, 9747 AA Groningen, Netherlands	YES[4]	YES[4]	YES[4]	YES[4]	NO	NO
Hillsboro 4951 NE Huffman St, Hillsboro, OR 97124	YES	YES	YES	YES	NO	YES
Irving 6431 Longhorn Dr, Irving, TX 75063	YES	YES	YES	YES	YES	YES
Jersey City 95 Christopher Columbus Dr, 16th Floor Jersey City, NJ 07302	YES	YES	YES	YES	NO	YES
Manassas 9340 Godwin Dr, Manassas, VA 20110	YES	YES	YES	YES	NO	NO
Miami 11234 NW 20th St, Miami, FL 33172	YES	YES	YES	YES	NO	YES
Overland Park 12851 Foster St, Overland Park, KS 66213	YES	YES	YES	YES	NO	YES
Piscataway 101 Possumtown Rd, Piscataway Township, NJ 08854	YES	YES	YES	YES	NO	YES
Richmond 6000 Technology Blvd, Sandston, VA 23150	YES	YES	YES	YES	YES	YES
Sacramento 1100 North Market Blvd, Sacramento, CA 95834	YES	YES	YES	YES	NO	YES
Santa Clara 2805/2807 Mission College Blvd, Santa Clara, CA 95054	YES	YES	YES	YES	YES	YES
Suwanee 300 Satellite Blvd NW, Suwanee, GA 30024	YES	YES	YES	YES	NO	YES

FOOTNOTE:

1. Includes Security, Availability & Confidentiality Trust Services Criteria
2. QTS sites are designed, built, operated and maintained to meet FISMA high compliance program requirements, but only indicated 'Yes' sites have been formally assessed
3. HITRUST Risk-based, 2-year (r2) Certification (formerly known as the HITRUST CSF Validated Assessment)
4. Compliance Reports managed for QTS via Zentrys Group B.V.

LOOKING AHEAD

Looking Ahead

Sustainability and a larger ESG thought leadership focus continue to be a strong differentiator for QTS, and we strive to make incremental advances to our innovative program each year for the betterment of our company, our communities, and our world. To deliver on this goal, our team is plugged into global forums for discussions around renewable energy policies, water conservation, sustainable development practices and community enhancement. We also seek to enrich the global community by engaging our peers, sustainability leaders, competitors and customers.

In 2022, we expect to see great momentum in the growth of our portfolio. Now is the time for us to make impactful and sustainable enhancements to our development plans. Because of our accelerated growth and new partnership with Blackstone, we have taken the opportunity to revisit our environmental goals to better fit future needs and also align with Blackstone's carbon emissions reduction commitment. We have shifted our water conservation goal to a weighted Water Usage Effectiveness (WUE) metric, in order to showcase the impact of greater water efficiency. Now and into the future, we aim to build facilities that are among the most energy and water efficient in the world. We are also updating our green building standards goal – as we rapidly develop new buildings, we will be incorporating features like EV charging stations and energy efficiency best practices, into our standard building designs. We continue to look at sustainable options for business operations and engage in conversations that lead the industry into a future where we are all focus on a minimized impact.

As a good steward of people, we will look to continue growing our community impact and success-based giving programs. While exploring additional opportunities to give back, we will continue our reforestation efforts with American Forests, along with our clean drinking water program with World Vision, and supporting youth through the U.S. Dream Academy.

Looking at the year ahead, QTS hopes to bring further transparency and visibility into sustainability practices for the data center industry and continue to set the standard for world-class ESG principles.

APPENDIX

Data Index

Energy

ENERGY INTENSITY

Energy Intensity Ratio	2.57
Energy Intensity Ratio	1,641,159,929/$638,591,607
Calculation	kWh /Total Annual Revenue = Energy Intensity
The energy represented above substantially covers all of the energy used within the organization	

2020 ENERGY REDUCTIONS

Energy reductions due to conservation and efficiency initiatives	22,328,707 kWh
Types of energy included in reductions	Electricity
Basis for calculating reductions	Year over Year corporate wide PUE improvement
Standards Methodologies	• As of 2021 QTS has installed a total of 220,866 blanking panels across our data centers. This resulted in average savings of approximately 6,401,866 kWh throughout the 2021 calendar year. • The installation and use of blanking panels is part of a broader QTS effort to reduce environmental impact, increase energy efficiency, and maintain compliance with our PUE (power utilization effectiveness) requirements. Customer compliance has been mandated as being required. • QTS Green blanking panels are single rack unit (RU) metal plates that secure, without the use of tools, to the cold aisle-facing front of an open four-post rack or cabinet. These panels improve the equipment performance and efficiency, prevent possible overheating, extend the life span of equipment, and decrease energy consumptions due to the fact less power is used when equipment runs cooler.
Green Power Usage 2018–2021	2018 – 133,455,000 2019 – 333,041,000 2020 – 412,400,000 2021 – 496,378,000 • Green power is defined as a subset of renewable energy and represents renewable energy sources and technologies that provide the highest environmental benefit. The purchasing of green power allows us to positively impact our overall emission profile and carbon footprint. • Wind Project: Bearkat II Wind, Radford's Run installed in 2019. This project is projected to provide approximately 69,768,000 kWh per year of wind power RECs to our data center located in Richmond, VA, and will become active in the spring of 2020. • On-site solar photovoltaic generation at our Piscataway and Princeton mega data center campuses.

Emissions

EMISSIONS INTENSITY

Emissions Intensity Ratio	715
Calculation	Emissions/Total Annual Revenue = Emissions Intensity
Gasses Included: CO_2, CH_4, N_2O, CO_2e, NO_x	

Direct Scope 1 GHG emissions and Energy indirect (scope 2) GHG emissions

Even as our business grows, our carbon footprint has declined since 2018 when we began our program to procure 100% renewable energy. In 2018, QTS saved 78,835 MT of CO_2 emissions through procurement of carbon free renewable energy, whereas in 2019 we saved 137,907 MT of CO_2 emissions, and in 2020 we saved 180,570 Metric Tons. QTS follows the eGrid approach to calculating Scope 1 and 2 emissions, which includes emissions of CO_2, CH_4, N_2O, CO_2e, NO_x, and SO_2 gasses in the makeup of CO_2e. QTS' consolidation approach for emissions includes all sites that are under our operational control.

EMISSIONS – CO_2E – METRIC TONS

	2017	2018	2019	2020	2021
Scope 1	725	620	581	2,761	4,422
Scope 2	412,757	409,569	391,210	413,581	452,125
Scope 3			381,865	702,858	830,168
Gasses Included: CO_2, CH_4, N_2O, CO_2e, NO_x					
Method: eGRID https://www.epa.gov/energy/emissions-generation-resource-integrated-database-egrid					

SCOPE 3 EMISSIONS BY SOURCE

Purchased goods and services	634,791,556.28 kg CO_2e
Capital Goods	95,093,200.98 kg CO_2e
Fuel & energy related activities	89,296,700.00 kg CO_2e
Waste	6,712,836.61 kg CO_2e
Business travel	2,986,441.24 kg CO_2e
Employee commute	1,020,000.00 kg CO_2e
Upstream transportation	267,544.14 kg CO_2e

Employment

EMPLOYEE AND WORKER INFORMATION

Number of Employees			682
Percent of Employees with Tenure of 5+ years			63%
Percent of Employees Who Identify as a Protected Veteran			14%
Number of Employees by Gender		Male	522
		Female	157
Number of Full Time Employees by Gender		Male	522
		Female	157
Number of Part-Time Employees by Gender		Male	0
		Female	0
Number of Temporary (Seasonal/Contract) Employees by Gender		Male	5
		Female	2
Number of Employees by Region	North America	Permanent	680
		Temporary	0
	EMEA	Permanent	2
		Temporary	0

Assumptions (Employee and Worker Information Table)**:**

- A significant portion of the organization's activities are not performed by workers who are not employees.
- QTS employees are not covered by Collective Bargaining Agreements. Supporting the QTS Core Values, the company supports dialogue on changes impacting our current and future employees even where there is no obligation to do so.
- QTS "Full-Time" (FTE) employees represent at-will employees who are not in a temporary/seasonal status and are regularly scheduled to work the Company's full-time schedule of thirty (30) or more hours per week.
  a. QTS "Part-Time" employees represent at-will part-time employees who are not in a temporary/seasonal status and are regularly scheduled to work less than thirty (30) hours per week.
  b. QTS "Temporary/Seasonal" employees represent at-will employees who are hired temporarily for a pre-established, limited/finite period or for a specific task. These workers are notified of the temporary nature of their work assignments, although they may work a full-time or part-time schedule.

NEW EMPLOYEE HIRES AND TURNOVER

New Hires and Hire Rate		21%
New Hires by Gender	Male	108
	Female	33
New Hires by Age Group	<30 years old	34
	30–50 years old	87
	>50 years old	22
New Hires by Region	North America	142
	EMEA	1
Employee Turnover and Turnover Percentage Rate		15.4%
Employee Turnover by Gender	Male	68
	Female	19
Employee Turnover by Age Group	<30 years old	11
	30–50 years old	53
	>50 years old	23
Employee Turnover by Region	North America	101
	EMEA	0

Diversity & Inclusion

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Diversity of Governance Body (as of publication date)

Gender	Male	77%
	Female	23%
Race	White	65%
	Did Not Disclose	3%
Age Group	30–50 years old	60%
	>50 years old	30%

Diversity of Employees

Number of Employees			682
Number of Employees by Gender		Male	522
		Female	157
Number of Employees by Age Group		<30	71
		30–50	409
		>50	202
Percent of Employees by Race		White	65%
		African American	12.9%
		Hispanic	9.7%
		Asian	6.3%
		Did Not Disclose	3.4%
		2 or More Races	2.2%
		Hawaiian (NHOP)	0.4%
		Native American	0.1%
Number of Employees by Management Level, By Gender	SVP/VP & Above	Male	44
		Female	14
	Director/ Manager	Male	104
		Female	35
	Non-Management	Male	374
		Female	108

SASB Index

Topic	SASB Code	Accounting Metric	Category	Response
Energy Management	IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	Quantitative	100%
	IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	Quantitative	(1) 1,641,160 MWH (2) 98.8% Grid Electricity (3) 30.2%
	IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Quantitative	+2.3%
	IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	Quantitative	(1) 66% (2) 30.2%
	IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Description and Analysis	Pg. 41, Energy and Greenhouse Gas Emissions Reductions
Water Management	IF-RE-140a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	Quantitative	(1) 100% (2) 0%
	IF-RE-140a.2	(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	Quantitative	(1) 1,510,200 m3 (2) 0%
	IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Quantitative	+5%
	IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Description and Analysis	Pg. 43, Water
Management of Tenant Sustainability Impacts	IF-RE-410a.1	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property subsector	Quantitative	(1) 0% (2) N/A
	IF-RE-410a.2	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	Quantitative	(1) 100% (2) 0%
	IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Description and Analysis	Pg. 34, Commitment to Customer Service
Climate Change Adaptation	IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector	Quantitative	0 sq. ft.
	IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Description and Analysis	Pg. 57, Climate Impact
Activity Metrics	IF-RE-000.A	Number of assets, by property subsector	Quantitative	Property Subsector: 27
	IF-RE-000.B	Leasable floor area, by property subsector	Quantitative	1.8M sq. ft.
	IF-RE-000.C	Percentage of indirectly managed assets, by property subsector	Quantitative	0%
	IF-RE-000.D	Average occupancy rate, by property subsector	Quantitative	92.6%

- Like-for-like percentage change in energy consumption: "Even as our business grows and like-for-like energy consumption has increased, our carbon intensity has declined since 2018 when we began our program to procure 100% renewable energy. As of 2021, 30.2% of our power was sourced from renewables."

- Like-for-like percentage change in water withdrawal: "Even as our business grows and like-for-like water withdrawal has increased, in the last year we saw a 3.2% increase in overall water use effectiveness (WUE). WUE is a metric developed by The Green Grid to help data centers measure how much water a facility uses for cooling and other building needs. Since 2015, QTS has recycled and conserved 131,390,367 gallons of water."

GRI Index

General Disclosures

GRI Standard		Location
102–1	Name of the organization	Pg. 5, Executive Summary QTS Realty Trust, LLC
102–2	Activities, brands, products, and services	Pg. 5, Executive Summary QTS is able to deliver secure, compliant infrastructure solutions, robust connectivity and premium customer service to leading hyperscale technology companies, enterprises and government entities.
102–3	Location of headquarters	Pg. 5, Executive Summary Overland Park, Kansas
102–4	Location of operations	Pg. 5, Executive Summary QTS operates throughout the United States and the Netherlands
102–5	Ownership and legal form	https://www.sec.gov/ix?doc=/Archives/edgar/data/1577368/000110465921111681/tm2126608d1_8k.htm
102–6	Markets served	Pg. 5, Executive Summary The QTS customer base is comprised of more than 1,200 different companies that range in size and represent an array of industries with unique and varied business models and needs. We serve Fortune 1000 companies as well as small and medium-sized businesses which include financial institutions, healthcare companies, retail companies, government agencies, communications service providers, software companies and global Internet companies.
102–7	Scale of the organization	Pg. 5, Executive Summary
102–8	Information on employees and other workers	Pg. 62, Appendix: Data Index
102–9	Supply chain	The QTS supply chain remained substantially unchanged and primarily includes our energy and water utilities, all of our hard-working contractors, the data center equipment manufacturers we have developed long-standing relationships with and our building materials suppliers. QTS Sustainable Procurement Policy: https://www.qtsdatacenters.com/why-qts/corporate-sustainability
102–10	Significant changes to the organization and its supply chain	The QTS supply chain remained substantially unchanged. QTS continues to strengthen and broaden relationships with leadership across its supply chain to mitigate risk, align expectations and build partnership to support future growth.
102–11	Precautionary Principle or approach	QTS does not specifically apply the precautionary principle; the company strives to exceed local, regional, and federal legal and regulatory requirements. We strive to act in accordance with the QTS Core Values, operating with the highest levels of integrity and accountability and respect for our customers, community and all stakeholders. In conjunction with our highest governing body and Governance Committee, we implement initiatives using a risk-based approach to ensure that we meet or exceed industry standards in environmental, social and governance initiatives.
102–12	External initiatives	Pg. 50, ESG Report External Initiatives & Voluntary Disclosure Frameworks: GRESB, CDP, ECOVadis, RE100, SASB, EPA Green Power Partnership, TCFD
102–13	Membership of associations	Organization Associations; Renewable Energy Buyers Alliance (REBA), RE100, Data Center Coalition, CERES, U.S. Dream Academy, Veteran's Advantage
102–14	Statement from senior decision-maker	Pg. 2, Letter from our CEO
102–15	Key impacts, risks, and opportunities	Pg. 55, Risk and Resilience
102–16	Values, principles, standards, and norms of behavior	Pg. 5, Mission and Core Values

General Disclosures (continued)

GRI Standard		Location
102–17	Mechanisms for advice and concerns about ethics	Pg. 52, Governance and Ethics
		QTS adheres to a Code of Business Conduct and Ethics, which applies to independent directors, officers, and employees. The Code of Business Conduct and Ethics is approved by the Board of Directors aims to deter wrongdoing and promote honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships; appropriate handling of corporate opportunities; regulatory compliance; and accountability for adherence to this code. We provide our employees with numerous outlets for reporting potential violations of the Code of Business Conduct, including an Ethics Hotline, which grants employees anonymity and confidentiality when they are reporting. More details on the Code of Business Conduct and Ethics can be found at www.qtsdatacenters.com.
102–18	Governance structure	Pg. 52, Governance and Ethics
102–19	Delegating authority	Pg. 47, ESG Commitment
		QTS is committed to developing a company-wide approach that demonstrates a commitment to the future of our environment, drives data center efficiency, and encourages employee engagement. We believe that the QTS Sustainability Leadership Team is a direct embodiment of this commitment. The Team is responsible for leading and implementing ESG initiatives across the company, reporting directly to the CEO, Chad Williams, and is led by the VP of Energy and Sustainability Travis Wright. Executive sponsorship of this Team and its initiatives demonstrates the high level of dedication to environmental and social responsibility at QTS. ESG team members bring expertise from a variety of departments spanning the organization, including people services, finance, product management, stakeholder marketing and communications, and operations. The varied composition of the Team reflects QTS' understanding that ESG initiatives provide intersectional cross-functional for company-wide improvements.
102–20	Executive-level responsibility for economic, environmental, and social topics	Pg. 47, ESG Commitment
		The Sustainability Leadership Team is responsible for leading and implementing ESG initiatives across the company, reporting directly to the CEO, Chad Williams, and is led by the VP of Energy and Sustainability Travis Wright. Executive sponsorship of this Team and its initiatives demonstrate the high level of dedication to environmental and social responsibility at QTS.
		Also, refer to Disclosure 102–33.
102–22	Composition of the highest governance body and its committees	Pg. 52, Governance and Ethicss
102–23	Chair of the highest governance body	Pg. 52, Governance and Ethics
102–24	Nominating and selecting the highest governance body	Pg. 52, Governance and Ethics
102–25	Conflicts of interest	Pg. 52, Governance and Ethics
102–26	Role of highest governance body in setting purpose, values, and strategy	Pg. 52, Governance and Ethics
102–27	Collective knowledge of highest governance body	Pg. 52, Governance and Ethics
102–28	Evaluating the highest governance body's performance	Pg. 52, Governance and Ethics
102–32	Highest governance body's role in sustainability reporting	Pg. 52, Governance and Ethics
		Executive Summary; This report was formally reviewed and approved by the CEO and Board of Directors, in collaboration with the Sustainability Leadership Team.
102–33	Communicating critical concerns	The Board of Directors receives periodic updates. The Sustainability Leadership Team reports directly to the CEO and Governance Committee and updates them regularly through informal meetings, written communications.
102–40	List of stakeholder groups	Pg. 49, Key Stakeholders and Engagement
102–41	Collective bargaining agreements	Refer to Disclosure 102–8
102–42	Identifying and selecting stakeholders	Pg. 49, Material Topics & Topic Boundaries
102–43	Approach to stakeholder engagement	Pg. 49, Key Stakeholders and Engagement
102–44	Key topics and concerns raised	Pg. 49, Key Stakeholders and Engagement
102–45	Entities included in the consolidated financial statements	N/A

General Disclosures (continued)

GRI Standard		Location
102–46	Defining report content and topic Boundaries	Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020
102–47	List of material topics	Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020
102–48	Restatements of information	N/A
102–49	Changes in reporting	N/A
102–50	Reporting period	Pg. 50, ESG Report
		This document reports on the highest priority ESG data and initiatives for the 2021 calendar year, including projects that were initiated before the reporting period but continued into 2021, as well as forward-thinking goals developed in 2021 for projects that are yet to begin.
102–51	Date of most recent report	2022
102–52	Reporting cycle	Pg. 50, ESG Report
102–53	Contact point for questions regarding the report	Travis Wright, VP of Energy and Sustainability, sustainability@qtsdatacenters.com
102–54	Claims of reporting in accordance with the GRI Standards	Pg. 50, ESG Report
		The current report has been prepared in accordance with the GRI Standards: Core option.
102–55	GRI content index	Pg. 67, GRI Index
102–56	External assurance	We are working on external review of 2021 data.

Economic

GRI Standard		Location
103–1	Explanation of the material topic and its Boundary	Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020
103–2	The management approach and its components	Pg. 12, Community Impact
103–3	Evaluation of the management approach	Pg. 12, Community Impact
201–1	Direct economic value generated and distributed	Pg. 12, Community Impact

Energy

GRI Standard		Location
103–1	Explanation of the material topic and its Boundary	Pg. 41, Energy
		Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020
103–2	The management approach and its components	Pg. 41, Energy
103–3	Evaluation of the management approach	Pg. 41, Energy
302–1	Energy consumption within the organization	Pg. 41, Energy
		1,641,159,929 kWh Total Electricity Consumption
		→ 1,114,772,929 kWh Non-Renewable Electricity
		→ 496,387,000 kWh of Renewable Electricity
		11,914,804 kWh of Natural Gas consumed in 2021
		4,220,433 kWh of Diesel Fuel consumed in 2021
		Total = 1,657,295,166 kWh from all fuel sources

Energy (continued)

GRI Standard		Location
302–3	Energy intensity	Pg. 41, Energy
		Pg. 62, Data Index – Energy
302–4	Reduction of energy consumption	Pg. 41, Energy
		Pg. 62, Data Index – Energy

Emissions

GRI Standard		Location
103–1	Explanation of the material topic and its Boundary	Pg. 41, Greenhouse Gas Emission Reductions
		Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020
103–2	The management approach and its components	Pg. 41, Greenhouse Gas Emission Reductions
103–3	Evaluation of the management approach	Pg. 41, Greenhouse Gas Emission Reductions
305–1	Direct (Scope 1) GHG emissions	Pg. 41, Greenhouse Gas Emission Reductions
		Pg. 41, Data Index
305–2	Energy indirect (Scope 2) GHG emissions	Pg. 41, Greenhouse Gas Emission Reductions
		Pg. 62, Data Index
		In 2021 we saved 154,833MT of CO_2e from being generated through our use of renewable energy. Our gross emissions increased, but our emissions intensity ratio dropped from 771.9 to 698.
305–3	Other Indirect (Scope 3) GHG emissions	Pg. 41, Greenhouse Gas Emission Reductions
		Pg. 65, Data Index
		QTS' emission figures are calculated in accordance with the WRI GHG Protocol. Scope 3 emissions come from business air travel, business car rentals, business hotel stays, employee commuting, and upstream fuel-related activities, and energy and fuel-related activities not covered in Scope 1 or Scope 2.
305–4	GHG emissions intensity	Pg. 41, Greenhouse Gas Emission Reductions
		Pg. 62, Data Index
		We have seen a consistent year over year decrease in greenhouse gas emissions intensity. In 2018, QTS saved 78,835 MT of CO_2 emissions through procurement of carbon free renewable energy, whereas in 2019 we saved 137,907 MT of CO_2 emissions, in 2020 we saved 180,570 Metric Tons, and in 2021 we saved 154,833 metric tons. QTS follows the eGrid approach to calculating Scope 1 and 2 emissions, which includes emissions of CO_2, CH_4, N_2O, CO_2e, NO_x, and SO_2 gasses in the makeup of CO_2e. QTS' consolidation approach for emissions includes all sites that are under our operational control.
305–5	Reduction of GHG emissions	Pg. 41, Greenhouse Gas Emission Reductions
		Pg. 62, Data Index
305–6	Emissions of ozone-depleting substances (ODS)	Pg. 41, Greenhouse Gas Emission Reductions
		Does not apply to QTS' operations
305–7	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	Pg. 41, Greenhouse Gas Emission Reductions
		Does not apply to QTS' operations

Water & Effluents

GRI Standard		Location
103–1	Explanation of the material topic and its Boundary	Pg. 43, Water
		Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020

Water & Effluents (continued)

GRI Standard		Location
103–2	The management approach and its components	Pg. 43, Water
103–3	Evaluation of the management approach	Pg. 43, Water
303–5	Water consumption	Pg. 43, Water

Waste & Effluents

GRI Standard		Location
103–1	Explanation of the material topic and its Boundary	Pg. 44, Waste Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020
103–2	The management approach and its components	Pg. 44, Waste
103–3	Evaluation of the management approach	Pg. 44, Waste
306–2	Waste by type and disposal method	Pg. 44, Waste

Environmental Compliance

GRI Standard		Location
103–1	Explanation of the material topic and its Boundary	Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020
103–2	The management approach and its components	Pg. 55, Risk & Resilience
103–3	Evaluation of the management approach	Pg. 55, Risk & Resilience
307–1	Non-compliance with environmental laws and regulations	Pg. 37, Environmental Sustainability Leadership QTS did not identify any significant non-compliance with environmental laws and/or regulations during the 2021 reporting year.

Employment

GRI Standard		Location
103–1	Explanation of the material topic and its Boundary	Pg. 20, Powered by People – Our Team Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020
103–2	The management approach and its components	Pg. 20, Powered by People – Our Team
103–3	Evaluation of the management approach	Pg. 20, Powered by People – Our Team
401–1	New employee hires and employee turnover	Pg. 20, Powered by People – Our Team
401–2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 20, Powered by People – Our Team
401–3	Parental leave	Pg. 20, Powered by People – Our Team
401–2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 20, Powered by People – Our Team

Employment (continued)

GRI Standard		Location
401–3	Parental leave	Pg. 20, Powered by People – Our Team

Occupational Health and Safety

GRI Standard		Location
103–1	Explanation of the material topic and its Boundary	Pg. 31, Occupational Health & Safety Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020
103–2	The management approach and its components	Pg. 31, Occupational Health & Safety
103–3	Evaluation of the management approach	Pg. 31, Occupational Health & Safety
403–1	Occupational health and safety management system	Pg. 31, Occupational Health & Safety
403–2	Hazard identification, risk assessment, and incident investigation	Pg. 31, Occupational Health & Safety
403–3	Occupational health services	Pg. 31, Occupational Health & Safety
403–5	Worker training on occupational health and safety	Pg. 31, Occupational Health & Safety
403–8	Workers covered by an occupational health and safety management system	Pg. 31, Occupational Health & Safety
403–9	Work-related injuries	Pg. 31, Occupational Health & Safety
403–10	Work-related ill health	Pg. 31, Occupational Health & Safety QTS had no fatalities as a result of work-related ill health.

Training & Education

GRI Standard		Location
103–1	Explanation of the material topic and its Boundary	Pg. 20, Powered by People – Our Team Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020
103–2	The management approach and its components	Pg. 20, Powered by People – Our Team
103–3	Evaluation of the management approach	Pg. 20, Powered by People – Our Team
404–1	Average hours of training per year per employee	Pg. 20, Powered by People – Our Team
404–2	Programs for upgrading employee skills and transition assistance programs	Pg. 20, Powered by People – Our Team

Diversity & Inclusion

GRI Standard		Location
103–1	Explanation of the material topic and its Boundary	Pg. 24, Diversity and Inclusion Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020

Diversity & Inclusion (continued)

GRI Standard		Location
103–2	The management approach and its components	Pg. 24, Diversity and Inclusion
103–3	Evaluation of the management approach	Pg. 24, Diversity and Inclusion
405–1	Diversity of governance bodies and employees	Pg. 65, Data Index – Diversity & Inclusion

Security Practices

GRI Standard		Location
103–1	Explanation of the material topic and its Boundary	Pg. 55, Risk & Resilience Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020
103–2	The management approach and its components	Pg. 55, Risk & Resilience
103–3	Evaluation of the management approach	Pg. 55, Risk & Resilience
410–1	Security personnel trained in human rights policies or procedures	Pg. 55, Risk & Resilience

Local Communities

GRI Standard		Location
103–1	Explanation of the material topic and its Boundary	Pg. 12, Community Impact Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020
103–2	The management approach and its components	Pg. 12, Community Impact
103–3	Evaluation of the management approach	Pg. 12, Community Impact
413–1	Operations with local community engagement, impact assessments, and development programs	Pg. 12, Community Impact

Anti-Corruption

GRI Standard		Location
103–1	Explanation of the material topic and its Boundary	Please refer to the Material Topics & Topic Boundaries in the 2020 ESG Initiatives Report https://www.qtsdatacenters.com/resources/brochures/esg-initiatives-2020
103–2	The management approach and its components	Pg. 52, Governance and Ethics
103–3	Evaluation of the management approach	Pg. 52, Governance and Ethics
205–1	Operations assessed for risks related to corruption	Through our ERM program, we have not assessed any risks as significant related to corruption. These risk factors were reported annually as part of our SEC reporting while we were a public company.
205–2	Communication and training about anti-corruption policies and procedures	All employees, including executives and all board members have received information on the company's anti-corruption policies. Mandatory training is required on this topic of all employees. All vendors must acknowledge QTS' anti-corruption policies. The Code of Business Conduct covers anti-corruption and can be found on the company's website.
205–3	Confirmed incidents of corruption and actions taken	During the relevant period, there were zero confirmed incidents of corruption.