



2022

SUSTAINABILITY REPORT

Letter From Our CEO



QTS continues to grow and expand the impact of our Sustainability Program. Our Core Values which include Integrity, Character, Trust, and Support for Family, Faith, and Community Volunteerism form the foundation for how we conduct our business and continually guide our stewardship responsibilities. While we have experienced remarkable growth over the past year, I measure our company's success not only by our financial performance but also by the positive impact we have on our employees, customers, partners, and surrounding communities.

Through QTS' Community Impact Program, we have remained committed to sharing our success with those in need. I am deeply gratified by the time, talent, and resources that our QTS team members have devoted to their communities. In 2022, we recorded the highest level of corporate donations at nearly \$2M and a 130% increase in volunteer hours in support of more than 170 charitable organizations.

As QTS' footprint expands, we remain committed to pursuing carbon-free energy sources for our data centers and promoting the sustainability initiatives of our customers, partners, and communities. We strive to be responsible environmental stewards while minimizing the financial impact on our customers. Together, we can drive innovative policies to further reduce our environmental impact.

Our initiatives align with a continued commitment to fostering a community rooted in respect and integrity. We are dedicated to bringing out the best in every QTS employee, regardless of their background or experiences. Our leaders aim to create an environment where employees feel empowered to bring their authentic selves and excel in their mission at QTS. Our QTSers take great pride in serving a purpose beyond themselves and this care and support of each other, our customers, partners, and local communities is what drives our industry-leading customer experience feedback.

At QTS, we believe we are at the forefront of data center innovation and sustainability. What truly brings me joy is creating value in our communities and improving the lives of every QTSer. We are actively engaged in volunteering in our neighborhoods and will continue to strive to be a better, more responsible data center operator and steward of people.

QTS has actively supported our local communities for the past 20 years since our inception and we will continue to strive to enhance our engagement with our various stakeholders and communities as well as environmental stewardship. While we are proud of our progress, there is undoubtedly more work to be done. We have a responsibility to make a positive impact on those around us and we are excited to continue to challenge ourselves in the pursuit of our goals with purpose and transparency.



Chad L. Williams
Chairman & CEO





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Executive Summary

01

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 its 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 employees interact 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 so that we can 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**.





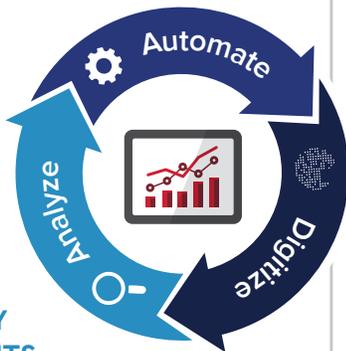
INDUSTRY-LEADING CUSTOMER SERVICE

Net Promoter Score



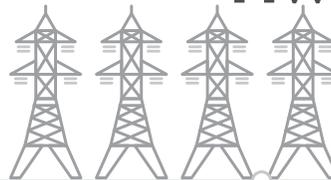
SERVICE DELIVERY PLATFORM

INDUSTRY'S FIRST SOFTWARE-DEFINED DATA CENTER



REAL-TIME VISIBILITY ACTIONABLE INSIGHTS

GROSS UTILITY POWER
1280 MW



7,903
TOTAL HOURS OF VOLUNTEER TIME IN 2022



SUCCESS BASED GIVING



124,692
TREES DONATED since inception Q4 2019

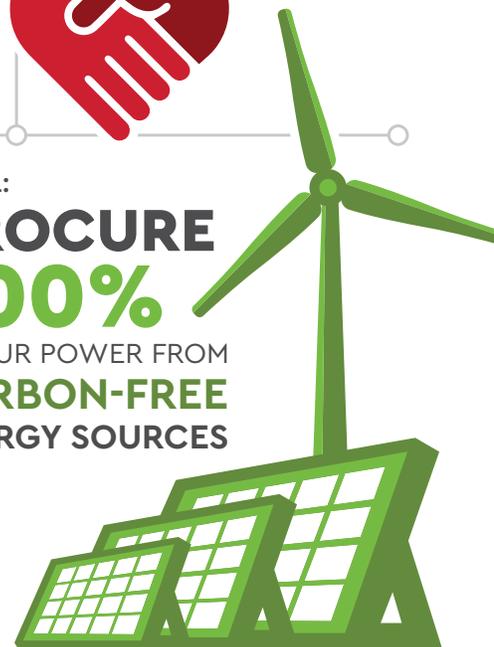


Provided clean water to **26,674** PEOPLE through the Clean Water Fund since inception Q4, 2020
11 WATER POINTS donated since inception Q4, 2020

APPROX. **9M**
GROSS SQUARE FEET

2.3M
SQUARE FEET OF RAISED FLOOR CAPACITY

GOAL:
100%
OF OUR POWER FROM CARBON-FREE ENERGY SOURCES



Recent Awards and Recognition

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

Business Intelligence Group, Excellence in Customer Service, 2023

CEBA Deal Tracker Top 10 List, 2022

SEAL Sustainable Innovation Award, 2019, 2022

GRESB Infrastructure Sector Leader, 2022¹

Seven Seals ESGR Award, 2022

Business Intelligence Group Most Sustainable Company, 2019, 2022

Best Initiative for Philanthropy and Corporate Giving 2022, HCM Excellence Awards

Newsweek America's Most Responsible Companies, 2021, 2022, 2023

2022 Top 10 CEOs of the Most Sustainable Data Centre Companies, Data Centre Magazine

2022 Top 10 Global Hyperscale Data Centre Sustainability Leaders, Data Centre Magazine

Top 15 in EPA Green Power Partner Program in Tech and Telecom, 2022

EcoVadis Silver Medal, 2023

1. Infrastructure Asset Sector Leader, Data Infrastructure / Data Storage Class, QTS Manassas Data Center

2022 Overview and Update

2022 was a transformative year of growth for QTS. During 2022, QTS signed the highest level of megawatt leasing in our history and commissioned more megawatts for customers than the prior three years combined. While executing on an accelerated growth strategy, we maintained our commitment to a world-class customer experience, as demonstrated by our industry-leading Net Promoter Scores (90+ in 2022) and extended our track record of five-nines or greater infrastructure uptime performance. This performance lays the groundwork for scaling our operations even further. As we grow, we are committed to amplifying our positive impact on our communities and to sharing our success and resources with those who need it most.

Our focus now, and in the years ahead, is to ensure access to innovative infrastructure at scale as we proactively set the foundation for long-term growth. This encompasses securing access to infrastructure through investments in land, strategic power access, renewable energy procurement, and critical data center equipment. To expedite these endeavors, we collaborate with many of our largest customers to define the industry's future trajectory and innovation. By concentrating on infrastructure access, we are safeguarding our future and positioning ourselves to become the world's leading data center provider.

Since the inception of our Sustainability program, we have made significant strides in achieving our environmental objectives. This has prompted us to continually reassess our goals and maximize our impact as responsible caretakers of people, communities



and the environment. In alignment with our carbon reduction commitment to the U.S. Department of Energy's Better Climate Challenge, we have shifted our focus from 100% renewable power procurement to carbon-free energy procurement. Our goal is to source the highest amount of renewable power feasible while exploring alternative fuel sources and methods of power generation. Additionally, we are implementing innovative solutions, such as utilizing heat output from our data centers to supply district heating to nearby communities, thereby enhancing our power usage efficiency. Through our standardized Freedom data center design, we have also eliminated the use of water in the operation of our data centers, thereby preserving a critical resource for local communities surrounding our campuses.

At QTS, we stand firmly by our core values of customer focus, accountability and teamwork. As our platform expands, we maintain our dedication to delivering

exceptional service to our customers and making a positive difference in the communities where we operate. We firmly believe that our QTS family is the driving force behind our growth. Our team delivers the industry's leading customer care, going well beyond expectations and serving a purpose greater than themselves.

We extend our gratitude for our QTSers' unwavering commitment to service excellence. Together, we are building QTS into the largest data center platform in the world.



Community Impact

02

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

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 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 our Senior Vice President of Community Impact, 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' service to their communities. Every QTS employee is allocated four full days per year of paid volunteer time to impact charitable organizations in which they are passionate. Employees may contribute up to three days at any time of the work year with a 4th day of volunteerism for service related to

Juneteenth. In 2022, we set a target for QTS employees to log at least 3,500 volunteer hours. That target was exceeded when employees completed more than 7,900 volunteer hours to various communities and provided 179 different organizations with charitable contributions amounting to nearly \$2 million.

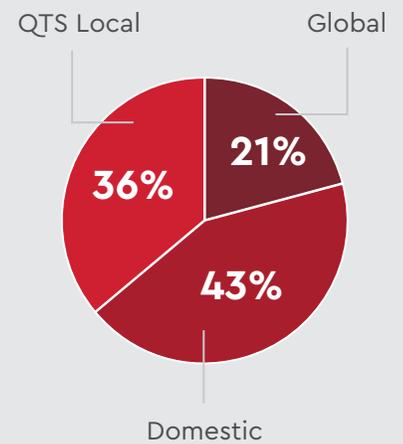
As a Blackstone portfolio company, we have accelerated our expansion and invested in our platform to support growth for many years to come. In 2022, QTS participated in the second annual CoreGiving Day facilitated by CoreGiving, a nonprofit organization dedicated to fighting childhood hunger across the U.S. This year's event saw more than 2,100 employees from Blackstone and 14 of its real estate portfolio companies volunteer at food banks around the country, donating more than 17,000 hours to provide over 650,000 meals across 40 cities and more than 50 nonprofit organizations.

To further support community at QTS, we also 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 2022, 100% of our operational facilities chose to partner with a local community organization to donate time and resources to volunteer initiatives.

Community Impact Program Donations Insights

66%

CONTRIBUTIONS TO DIVERSITY FOCUSED PROGRAMS



GEOGRAPHICAL BREAKDOWN OF IMPACT



Success Based Giving Partnerships

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 125,000 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 2020–2022

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



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The arrival of leading data centers and their ability to connect with our transpacific subsea cables reinforces Hillsboro as a global economic and technology hub. QTS has been a collaborative member of the Hillsboro business community with a clear vision for sustainable infrastructure and scalability required to attract the world's largest enterprises.

Dan Dias, City of Hillsboro Economic & Community Development Director

Success Based Giving Partnerships

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. Since the start of this success based partnership, we have sponsored 42 children giving them access to mentorship programs.

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/>

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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, U.S. Dream Academy



Success Based Giving Partnerships

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 11 water points through this program. Ten of these water points, including Kenya, Uganda and Burundi, have been completed and provide nearly 2,500 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 26,000 people for a year.

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.



Kwa Wakera Water Point

Location: Ndengo, Burundi
Completed: November 2022
Serves: 253 people

Kwa Fabiyano Water Point

Location: Mihigo, Burundi
Completed: November 2022
Serves: 402 people

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Partnering with QTS Data Centers has been a win, win, WIN! The biggest win has been for the families in developing countries who now have access to sustainable clean water. With 6 water points funded in 2022 alone, QTS is significantly contributing to World Vision's goal of bringing clean water to everyone, everywhere we work by 2030. QTS is not only fully committed to success based giving, they are also passionate about it, so when QTS succeeds, the world succeeds!

Jennifer Hawley, Sr. Director
 Corporate Engagement, World
 Vision US

QTS Gifts Matching 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 2022, QTS matched over 100 gifts representing the highest number of gifts matched in the history of the QTS Gifts Matching Program.

Charitable partnerships that QTS has supported include:

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

Matthew Brake

ROLE AT QTS: Energy Development Project Manager

BRANCH OF SERVICE: Master Chief Petty Officer, United States Navy, 1999–2023

Matt started working at QTS as a SkillBridge Intern with the Facilities Operations team in October 2022. Prior to joining QTS, he was stationed onboard the USS Asheville (SSN-758) in Pearl Harbor, Bremerton, WA, and San Diego, CA; onboard the USS West Virginia (SSBN-736) in Kings Bay, GA and Portsmouth, VA; onboard the USS North Dakota (SSN-784) in Groton, CT. During his final tour on submarines, he served at the Engineering Department Master Chief onboard the USS New Mexico (SSN-779) and the USS Iowa (SSN-797) in Kittery, ME and Groton, CT. Although many former Naval Nuclear Power Operations servicemembers work in our operations group, Matt was given an opportunity to explore additional organizations within QTS and spent time with the newly formed QTS Energy Group one month into his internship.

Our Commitment to Veterans

QTS is deeply committed to supporting 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. This is why we are proud to report that more than 35% of our operations staff have served our country.

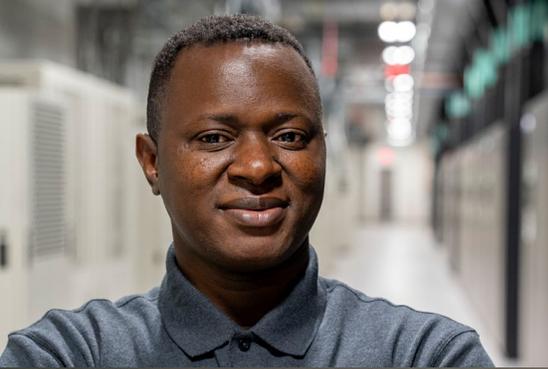
QTS is also proud to announce that in 2022, we received the ESGR Seven Seals Award, given to individual supervisors in recognition of significant achievement or support in developing and promoting a supportive work environment for citizen warriors through outreach, recognition, and educational opportunities. We were also selected as a finalist for the 2023 Freedom Award, which will be awarded later this year. The Freedom Award is the highest recognition given by the U.S. Government to employers for their outstanding support of employees serving in the Guard and Reserve.

Our support begins at recruitment. We have various active recruitment initiatives in place focused on veterans, reservists and members of the National Guard, including participating in hiring conferences such as "Hire Our Heroes." QTS' commitment to expanding our continued support of veterans also involves programs like QTS SkillBridge which was introduced in 2021. QTS SkillBridge is an internship program designed to support transitioning service members by providing them hands-on experience to learn about our core operations and expand their business knowledge in a real-time environment. Since launching in 2021, 14 veterans have participated in the program and 11 are now full-time employees.



After the transition to the Energy Group, Matt found a strong desire to make QTS his second career and remain a member of the team. He said that *"the company hires the right person, not the resume for a job and is willing to give employees opportunities to make a career change inside the company."* He also strongly connected with QTS' long-term mission and purpose of serving others by *"Empowering People and Technology."* Servant Leadership was one of Matt's core principles during his career in the Navy and he looks forward to continuing to serve others during his second career at QTS.





Powered by People –
Our Team

03

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 family is comprised of over 800 talented and driven individuals who bring a servant leader approach to work each and every day. Our people are knowledgeable, resourceful, innovative self-starters, and can accomplish great things when working together. That is why 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. 38% 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. Meanwhile, established benefits like the Employee Student Scholarship program continues to be a tremendous resource for QTS families. To ensure we are meeting the benefit needs of our employees, we strive to execute a benefits survey annually on the employee's anniversary, which allows us to incorporate important employee feedback when we review enrollment packages. In 2023, we are migrating to a new employee survey platform that will allow us to survey the entire workforce at the same time. Our goal is to ensure employees' anonymity to promote an environment where our people feel comfortable providing candid feedback to enable us to more effectively address employee needs.

Recent updates made to our benefits offering include a 401k match increase, an increase in coverage for Basic Life insurance, additional dental coverage, and an updated Employee Stock Purchase Plan. Other exciting updates made to our benefits in 2022 include our launch of the QTS Tuition Assistance Program. This program was designed to encourage and support a QTS employee's decision to continue their education and enhance their career aspirations. The program provides for an annual reimbursement allotment for employees to use towards degree programs, as well as certification and designation programs.

Over the past several years, we have made wellness a key area of focus. Our wellness offerings cover topics such as emotional/spiritual wellbeing, physical fitness, personal finance, and community engagement. We introduced a wellness program focused on mental and community wellness in 2022 under the banner of Wellness Warriors. This program consists of quarterly newsletters and fun challenges to encourage employee camaraderie and engagement. Programming is also developed in partnership with our employee resource groups. Examples of the programs offered were information sessions from Stop Soldier Suicide (SSS) on supporting active duty military and veterans, yoga videos, panels on setting boundaries and coping with stress, as well as fun activities like completing monthly health habit trackers, steps challenges and competing in a Wordle challenge. Wellness Rooms were also made available at QTS facilities to provide dedicated private space for employees and visitors to focus on their wellness needs, including nursing mothers.



Employee Student Scholarship Program

Providing five competitive, need-based scholarships of \$5,000 each year, which can be used to cover higher education costs including tuition, housing, and other related expenses. The scholarship is renewable for a total of four years of college education as long as the student meets the renewal requirements. All children of non-executive level employees are eligible to apply for the scholarship. Selection is determined by the Greater Kansas City Community Foundation Scholarship Selection Committee based upon academic achievement, financial assistance, personal recommendations, and participation and leadership in school and community activities.

Training, Education and Development

QTS believes that education and training are essential to unlocking the potential of individuals and communities alike. We know an effective and thorough training, education and development program impacts both our internal operations and our external relationships. Recognizing that the quality of our people directly influences the quality of our services, QTS has developed world-class development programs to give our employees access to the best training and education programs possible. In support of this belief, we launched a New Leader Bootcamp, where new people managers are educated on leadership practices and given tips for success with our human capital management system.

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. 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 generous referral bonuses to employees who refer a future hire for any QTS position up to management level.

Through the in-house Learning and Development program, QTS employees are required to complete approximately three hours of compliance training on an annual basis, which includes Active Shooter, Security Awareness, 'The Law Where You Work' and Workplace Harassment trainings. In 2022, 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.

In 2022 the QTS team completed over 16,000 hours of training.

Our training and development sometimes begin before QTS employees are officially employees. We partner with Year Up, a workforce development organization that rigorously prepares underserved young adults for successful corporate careers and higher education. By offering internships, with the potential to hire, the aspiring talent from this nationwide non-profit, QTS is dedicated to closing the opportunity divide. Last year, we hosted 10 Year Up

Scholarship Recipient



Isabella Abdo

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I cannot express the extent of my gratitude for this scholarship. Thank you for aiding me in my love of learning. This scholarship has allowed me to focus on my studies at the rigorous Reed College without stressing over the financial burden of college, which my parents have so lovingly taken on. Furthermore, this scholarship has allowed me to follow in Christ's footsteps by taking on an unpaid internship at a food pantry. Since it's unpaid, if I were without this scholarship, I would not have been able to devote so much of my time to helping my neighbors who struggle with food insecurity. I would like to thank my dad, Elias Abdo, who is the best representative of the QTS Core Values for teaching, supporting, and guiding me. I am inspired by his hard work, faith, and kindness. I constantly strive to be more like him, and I have been able to do so because of the scholarship. Thank you for supporting me. I hope to repay your blessings by using my education and faith to make the world a better place.

”

Daughter of Elias Abdo, Enterprise IT Support Engineer, QTS Duluth

interns, converting 50% to full-time roles. In 2022, we also began a collaboration with South Mountain Community College in Phoenix, AZ to build a relationship and ultimately a pipeline of engineering students. This collaboration involves establishing curriculum tailored to our data center needs with an internship option following graduation and opportunities to sponsor events and for QTS executives to guest lecture. We are excited to develop new training programs and curriculums with our local communities, and are planning a Facilities High School Internship program in the coming year.

In 2022, we developed the Data Center Academy with a mission to provide high-quality education and training in the data center industry that will empower individuals to achieve their full potential while also helping to drive innovation and progress in this critical field. This program is a four-week course that equips its graduates with the knowledge and skills about all aspects of the data center industry they need to succeed in this rapidly evolving field. The Data Center Academy also has a primary objective to promote diversity and inclusion through all aspects of the program. From its recruitment efforts to its course materials and instruction and to support local communities, we help provide access to high-quality training programs that enable economic opportunities and promote social mobility. This can help to build stronger, more resilient communities that are better equipped to thrive in today's rapidly changing world.

Employee Experience and Value Proposition

We believe a focus on diversity and employee experience is important to achieve our long-term growth objectives. In early 2023, QTS hired Kimberly Hines, its first Vice President of Belonging & Experience. This appointment is QTS' next step in formalizing its efforts to foster a strong employee work experience.

Our efforts begin with hiring a diverse workforce. QTS partners with more than 1,000 unique diversity focused organizations nationwide to attract talent. In addition to this list, over 24% of the partners within our external recruiting agency program include veteran or women-owned businesses.

Like many 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 ongoing 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.

Our recent activities include:

- rvatech/Drive Live Conference focused on Women in Technology, where our Chief People Officer was featured on a panel about the growth and importance of the data center sector
- RockIT Women's 5th Annual Women in Technology Conference, where our Director of Sales was featured as a speaker
- QTS' inaugural Belonging and Engagement Forum



Women Inspiring Leadership

Our Women Inspiring Leadership (WIL) program is open to all employees to participate on a voluntary basis. WIL is focused on supporting, developing and inspiring leaders through focus panels, training events, and partnering with professional associations in our communities. QTS offers mentoring 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.

WIL is responsible for overseeing QTS' mentoring program that is available to all employees. Our mentoring program provides structured relationships to drive employees to their potential and provide an opportunity for all QTS employees to engage and support those earlier in their respective careers.

In 2022, WIL members started a QTS Parents Committee, a community group where employees can share support and provide resources and highlight needs. The Parents committee chair was also a key advocate in helping to establish dedicated Wellness Rooms at many of our facilities. Wellness rooms include a comfortable place to sit, access to electrical outlets, and a private space for individual employees' wellness needs.



Community in Action

The Community in Action (CIA) initiative at QTS is dedicated to fostering a diverse and valuable work experience through professional development, innovative programming, and community engagement. Our goal is to promote fellowship among QTS employees while supporting our communities through service and mentorship.

CIA's focus areas include community service, education and awareness, and engagement and mentorship. We actively sponsor events and seek out outreach and volunteer opportunities to positively impact our communities, including hosting a Juneteenth Week of Service across QTS sites in 2022. Additionally, we support employee advancement through professional development and active mentorship, including partnering with YearUp to provide interns with an extended support system to promote their career growth.

In 2022, QTS introduced Veterans Empowering Technology (VET) with a purpose of formalizing the program management and coordination of veteran-centric activities happening throughout the company. Through monthly meetings, the group engage with and support each other, as well as to discuss new initiatives, including potential volunteer opportunities. Their focus areas include:

- Community Relations, including overseeing Honor Flights, Troopster, Backpack Project for homeless heroes, and SSS (Stop Soldier Suicide)
- Talent Acquisition and Development; including participating in QTS SkillBridge, hiring conferences such as Hire Our Heroes, and Veterans Affairs OJT – On-the-Job Training
- Employee Wellness & Recognition, including providing transition resources and sponsoring the Hero Wall
- Additional on-going initiatives including career fairs, professional organization involvement and other events help ensure QTS cast a wide, diverse net for talent.



2022 Diversity Metrics



20.5%
women in total employees



23%
women in leadership



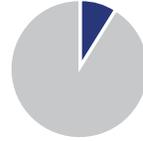
5%
women in critical data center/
customer focused operations



39%
women in corporate functions



32%
minorities in total employees



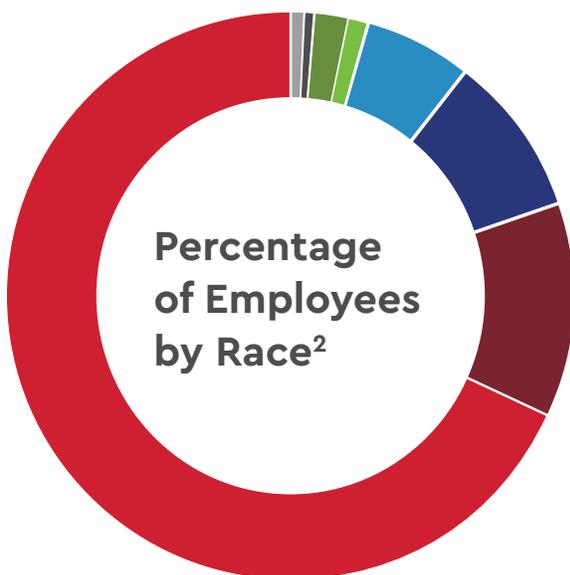
9%
minorities in leadership



43%
minorities in critical data center/
customer focused operations



31%
minorities in corporate functions



0.6% Native American
0.6% Hawaiian (NHOP)
2% 2 or More Races
1% Did Not Disclose
6.1% Asian
9.1% Hispanic
12% African American
67.2% White

2. Data representing gender, race, age, and veteran status are only collected for US employees – percentages are calculated from proportion of total US employees.

Engagement and Satisfaction

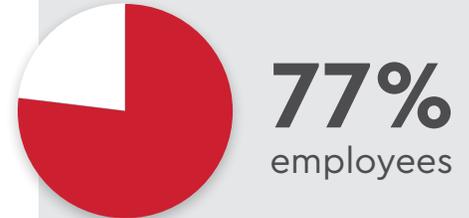
Successful organizations actively seek out and incorporate feedback from employees on a consistent and ongoing basis. To ensure that our programs and initiatives are addressing opportunity areas, we administer an internal Employee Experience Survey on an annual basis. The survey is administrated by Gartner, a third-party, and completely anonymous, so that employees are encouraged to provide candid and fair suggestions to improve the QTS experience. We also survey new hires at 30 and 90 days of tenure to monitor the onboarding 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 are reviewed by leadership at the location and division level and are used to drive action, planning and inform future people-related initiatives. The results are also 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 (EVP). EVP represents the value QTS provides to its employees including pay, benefits, training, career development opportunities, and more.

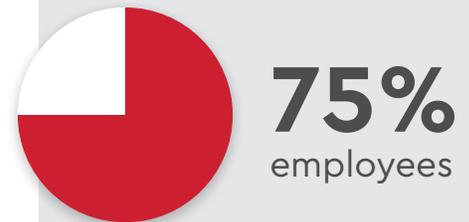
In addition to our surveys, we gather feedback through our EVP Ambassadors Program. EVP Ambassadors are volunteers at each QTS location who bring the Powered by People tagline alive and work to improve the employee experience for current and future QTS employees, including gathering feedback from their locations and actively working to address needs and requests.

2022 Engagement Survey Highlights:



Strongly Agreed or Agreed:

'There are people at work who really care about me'



Strongly Agreed or Agreed:

'I would recommend QTS as a great place to work'



**Kianu
Louis**

**Facilities Operations Technical
Administrator, QTS Suwanee**

Tenure at QTS: 1 year

Kianu Louis joined the Year Up program in January 2022, after seeing an ad on social media. After receiving a Veterinary Technician Associates Degree, he decided that he wanted to pursue new career options. Based on his track and interests in the Year Up program, Kianu was placed in a role in the Procurement Team at QTS. Working with this team he received an overview of the company and gained insight into data center operations. He had the opportunity to work with many departments across the company, including a memorable project with the Development Team to procure generators. Towards the end of his internship he was paired with the Facilities Operations group and was able to tour QTS' Atlanta campus and experience its massive scale of operation.

He was subsequently offered a permanent role on the Facilities Operations team. Kianu chose to pursue a career at QTS because he was impressed by the hospitality and sense of belonging that is fostered among QTSers. "People you only meet briefly make you feel like you belong here. It doesn't matter what group they are from, they are always willing to involve you in the conversation," said Kianu. He believes the Year Up program needs to be shared more widely as it offered a life changing opportunity for he and his friends. "I've met people that I will talk to for life and I'm trying to get my little sister to join Year Up now." He sees a bright future at QTS, and hopes to continue to learn from everyone he interacts with as he progresses within the company.



Employee Recognition

By embracing an integrity, leadership, execution, agility and development (iLEAD) mentality and our commitment to our Core Values, we seek to 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, which can be given to any QTS employee through a nomination by another employee and 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. Each winner is given a write-up in QTS' bi-weekly *PluggedIn!* newsletter and a gift card.

Elevate Award, which recognizes employees who help their site achieve high NPS scores and are identified by name in survey responses from customers, earning them a gift card.

Sidekick Salute, which is a program where team members can on the spot recognize peers performing well by handing them a token that can be turned in to facilities leadership for a gift card.

Q-Rest, A Time for Restoration & Renewal, which provides 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, which is a program to honor and show gratitude to employees for their continued contributions and service to QTS through the celebration of milestone anniversaries (5, 10, 15, 20 and 25 years of service), which includes a yearbook, numeral plaque, and a gift of their choosing from a selection of gifts specific to their milestone.

Eagle Club, which recognizes employees for extraordinary contributions and accomplishments within their role throughout the year. QTS has inducted 292 Eagle Club members since the company's inception and the retention rate of Eagle Club members is currently 94.3%.

Facilities Operations MVP Program. In the beginning of 2023, we introduced a new employee recognition program that recognizes facilities operations employees with the goal to drive collaboration across sites and create recognition for innovation, collaboration and customer impact at the local, regional and national level. Eligible employees are nominated quarterly and annually at the regional and national level by their local leaders and peers.



Information Security Analyst,
QTS Suwanee
Tenure at QTS: 1 year

Noem was taking a year off from his studies in finance at Georgia State University (GSU), looking for internships, when he found Year Up while searching online. He started in the program in March 2021, with an interest in cybersecurity. Noem's dad is a QTSer and had talked about his positive experiences with Year Up interns at work. After five months of training, Noem chose an internship in Information Security at QTS. In his internship, he had the opportunity to work on vulnerability response management and enjoyed diving into a hands-on role in

cybersecurity. At the end of his internship, Noem was offered a full-time role to continue his work in security analysis at QTS. He chose to pursue a career at QTS because he likes the company culture, meeting and working with people across the company, and the encouragement and involvement in volunteering. He's looking forward to learning more about his field and security applied to the data center industry. Additionally, Noem plans to use the QTS Tuition Reimbursement program to finish his degree at GSU.





Environmental and Occupational Health and Safety

04



QTS is committed to provide a workplace free of recognized hazards that could cause physical harm to the health or well-being of our employees, customers, and contractors. Led by our VP of Energy and Sustainability, we have an environmental and occupational health and safety management system and team in place to drive conformance with Occupational Safety and Health Administration (OSHA), Environmental Protection Agency (EPA), consensus standards, and additional regulatory directives dedicated to ensuring workplace safety and environmental management. QTS has environmental, health and safety programs and specifications in place to support compliance with the applicable EPA and OSHA regulations pertaining to our industry, such as Air Permitting, Electrical Safety and Machine Guarding programs.

The QTS Environmental, Health, and Safety (EHS) 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.

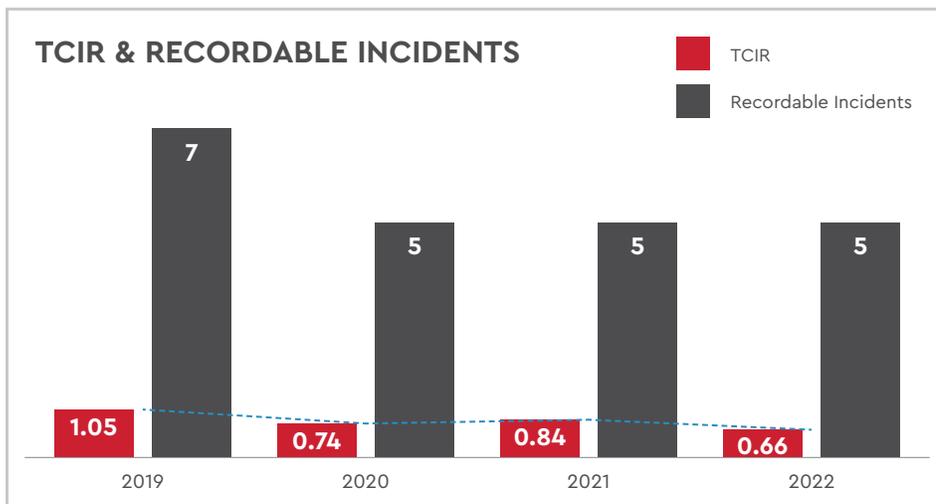
All of our employees, customers, vendors and on-site contractors are responsible for complying with the [EHS policy](#) and related procedures in support of QTS' EHS Vision.

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.



Health and Safety Management

Safety awareness begins with the appropriate identification and recognition of actual or potential hazards by understanding that potential health and safety concerns may arise when initiating new processes or while tasks and projects are being completed. QTS conducts a job hazard assessment (JHA) through our Pre-Job Brief process prior to commencing preventative maintenance and work tasks to ensure that the project can be completed safely. The Pre-Job Brief is an opportunity for QTS employees and other personnel completing the task or work to gather and discuss safe work practices required to complete the job.

QTS has also implemented periodic and routine EHS site assessments of our operations on a rotating basis. The purpose of the assessments is to identify improvement needs and opportunities with respect to each site's EHS performance. Following a standard outline, a sampling of EHS specifications are reviewed, observations are made on the implementation of workplace controls, EHS training completion rates, and an assessment of housekeeping and materials management practices, among other items. QTS has implemented a formal risk assessment process across our operations to ensure that safety concerns are identified and that effective controls are implemented to ensure worker safety.

QTS has developed written specifications for all of the applicable EHS programs requiring documentation to ensure effective management. The specifications outline the specific process procedures, suitable protective controls measures (personal protective equipment (PPE), machine guarding, etc.), employee responsibilities, training requirements, documentation methods, and resources for additional information. QTS provides employees with all specific training, PPE, equipment, tools, and supervision to support safe work environments. Site management has the responsibility to ensure that specifications are adhered to for the locations and operations under their direct control.

Training

QTS employees are provided online health and safety training, which addresses the potential considerations required for their work, specific task instruction, as well as increasing safety awareness and other technical, job-specific skills. In addition to online courses, each month QTS' 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 sessions, live presentations, or via email with online resources attached.

Safety Assessments

Our EHS Team conducts regular safety assessments of our facilities to ensure compliance with QTS procedures and workplace requirements. The assessments include reviews of the safety of our equipment and work areas. As part of the Team's assessment, it ensures safety guidelines and required disclosures are clearly posted and visible, as well as accessible for employees to read and review. Materials posted are in consideration of the common languages in which the items are displayed.

Air Quality

QTS facilities work with local and state government agencies to obtain the appropriate permits required to responsibly conduct business within the cities and states in which we operate. This includes registering for the appropriate Air Permits and ensuring that all staff understand the documented permit parameters for meeting the air emissions conditions and requirements to ensure proper air quality. Our equipment is installed with the appropriate engineering controls to ensure that it operates in a safe and environmentally-friendly manner. In addition, routine preventative maintenance is completed on all appropriate equipment to ensure its optimal performance and to prevent it from becoming unsafe or generating unforeseen emissions and discharges. Considerations during installation include placement to reduce noise, excessive vibrations, odors, lighting, and other potential operational conditions that could negatively impact community stakeholders.

Waste Management

Our employees receive training on waste management in an effort to enhance awareness and ensure support of our waste diversion efforts. If hazardous waste is present, it is properly managed for disposal using licensed third-party vendors to ensure that it is transported to a suitable facility where it is recovered or safely treated to ensure the adherence to environmental regulatory requirements. QTS strives to use environmentally-friendly materials in equipment and processes where feasible to minimize the potential impact on employee safety and the environment.



Commitment to
Customer Service

05

Our customer-centric approach helps us to deliver consistent premium service. We have a track record of leadership in customer experience, and 2022 marked the seventh 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.

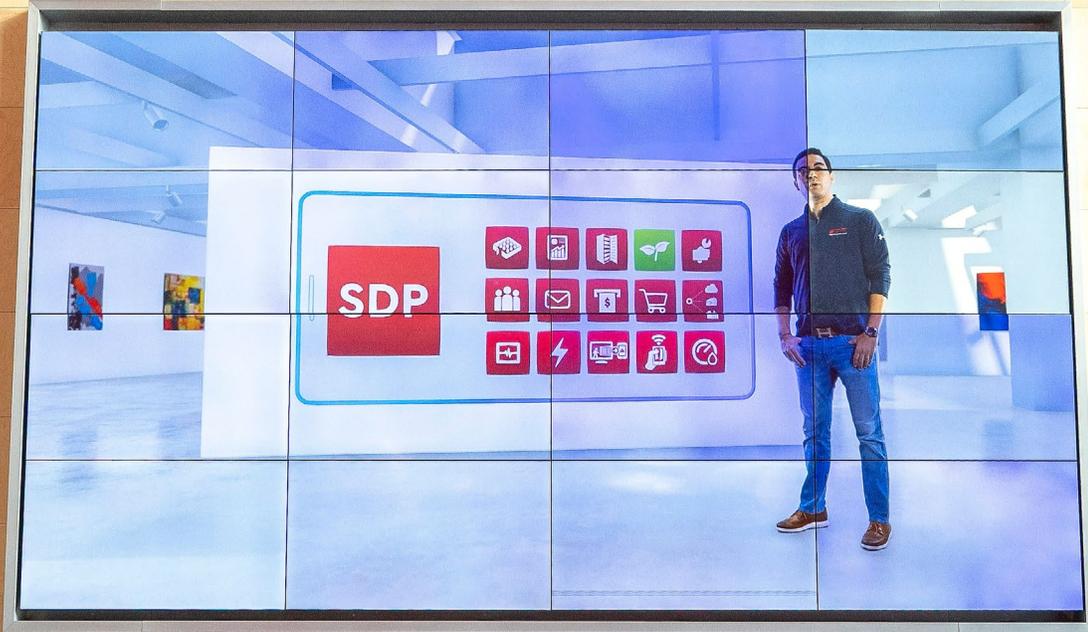
In 2022, we achieved an industry-best NPS score of 90, believed to be among best-in-class across all industries.

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 survey is independently administered and calculates overall customer satisfaction, ease of doing business, Net Promoter Score, and brand perception.
- **Voice of the Customer Program** – QTS listens closely to all customer feedback, follows up, and implements client suggestions where possible.
- **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.

In 2022, QTS distributed 600 surveys to customers regarding their experiences. QTS followed up on all surveys and some of the actions taken based on the feedback from these surveys include:

- Added Data Hall Sensor Analytics to display temperature and relative humidity trends
- Improved ease of use and speed of many Service Desk functions including Visitor Reservations, Shipping and Receiving, Notifications, and Remote Hands and Eyes
- Enhanced User Management with a 30-day advance notification for badges transitioning to 'AutoDisabled' status
- Added API methods for User Management
- Enhanced ordering inter-data center connectivity between QTS campuses
- Added building level support
- Streamlined the Cross Connects ordering process to provide a more efficient and intuitive experience
- Added yearly and custom date range search options
- New feature added to the Badge Activity Report to show 'Scan Status' of Granted or Denied access available only for Customer Assigned Readers



POWERED BY PEOPLE

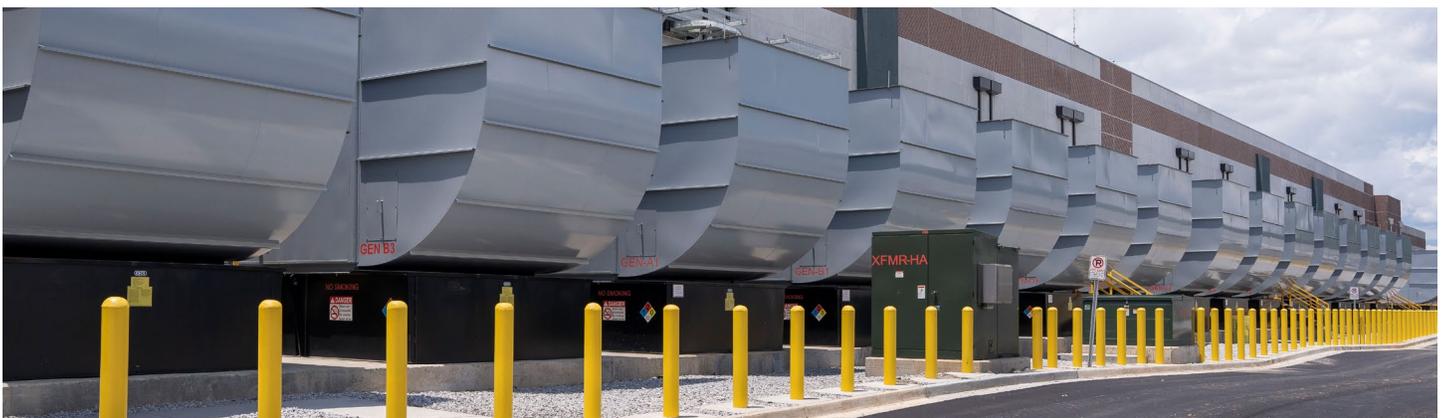
Environmental Sustainability

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.

We support policy change, 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, promote transparency on sustainable practices in the industry, and move energy markets forward.

Environmental Goals:

<p>Procure 100% of our power from carbon-free energy sources.</p>	<p>We aim to source 100% of electrical power from sources with no direct greenhouse gas emissions, with the intention to source the maximum amount of renewable power possible subject to cost and supply constraints.</p>
<p>Portfolio wide annual WUE reduction of 5%.</p>	<p>Our portfolio is on a rapid growth trajectory and thanks to our zero water consumption cooling design, we are seeing year over year efficiency gains in our Water Usage Effectiveness (WUE) metric. WUE is the most relevant metric for measuring water use and conservation in the data center industry.</p>
<p>Voluntary Reporting to GRESB, CDP, EcoVadis, RE100 and the EPA Green Power Partnership.</p>	<p>These institutions are widely-recognized as industry-leading research and ratings firms that assess the performance of our corporate sustainability programs.</p>
<p>Design 100% of buildings to Green Building Standards and pursue ENERGY STAR certification for all eligible properties.</p>	<p>To meet the needs of our growing footprint, we will continue to design to green building standards, including LEED and ENERGY STAR.</p>
<p>Install EV charging stations at 75% of our facilities by 2025.</p>	<p>As of the end of 2021, we have accomplished this goal, but with a growing company footprint we have chosen to add Electric Vehicle charging stations to all of our new development sites.</p>
<p>Recycle 90% of our Operational Waste by 2025.</p>	<p>As of the end of 2022, QTS has recycled over 1.7 billion pounds of material and recycled 78% of our operational waste. Sources of waste included in our operational waste are trash and recycling from on-site receptacles, cardboard, paper, and scrap materials from development activities.</p>





Sustainable Building Development

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 the impact on the climate

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 tested 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.

We have energy efficiency embedded into our standardized building designs, planned green building certifications to ensure accountability, Power Usage Effectiveness (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.

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.

QTS Service Delivery Platform (SDP) – At the forefront of data transparency.

QTS empowers our customers with on-demand access to the massive amount of telemetry data it collects from its smart infrastructure and facilities every day. Some of our largest constituents ingest this raw data into their own proprietary systems using QTS published APIs; others depend on our digital platform to aggregate data and present new actionable insights.

Our suite of complimentary optimization apps provide visibility into power draw at a very granular level and temperature and humidity of data halls. Customers count on SDP data to quickly understand when and where potential power or cooling issues are developing that can affect the overall energy efficiency of their deployment. SDP informs and provides customers with actionable in-sights to correct potential issues.

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.

SDP Sustainability Insight

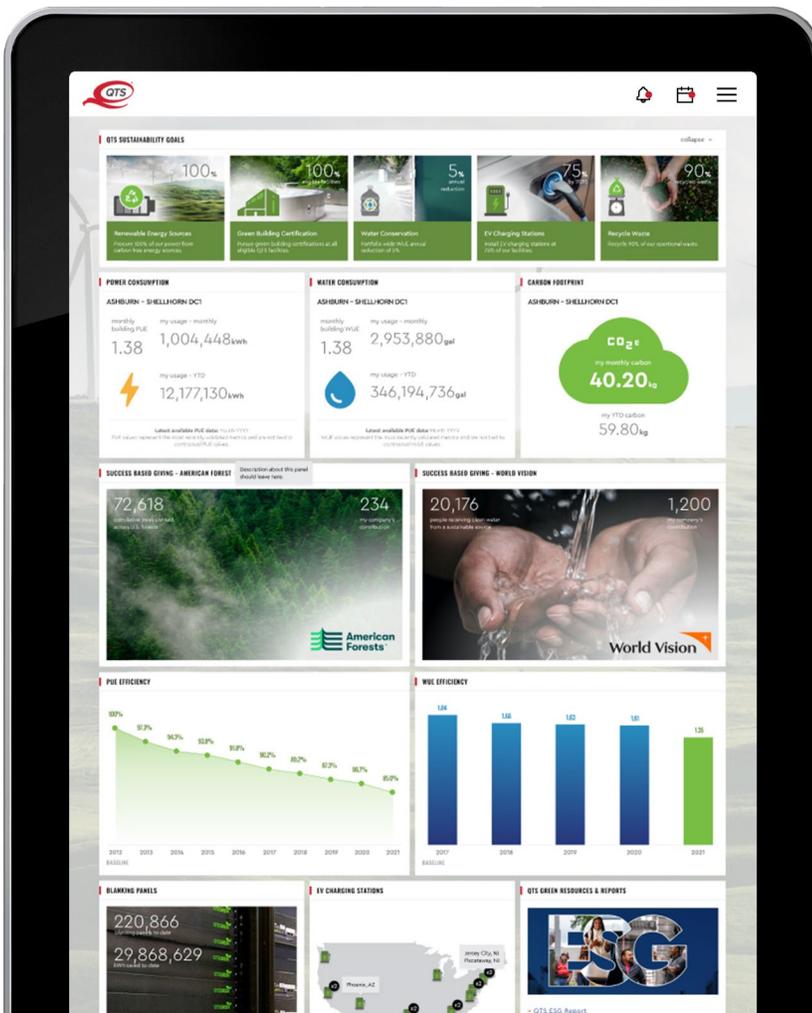
The new QTS Sustainability Dashboard is the first of its kind in the data center industry.

Tailored to each customer's unique deployment – constituents can quickly understand their environmental impact at QTS with access to power consumption, water consumption and even carbon footprint.

Most notably, QTS provides data that customers need for environmental, social and governance (ESG) reporting including power usage efficiency (PUE) and water usage efficiency (WUE) and carbon footprint. QTS uniquely provides PUE and WUE at the building level and calculates our customers carbon emissions or carbon footprint proactively on the new Sustainability Dashboard.

Environmental disclosure and transparency are paramount to QTS. The new Sustainability Dashboard exemplifies our commitment to this principle. We understand that sustainability initiatives gain the most support when every member of the ecosystem is actively engaged and committed.

SDP helps our customers understand their impact on the environment through QTS.



Energy and Greenhouse Gas Emissions Reductions

It is well-established that data centers contribute to global power consumption and greenhouse gas emissions³. In our pursuit to be good stewards of our people, communities and the environment, we have committed to support our entire portfolio with carbon-free electricity. Even as our business grows and like-for-like energy consumption has increased, our carbon intensity has declined since 2018 when we initiated our program to procure 100% carbon-free energy. As we continue to procure more clean energy, our fuel and energy activity related emissions continues to decrease. Any increase in CO₂e emissions can be attributed to the accelerated growth of the platform since 2021. Our commitment to decarbonization does not stop at the procurement of carbon-free energy. In 2022, we committed to the Better Climate Challenge and participate in quarterly meetings with the U.S. Department of Energy to discuss our goals and innovative methods of carbon reduction. There are ongoing efforts at our facilities to further reduce carbon as well, energy efficiency assessments and upgrades, constant monitoring of energy data and more.

Rescoping Emissions

The global conversation around decarbonization has continued to expand. In 2022, we engaged in open conversations with our customers to discuss how we can work together for a more sustainable future. We found that many of our largest customers and power users, were reporting their 3rd party data center emissions under Scope 2. We believe that QTS has been a leader in emissions reporting and now we have taken another step down this path of leadership as we work to rescope our emissions starting with 2022. In this report, our emissions will appear to noticeably shift as a result of this change. We have aligned our carbon accounting with the Business for Social Responsibility (BSR) and Future of Internet Power whitepaper '[GHG Emissions Accounting Renewable Energy Purchases and Zero-Carbon Reporting](#)'. When a customer identifies to QTS that they report their IT equipment related emission as Scope 2, we will move those emissions into our Scope 3 reporting. We will make every effort to reach out to all customers to identify their reporting priorities.

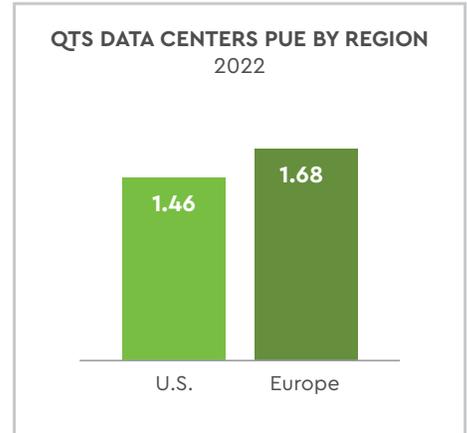
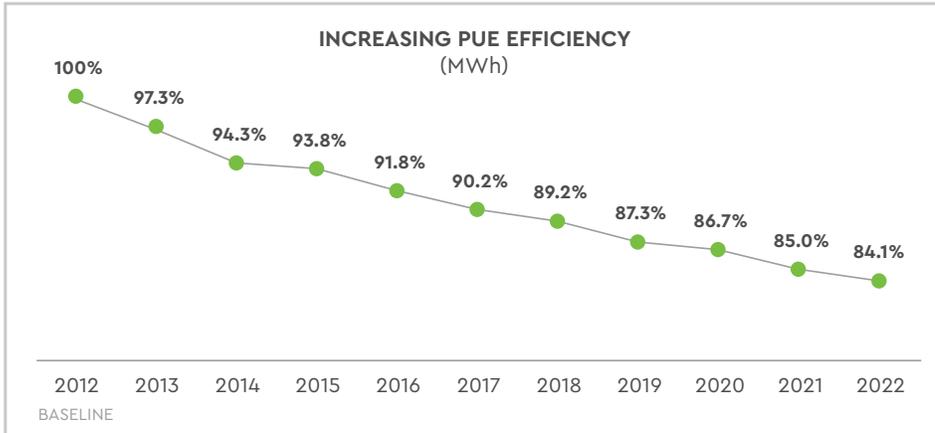
Carbon Emissions (Metric Tons CO ₂ e)	Location-Based	Market-Based



3. The Shift Project, 2019, Lean ICT: Towards Digital Sobriety: Our New Report on the Environmental Impact of ICT Klöwer, M., Allen, M. R., Lee, D. S., Proud, S. R., Gallagher, L., & Skowron, A. (2021). Quantifying aviation's contribution to global warming. Environmental Research Letters

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 nine years, as we continue to expand our business and innovate in our development and operating activities. In 2022 this relative efficiency gain saved 373,370 MWh of electricity as compared to our baseline year of 2021.



Renewable Energy

QTS is a member of 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 future⁴. 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. QTS developed its Green Power Procurement Model that is unique to the data center industry and is now being replicated by others. It starts with QTS partnering with an investment bank as it is 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 renewable energy certificates 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 get funded, we reduce risk for the parties involved, and the net result is new renewable energy that is lower cost than conventional energy. QTS purchased 453,960 MWh of renewable energy in 2022.

Industry Collaboration

US Department of Energy Better Climate Challenge

QTS is one of more than 90 US companies that have [committed](#) to halve their greenhouse gas emissions by 2030, as part of the US Department of Energy (DOE) Better Climate Challenge. DOE has promised to provide technical assistance and to help set up partnerships, to support a Presidential goal for the US to reach climate neutrality by 2050. QTS has committed to 50 percent GHG reductions within 10 years from a 2022 baseline and will implement additional energy efficiency initiatives at its facilities.

Renewable Energy Buyers Alliance

QTS' VP of Energy and Sustainability is on 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 speaks at numerous events sharing sustainability expertise across our sector.

Data Center Coalition

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

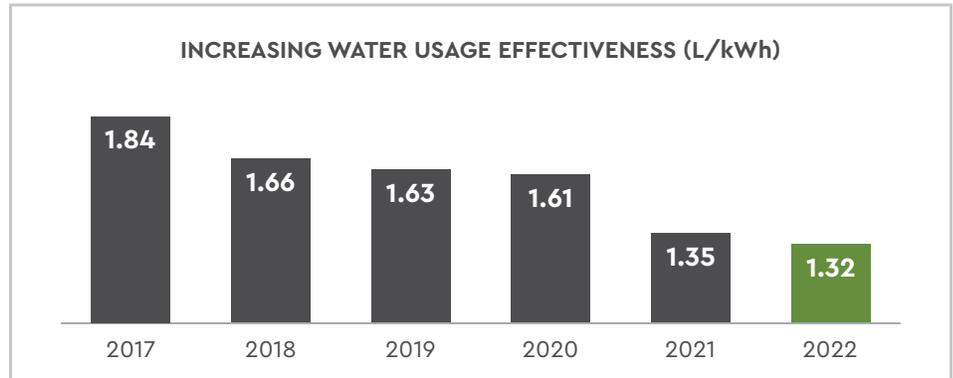
As the voice of the industry, DCC represents and advances the interests of the data center community and advocates for a strong business climate, policies and investments that support the growth and success of this important business sector. The DCC aggregates industry expertise and thought leadership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

4. <https://rebuyers.org/>

Water

Water Usage Effectiveness

To improve overall operational efficiency, we developed the Freedom standard building design. This go-forward blueprint features a proprietary minimal water cooling system. Its mechanical design utilizes a low-pressure pumped refrigerant system that uses outside air economization to remove heat without using water. The system also employs economization when outdoor temperatures are below the return air temperature. By minimizing the use of water to cool our data centers, our Freedom standard data center delivers a Water Usage Effectiveness (WUE) of 0. Using the Green Grid methodology, WUE measures how much water a data center uses to cool its equipment, providing a standardized calculation by which organizations can consistently measure water efficiency and progress. Units are liters/kilowatt-hour (L/kWh).



Water Free Cooling Design

When choosing locations for new facilities, we engage in a comprehensive due diligence process and risk analysis. Including assessments of our facilities' water stress exposure using WRI Aqueduct data. We use the information to prioritize our water efficiency efforts. Access to renewable energy and water scarcity within an area are two major considerations. Many regions that offer solar- and wind-generated power are [stressed](#) with water demand exceeding supply. Unlike other data centers that need to pull water resources from these already strained areas to cool their facilities, the QTS' Freedom design requires water-free cooling, significantly reducing its impact on local water supplies.

Water Reuse and Recycling

In addition to the innovative Freedom builds, we conserve water across our entire portfolio by implementing various water-saving and reuse practices. In Atlanta and Piscataway, QTS employs rainwater collection systems that save more than 76 million gallons of water over ten years in Atlanta and more than 59 million gallons over seven years in Piscataway. This water-reuse model collects water off the roof of each facility and funnels it into a storage tank. In Atlanta, the collected water is used in the facility's evaporative cooling system to minimize its reliance on municipal water. In the Piscataway facility, rainwater is used to irrigate the facility's landscaping.

In Santa Clara, CA, Fort Worth, TX, and the Netherlands, we have invested in innovative reclaimed water programs. By purchasing recycled water that has been treated to make it suitable for industrial use, we avoid using drinking water to support data center cooling processes. We also use well water for non-potable purposes, wherever possible. Pulling water directly from a well reduces the strain on the drinking-quality municipal water.

QTS' Freedom designed for water-free cooling

Waste

QTS is committed to maximizing resource conservation, including through waste reduction, recovery and material re-use. We offer waste stream sorting and recycling at our facilities, including a secure and environmentally-friendly e-waste disposal program.

This waste minimization and resource reuse commitment is reflected in our numerous Brownfield re-development projects, an office sustainability program, and our continued commitment to employee education surrounding the recycling and waste programs at our facilities.

Another area where QTS is seeking to enhance the management of 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. Our Atlanta, Chicago, Dallas and Richmond locations each have examples of urban redevelopment, which avoid the emissions and embodied carbon associated with ground-up development.

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:

- 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
- 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 2022 we achieved a 78% recycling rate, working toward a goal of recycling 90% of our operational waste. In addition, our MUE has continued to drop from when we began reporting in 2019, from 1.35, to 1.28 in 2022.



In 2022, we recycled over 55 million pounds of waste from our data centers.

It's about thirty times as heavy as The Statue of Liberty.



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 and its customers transition new equipment, which could potentially save time and capital resources, and support a more sustainable data center lifecycle.

Air and Noise Emissions

As a digital data center provider, we have minimal direct non-greenhouse gas air emissions and noise generation. Air emissions and noise concerns can arise during construction of our facilities, which is why we require our construction service providers to adhere to our standards and all local, state and Federal regulations. As required, we develop emissions and noise abatement programs to measure and minimize disturbance and community impact during facilities construction.

Sustainable Procurement

QTS is committed to promoting sustainable procurement by adopting the key elements of sustainability: environmental quality, social justice 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](#) sets out our social and environmental expectations of our suppliers, including those relating to human rights.

To foster compliance with our policy, we have taken actions including, requiring supplier adherence to our Sustainable Procurement Policy Statement as part of our standard contract Terms & Conditions and conducting a supplier assessment that includes questions on their environmental and social practices. We empower our purchasing managers to make more sustainable decisions by providing training on environmental and social priorities. As part of our procurement process, we provide preference for certified minority- and women-owned businesses.





Our Approach to Sustainability

07

Board of Directors and Management

Our Board of Directors has ultimate responsibility 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 our sustainability initiatives and progress. The Board has tasked the Governance Committee with primary oversight of sustainability matters. The Sustainability Leadership Team, led by the Vice President of Energy and Sustainability, is responsible for leading and implementing ESG initiatives across QTS and reports directly to the 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 structures, monitors and adjusts our sustainability efforts, subject to board oversight, in a manner that best serves the interests of the company and its stakeholders. Senior management reviews the long-range plans and goals of our segments and divisions on an ongoing basis, multiple times throughout the 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, each of whom reports directly to our CEO, have responsibility for critical areas of our sustainability initiatives:



Governance and Ethics | General Counsel



Environmental, Health and Safety | Chief Operating Officer



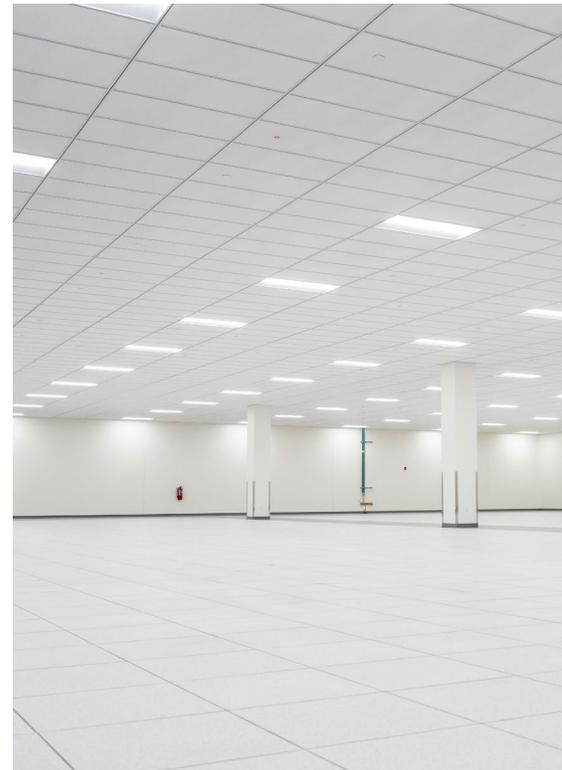
Human Capital | Chief People Officer



Data Privacy and Security | EVP Quality Special Operations

QTS Sustainability Leadership Team

The QTS Sustainability Leadership Team is responsible for leading and implementing organization-wide ESG initiatives, reporting directly to the CEO and is led by the VP of Energy and Sustainability. Executive sponsorship of this Team and its initiatives demonstrates the high level of dedication to environmental sustainability, social responsibility and governance at QTS. QTS Sustainability Leadership 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. Company-wide targets, including ESG goals and initiatives are managed by the QTS Sustainability Leadership Team.



Green Financing

As an extension of our sustainability strategy, we continue to pursue green loan designations in our financing initiatives. QTS' banking partners represent among the largest and most sophisticated financial institutions in the world who seek to align themselves with operators who have strong ESG commitments and measurable goals. Green loan designations increase attractiveness of a loan to lenders and help lending partners to meet their own sustainability goals. Green loans are designated 'green' by a third-party agency who works with the borrower to establish a financing framework involving environmental considerations, energy and water efficiency metrics. In 2022 our team was proud to secure \$2.5 billion in green loans. We believe that the pursuit of green loan designations is an additional way to further support our sustainable operations and commitment to being good stewards of our environment.

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 helps QTS to determine which topics directly influence our environmental, economic and social impacts, as well as the decisions and assessments of our stakeholders.

We define stakeholders as anyone who affects or is affected by our business. That list includes employees and contracted employees, local

community members, our investors, current and future QTS customers and our suppliers. 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.

A full list of key stakeholders, engagement mechanisms, and topics of discussion is available [here](#). The relevant sections of this report describe our engagement strategies and outcomes in detail.

About Our Report

The 2022 Sustainability Report is the fifth 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.

Unless otherwise stated, this document reports data and initiatives for the 2022 calendar year, including projects that were initiated before the reporting period but continued into 2022, as well as forward-thinking goals developed in 2022 for projects that are yet to begin. The topics covered in this report are those that are important to QTS stakeholders, as well as impactful to

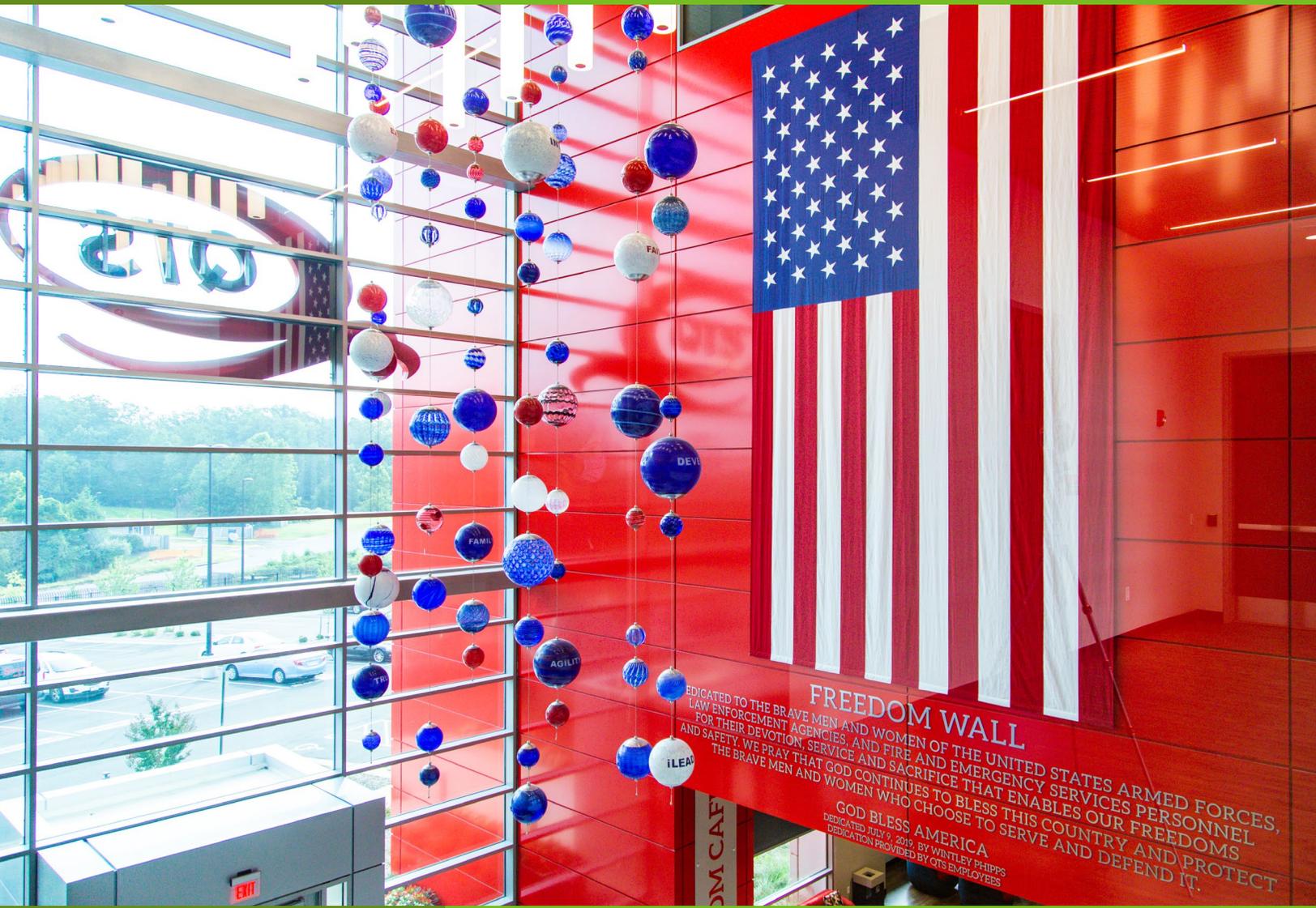
QTS' business, as determined by the QTS Sustainability Leadership Team. This report was formally reviewed and approved by the CEO and Board of Directors, in collaboration with the Sustainability Leadership Team.

As part of our commitment to Sustainability reporting, QTS has elected to participate in several voluntary disclosure frameworks and initiatives:

- CDP
- ECOVadis
- Global Reporting Initiative (GRI)
- GRESB
- RE100
- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate Related Financial Disclosures (TCFD)
- U.S. Environmental Protection Agency Green Power Partnership

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



Governance and Ethics

QTS' corporate governance is structured in a manner we believe reflects corporate governance best practices. Following its transition from a publicly traded corporation to a privately held company during 2021, QTS retained much of its public company governance structure and policies. 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
- Governance Committee
- Compensation 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, climate, social, supply chain and governance matters, and 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 sustainability and social matters, and the company's Sustainability Leadership Team, led by the Vice President of Energy and Sustainability, is responsible for leading and implementing sustainability initiatives across the company and reports directly to the CEO. Executive sponsorship of this team and its initiatives demonstrates the high level of dedication to environmental and social responsibility at QTS.

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, 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 will monitor compliance with legal and regulatory requirements.

Federal Committee: The Federal Committee monitors and guides the company's Federal business.

The company's management team regularly provides the Board and its standing committees reports on the company's Enterprise Risk Management 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 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 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. 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 Enterprise Risk Management (ERM) program, we have not assessed any risks as significant related to corruption.

Compliance Training

All employees annually must complete compliance training that covers information security, anti-bribery and corruption, anti-harassment and discrimination, and environment, health and safety. Managers must also complete training on wage and hour practices. The topics covered in each section are as follows:

Information Security

- Email and Messaging, Malware
- Password security
- Phishing
- Secure social media
- Protect the workplace
- Secure out of office
- Social engineering and cybercrimes
- Business email compromise

Anti-Bribery and Corruption

- High Risk Activity and Locations
- Cash, Gifts and Entertainment risks
- Government officials
- Books and records
- Politically exposed persons

Anti-Harassment and Discrimination

- Retaliation
- Discrimination
- Sexual Harassment

Environment, Health and Safety

- Workplace safety, including fall hazards and electrical safety
- Healthy working
- Substance misuse
- Emergencies and active assailant incidents
- Fire emergencies

Wage and Hour Practices

- Fair Labor Standards Act (FSLA)
- Working hours, exempt, non-exempt, overtime, breaks, pay, benefits



Compliance Reporting

We maintain an "Ethics Hotline" that can be used by directors, officers and employees, and 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.



Risk and Resilience

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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 site, we evaluate not only feasibility of cost and timing, but hundreds of other issues 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 10 years of 99.999% or higher infrastructure data center uptime.

Security, Compliance and Privacy

The Case for Converged Security

In 2021 QTS began the journey to implement a Converged Security model. Converged Security refers to an approach in which security disciplines, such as physical security, cybersecurity, and personnel security, are integrated and coordinated to provide a more effective and coordinated security solution. This paired with a risk centric approach to threat intelligence provides QTS a comprehensive and integrated program.

Instead of treating these different security disciplines as separate and distinct, a Converged Security program brings them together and ensures that they work seamlessly to identify, classify & prioritize security threats more quickly and effectively, as well as provide a more complete picture of the current risks.

Attackers, or bad actors, particularly nation-state sponsored actors, have also continued to change their strategies often now using the modus operandi more associated with cyber criminals to try and hide their intent.

Implementing this program has been tremendously significant as the threats themselves have converged with cyber adversaries targeting physical critical infrastructure as we have seen in the press with attacks on oil pipelines, substations and other large-scale infrastructure. Older, siloed security models do not provide effective measures to detect, defend and respond against these much more complex attacks.

Physical Security

Customers expect strong physical security controls to protect their information technology and the data center infrastructure that ensures continuous availability of power and environmental control. Our on-site experts focus on physical security to ensure an uncompromising level of security 24x7x365 from the property perimeter to the data center floor. Physical security controls include setbacks, fencing, active guard patrols, ID checks, visitor screening, active video monitoring, proximity card readers and biometric access controls. QTS Facilities are built and operated to meet or exceed FISMA High physical security and environmental control requirements. These controls are designed to allow only authorized personnel to have physical access to space housing customer information technology systems and data center infrastructure systems. Additionally, QTS has implemented an extensive training program for our security staff to ensure that our employees are prepared to respond to a wide range of emergency events to keep our customers and their information technology assets safe. QTS has also digitized physical security through the QTS Service Delivery Platform (SDP) which provides near real-time access to physical security activity, granting customers unprecedented visibility of, and access to, physical security event data available both through the SDP web application user interface as well as the API.

Cyber Security

Today's cyber threat landscape is very dynamic, and organizations must adapt to an increasing volume and sophistication of cyber threat actors. QTS has built a risk-based cyber security program that focuses on continuous identification and assessment of risks to QTS assets, including the critical information technology systems that are needed to deliver data center colocation services. 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 frequent phishing simulation training exercises for all employees each year to ensure staff understand how to recognize and report email threats.



Business Continuity (BC) and Disaster Recovery (DR)

QTS is driven to serve its customers through its commitment to operational resilience across all business units, from Converged Security platforms to Facility Operations. To manage Operational Resilience, QTS maintains a robust Business Continuity and Disaster Recovery (BC/DR) Program.

The QTS BC/DR Program is designed to minimize impact to critical business functions while enabling response and recovery from minor or major incidents, disruptive events, and crisis situations. The BC/DR Program provides well-defined and documented procedures upon which QTS staff are trained and able to respond and manage these events. Further, QTS utilizes a step-by-step, standardized incident management process to ensure requirements relating to proper response, escalation, notification and resolution of a disruption are met.

The QTS BC/DR Program is integrated with QTS' physical security, information security and risk management systems. QTS proactively identifies, prioritizes, monitors, and mitigates threats on a regular basis. Although these threats may be man-made or natural occurrences, QTS' adherence to business continuity planning minimizes impacts to customers, employees, partners, and on-going operations.

Both QTS corporate incident response plans and facility-specific response plans include emergency response actions to address the preservation of life and safety of all QTS stakeholders, as well as the protection of physical and information assets. These plans include communication and notification procedures to these stakeholders.

Testing of the QTS BC/DR Program is conducted annually at each data center facility. Testing often incorporates government response agencies (police, fire, FBI, DHS, Fusion Centers). QTS strives to develop robust partnerships with these agencies at all facilities. In addition, QTS participates in multiple information-sharing working groups to share intelligence and best practices with other data center industry partners. For QTS, Operational Resilience is an on-going effort for continuous improvement.

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 assurance from independent third-party reports and certifications for leading compliance programs such as SOC 1, SOC 2, ISO-27001, HITRUST, and PCI-DSS.

QTS continues to evaluate other compliance standards to enhance our overall program and value to our customers. In 2023 QTS has initiated an effort to achieve ISO-22301 compliance and certification. ISO-22301 is acknowledged as the leading standard for implementing and maintaining business continuity plans. QTS expects to be fully compliant and certified in 2024.

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.

The most current version of the compliance matrix can be found on the [company's website](#).

Privacy

QTS is committed to maintaining the privacy and confidentiality of the personal information that we collect and process and privacy policies are available on our website. QTS complies with all applicable privacy laws, including GDPR and CCPA. While QTS has implemented additional GDPR compliant methods for transferring data from the EU to the US, QTS continues to participate in the Privacy Shield program and we maintain our self-certification, publicly committing to comply with the requirements of the Privacy Shield framework.

Board Oversight

The Governance Committee supports many aspects of QTS operations including providing oversight of our Enterprise Risk Management program. On a quarterly basis the Governance Committee discusses risks and provides oversight and leadership of the program. The QTS Converged Security program routinely reports out to the Governance Committee, helping to identify, manage and mitigate risk related to cybersecurity, physical security, privacy and disaster recovery. QTS Board members on the Governance Committee bring extensive experience from commercial and federal organizations, allowing QTS to learn from best practices and better understand emerging risks.





Compliance Matrix

QTS Data Centers	SOC 1	SOC 2 ¹	HITRUST ²	PCI	ISO 27001	FISMA HIGH ⁵
QTS Ashburn-Broderick						
DC1: 22271 Broderick Dr, Sterling, VA 20166	YES	YES	YES	YES	YES	YES
QTS Ashburn-Moran						
DC2: 44874 Moran Rd, Sterling, VA 20166	YES	YES	YES	YES	YES	YES
QTS Ashburn-Shellhorn						
DC1: 22291 Shellhorn Rd, Ashburn VA, 20147	YES	YES	YES	YES	YES	NO
DC2: 22271 Shellhorn Rd, Ashburn VA, 20147	Oct 2023	Nov 2023	Nov 2023	YES	Jun 2023	NO
QTS Atlanta						
DC1: 1033 Jefferson St. NW, Atlanta, GA 30318	YES	YES	YES	YES	YES	YES
DC2: 1025 Jefferson St. NW, Atlanta, GA 30318	YES	YES	YES	YES	YES	YES
QTS Chicago						
DC1: 2800 S. Ashland Ave, Chicago, IL 60608	YES	YES	YES	YES	YES	YES
QTS East Windsor						
DC1: 159 Princeton-Hightstown Rd, East Windsor, NJ 08520	YES	YES	Nov 2024	Apr 2024	Jun 2023	NO
QTS Eemshaven						
DC1: HuiBERTgatweg 2, 9979 XZ Eemshaven, Netherlands	YES ⁴	YES ⁴	NO	YES ⁴	YES ⁴	NO
QTS Fort Worth						
DC1: 14100 Park Vista Blvd, Fort Worth, TX 76177	YES	YES	YES	YES	YES	NO
QTS Groningen						
DC1: Zernikelaan 16, 9747 AA Groningen, Netherlands	YES ⁴	YES ⁴	NO	YES ⁴	YES ⁴	NO
QTS Hillsboro						
DC1: 4951 NE Huffman St, Hillsboro, OR 97124	YES	YES	YES	YES	YES	NO
QTS Irving						
DC1: 6431 Longhorn Dr, Irving, TX 75063	YES	YES	YES	YES	YES	YES
DC2: 6431 Longhorn Dr, Irving, TX 75063	YES	YES	YES	YES	YES	YES
QTS Jersey City						
DC1: 95 Christopher Columbus Dr, Jersey City, NJ 07302	YES	YES	YES	YES	YES	NO
QTS Manassas						
DC1: 9400 Godwin Dr, Manassas, VA 20110	YES	YES	NO	YES	YES	NO
DC5: 9301 Freedom Center Blvd, Manassas, VA 20110	YES	YES	Nov 2023	YES	YES	NO
QTS Miami						
DC1: 11234 NW 20th St, Miami, FL 33172	YES	YES	YES	YES	YES	NO
QTS Overland Park						
DC1: 12851 Foster St, Overland Park, KS 66213	YES	YES	YES	YES	YES	NO
QTS Piscataway						
DC1: 101 Possumtown Rd, Piscataway Township, NJ 08854	YES	YES	YES	YES	YES	NO
QTS Richmond						
DC1: 6000 Technology Blvd, Sandston, VA 23150	YES	YES	YES	YES	YES	YES
DC2: 6000 Technology Blvd, Sandston, VA 23150	YES	YES	YES	YES	YES	YES
QTS Sacramento						
DC1: 1100 North Market Blvd, Sacramento, CA 95834	YES	YES	YES	YES	YES	NO
QTS Santa Clara						
DC1: 2805 Mission College Blvd, Santa Clara, CA 95054	YES	YES	YES	YES	YES	YES
DC2: 2807 Mission College Blvd, Santa Clara, CA 95054	YES	YES	YES	YES	YES	YES
QTS Suwanee						
DC1: 300 Satellite Blvd NW, Suwanee, GA 30024	YES	YES	YES	YES	YES	NO

FOOTNOTE:

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

PLANNED



Appendix

Data Index

Energy

Energy Intensity

Energy Intensity Ratio	2.47 kWh/Revenue
Total Energy Consumption	Electricity 2,005,133 MWh Diesel 10,803 MWh Natural Gas 6,749 MWh
Renewable Energy Consumption	453,960 MWh
Energy Savings from Conservation Measures	373,370 MWh

The energy represented above substantially covers all of the energy used within the organization

GHG Emissions

Emissions Intensity

Scope 1 Emissions*	
Location-based Scope 2 Emissions*	
Market-based Scope 2 Emissions*	
Scope 3 Emissions*	
Scope 3 Emissions by Source*	Purchased goods and services Capital goods Fuel-and-energy-related activities (not included in Scopes 1 or 2) Upstream transportation and distribution Waste generated in operations Business travel Employee commuting Downstream leased assets
Emissions Intensity (Scope 1 + 2 market-based)	

*Gasses Included: CO₂, CH₄, N₂O, CO₂e, NOX

We track Diesel, Natural Gas, four various refrigerants (R-134a, R-22, R-407C, and R-410A), Electric Power, and purchase RECs. Our sites give us invoices for all these sources, and we gap fill and estimate for NG and EP if a site is unable to give us actual data. This year, we only estimated for one site that has landlord billing using CBECS energy intensity units.

As for emissions factors, we use US EPA MRR for both of our fuels. For all refrigerants we use IPCC AR5 factors to calculate emissions. For electric power we use various emissions factors for both location-based and market-based accounting. Under location-based methodology, we use EPA eGRID 2023 (w/ 2021 data) for all US sites and International Energy Agency 2022 (w/ 2020 data) for all global sites. Under market-based methodology we apply utility specific emissions factors, and both European and US residual factors to both EP and RECs.

We are in the process of evaluating engagement with a third party assurance provider to potentially perform assurance services, providing limited assurance on specified information noted by sections with a green header. The information presented and statements made herein are subject to change as necessary based on results of such assurance process.

Employment

Employment and Worker Information 1.1.2022 – 12.31.2022

Number of Global Employees		843	
Percent of Employees with Tenure of 5+ years		38%	
Percent of Employees Who Identify as a Protected Veteran		23%	
Number of Employees by Gender*	Male	664	
	Female	173	
Number of Full Time Employees by Gender	Male	664	
	Female	173	
	Did Not Disclose	1	
Number of Part-Time Employees by Gender	Male	0	
	Female	0	
Number of Employees by Region	North America	Permanent	839
		Temporary	0
	EMEA	Permanent	4
		Temporary	0

Assumptions

- 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.
 - 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.
 - 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.

*Total global employee count includes employees across all regions. Data representing gender, race, age and veteran status are only collected for US employees and percentages are calculated from proportion of US total employees.

New Employee Hires and Turnover

New Hires and Hire Rate		30.7%
New Hires by Gender*	Male	212
	Female	44
New Hires by Age Group*	<30 years old	64
	30–50 years old	163
	>50 years old	30
New Hires by Region	North America	257
	EMEA	2
Employee Turnover and Turnover Percentage Rate		15.7%
Employee Turnover by Gender*	Male	99
	Female	34
Employee Turnover by Age Group	<30 years old	21
	30–50 years old	81
	>50 years old	31
Employee Turnover by Region	North America	133
	EMEA	0

*Data representing gender, race, age and veteran status are only collected for US employees and percentages are calculated from proportion of US total employees.



Diversity and Inclusion

Diversity of Governance Bodies and Employees

Diversity of Governance Body

Gender	Male	78.8 %
	Female	20.5 %
Race	White	66.9 %
	Did Not Disclose	0.9%

Diversity of Employees*

Number of US Employees		839	
Number of US Employees by Gender	Male	664	
	Female	173	
Number of US Employees by Age Group	<30	112	
	30–50	505	
	>50	222	
Percent of US Employees by Race	White	67.2%	
	African American	12%	
	Hispanic	9.1%	
	Asian	6.1%	
	Did Not Disclose	2.4%	
	2 or More Races	2%	
	Hawaiian (NHOP)	0.6%	
Number of Employees by Management Level, By Gender	SVP/VP & Above	Male	48
		Female	15
	Director/Manager	Male	174
		Female	34
	Non-Management	Male	441
		Female	124
	Did Not Disclose		3

* Data representing gender, race, age and veteran status are only collected for US employees and percentages are calculated from proportion of US total employees.

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), (3) – Pg. 50 Data Index (2) 1%
	IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Quantitative	+22%
	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) 100% (2) 31% of owned property sqft
	IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Description and Analysis	Pg. 32, 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) 1,904,790 m ³ (2) 0%
	IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Quantitative	+26%
	IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Description and Analysis	Pg. 34, 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. 26, 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. 53, TCFD
Activity Metrics	IF-RE-000.A	Number of assets, by property subsector	Quantitative	30
	IF-RE-000.B	Leasable floor area, by property subsector	Quantitative	2,358,355 M 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	94%

Task Force on Climate-related Financial Disclosures (TCFD) Index

QTS recognizes the importance of identifying, monitoring, and mitigating the risks climate change poses to our properties and our residents. We are committed to addressing the risks of climate change, as well as minimizing our impact. Our reporting is guided by the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

Governance

Board oversight – The Board, together with the Governance Committee, is responsible for overall risk oversight of the company, which includes environmental, sustainability, and climate-related matters, and 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 sustainability and social matters, including oversight of climate-related risks. The Board receives periodic updates from senior management regarding our sustainability initiatives and progress, including those related to climate-risks.

Presentations to the full Board includes a section that describes progress on our renewable energy procurement and carbon emissions goals. Trends are tracked and the strategy for the next 4 quarters is discussed. Climate impact risk is widely accepted as the rationale for the ESG program and much of the discussion revolves around legislative initiatives with which QTS can support and comply.

Management role – 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 its stakeholders. In addition, our CEO, Vice President of Energy and Sustainability, Sustainability Committee and Sustainability Director assess and manage climate-related risks and opportunities quarterly. Our management team considers long-term sustainability implications and the ability to meet customer needs related to sustainability, including those related to risks influenced by climate change. In addition, our Vice President of Energy and Sustainability is responsible to contract every site to 100% renewable energy by 2025.

We have an established QTS Sustainability Leadership Team that meets weekly and is responsible for leading and implementing organization-wide ESG initiatives, reporting directly to the CEO and is led by the VP of Energy and Sustainability. Executive sponsorship of this Team and its initiatives demonstrates the high level of dedication to environmental sustainability, social responsibility and governance at QTS. This cross-functional team periodically reports to the full Board and manages our climate-related risk and company-wide targets, including ESG goals and initiatives.

Strategy

We identify climate impact as a risk to our business, an opportunity for long-term value creation and a key driver in long-term strategic business decisions. Potential climate-impact-related risks that might affect our business in the short-, medium- and long-term include:

- **Regulatory risks:** Rapidly evolving climate-related 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. In addition, climate-related laws and regulations could lead to increased costs for the electricity that we require to conduct our operations.
- **Physical risks:** 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. Our facilities are designed to withstand hurricanes, tornadoes, and other natural disasters, and we evaluate the risk of extreme weather.
- **Market risks:** ESG requirements have become paramount in customer acquisition. It is absolutely critical that our sustainability policies and climate change risk management structures align with our customers' views. As such, we evaluate our own sustainability policies against current market trends multiple times per year and adjust as needed.
- **Technology risks:** We believe our data centers are on the cutting edge of the most energy and water efficient in the world, and our procurement group holds quarterly reviews with our major suppliers to discuss ways to reduce energy consumption through technology improvements.
- **Climate-related opportunity:** Energy efficiency is embedded into our standardized building design through the QTS Freedom Design building guidelines and Water FREEdom design. The QTS framework seeks to sustainably manage resources and drive energy, water and waste efficiency through data monitoring and cooling optimization to maximize power usage efficiency (PUE). In addition, our QTS Service Delivery Platform and QTS Sustainability Dashboard provide customers with on demand insight and a tool to enable transparent and accurate data for their own ESG reporting.

Our Water FREEdom design enables our data centers to use 100% dry cooling instead of water cooling, avoiding the typically significant amount of water use in data center cooling. We pair this design with 100% renewable energy sourced from solar or wind to offer a virtually water-free system. We believe our QTS framework and Water FREEdom design provide climate-related opportunities to our business as they reduce indirect operating costs. In addition, we believe it may offer a competitive business advantage as we expect our customers will continue to shift their demands toward more sustainably and responsibly operated services.

Risk Management

We recognize that it is well-established that data centers contribute materially to global power consumption and greenhouse gas emissions. As such, we integrate environmental sustainability into our operational practices, business strategy and financial planning; our Board and senior management are committed to continually manage and mitigate climate-related risk. In addition, climate-related risk is integrated into a multi-disciplinary company-wide risk management process at least annually. We also conduct qualitative scenario analysis to gauge our business continuity plan and readiness should natural disasters occur.

We have committed to power our entire portfolio with carbon-free energy and decreased our carbon intensity compared to a 2018 baseline even as our business continues to expand. We also committed to the U.S. Department of Energy's Better Climate Challenge to halve our greenhouse gas emissions by 2030 and participate in quarterly meetings to discuss goals and innovative methods of carbon reduction. Additional climate-related risk management measures 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 impact of climate impact on our business.
- **Site assessment and selection:** When we build an asset that is intended to be in operation for 30+ years, QTS must 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, tornados, 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:**
 - 24x7x365 Operations – QTS data centers are staffed 24x7x365 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 Renewable Energy Buyer's Alliance (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 Council for European Studies (CES) Europe conference. QTS has joined RE100 with a commitment to procure 100% of our energy from renewable sources by 2025.

Metrics and Targets

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.

Greenhouse Gas Emissions Inventory

Carbon Emissions (Metric Tons CO ₂ e)	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	
Category 1: Purchased goods and services	634,792		634,792	
Category 2: Capital goods	95,093		95,093	
Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)	89,297		89,297	
Category 4: Upstream transportation and distribution	268		268	
Category 5: Waste generated in operations	6,713		6,713	
Category 6: Business travel	2,986		2,986	
Category 7: Employee commuting	1,020		1,020	
Category 13: Downstream Leased Assets	-		-	
Grand Total	1,422,064		1,286,715	

Targets

We have established the below targets to help us manage and mitigate potential climate-related risks:

- Reduce portfolio-wide GHG emissions by 50% (Scope 1 & 2) with 10 years from a 2022 baseline.
- Procure 100% of our electricity from carbon-free energy sources.
- Design 100% of buildings to Green Building Standards, pursue ENERGY STAR certification for all eligible properties.
- Install EV charging stations at 75% of our facilities by 2025.
- Reduce portfolio wide annual water usage effectiveness metric by 5%.
- Recycle 90% of our Operational Waste by 2025.

GRI Index

General Disclosures

GRI Standard	Location
102-1 Name of the organization	QTS Realty Trust, LLC
102-2 Activities, brands, products, and services	<p>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 its 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.</p> <p>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."</p> <p>Visit QTS at www.qtsdatacenters.com, call toll-free 877.QTS.DATA or follow on Twitter @DataCenters_QTS.</p>
102-3 Location of headquarters	Overland Park, Kansas
102-4 Location of operations	QTS operates throughout the United States and the Netherlands
102-5 Ownership and legal form	https://www.breit.com/wp-content/uploads/sites/33/2022/03/BREIT-Prospectus-with-previous-supplements.pdf
102-6 Markets served	The QTS customer base is comprised of more than 1,100 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. 49; Appendix: Data Index, SASB index
102-8 Information on employees and other workers	Pg. 49; Appendix: Data Index
102-9 Supply chain	<p>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.</p> <p>QTS Sustainable Procurement Policy: https://www.qtsdatacenters.com/why-qts/corporate-sustainability</p>
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 (our Board) and our 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	<p>Pg. 38; Our Approach to Sustainability</p> <p>External Initiatives & Voluntary Disclosure Frameworks; CGP, ECOVadis, GRI, RE100, SASB, TCFD, EPA Green Power Partnership</p>
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 the CEO
102-15 Key impacts, risks, and opportunities	Pg. 2; Letter from the CEO
102-16 Values, principles, standards, and norms of behavior	Pg. 4; Executive Summary, Mission and Core Values

General Disclosures (Continued)

GRI Standard		Location
102-17	Mechanisms for advice and concerns about ethics	<p>Pg. 41; Governance and Ethics</p> <p>QTS adheres to a Code of Business Conduct and Ethics, which applies to 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.</p>
102-18	Governance structure	Pg. 41; Governance and Ethics
102-19	Delegating authority	<p>Pg. 38; Our Approach to Sustainability, QTS Sustainability Leadership Team</p> <p>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.</p>
102-20	Executive-level responsibility for economic, environmental, and social topics	<p>Pg. 38; Our Approach to Sustainability, QTS Sustainability Leadership Team</p> <p>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.</p> <p>Also, refer to Disclosure 102-33.</p>
102-22	Composition of the highest governance body and its committees	Pg. 41; Governance and Ethics
102-23	Chair of the highest governance body	Pg. 41; Governance and Ethics
102-24	Nominating and selecting the highest governance body	Pg. 41; Governance and Ethics
102-25	Conflicts of interest	Pg. 41; Governance and Ethics
102-26	Role of highest governance body in setting purpose, values, and strategy	Pg. 41; Governance and Ethics
102-27	Collective knowledge of highest governance body	Pg. 41; Governance and Ethics
102-28	Evaluating the highest governance body's performance	Pg. 41; Governance and Ethics
102-32	Highest governance body's role in sustainability reporting	<p>Pg. 41; Governance and Ethics</p> <p>Pg. 38; Our Approach to Sustainability, About Our Report</p> <p>This report was formally reviewed and approved by the CEO and Board of Directors, in collaboration with the Sustainability Leadership Team.</p>
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. 38; Our Approach to Sustainability, Material Topics & Topic Boundaries
102-41	Collective bargaining agreements	Refer to Disclosure 102-8
102-42	Identifying and selecting stakeholders	Pg. 38; Our Approach to Sustainability, Material Topics & Topic Boundaries
102-43	Approach to stakeholder engagement	Pg. 38; Our Approach to Sustainability, Material Topics & Topic Boundaries

General Disclosures (Continued)

GRI Standard		Location
102-44	Key topics and concerns raised	Pg. 38; Our Approach to Sustainability, Material Topics & Topic Boundaries
102-45	Entities included in the consolidated financial statements	N/A
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. 38; Our Approach to Sustainability, About Our Report This document reports on the highest priority ESG data and initiatives for the 2022 calendar year, including projects that were initiated before the reporting period but continued into 2022, as well as forward-thinking goals developed in 2022 for projects that are yet to begin.
102-51	Date of most recent report	2022
102-52	Reporting cycle	Pg. 38; Our Approach to Sustainability, About Our 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. 38; Our Approach to Sustainability, About Our Report The current report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	Pg. 49; Appendix: GRI Index
102-56	External assurance	We are working on external assurance of 2022 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. 9; Community Impact
103-3	Evaluation of the management approach	Pg. 9; Community Impact
201-1	Direct economic value generated and distributed	Pg. 9; Community Impact

Energy

GRI Standard		Location
103-1	Explanation of the material topic and its Boundary	Pg. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions 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. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions Reductions
103-3	Evaluation of the management approach	Pg. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions Reductions
302-1	Energy consumption within the organization	Pg. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions Reductions

Energy (Continued)

GRI Standard		Location
302-3	Energy intensity	Pg. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions Reductions Pg. 49; Appendix: Data Index
302-4	Reduction of energy consumption	Pg. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions Reductions Pg. 49; Appendix: Data Index

Emissions

GRI Standard		Location
103-1	Explanation of the material topic and its Boundary	Pg. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions 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. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions Reductions
103-3	Evaluation of the management approach	Pg. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions Reductions
305-1	Direct (Scope 1) GHG emissions	Pg. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions Reductions Pg. 49; Appendix: Data Index
305-2	Energy indirect (Scope 2) GHG emissions	Pg. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions Reductions Pg. 49; Appendix: Data Index
305-3	Other Indirect (Scope 3) GHG emissions	Pg. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions Reductions Pg. 49; Appendix: 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. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions Reductions Pg. 49; Appendix: Data Index
305-5	Reduction of GHG emissions	Pg. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions Reductions Pg. 49; Appendix: Data Index
305-6	Emissions of ozone-depleting substances (ODS)	Pg. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions Reductions Pg. 49; Appendix: Data Index
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Pg. 28; Environmental Sustainability, Energy and Greenhouse Gas Emissions Reductions Does not apply to QTS' operations

Water & Effluents

GRI Standard		Location
103-1	Explanation of the material topic and its Boundary	Pg. 28; Environmental Sustainability, Water 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. 28; Environmental Sustainability, Water
103-3	Evaluation of the management approach	Pg. 28; Environmental Sustainability, Water
303-5	Water consumption	Pg. 28; Environmental Sustainability, Water

Waste & Effluents

GRI Standard		Location
103-1	Explanation of the material topic and its Boundary	Pg. 28; Environmental Sustainability, 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. 28; Environmental Sustainability, Waste
103-3	Evaluation of the management approach	Pg. 28; Environmental Sustainability, Waste
306-2	Waste by type and disposal method	Pg. 28; Environmental Sustainability, 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. 44; Risk & Resilience
103-3	Evaluation of the management approach	Pg. 44; Risk & Resilience
307-1	Non-compliance with environmental laws and regulations	Pg. 28; Environmental Sustainability QTS did not identify any significant non-compliance with environmental laws and/or regulations during the reporting year.

Employment

GRI Standard		Location
103-1	Explanation of the material topic and its Boundary	Pg. 15; 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. 15; Powered by People – Our Team
103-3	Evaluation of the management approach	Pg. 15; Powered by People – Our Team
401-1	New employee hires and employee turnover	Pg. 15; Powered by People – Our Team
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pg. 15; Powered by People – Our Team
401-3	Parental leave	Pg. 15; Powered by People – Our Team

Occupational Health and Safety

GRI Standard		Location
103-1	Explanation of the material topic and its Boundary	Pg. 23; Environmental and Occupational Health and 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. 23; Environmental and Occupational Health and Safety
103-3	Evaluation of the management approach	Pg. 23; Environmental and Occupational Health and Safety
403-1	Occupational health and safety management system	Pg. 23; Environmental and Occupational Health and Safety

Occupational Health and Safety (Continued)

GRI Standard		Location
403-2	Hazard identification, risk assessment, and incident investigation	Pg. 23; Environmental and Occupational Health and Safety
403-3	Occupational health services	Pg. 23; Environmental and Occupational Health and Safety
403-5	Worker training on occupational health and safety	Pg. 23; Environmental and Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	Pg. 23; Environmental and Occupational Health and Safety
403-9	Work-related injuries	Pg. 23; Environmental and Occupational Health and Safety
403-10	Work-related ill health	Pg. 23; Environmental and Occupational Health and 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. 15; 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. 15; Powered by People – Our Team
103-3	Evaluation of the management approach	Pg. 15; Powered by People – Our Team
404-1	Average hours of training per year per employee	Pg. 15; Powered by People – Our Team
404-2	Programs for upgrading employee skills and transition assistance programs	Pg. 15; Powered by People – Our Team

Diversity & Inclusion

GRI Standard		Location
103-1	Explanation of the material topic and its Boundary	Pg. 15; 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. 15; Powered by People – Our Team
103-3	Evaluation of the management approach	Pg. 15; Powered by People – Our Team
405-1	Diversity of governance bodies and employees	Pg. 15; Powered by People – Our Team

Security Practices

GRI Standard		Location
103-1	Explanation of the material topic and its Boundary	Pg. 44; Risk and 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. 44; Risk and Resilience
103-3	Evaluation of the management approach	Pg. 44; Risk and Resilience
410-1	Security personnel trained in human rights policies or procedures	Pg. 44; Risk and Resilience

Local Communities

GRI Standard		Location
103-1	Explanation of the material topic and its Boundary	Pg. 9; 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. 9; Community Impact
103-3	Evaluation of the management approach	Pg. 9; Community Impact
413-1	Operations with local community engagement, impact assessments, and development programs	Pg. 9; 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. 41; Governance and Ethics
103-3	Evaluation of the management approach	Pg. 41; 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.
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' anticorruption 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.

As QTS continues to strive for best practice within our sustainability initiatives and reporting, we are in the process of evaluating engagement with an external audit firm to potentially perform assurance services, providing an opinion on the completeness and accuracy of a limited scope, noted by green tabbed sections of sustainability data and assertions made available in this Sustainability report. The results of the assessment, if performed, will be made available to QTS to supplement this Sustainability report at a later date. QTS makes no commitments as to the specific results of these potential assessments and will address any outcomes through agreed upon actions, if needed, with the assurance provider and QTS Management.



For questions regarding report content, please contact:

Travis Wright - VP, Energy and Sustainability
sustainability@qtsdatacenters.com