



DIGITAL REALTY®

2020 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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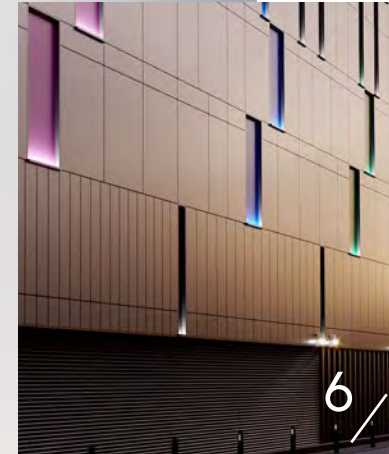
Data centers have become the central nervous system of the digital economy. We remain focused on driving sustainable innovation while supporting the evolving needs of our global customer base.”

AARON BINKLEY

Senior Director, Sustainability

CONTENTS

- 4 Letter from Our CEO
- 6 Introduction
Company Overview; Materiality Assessment;
ESG Recognition; Sustainability Objectives
- 14 Operational and Climate
Change Resilience
TCFD Disclosures; Pandemic Response;
Data Privacy & Cybersecurity
- 26 Environmental Performance
Carbon Emissions; Renewable Energy; Green
Buildings; Energy Conservation; Water
Conservation; Waste Management
- 44 Engaging Stakeholders
Customer Experience; Community
Involvement; Health and Wellbeing;
Diversity, Equity & Inclusion; Employee
Engagement; Training and Education;
Occupational Health & Safety
- 60 Governance
Ethics and Integrity; Management of ESG
- 64 Appendix: Data Snapshot, Assurance
Statement, GRI Index





Throughout the uncertainty of the global COVID-19 pandemic and the social unrest from the tragedies of racial injustice in the United States, we prioritized keeping our employees, customers and partners safe. During this time, we remained focused on growing our business and expanding our commitments to strong environmental, social and governance practices. In March 2020, we completed the merger with Interxion, expanding our global presence across Europe and Africa. We grew our presence in Asia by launching new data center developments in South Korea and Hong Kong. We also continued to solve global coverage, capacity, and communities of interest connectivity needs for companies of all sizes through PlatformDIGITAL®, our fit-for-purpose platform that simplifies access to data center capacity and interconnection through a single data center provider with tailored infrastructure deployments and controls. We also completed work towards our Science-Based Target to reduce carbon emissions company-wide by 2030.

FROM OUR CEO

Throughout the pandemic, we remained fully operational across our data centers, and continued to support our customers' growth by bringing additional capacity online.

In accordance with our established Pandemic Response Plan we implemented enhanced safety protocols, such as requiring masks, social distancing, engaging specialty cleaning services and maintaining rotational 24/7 staff coverage. On behalf of the company, I extend our gratitude to our employees in critical data center roles who continue to come into work every day at our facilities around the world. It was and is essential to keep our data centers operating to support first responders, healthcare systems, schools and online learning, remote work, and the many other ways our society was required to adapt.

We strive to lead the global data center industry in sustainable environmental performance and are committed to minimizing our impact on the environment, while simultaneously meeting the needs of our customers, our investors, our employees and the broader society. We remain committed to attracting and retaining the best and brightest talent at Digital Realty and ensuring that our people feel safe, secure, and inspired. In 2020, we expanded our Diversity, Equity and Inclusion (DEI) initiatives to ensure that ESG is more deeply embedded across our organization.

In November 2020, we set our global carbon reduction target with the Science-Based Target Initiative (SBTi). We are proud to have joined more than a thousand other companies in their commitment to set an ambitious climate reduction target with a goal of bringing our carbon emissions in line with a 1.5-degree climate change scenario by 2030. Our strategy ensures a deep focus on our renewable energy, energy efficiency and supply chain sustainability initiatives.

In 2020, we expanded our portfolio of sustainably certified data centers, adding four new green building certifications in the U.S., U.K., Canada and Singapore. We contracted 154 MW of new renewable capacity to our portfolio to support our customers in Texas. Our Operations team worked to save 21,800 MWh of energy through energy efficiency projects implemented in 2020. We continued our deep focus on water conservation by expanding our Global Water Strategy, implementing a Water Meter Project and tools to evaluate water sites in regions with water stress and water-related climate risks. We also maintained strong operational resilience,

exceeding 99.999% availability throughout 2020 for our owned and managed portfolio, and delivering at least "fine-nines" of uptime for the 14th consecutive year.

In 2020 and January 2021, we issued €3.1 billion in green bonds at very attractive rates. Since 2015 Digital Realty has issued \$5.6 billion in green bonds and continues to be the largest REIT and largest data center industry issuer of green bonds.

In response to the social justice movement of 2020, our Executive Leadership Team strengthened communication with our employees. We doubled down on our Matching Gift program from June through July 2020, allowed our employees to expense books on the topic of racial injustice, and made several donations to nonprofit organizations focused on these issues. We established a DEI Council made up of employees and executives from around the globe to expand our DEI efforts. Based on the hard work of this Council, we have added DEI as a fourth pillar of our areas of philanthropic focus and created three Employee Resource Groups (ERGs). I am also proud to have been named the Co-Chair of Nareit's *Dividends through Diversity, Equity and Inclusion* CEO Council, and have signed the CEO *Action Pledge for Diversity & Inclusion*.

Participating in these programs is critical to our industry's future because we serve a broad, diverse community. We strongly believe that to help our customers prepare for the future, we need industry professionals whose insights and perspectives reflect the communities we serve.

Our ESG efforts in 2020 has led to global recognition:

- 2020 Nareit Leader in the Light Award as the Data Center Sector Leader for excellence in sustainability for the fourth consecutive year
- 2021 EPA Energy Star Partner of the Year Award for the second consecutive year, continuing to be the only data center provider to receive this award
- Newsweek's Most Responsible Companies 2021, ranking the 400 most responsible U.S. based companies. Digital Realty ranked as the top data center company on the list
- JUST Capital Most JUST Companies. Digital Realty ranked as the top real estate company of 43 on the list

The events of 2020 showed us that now, more than ever, ESG must be at the forefront of our business and the contents of this report are a result of consistent and dedicated efforts throughout the company. I thank the entire Digital Realty family but particularly our frontline team members and critical data center facility roles who have kept the digital world running during an unprecedented year.

A. WILLIAM STEIN
Chief Executive Officer

€5.6
Cumulative
Green Bonds
Issued

68%
Global Carbon
Reduction Target

556
MW Renewable
Capacity

31
Data Centers
ENERGY STAR
Certified

01

INTRODUCTION

Company Overview

Digital Realty Trust, Inc. (NYSE: DLR) is a real estate investment trust (REIT) that owns, acquires, develops and operates data centers. The company is focused on providing data center, colocation and interconnection solutions for domestic and international customers across a broad cross-section of industry verticals ranging from cloud and information technology services, communications and social networking to financial services, manufacturing, energy, healthcare and consumer products.

Digital Realty supports more than 4,000 firms across our secure, network-rich portfolio of data centers in 49 metros across 24 countries located throughout North America, Europe, Latin America, Asia, Africa and Australia. Our headquarters is now located in Austin, TX with U.S. offices in Boston, Chicago, Dallas, Los Angeles, New York, Northern Virginia, Phoenix and San Francisco and international offices in Amsterdam, Dublin, London, Singapore, Sydney, Tokyo and Hong Kong.

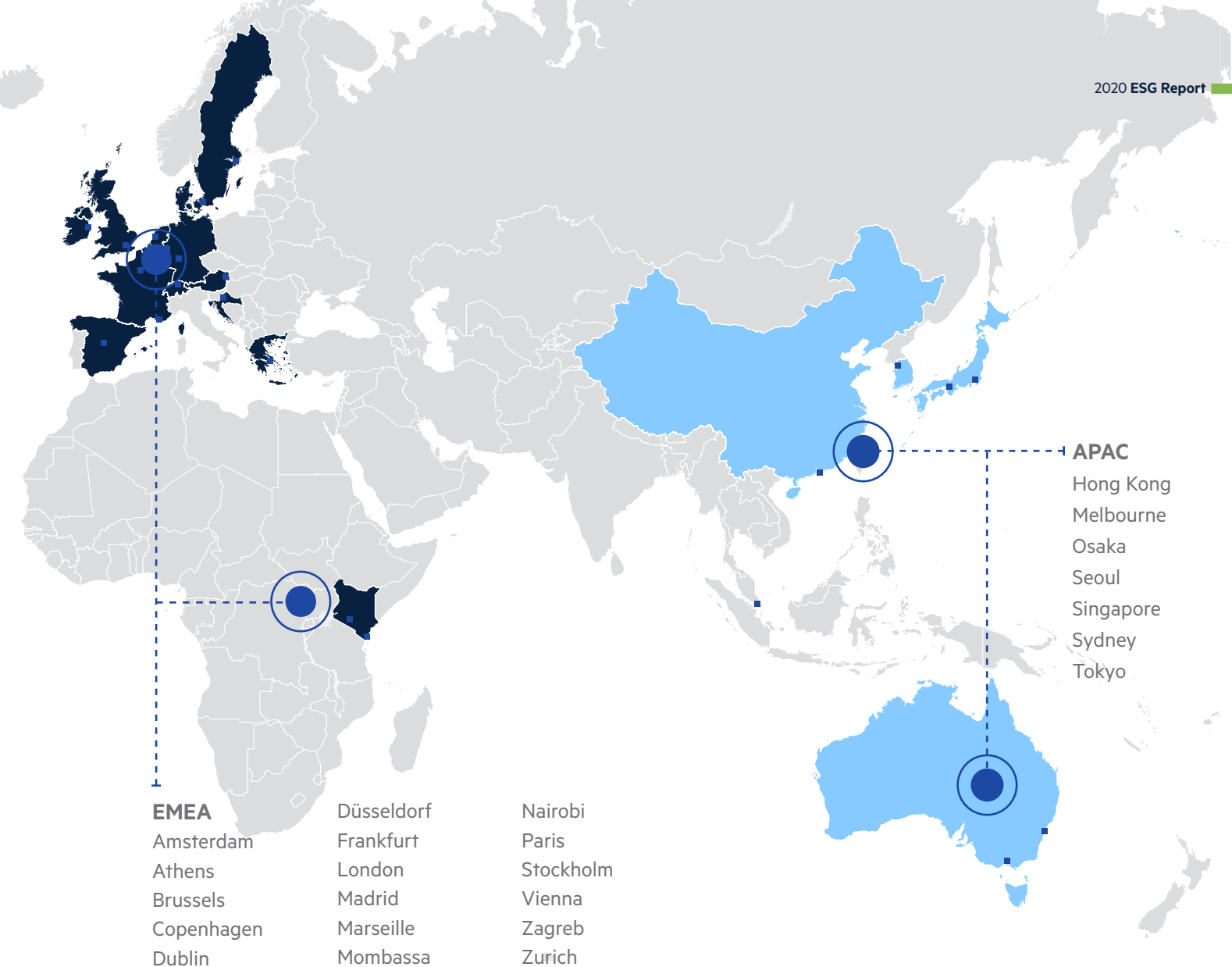
As of December 31, 2020, our portfolio consisted of 291 data centers (including 43 data centers held as investments in unconsolidated joint ventures), of which 139 are located in the United States, 107 are located in Europe, 22 are located in Latin America, 12 are located in Asia, six are located in Australia, three are located in Africa and two are located in Canada. In 2020, Digital Realty acquired Interxion, a leading provider of carrier- and cloud-neutral colocation data center services in Europe, and disposed of 12 non-managed data centers in North America and two data centers in Amsterdam. Our supply chain predominantly includes data center infrastructure equipment manufacturers, energy and water utilities, suppliers of services, contractors and their sub-contractors and suppliers.

6
Continents¹

24
Countries¹

49
Metros¹

291
Data Centers¹



About this report

The content in this ESG Report covers calendar year 2020, unless otherwise noted. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. In 2018, Digital Realty acquired Ascenty, a leading data center provider in Brazil. The Ascenty data centers and other non-managed JVs are not included in metrics within this report because they fall outside the scope of our operational control in the reporting year. In 2020, Digital Realty completed the acquisition of Interxion, a leading provider of carrier- and cloud-neutral colocation data center services in Europe, serving a wide range of customers through more than 50 data centers in 11 European countries.

To help define the material topics to cover in our report, we used GRI's Principles for Defining Report Content, including all information required for the GRI Standards:

Core option, as well as additional information relevant to our stakeholders. In 2020, we conducted our second materiality assessment to identify relevant aspects of our business that most influence our stakeholders as well as the level of economic, environmental and social significance of those impacts. The materiality assessment sought input from a representative selection of global management, employees in various departments, investors and customers via online surveys. Boundaries are defined by the area of impact, as well as Digital Realty's involvement with the impacts. Digital Realty plans on conducting a materiality

assessment every two years to account for changes in business priorities and stakeholder perspectives. This report covers the most material impacts from our 2020 materiality assessment.

Digital Realty obtained third-party assurance from DNV. The report's alignment with the GRI Standards and GRI Reporting Principles, as well as Scope 1, 2 and 3 emissions, energy and water data and "Management Approach" reporting requirements have received limited assurance in accordance with DNV's VeriSustain™ Protocol, which is aligned with the ISAE 3000 standard and GRI Guidelines.

¹Data as of December 31, 2020.

Commitment to ESG

Corporate responsibility is a core metric in our corporate objective of organizational excellence. Our 2020 priority for ESG was to drive progress of our Environmental and Social programs through sustainability leadership and community programs, as well as to empower key talent with incremental responsibility and improve employee engagement. As we work through 2021, our aim is to accelerate the progress of our sustainability and DEI initiatives and continue to empower talent with responsibility, effective communications and engagement.

2020 Materiality Matrix





ESG Recognition

- 2020 NAREIT Leader in the Light Award Winner, Data Center Sector
- EPA ENERGY STAR Partner of the Year, 2020 and 2021
- Green Lease Leader, Gold Award, 2020 and 2021
- EPA Green Power Partnership's Top 20 Tech and Telecom List
- 2020 GRESB Real Estate Assessment "Green Star" Ranking
- 2020 GRESB Public Disclosure "A" Score
- FTSE4Good Index Series Inclusion
- Environment + Energy Leader Award, Top Project of the Year, Global Water Strategy
- 6th Climate Bonds Awards, "Largest Financial Corporate Green Bond – 2020," Climate Bonds Initiative
- JUST Capital's America's Most JUST Companies 2021 - #1 in Real Estate Sector
- Newsweek's Most Responsible Companies 2021
- British Safety Council, International Safety Award Merit 2020 (LHR19)



Memberships, Associations, Participation in Industry Groups

- National Association of Real Estate Investment Trusts
- TechUK Data Centre Council
- European Data Centre Association
- Northern Virginia Technology Council
- Rocky Mountain Institute Business Renewables Center
- Renewable Energy Buyers Alliance
- EPA Energy Star Partner
- U.S. Green Building Council
- BS EN 50600 Technical Committee
- U.S. Green Building Council
- UN Global Compact (Interxion France)



Alignment with Industry Codes of Conduct and Voluntary Best Practices

- Science-Based Target Initiative
- EU Code of Conduct for Energy Efficiency in Data Centres
- BSR Future of Internet Power Documentation Requirements for Supplier Procured Renewable Energy
- U.S. Department of Energy Better Buildings Challenge for Data Centers
- EPA Energy Star Benchmarking
- ISO 14001, ISO 50001
- LEED, BREEAM green and other building certifications
- U.K. Climate Change Agreement Scheme
- EU Climate Neutral Data Centre Pact
- Business Ambition for 1.5°C

Sustainability Objectives

Category	Objective	2020 Highlights	UN SDG Alignment
Carbon Emissions	Reduce Scope 1 and 2 emissions 68% per square foot and Scope 3 emissions from purchased goods and services and fuel- and energy-related activities 24% per square foot by 2030 (against 2018 baseline)	Reduced Scope 1 and 2 emission intensity 24% and Scope 3 emission intensity 3% from baseline	
	Achieve carbon neutrality (Scope 1 and 2 emissions) for France data center portfolio from 2020-2030	Achieved carbon neutrality for 2020	
	Achieve carbon neutrality for EU data center portfolio in 2030 (EU Climate Neutral Data Centre Pact)	Joined the EU Climate Neutral Data Centre Pact	
Renewable Energy	Long-term goal of making 100% renewable energy available to customers	50% renewable energy inclusive of utility supply. Signed 154 MW of new renewable contracts	
	Provide 100% renewable energy for European portfolio	Achieved 100% renewable energy coverage in Europe, including Interxion	
	Provide 100% renewable energy for U.S. colocation business	Achieved 100% renewable energy coverage	
Green Buildings	Expand adoption of sustainably-aligned (green) lease provisions in new customer contracts	72% of net-new eligible contracts adopted green lease provisions since 2017 ¹	
	Achieve LEED Silver or country-specific equivalent certification for major new construction and redevelopment projects	Four certifications completed in 2020; two LEED-Silver, one BREEAM-Gold, one BCA Green Mark Platinum	
Energy Efficiency	Benchmark 100% of properties in Energy Star Portfolio Manager; pursue certification for eligible properties	100% of properties benchmarked; 31 data centers certified (627 MW IT)	
	Global Colocation PUE reduction goal of 10% by 2022 (against 2017 baseline) ¹	Exceeded target; achieved 11% PUE reduction	
	Interxion PUE reduction goal of 5% by 2020 (against 2017 baseline)	Exceeded target; achieved 6% PUE reduction	
Management	Achieve 100% ISO management certification retention and improve total number of certifications	Achieved 100% certification retention and added 216 additional ISO certifications	
Resilience	Place in the top 25% (offices/data centers category) based on risk reduction score from insurance risk providers ¹	46% of insured sites placed in the upper 25% (17% increase from 2019)	
	Achieve Highly Protected Risk (HPR) status for all sites ¹	67% of insured sites achieved HPR status (21% increase from 2019)	

¹Does not include Interxion portfolio.

02

OPERATIONAL AND CLIMATE CHANGE RESILIENCE

Our customers trust our ability to provide resilient and secure data center solutions. In addition to day-to-day reliability and uptime, our data centers are expected to withstand short-term extreme weather events as well as the long-term impacts of climate change. Against this backdrop, Digital Realty has compiled a strong track record of reliability and resilience. In 2020, we maintained operational performance with no critical load lost due to COVID-19 impacts, delivering the 14th consecutive year of “five-nines” (99.999%) availability and a record sixth year of “six-nines” (99.9999%).

Taskforce on Climate-Related Financial Disclosures (TCFD) Alignment



GOVERNANCE

- Pg 61** Board oversight of climate-related risks and opportunities
- Pg 61** Management role in assessing and managing

STRATEGY

- Pgs 17-21** Climate-related risks and opportunities
- Pg 21** Impact of climate-related risks and opportunities
- Pg 21** Resilience of the organization’s strategy

RISK MANAGEMENT

- Pg 22** Process for identifying and assessing climate-related risks
- Pg 22** Process for managing climate-related risks
- Pg 22** Integration into overall risk management

METRICS & TARGETS

- Pg 22** Metrics used to assess climate-related risks and opportunities
- Pg 31** Scope 1, 2 and 3 GHG emissions
- Pg 13** Targets and performance against targets



Pandemic Response

Though we continue to experience the effects of COVID-19 globally, at Digital Realty we prepare for various events that could disrupt our operations as part of our portfolio-wide business continuity cycle. For example, in 2016 we conducted a pandemic exercise for all sites in our global portfolio, and in 2018 conducted pandemic drills for several sites in our APAC region.

In 2020, Digital Realty employed a top-down safety strategy to ensure that our number one priority was the safety of our employees, customers and visitors, led by our Executive Leadership Team. Throughout 2020, we effectively executed on our Business Continuity and Pandemic Response Plans and rapidly developed and implemented controls based on Center for Disease Control (CDC) and World Health Organization (WHO) guidance to ensure the safety of our

employees and customers. These efforts included:

- Reducing staffing to essential site personnel while maintaining full employment
- Conducting virtual tours of our data centers and virtual launches for new data centers to maintain optimal stakeholder experience while mitigating the risk of exposure in our facilities
- Deploying COVID-19 screening protocols at entry points to our buildings
- Implementing facial covering, social distancing and hand sanitizer protocols in all data centers
- Limiting access and activities to essential needs only
- Adjusting maintenance schedules to reflect risk and critical maintenance needs based on an on-going assessment of COVID-19 exposure trends
- Developing enhanced cleaning protocols and increasing the frequency of daily cleaning
- Applying global protocols for management of positive cases within our facilities
- Maintaining frequent and timely communications with our employees and customers on all matters pertaining to COVID-19 and Digital Realty's responses
- Enhancing IT Work-from-Home capabilities to ensure employees could effectively work remotely
- Creating a risk-based, phased Return-to-Work Plan early in our overall response to ensure readiness when conditions allowed a return to on-site work strategies

Climate Change Strategy

Climate-related risks and opportunities

Physical Risks

Acute

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

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

Our global Operations team actively implements and refines operating procedures to ensure our data centers are safe and resilient. This includes regular emergency response plan updates and other measures that result from property-specific risk reports. Fuel delivery

agreements for backup power systems are on par with those held by the Federal Emergency Management Agency (FEMA) and allow for power to be maintained in the event of an extended power outage.

Chronic

Long-term climate impacts may pose several risks to our portfolio. More extreme weather events and extreme temperatures may lead to higher and more volatile energy costs; severe droughts may lead to higher water costs; air quality impacts related to forest fires could affect operational resilience; extreme rainfall events could exacerbate the risk of localized flooding and water ingress at buildings; sea level rise could increase the risk of flooding for a small number of assets. These impacts may contribute to increased insurance premiums, incremental planning and prevention costs, and costs to limit or further 'harden' assets to resist these impacts. These effects are expected to occur in the long-term (5-10 years) and the mitigation measures mentioned for acute physical risks are also applicable to chronic risks.

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

Transition Risks

Policy and legal risks

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

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

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

we hope to reduce or mitigate the impact of any emerging building code regulations.

Technology

Current products and materials may become obsolete more quickly than anticipated or may be replaced with lower-carbon technologies, which could result in increased construction costs. This may happen in the medium-term and would increase direct costs within our operations, primarily in equipment used in new construction and in end-of-life upgrades of equipment in operational facilities. Our Design and Construction teams build our data centers to high standards, pursuing low-carbon technologies where available. This, as well as our global size and scale, is expected to help us reduce or mitigate the impact of lower-carbon technology costs.

Market

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

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

Shifts in consumer preferences may reduce demand for certain goods and services. We evaluate the risk

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

Reputational

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



Opportunities

Resource efficiency

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

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

Energy source

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

regional grid and seek to maximize carbon reductions whenever possible by supporting projects in more carbon-intensive grids.

Products and services

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

Markets

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

Resilience

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

Impact on strategy and financial planning

We see demand from customers for low carbon products and services, and have executed on this customer demand where appropriate throughout Sales, Asset, and Design and Construction teams, helping us win and retain business. If certain locations become less attractive due to climate-related affects (e.g., water scarcity, or higher power prices), we may see less customer demand, even for properties that offer certain low carbon or water-efficient solutions. While this has not become a critical issue thus far, we are aware of potential portfolio impacts due to physical climate change impacts.

Our suppliers may be subject to incremental costs related to carbon taxes, tariffs, environmental regulations, production costs related to the cost of energy and the availability of raw materials, as well as other factors. This could affect our cost to construct, operate, and maintain our properties. We also see opportunities - for example, more suppliers are offering low-carbon

products, and some utilities are offering green tariff and carbon-free power supply options that are cost-effective with traditional power products. In the solutions we’ve pursued there have generally been savings or negligible costs, while we have benefited from carbon-free and/or renewable power supply to attract customers.

We incorporate research into low carbon products and technologies into our R&D program, including construction materials, water and energy-conserving design alternatives when evaluating current and future design solutions. For example, we studied and are now deploying lithium ion UPS battery solutions that have a lower lifecycle carbon footprint than traditional VRLA (lead acid) battery solutions. Our R&D efforts have called for limited additional incremental investment, with a goal that over the long term, additional costs will be recouped through lower lifecycle costs and other value streams.

We manage liability obligations related to our green bond commitments by allocating capital to eligible projects, tracking performance, and monitoring allocation compared to bond proceeds.

We see regular increases in energy and water costs, particularly in areas with potential concerns about scarcity or resilience. We continue to evaluate and invest in measures to improve efficiency and reduce water use at our properties to prepare for possible future constraints on supplies.

Resilience of strategy

Sensitivity analyses and stress-testing are performed using our insurance risk provider’s climate platform. Our insurance providers have developed a “Resilience Index” to evaluate risk across our data centers, inclusive of environmental risks such as exposure to natural hazards and fire risk as a result of climate change. The platform

utilizes live maps of our global portfolio to identify data centers that may be at risk of natural hazards such as rainfall, snowfall, temperature, wind, hail and floods, and we can view which properties are near 100-year and 500-year flood zones. In 2020, we began utilizing the GRESB Climate Risk platform to view climate scenarios for a portion of our buildings. The platform utilizes RCP 2.6, RCP 4.5 and RCP 8.5 to view climate scenarios in present day, 2050 and 2100 timeframes. We also utilized the Measurabl Climate Risk platform to view climate scenarios for a portion of our buildings. The platform initializes its baseline using the period of 1975-2005 as a historical benchmark, and projects future states in 2030-2040 under the “Business as Usual” scenario (RCP 8.5 concentration pathway)

Risk Management

Process for assessing and identifying climate risks: Our Risk Management team assesses a range of risks for all of our assets, from the time of acquisition, during the construction process and annually throughout each property’s operational lifecycle. Risks and opportunities are assessed based on the level of potential financial impacts, physical disruption to business activities, customer concerns and priorities, and shareholder concerns.

Integration of processes into overall risk management: Where relevant, climate risks are reviewed alongside other material risks and opportunities at the asset, market, and enterprise level through our corporate Enterprise Risk Management process. These are evaluated over the relevant planning horizon for the associated risk, and includes both short-term weather events and long-term climate risks.

Metrics and Targets

In addition to carbon emissions and emission intensities, we currently track and monitor a number of risk metrics through our insurance risk provider. These metrics include total insured value (TIV), loss expectancy (LE), and a proprietary risk score which is composed of four major causes of property loss – fire and equipment hazards, natural hazards, social risks and inherent occupancy hazards. Our insured portfolio on average has achieved 92% of its potential risk score, a 6% improvement from 2019, with 92% achieving more than 75% of its risk potential. We also identify which properties are Highly Protected Risk (HPR) sites, which are locations at which all reasonable physical and social loss prevention measures have been implemented.

RESILIENCE SPOTLIGHT

CALIFORNIA & TEXAS

In the wake of the California wildfires in the Summer of 2020, homes and business across the San Francisco Bay Area experienced extensive blackout periods as utilities shut down high-voltage transmission lines as precaution. Winter Storm Uri which blew into the Southeast in February 2021 crippled Texas’ power grid and caused many power-generating sources to go offline from a combination of limited natural gas supply, low gas pressure in pipelines, frozen power plants, and frozen instruments. The storm caused lost power for millions of homes and businesses, significant economic damage and loss of lives.

In the midst of potentially impending blackouts and outages, we work to ensure our data centers remain online for our customers. Our data centers have emergency power systems in place that keep our facilities up and running in the event of a power outage. In California and our new home state of Texas, we were able to navigate extreme weather events and help out our neighbors. During these crises, we maintained 100% uptime for critical and essential digital services as per our designs. Thanks to our diesel reserves and robust resupply networks we were able to keep our generators fully fueled. We also redirected excess fuel supplies to our customers in Texas for use at their other non-Digital Realty properties. Furthermore, we offered the use of one of our data center spaces in Lewisville, TX to provide potential overflow facilities to the city for families who lacked access to power and heat.

Our ability to weather the storm exemplified our resilience and underscored our operational excellence, which is also reflected in our 14 consecutive years of five-nines uptime.



Data Privacy & Cybersecurity

Privacy, security and confidentiality are fundamental to the resilience of Digital Realty's business. Digital Realty's Privacy Program focuses on compliance with global privacy laws and regulations covering all aspects of our operations. Our [Privacy Practices](#) notice, available on the Privacy Practices page on Digital Realty's website, describes how we handle and protect personal information, including rights provided to individuals. While we do not control, manage or access customer servers or data, we are committed to respecting and protecting the privacy rights of all individuals with whom we interact and ensure that the personal information of employees, customers, suppliers, prospects and any other individuals with whom we communicate is appropriately handled and protected. We recognize that each staff member is integral to protecting personal information and provide Global Data Privacy training to all new employees and contracted staff upon hire and annually thereafter.

Cyber resilience is an important element of customer data security and guides our global strategy. We have a dedicated Cyber Resilience as a Service (CRaaS) Program, with both dedicated team and Security Operations Center staff-based in Dallas, Texas, as well as co-sourced 24x7 managed security services partners. The team supports and responds to advance threats, intelligence correlation and enrichment, active threat hunting, and adversary tracking and disruptions. Secure by design, identity-based zero-trust and automation are guiding design principles to ensure we achieve Trusted by Design, our strategy which focuses on protecting our company assets and our customers' privacy. Our technology approach is defense-in-depth, enabling layers of defense to better prevent, protect, detect and respond to cybersecurity incidents. Our control framework is based on the NIST Cybersecurity Framework and enables us to manage cybersecurity-related risk. We also perform third-party audits to benchmark our maturity.

We recognize that our employees, vendors and customers are key to a resilient cybersecurity strategy. All employees and contractors undergo annual mandatory Information Security Awareness Training as an essential refresher on how to identify and avoid potential security risks in the workplace and at home by keeping data, devices, networks and the workplace secure. In addition, we conduct continuous simulated phishing campaigns, raise awareness of social engineering tactics, and assign Security Ambassadors. We collaborate with vendors and partners to help them improve the security of their products and services, as well as understand how to deploy their products and services securely in our environments. We educate customers on how we keep them and their data safe and encourage security best practice feedback and advice from them. In 2020, we had no substantiated complaints concerning breaches of customer privacy or losses of customer data.

03

ENVIRONMENTAL PERFORMANCE

We seek to lead the global data center industry in sustainable environmental performance. We are committed to ongoing efforts that benefit the environment and meet the needs of our customers while also strengthening our business. Our objectives as outlined in our Sustainability Policy are to continue to:

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

Digital Realty recognizes the importance of managing the life-cycle environmental impacts of its data center portfolio, from design and construction through its operational lifetime. We operate a comprehensive program that addresses siting and resilience, sets standards for

sustainable building design and actively manages the ongoing efficiency and environmental impact from our operational data centers.

Ninety percent of our top 20 customers have publicly stated sustainability goals. Our sustainability program supports common customer objectives throughout the lifecycle of a data center – ranging from new green building certifications to ENERGY STAR certifications and the procurement of renewable energy. We strategically and proactively work with our Sales and Customer Success teams to effectively communicate our ESG initiatives and opportunities, and integrate customer feedback and commitments to ESG into our decision-making.

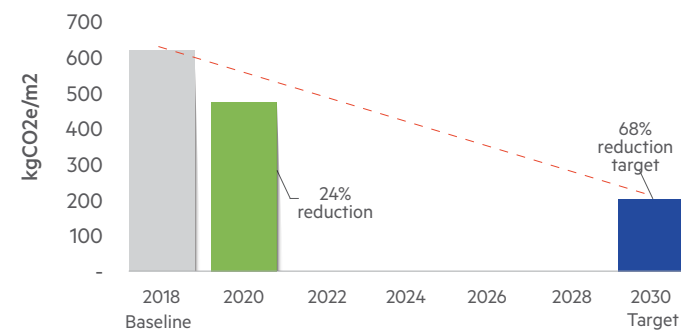
Digital Realty's Sustainability Committee consists of representatives from various departments including Sales, Risk, Governance, Design and Construction, Energy Management, and Sustainability who support and provide feedback and critical information on sustainability initiatives. The Sustainability Committee holds monthly meetings in which representatives from various departments provide updates on their efforts, promoting collaboration and efficiency across functional areas.



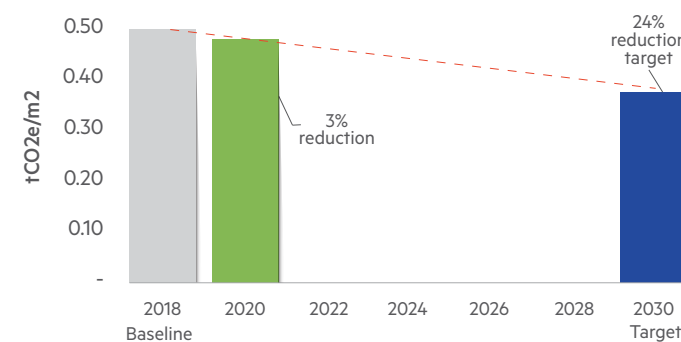
Science-Based Target

In 2020, we set an aggressive carbon emissions target with the Science-Based Target Initiative (SBTi), joining more than 1,200 companies that have committed to setting a target with SBTi, and aligning our sustainability initiatives with a time-bound goal in line with climate science. As the first data center operator of our size and global reach to join the SBTi, we have committed to reducing our Scope 1 and 2 emissions (direct and indirect company emissions) by area by 68% and Scope 3 emissions (indirect emissions in our value chain) by area by 24% by 2030. Achieving these goals will expand our focus on renewable and clean energy initiatives and low-carbon development and supply chain sustainability.

Science Based Target Progress Scopes 1+2



Science Based Target Progress Scope 3



Note: SBTi baseline and progress include annualized data for Interxion portfolio. Progress towards target does not include carbon offsets as per SBTi guidelines.

EU Carbon Neutral Data Centre Pact

Following the adoption of the European Green Deal, leading data center providers created the Climate Neutral Data Centre Pact. Including our European subsidiaries Interxion and Lamda Hellix, 25 companies and 17 associations agreed to a Self Regulatory Initiative with the European Commission to make data centers in Europe climate neutral by 2030. The Self Regulatory Initiative sets ambitious goals that will facilitate Europe's transition to a low-carbon economy. It commits signatories to ensuring their data centers are climate neutral by setting ambitious measurable targets for 2025 and 2030 in the following areas:

- Prove energy efficiency with measurable targets
- Purchase 100% carbon-free energy
- Prioritize water conservation
- Reuse and repair servers
- Look for ways to recycle heat

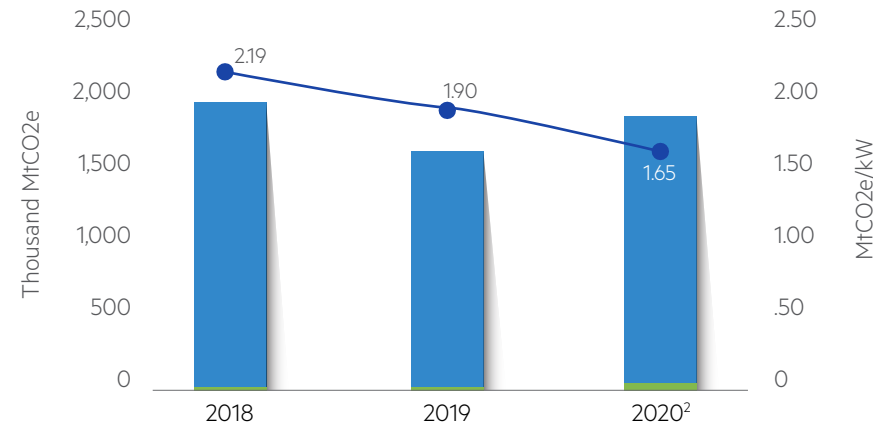
France Carbon Neutrality

In alignment with our science-based target, our subsidiary Interxion France announced in 2020 that it had achieved carbon neutrality and would maintain this commitment through 2030, becoming the first major colocation data center operator to achieve carbon neutrality in France. Between 2014 and 2020, Interxion France reduced its carbon intensity by an average of 20% per year, while also increasing customers' IT space by 14% per year. We were able to meet our goal using a combination of energy efficiency implementation, renewable energy sourcing and ultimately carbon offsets. These efforts began in 2014, when Interxion France became the first major data center operator to match 100% of its electricity use with renewable energy purchases from local projects produced in France. In 2016 and 2017, it boosted energy efficiency by improving PUE at all sites, in 2019 launched the Marseille River Cooling project, and in 2020 supported a reforestation program in France to achieve full carbon neutrality for its Scope 1 and 2 emissions.

Environmental Performance Metrics

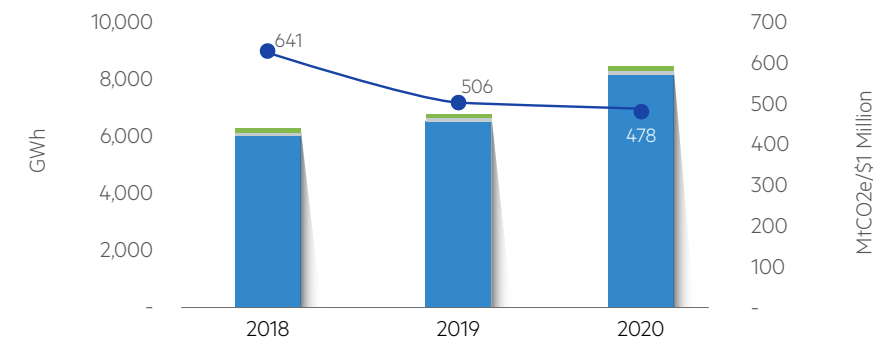
GHG Emissions and Carbon Intensity per kW¹

- Market Based Scope 1+2 Carbon Intensity
- Scope 2 Market-Based Emissions
- Scope 1 Emissions

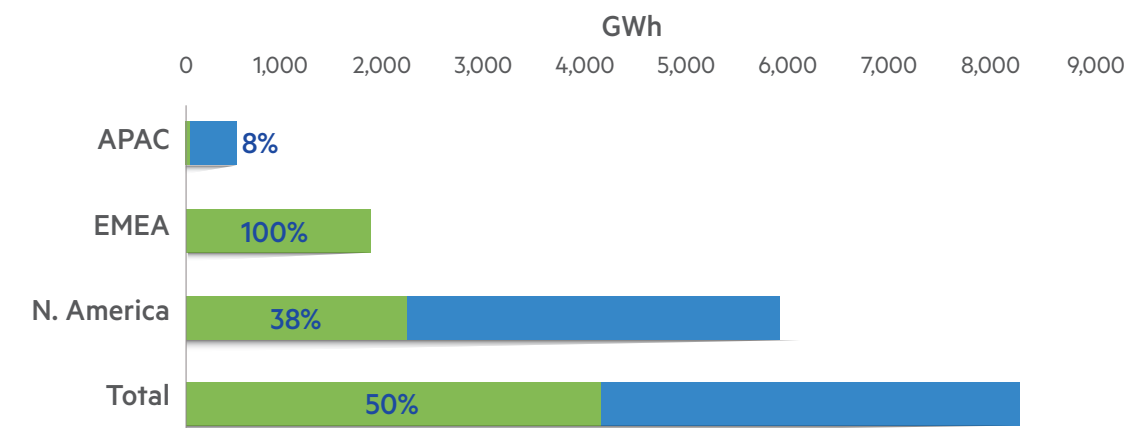


Energy Consumption and GHG Intensity per Revenue

- Scope 1+2 Emissions per \$1 Million Revenue
- District Heating & Cooling
- Fuels
- Electricity



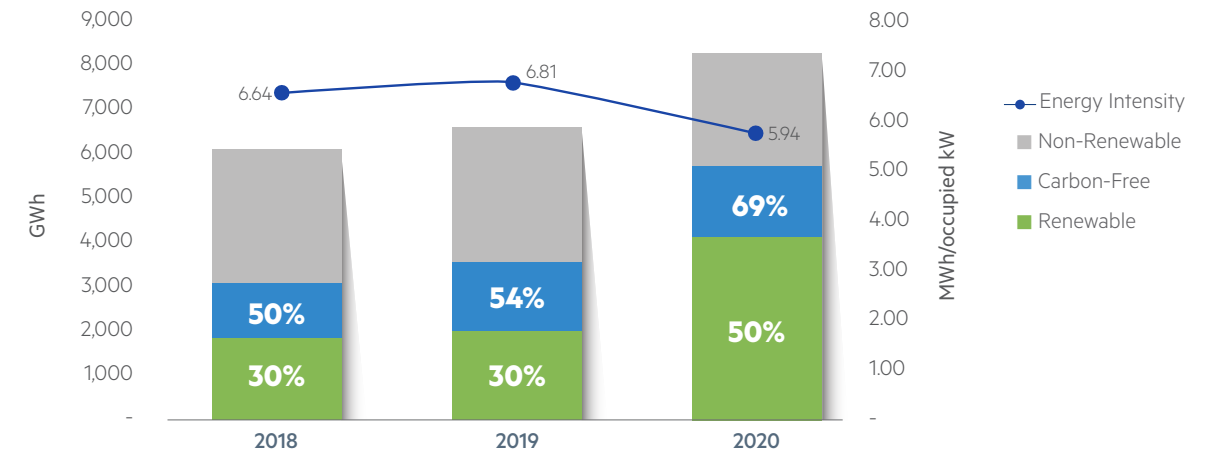
Total Electricity and % Renewable by Region



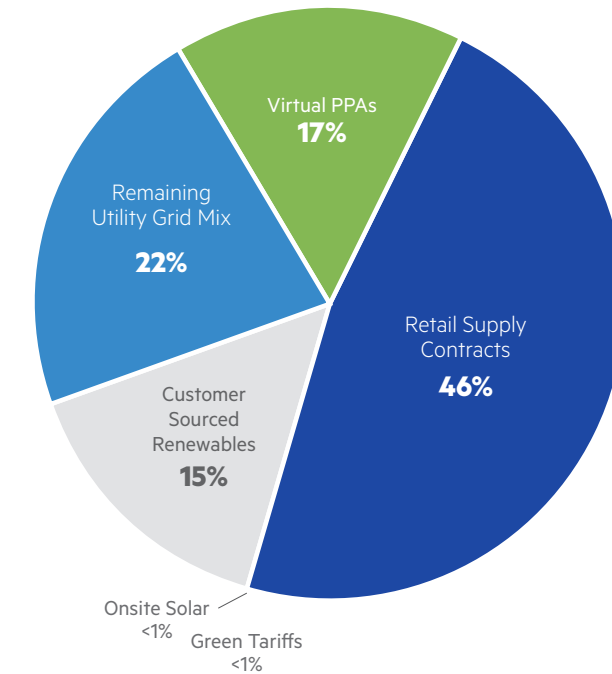
¹Intensity metrics are shown per kW of IT capacity for stabilized and managed assets.

²2020 metrics include Interxion acquisition as of acquisition date.

Global Electricity Consumption and Energy Intensity¹



Renewable Energy Composition



2020 GHG Emissions (MtCO2e)

Scope 1 ¹	Scope 2 (Location-Based) ²	Scope 2 (Market-Based) ²	Scope 3 ³
32,798	2,964,619	1,833,390	2,521,356

¹Scope 1 emissions are related to natural gas and diesel consumption of our managed properties. Total Scope 1 emissions include 34,800 MtCO2e location-base emissions and 2,002 MtCO2e carbon offset reductions for compliance with the EU Emissions Trading System (EU ETS) and France carbon neutrality commitment.

²Scope 2 emissions are related to electricity and district energy consumption of our directly managed assets. Market-based emissions include customer-sourced renewables to cover their energy use in our buildings.

³Scope 3 emissions include energy consumption of properties where we do not have operational control, business travel, employee commute, energy and fuel-related activities not in Scope 1 or Scope 2, and waste generated.

*Data includes properties where Digital Realty has operational control. Energy consumption is calculated predominantly based on utility bills via a third-party utility billing management system. Prior year metrics may differ from previously reported metrics due to improvements in data quality.

Renewable Energy

Our approach to renewable energy prioritizes cost-competitive net-new renewable energy sourced within the same grid regions where our data centers are located. We generally prefer renewable energy be delivered through local utility partners, though we recognize that this is not feasible in many markets today, either at the scale we need or in the time-frame we seek to act.

We assess the carbon reduction impact our projects will have on the power supplied to our data centers and seek to maximize carbon reductions whenever possible by supporting projects in higher carbon-intensity grids. While we prefer to minimize the use of unbundled commodity Renewable Energy Credits (RECs) to meet our long-term targets, we have purchased RECs in the past and may continue to do so as conditions warrant.

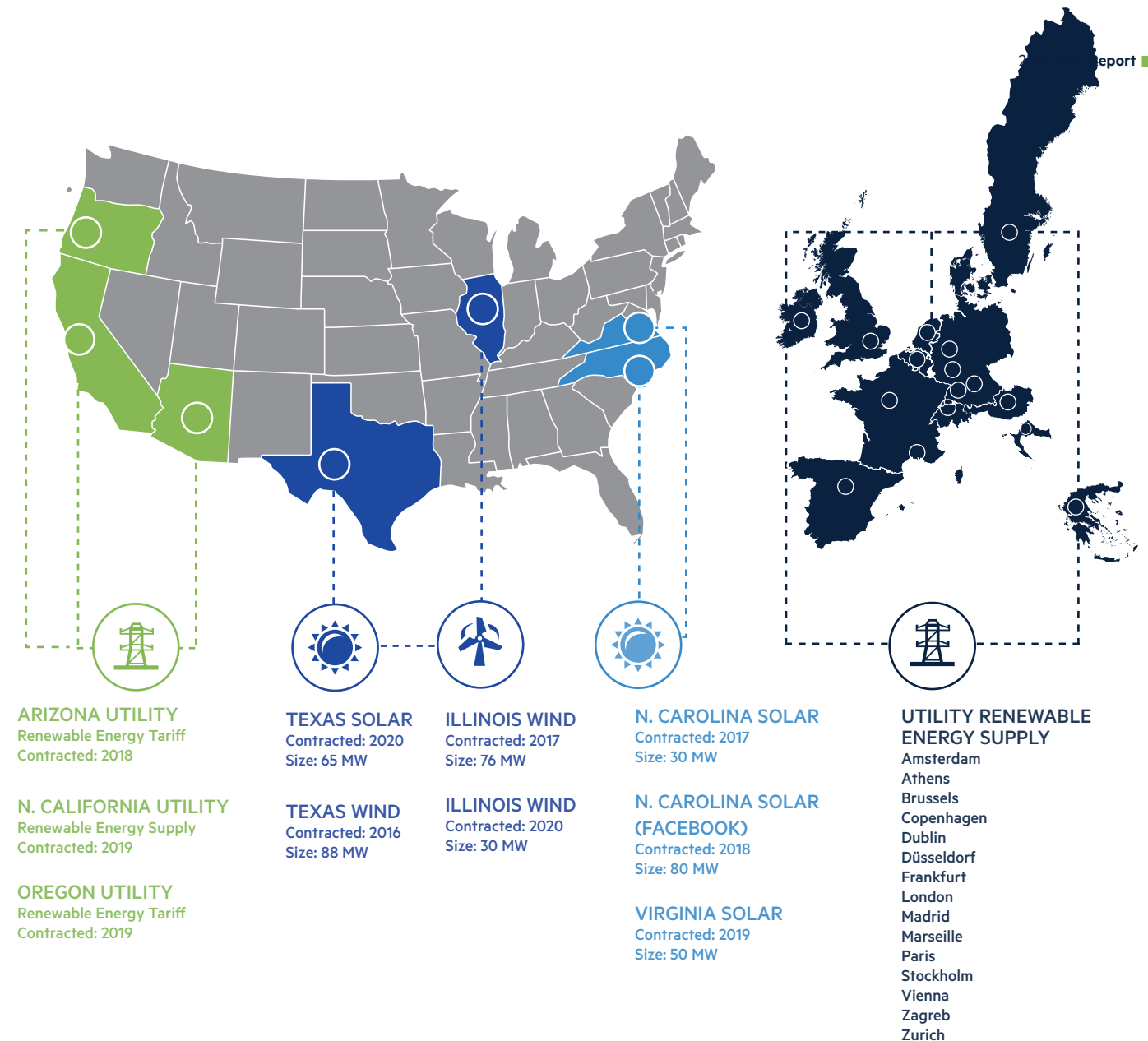
Our renewable energy efforts resulted in 2.3 million metric tons CO₂ equivalent emissions (MtCO₂e) avoided in 2020, enough to power 415,000 U.S. homes annually.¹ In total, our renewable energy procurement primarily consists of:

- 100%** renewable energy for all European properties
- 100%** renewable energy for U.S. colocation portfolio
- 556 MW** new solar and wind under contract in the U.S.
- 528 kW** onsite solar installations in EMEA

In 2020, we announced two renewable energy contracts to support our portfolio in the Dallas, TX market. We entered into a 7.5-year agreement with Citi that will provide over 260,000 MWh of renewable energy annually, which represents 55% (89 MW) of the wind generation project output being developed by Bearkat Wind Energy II, LLC. We also signed a new long-term power purchase agreement to source 65 MW of solar power from Pattern Energy's Phoenix Solar Project located in Fannin County, Texas. Together, Digital Realty's entire Greater Dallas portfolio will be powered by approximately 70% renewable energy by mid-2021.

Our operational vPPAs produced 698,662 MWh of wind and solar energy in 2020, sufficient to meet the electricity needs of approximately 90,000 homes for one year.¹

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

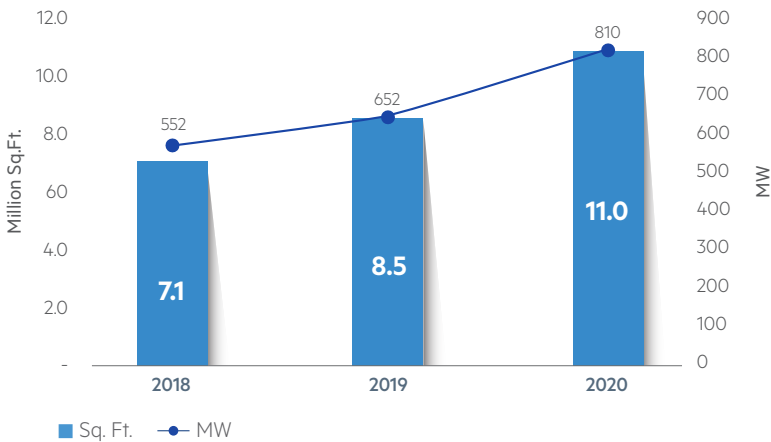


Green Buildings

2020 Green Building Certifications

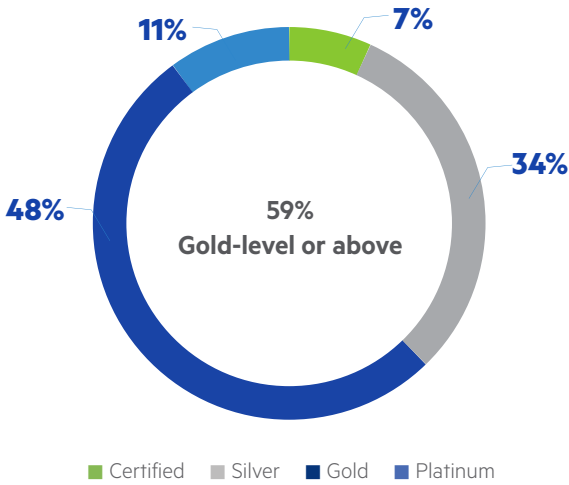
Address	Total Sq Ft Certified	Rating System	Certification Level
1 Century Place Toronto, Canada	711,701	LEED	Silver
Cloud House London, UK	99,817	BREEAM	Excellent
Digital Loyang 2 Jurong, Singapore	433,826	BCA Green Mark	Platinum
Building P Ashburn, VA, USA	733,073	LEED	Silver
Total	1,978,417		

Total Green Building Certifications¹



¹2020 metrics include Interxion green building certifications. 43% green building certified by MW-IT capacity.

Green Building Certification Level Achieved



■ Certified ■ Silver ■ Gold ■ Platinum



13%
Energy Savings¹

<1.29
Design PUE

46%
Water Savings

40.5 MW-IT
5-Story Data Center

GREEN BUILDING SPOTLIGHT 11 Loyang Close, Jurong, Singapore

This newly-constructed data center is one of the first to be awarded BCA Green Mark for New Data Centre V2019/V2, Platinum certification. The facility has a design Power Usage Effectiveness (“PUE”) of under 1.29, a notable level of performance in a tropical climate. This is expected to translate to energy savings of 79,800 MWh per year at full operation.

The data center’s design also utilizes high efficiency single module UPS systems with N+1 distributed redundancy to minimize redundant equipment. The UPS system uses advanced lithium-ion batteries that are more power dense, lighter, and have 3X the operational service life compared to traditional VRLA batteries.

The facility uses turbine generators that operate with lower emissions than reciprocating diesel generators due to more complete fuel combustion and higher mechanical efficiency. The project is also planning for a green future, with a solar-ready roof designed for easy installation.

¹Compared to a baseline design at 100% load.

²VRLA = Valve Regulated Lead Acid.

Energy Conservation

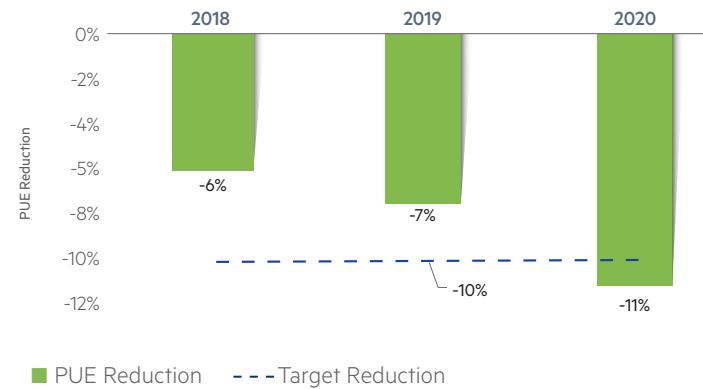
We have set energy reduction targets around the world and our Operations teams work to improve efficiency throughout our portfolio.

We have a target to reduce global colocation PUE 10% by 2022 from a 2017 baseline and we surpassed this goal in 2020 by achieving a 11% reduction. We also have a target to reduce PUE for our Interxion portfolio 5% by 2020 from a 2017 baseline and we surpassed this goal in 2020 by achieving a 6% reduction. These goals reflect targets established prior to the Digital Realty and Interxion combination.

In 2020, our Operations team performed energy audits on 23% of our global managed portfolio by square feet and targeted projects at properties that would deliver significant efficiency and cost savings. Implemented projects resulted in an estimated 21,800 MWh and \$2.4 million in energy efficiency savings, equivalent to the electricity needs of 2,500 homes for one year.

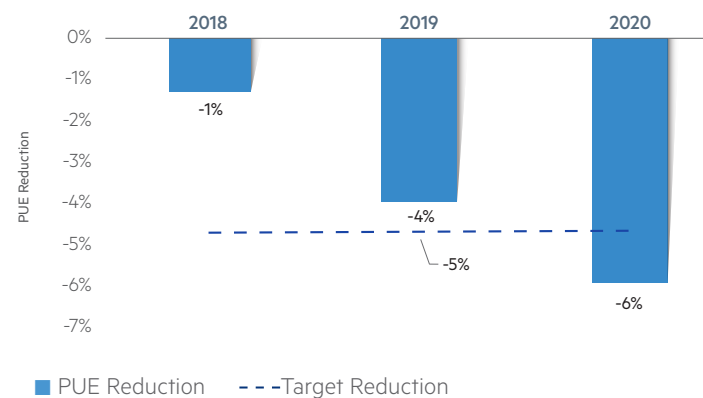
Our Incentive Pursuit Program helps our teams maximize energy efficiency projects and establishes partnerships with local utilities to save energy. Incentives pursued include energy assessments, energy modeling, retro-commissioning and above-

Global Colocation PUE Reduction Target Progress¹



¹ Does not include Interxion portfolio.

Interxion PUE Reduction Target Progress



code energy efficiency measures. Our Operations and Design and Construction teams secured \$1.5 million in utility incentives and rebates related to energy efficiency initiatives for more than 40 efficiency improvements implemented in 2020.



ENERGY STAR CERTIFICATIONS

In 2020, Digital Realty became the first data center company to receive the EPA's **ENERGY STAR Partner of the Year**. In 2021, we received the Partner of the Year Award for the second consecutive year, exemplifying our continued commitment to pursuing ENERGY STAR certifications and measuring and improving the energy efficiency of our data centers.

¹Managed portfolio

²According to industry-average data centers according to the U.S. EPA.

100%
ENERGY STAR
benchmarked¹

31
data centers certified

627
MW-IT certified

70%
portfolio certified

1.8M
MWh saved²

1.3M
MtCO₂e saved

Equivalent to
powering
229,000
average U.S.
homes annually



Marseille River Cooling

Advancing its carbon neutral objectives, Interxion France has implemented a River Cooling project for its data centers in Marseille. The technology uses the water from an old industrial facility, known as the Galerie de la Mer, to cover 99% of the cooling needs at two data centers. The innovative renewable energy solution allows the project to avoid the use of chillers, limiting data center energy consumption and carbon emissions. The River Cooling project is expected to save 18,400 MWh of energy and 795 tons of CO₂ per year at full capacity. This solution is 30 times more energy efficient than a traditional cooling solution, making Interxion's data centers in Marseille among the most efficient in France. This solution results in no potable water withdrawals, does not require chemical treatment of the water, and protects local biodiversity.

The heat generated by the data centers will also be fed into the urban heating network in the Euroméditerranée neighborhoods of Marseille, supporting the heating needs of up to 5.4 million square feet of residential and commercial buildings. [Explore an interactive virtual tour of the Interxion MRS2 data center and River Cooling project here.](#)

Interxion MRS3 data center, Marseille, France
MRS3 is an adaptive redevelopment project, built upon a former WWII Nazi submarine base used to house U-boats and now has been redeveloped and converted into a data center.



Water Conservation

We stand upon our past success of delivering tangible, recorded water conservation results while looking to the future to continue to work to protect and conserve our planet's limited water resources. Our Global Water Strategy addresses the strategic role that water plays in Digital Realty's operations, identifies regions where water quality and scarcity pose risk to the reliable operation of our data centers, and creates a pipeline of projects and opportunities to advance Digital Realty's position with respect to water conservation, resiliency, and redundancy in our operations. As a result of the policies developed as part of our Global Water Strategy, Digital Realty leverages several tools and opportunities to deliver substantial results.

- We use the **GRESB and Measurabl Climate Risk Platforms** to perform physical risk scenario analyses for a portfolio of our portfolio. Water-related risks include sea level rise, floor and water stress using different RCP concentration pathways.
- The **World Resource Institute's Aqueduct™ Tool** provides insights into water scarcity and helps us assess our water use in water scarce regions.
- A **Water Risk Monetizer Tool** provides insight into the potential impact that water scarcity and water quality causes to our business in the various regions and watersheds in which Digital Realty operates globally. The tool continues to help us better quantify our "hydro-footprint", validates our effort to prioritize water projects in watersheds posing higher

Digital Realty recently became the first consumer of recycled water to join the **WateReuse Association's Recycled Water User Network**, a network for businesses and other entities that use recycled water. Our membership in the Recycled Water User Network includes the Water Star™ designation, which recognizes Digital Realty's achievements as a steward of water resources in the local community.

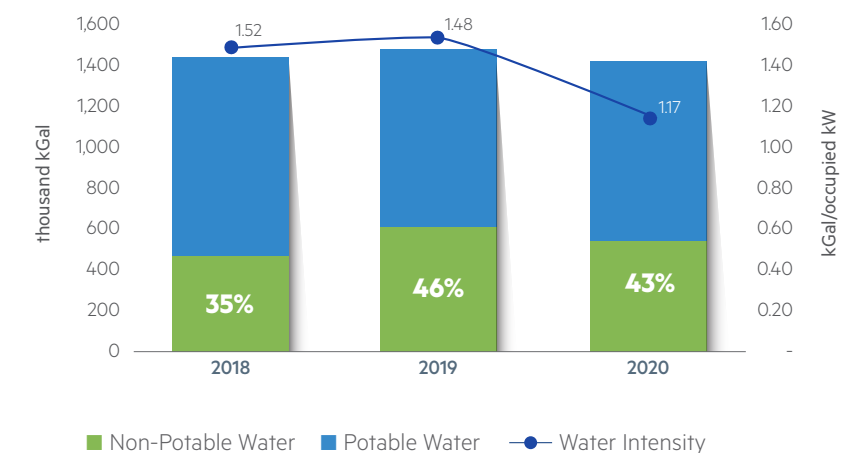


operational risk reducing operational costs, and points us where we need to build in greater operational redundancy and resiliency.

- A **Smart Water Navigator Tool** provides a comprehensive baseline analysis as to where each Digital Realty data center location lies on the "Water Maturity Curve." Based on a data centers' position on the Water Maturity Curve, the tool creates specific actions and recommendations to advance each data center on its own respective water stewardship journey.

More than 50% of the water used to cool our U.S. data centers and 100% of the cooling water for our APAC data centers were supplied by non-potable sources in 2020. In total, 43% of our global water supply was provided by municipally-supplied non-potable or onsite recycled water in 2020. We have also implemented a Water Meter Project to ensure all treated cooling

Global Water Consumption and Water Intensity¹



tower and adiabatic systems in North America have appropriate sub-metering to better measure and manage water usage in the region, and collect data to apply for evaporation credits to capture additional cost savings. The development of our Global Water Strategy and use of smart water management processes and technologies are key steps in our efforts to conserve and protect water.

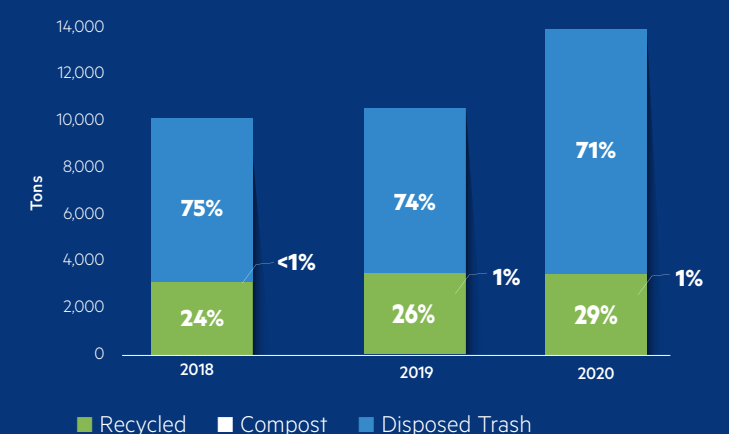
¹Data excludes properties where Digital Realty does not have operational control. Water consumption is calculated predominantly via utility bills via a third-party utility bill management system. Non-potable water includes municipally reclaimed and onsite recycled water. Decreases in water consumption in 2020 may be a result of impacts from COVID-19.

Waste Management

We benchmark our waste generation in ENERGY STAR Portfolio Manager. In 2020, our data centers generated 13,648 tons of waste and diverted 27% of total waste generation.

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

Global Waste Generated³

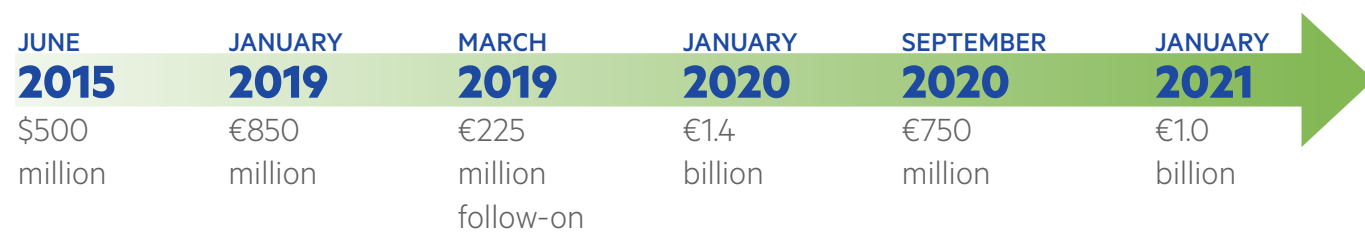


³Data excludes leased properties and properties where Digital Realty does not have operational control. Waste generation is calculated predominantly via utility bills based on a third-party utility billing management system.

Green Bonds

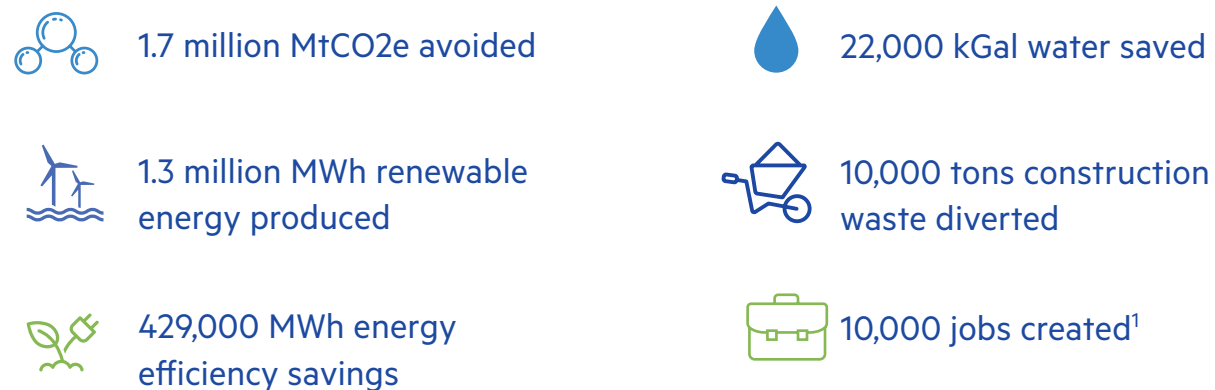
Digital Realty is the largest issuer of green bonds in the data center industry. In 2015, Digital Realty became the first data center REIT to issue a green bond and in 2019, Digital Realty issued the data center industry's first Euro-denominated green bond. To date, we have issued \$5.6 billion in cumulative green bonds and were recently recognized by the Climate Bonds Initiative for the Largest Financial Corporate Green Bond in 2020. We continue to pursue green bonds to expand our ability to access capital to cost-effectively fund the growth of our business through sustainable projects.

DIGITAL REALTY GREEN BONDS



In January 2020, Digital Realty issued green bonds having aggregate gross proceeds of €1.4 billion. Proceeds from the green bond were allocated to support the development of five green building projects that received certification in accordance with LEED, BREEAM and BCA Green Mark sustainable rating standards. Proceeds were also allocated to renewable energy and energy efficiency projects. In September 2020 we issued a €750 million green bond and we expect to allocate proceeds later in 2021.

Total Annual Impacts from Green Bonds Issued

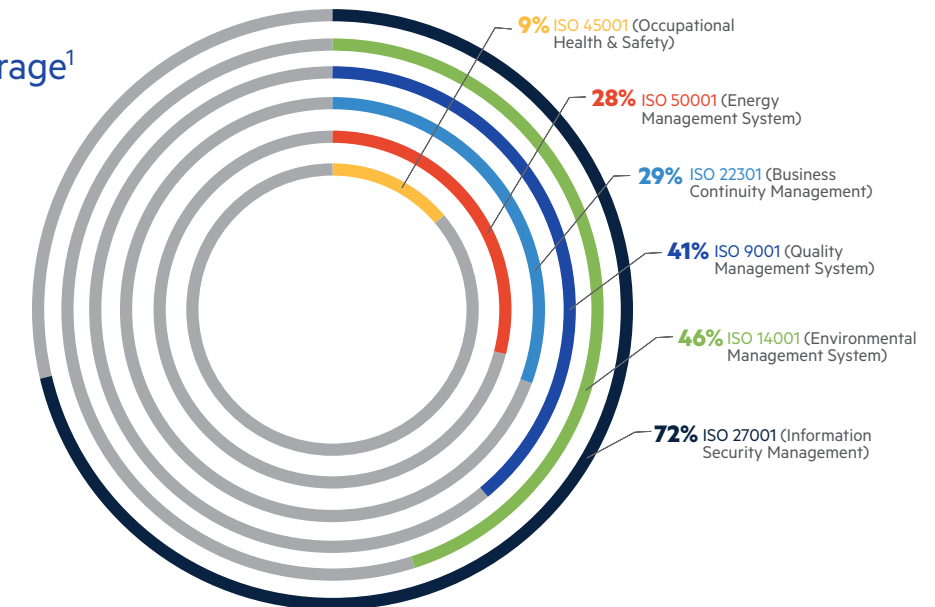


¹ Estimated direct and indirect jobs created.

Management Standards

Across our global owned managed portfolio, we implement ISO management systems to ensure we have consistent processes in place to support continuous improvement. We retained 100% of all existing ISO certifications in 2020. In addition to the ISO standards listed below, 100% of our Singapore portfolio is certified under SS564 Green Data Centres standard for Energy and Environmental Management Systems. See our [Certifications](#) page for more information on management standards.

Management Standard Coverage¹



¹ Certification per square feet. Includes Interxion portfolio.

Green Leasing

We are the first global data center REIT to adopt green lease standards for use in data centers and to be recognized as a Green Lease Leader by the Institute for Market Transformation and U.S. Department of Energy, receiving Green Lease Leader Gold recognition in 2018, 2020 and 2021. We incorporate green lease language in applicable customer leases to better align interests between landlord and tenants to incentivize energy and resource efficiency investments, streamline renewable energy procurement and support sustainable building certifications. Among new leases signed since the launch of this initiative in 2017, we have shown a 72% adoption rate of green lease provisions.

* Green lease data coverage does not include Interxion portfolio.



04

ENGAGING
STAKEHOLDERS

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

Stakeholder	Engagement	Topics of Discussion
Customers	<ul style="list-style-type: none">▪ Dedicated asset management, sales, and strategic account teams▪ Customer satisfaction surveys▪ Customer Success Managers▪ Quarterly Business Reviews▪ Customer appreciation events▪ Collaboration on efficiency and clean energy projects▪ Green lease standards▪ Energy efficiency transparency (efficiency improvements in customer spaces and ENERGY STAR certification announcements)	<ul style="list-style-type: none">▪ Customer communication and relationship management▪ Operational and administrative support matters▪ Availability and resiliency▪ Achievement of competitive utility rates▪ Data privacy and cybersecurity▪ Building safety▪ Assistance in achieving customer sustainability goals▪ Green building and energy efficiency certifications
Employees	<ul style="list-style-type: none">▪ Direct engagement with manager and coworkers▪ Training and support programs▪ Employee satisfaction surveys▪ Monthly Sustainability Committee Meeting with global teams▪ Diversity, Equity and Inclusion Council with global employees▪ Employee Resource Groups (ERGs)▪ Active employee communications from CEO and Executive Teams regarding corporate sustainability and global events (e.g. COVID-19 updates and response to social justice movements)▪ In-person and streaming video Q&A with executive management▪ Matching gifts program and Donate 8 volunteering program▪ Employee wellness programs▪ Annual performance reviews▪ Quarterly All Hands Meeting	<ul style="list-style-type: none">▪ Professional training and career opportunities▪ Diversity, equity and inclusion▪ Philanthropic initiatives▪ Current events▪ Corporate data security▪ Company economic performance and future outlook▪ Company ESG performance and sustainability goals▪ Ethical business conduct

Stakeholder	Engagement	Topics of Discussion
Investors	<ul style="list-style-type: none">Investors web page with stock information and news and eventsTCFD and SASB-aligned disclosures in annual financial report (Form 10-K), Proxy and ESG ReportQuarterly earnings callsInvestor presentationsGreen Bond disclosuresDedicated Investor Relations teamDirect dialogue	<ul style="list-style-type: none">Company economic performance and outlookESG goals and performanceClimate change strategy and resilience
Joint Venture (JV) Partners	<ul style="list-style-type: none">Engagement on matters relevant to JV properties and management of the joint ventureUpdates on Digital Realty's Investor page	<ul style="list-style-type: none">Respective portfolio occupancyEconomic performance, future outlook and business strategyUtility data aggregation
Government Regulators	<ul style="list-style-type: none">Regular dialogue, filings, permitting, and hearings related to project permittingEngagement on matters of energy supply and renewable energyEngagement with federal, state, and local governments in the U.S. and around the world on public policy issuesParticipation in energy efficiency and energy benchmarking programs	<ul style="list-style-type: none">Compliance with permitting, benchmarking and other rules and regulationsSustainability and benchmarking mattersPublic Policy
Suppliers	<ul style="list-style-type: none">Contract development and ongoing interactionDirect dialogue via meetings and callsSupplier compliance with environmental policiesRegular performance reviews with key vendorsSustainability requirements in master services agreements and construction contractsVendor Code of Conduct	<ul style="list-style-type: none">Economic performance and future outlookCommunication and transparency of performanceProduct cost, availability, backlog, commodity price trendsSupplier capabilities: strategic sourcing, risk management, supplier excellence, energy & sustainability, procure-to-pay
Non-Governmental Organizations (NGOs)	<ul style="list-style-type: none">Membership and participation at various levels, including working groups, committees and boardsConference and event attendance	<ul style="list-style-type: none">Economic developmentEnergy and environmentCommunity impactsIndustry growth and trends
Local Communities	<ul style="list-style-type: none">Local community engagement for development projectsContract with local suppliers where possibleHost first responders, local government officials and eventsCorporate philanthropyEmployee volunteering	<ul style="list-style-type: none">Construction and data center operationEconomic developmentEnergy and environmentCommunity impacts

Customer Experience

Digital Realty is committed to our customers' success. Each customer has an assigned Customer Success Manager, all customers receive annual customer satisfaction surveys and we leverage the Net Promoter Score (NPS)[®] methodology to measure overall customer loyalty. We also leverage real-time transactional surveys to drive continuous improvement programs monitored at the executive management level. Our executive management team reviews survey results and action plans on a regular basis. Our Customer Success team follows up with survey responses as part of our Closed Loop Management program, and we offer two 24x7 "always on" feedback channels consisting of email signature links and QR codes which members of our executive team actively monitor.

Community Involvement

Digital Realty is committed to being an active member of and giving back to the communities where we operate globally. We encourage and celebrate community involvement and employee engagement activities through our “Do Better Together” initiative.

Our program includes:

Community Involvement and Corporate Giving Program.

In 2020, Digital Realty committed \$1 million in overall philanthropic support to help global and local charitable organizations on the frontlines of the COVID-19 pandemic. This included donations to the International Red Cross/Red Crescent Society's and World Health Organization's COVID-19 relief funds to support efforts to combat COVID-19 globally, especially in communities experiencing the most urgent need. Additionally, we conducted an employee survey to select two charities battling the pandemic in each of the regions we operate in (six charities total) to receive funding directly from Digital Realty.

In partnership with Megaport, we also announced that for the month of April 2020, we were waiving port fees for six months for new ports on Service Exchange across our global portfolio to anyone in the government, medical, emergency services, and education verticals as part of our COVID-19 response.

We also made a significant gift to the Equal Justice Initiative in the wake of racial and social unrest in the summer, and encouraged employees to purchase a book on the topic of racial justice on behalf of the company as part of our companywide listening and learning journey. In March 2021, the company made a donation to Stop AAPI Hate in response to the anti-Asian hate crimes.

Donate 8 Program. Employees are allotted eight hours of paid time-off per calendar year during

regularly scheduled work hours to volunteer for eligible organizations.

Matching Gifts Program. We encourage our employees and directors to give back to the community by matching their contributions to eligible charitable organizations through our Matching Gifts Program. In June 2020, Digital Realty doubled all employee donations (\$2 in company matching for every \$1 donated by employees) to non-profit groups that support civil rights and announced that it would continue to do so for all charitable donations through the end of 2021. In 2020, Digital Realty matched approximately \$289,000 in employee and director donations to more than 200 charitable organizations globally.



Our Pillars of Philanthropic Focus and Alignment with the UN Sustainable Development Goals (UN SDGs)



Disaster Recovery



Science, Technology, Engineering and Mathematics (STEM) Education



Sustainability



Diversity, Equity & Inclusion



Health and Well-Being

Full-time and part-time employee benefits:

- Health, vision and dental insurance
- Flexible working and work-from-home arrangements
- Equal maternity and paternity leave
- Teledoc to see licensed doctors using live video visits on smart devices¹
- Annual Benefits Fair in multiple locations for information on the coming year benefits, including vendor booths an open forum for employees to ask questions¹
- Life and disability insurance
- Pre-tax commuter and parking benefits to encourage public and alternative transportation¹
- Tuition reimbursement program
- Fitness, health and well-being reimbursement program
- Financial planning assistance
- Professional legal counsel and online legal resources¹
- Identity, financial and privacy protection
- Designated nursing rooms, meditation rooms, and space for religious worship
- Ergonomic assessments for employees
- Company discounts at various global locations through TicketsAtWork
- Annual flu shots
- Company-provided EAP and access to mental health services

100% return to work and retention rate
for employees who took parental leave

¹Benefit provided for U.S. employees only.

Wellness@Digital

In 2020, we not only continued our company-wide wellness program, Wellness@Digital, we innovated and strengthened the program in response to stay-at-home conditions. We promote physical activity and an active lifestyle through quarterly challenges, competitions and lifestyle resources using a new health and well-being software program. Employees are incentivized with prizes like gift cards, health-related items, and fitness equipment. We also expanded our fitness reimbursement program in 2020 to include equipment purchases for home exercise, streaming exercise classes and memberships, and mental health subscription programs.



Digital Realty Wellbeing Champions promoting staying strong together in mind and body



In 2020, Digital Realty formally launched its **Diversity, Equity and Inclusion (DEI) Employee Leadership Council** to assess the current state and opportunities for progress, formulate a cohesive strategy and ultimately lead Digital

Realty's global DEI effort. The DEI Council is led by employees spanning various management levels and global regions with program support from Executive Sponsors. The DEI Council's objectives include promoting accessibility and opportunities for all employees without discrimination on the basis of race, ethnicity, religion, national origin, mental or physical disability, pregnancy, sexual orientation, gender identity or expression, marital status or age. For example, our obligation to make accommodations in accordance with the Americans with Disabilities Act (ADA), as well as other applicable laws and regulations is an ongoing one, and we will continue to assess our properties and make alterations as appropriate in this respect.

Accomplishments since the inception of the DEI Council include:

- Launching three Employee Resource Groups (ERGs). In addition to our Women's Leadership Forum (WLF), we now have a Veterans ERG, Black ERG and LGBTQ+ ERG (Digital Pride)
- Incorporating DEI as the fourth pillar to our areas of philanthropic focus
- Benchmarking our diverse suppliers

To emphasize Digital Realty's commitment, Bill Stein has signed the CEO Action Pledge for Diversity & Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace, and was named the Co-Chair of Nareit's Dividends through Diversity, Equity & Inclusion CEO Council.

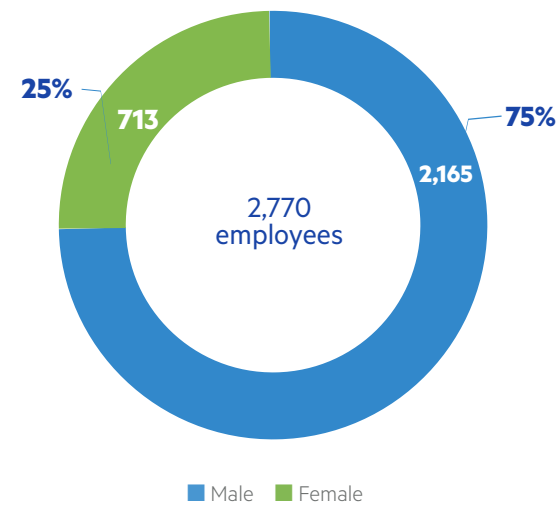
Diversity at Digital

It is Digital Realty's policy to recruit talent based on skill, knowledge, attitude and experience, without discrimination on the basis of gender, sexual orientation, age, family status, ethnic origin, nationality, disability or religious belief. We evaluate pay equity annually and have an affirmative action plan in place to ensure the diversity of our workplace will represent the qualified applicant pool in the regions where we operate.

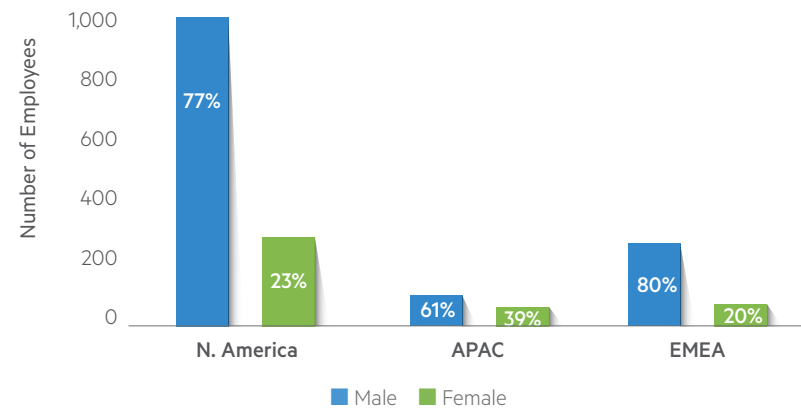
We maintain an anti-discrimination and harassment policy which includes mandatory harassment training for all managers, and in 2020 we mandated this training to all U.S. employees. Our Legal and Human Resources teams evaluate all claims of discrimination, conduct internal investigations to identify whether claims have basis and implement appropriate remediation plans.

Employee Diversity Metrics

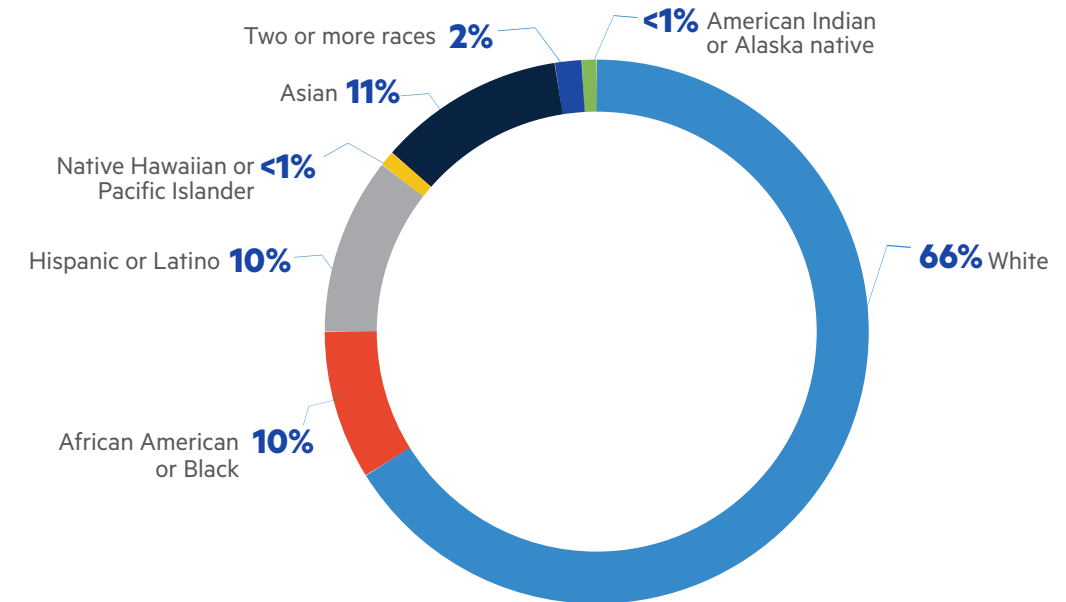
Global Employees Workforce by Gender



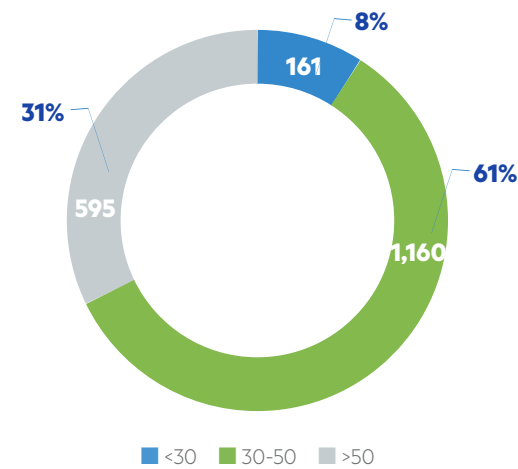
Employee Workforce by Gender by Region



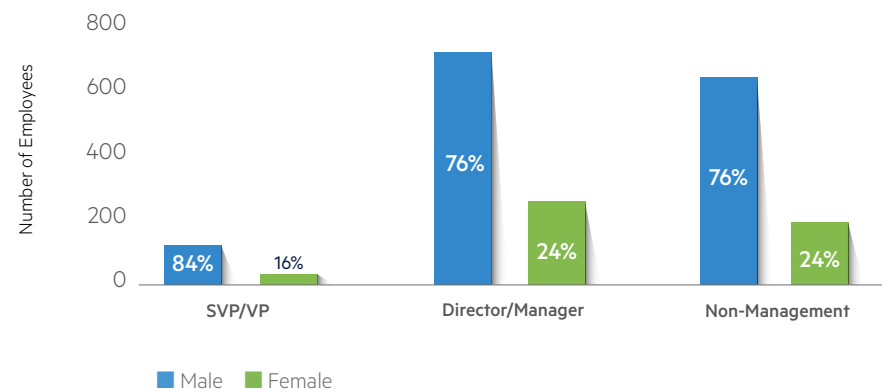
U.S. Employees by Racial Group¹



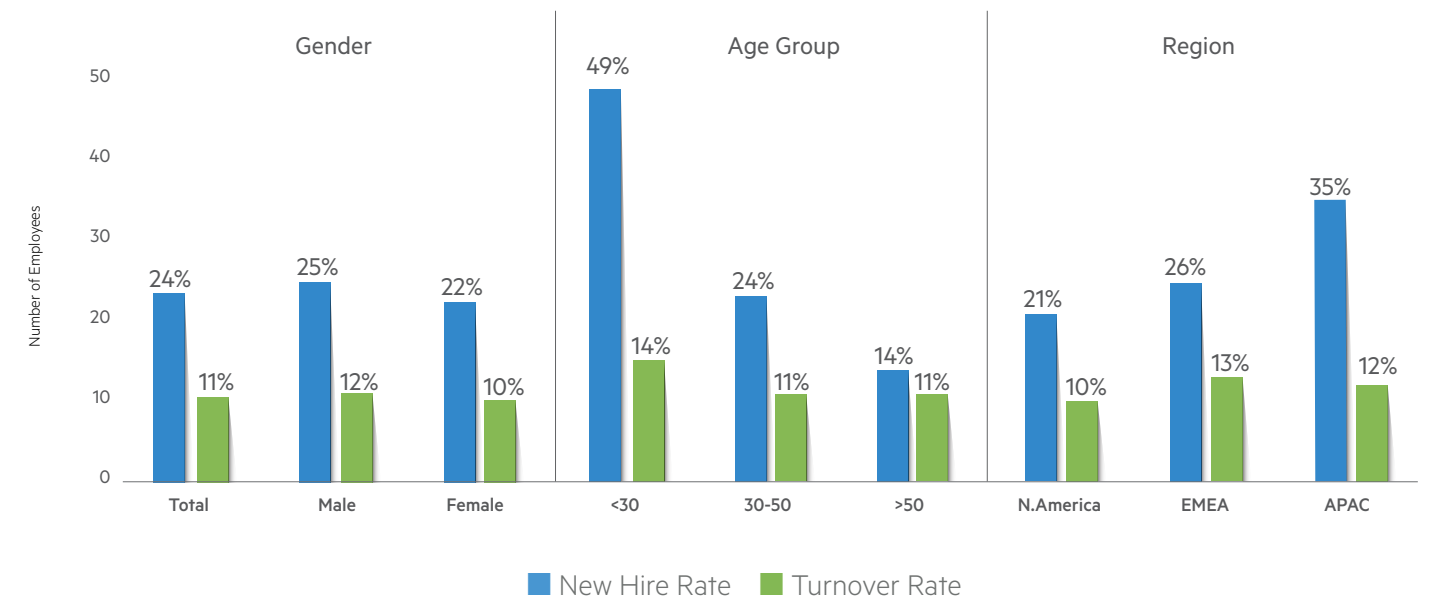
Global Employees by Age Group



Global Employees by Gender by Management Level



2020 Employee Hire and Termination Rate



¹U.S. racial diversity metrics reflects Digital Realty's 2020 EEO-1 Report filed with the Equal Employment Opportunity Commission (EEOC).



Digital Realty's Women's Leadership Forum (WLF) was established in early 2018 with the purpose of bringing together the women at Digital Realty to promote a diverse and inclusive culture and help deliver the next wave of digital innovation. WLF's goal is to provide an opportunity to collaborate with, mentor and seek input in regard to professional and career development. WLF's executive and Board sponsors are our Chief Executive Officer, William A. Stein, and Board Member Mary Hogan Preusse, and has a regionally diverse steering committee with regional chapters in all of Digital Realty's major markets.

In 2020, WLF sponsored events included:

- A virtual auction to raise funds for breast cancer awareness
- Three community involvement events and two external customer events
- Eight supported external virtual events with the Women's Tech Forum
- Five virtual Masterclass sessions open to all employees
- Four virtual connected events, such as book club, networking, and career development
- Regional events including yoga, fitness, meditation and networking



Interxion Netherlands hosting a Girls Day event with educational data center games



Digital Realty celebrating International Women's Day 2020



Employee Engagement

Digital Realty has a global, leader-led and continuous approach to gathering and measuring employee engagement, including bi-annual surveys measuring company-wide and team engagement and executive-employee roundtables. Our Employee Recognition program is designed to recognize employees who demonstrate our Company Values - Customers, Excellence, Talent, Teamwork, and Success – and deliver superior internal or external customer service, cost savings, productivity or work process improvements, and corporate citizenship. Employees can be recognized in four ways: Manager Spot Award, peer-to-peer High Five Award, Quarterly Individual Going the Extra Mile (GEM) Award, Quarterly Team GEM Award and the Annual CEO Circle Award.

We partnered with a third-party engagement provider in 2020 to implement a more in-depth, global and bespoke employee engagement platform to anonymously collect employee input and give managers the tools they need to listen to employee feedback, focus in on what matters, and take action to enhance employee engagement. We conducted our Digital Voices Employee Survey in Q2, an annual survey of all employees to give us a real-time view of engagement conditions. In 2020, we had a 70% survey response rate. Team leaders are provided direct access to their team's feedback and are accountable for reviewing and discussing results, collaborating with the team on positive actions, and ensuring incremental actions are completed to positively impact engagement.

In 2020, we communicated frequently with employees to help them cope, and build resiliency amidst the pandemic. We also took an active stance in communicating on social unrest, anti-discrimination and violence ensuring that employees understood that we believe in an inclusive company and society.

¹Training and education data does not include the Interxion portfolio.

87%

of employees feel they are receiving the COVID-19 communications needed and that Digital Realty is taking the right precautions to minimize impact

Training and Education

Digital Realty promotes an environment of personal and professional learning and development. Our Training Policy outlines our objectives to support Digital Realty through the ongoing training and development of employees to extend the range of individual performance, respond positively to change and support our customers consistently regardless of geographic location. We encourage employees at all levels and employment types, as well as contractors, to pursue training and education courses specific to their expertise. We provide a Tuition Reimbursement Program to reimburse all global, full-time employees for tuition, registration and the fees associated with higher education. Additionally, our Digital University program includes training courses covering Operations, Legal, Ethics and Compliance, Management and Leadership, Risk, Risk Management, Sales, Diversity, Equity and Inclusion, and Information Security and Privacy.

100% of our employees were offered training on Cybersecurity, Global Data Privacy, Insider Training, Anti-Money Laundering, and FCPA (Foreign Corrupt Practices Act) in 2020. All Operations employees received EOH&S training, Annual Security and Awareness Compliance Training, and Business Continuity Training.¹

In total, 1,796 Digital Realty employees spent an average of 30 hours per FTE on training and development, totaling 54,240 hours. An additional 1,423 contractors were trained at an average of 16 hours, totaling 22,275 hours. In 2020, we also launched a Leadership Development training program to develop a leadership pipeline and advance leadership skills. The program consisted of quarterly training sessions for 40 employees at the director and above level.¹

Occupational Health and Safety

Environmental Occupational Health and Safety (EOH&S) is integral to how we operate as a company. Digital Realty's EOH&S program is managed by our Operations team and led by our Director of Technical Operations. We have established and documented an integrated, global EOH&S management system compliant with the principles of ISO 45001 and ISO 14001. Our EOH&S Policy supports an environment that strives toward zero occupational injuries and illnesses through prevention, training, inspections and maintenance.

Hazard Recognition, Evaluation and Control Program

Hazard recognition, evaluation and control program is a key attribute of our EOH&S program. This involves proactive hazard recognition with respect to the environment, employees and contractors, equipment and materials, and the work processes and practices. Digital Realty develops comprehensive methods of procedures (MOPs) or standard operating procedures (SOPs) for almost every job in a data center. A formal MOP/SOP assists with the work process and is integral to many of our safety programs, including energized electrical work (EEW), control of hazardous energy (COHE) and lockout/tagout (LOTO). Once hazards have been identified and prioritized, they are then controlled before a job starts.

Digital Realty has developed best practices and tools for managing infrastructure-related emergency responses, which is comprised of five sections:



1. Emergency Operating Procedures (EOPs). These cover 20 emergency scenarios from battery failures to emergency power down procedures to responding to diesel fuel spills for every data center in North America. The EOPs identify equipment, equipment locations, and sequences of events necessary for facility and emergency personnel to respond to an event at a data center.
 2. Emergency Response and Management (e.g. emergency protocols)
 3. Training Program. Digital Realty's safety training program is a comprehensive, blended learning solution that we continue to improve. Overall monthly safety training compliance was 98% in 2020.
 4. Drills Program (e.g. regular EOP drills)
 5. Compliance/Quality Assurance (e.g. Center of Excellence Program)
- Establishing active workplace interactions at levels and responding to employee input and feedback
 - Supporting a work environment that fosters trust, and well-being
 - Protecting employees' voices and actions; encouraging workers to go "beyond the call of duty" to ensure a safe workplace
 - Keeping employees informed about safety inspections, injury and illness statistics, and other safety-related issues
 - Making sure employees help develop, review and improve the safety program; getting employees involved in making decisions about safety
 - Maintaining transparent processes with regular and efficient communication; engaging employees in informational briefings and having them actively participate in customer interactions
 - Holding employees accountable through personal accountability, responding to unsafe acts or conditions at data centers and encouraging engagement with co-workers at risk

Employee Participation in our Safety Program

Digital Realty encourages employee participation in our safety program and process by:

- Having site teams lead and conduct safety briefings at the data centers

05

GOVERNANCE

We are dedicated to conducting business consistent with the highest standards of business ethics. We utilize internal and external resources in seeking advice about ethical and lawful behavior and organizational integrity.

Our Code of Business Conduct and Ethics sets forth our policies and standards on conflicts of interest, corporate opportunities, confidential information, competition and fair dealing, gifts and entertainment, protection and use of company assets, company records, accuracy of financial reports and other public communication, compliance with laws, regulations and insider trading laws, public communication, environment, health and safety, and employment practices.

Our Code of Conduct includes policies on labor and human rights, and supports the principles contained within the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The Code applies to all directors, officers, employees and agents, wherever they are located and whether they work for Digital Realty on a full or part-time basis and is available to employees globally. We require written acknowledgment from employees that they understand and comply with the Code every year during our annual attestation program. For full information on our Corporate Governance, including management structure, Board of Directors, committee charters and policies, see the [Investors Page](#) on Digital Realty's website.



Ethics and Integrity

Digital Realty has a zero-tolerance policy on corruption and bribery. We comply with the US Foreign Corrupt Practices Act, the UK Bribery Act, the UK Modern Slavery Act 2015, the German Criminal Code and other applicable laws. Our Foreign Corrupt Practices Act (FCPA) and Anti Corruption Compliance Policy is administered by the General Counsel. All employees are required to both read the policy and undergo training for the policy during Digital Realty's annual attestation period. Our annual attestation covers training on our Insider Trading Policy, our FCPA and Anti-Corruption Compliance Policy, and anti-money laundering compliance. All members of our Board of Directors also receive these policies and procedures.

All employees are required to report questionable ethical behavior or violations of the Code of Conduct. Information can be reported to their supervisor or senior management or employees can send communications anonymously via a confidential hotline.

We require that our suppliers and their employees, agents and subcontractors share the same high standards of ethics and integrity. Our Supplier Code of Conduct outlines core company principles and describes the requirements for our suppliers to establish and maintain a business relationship with Digital Realty, supporting a professional environment where all are treated with respect and dignity, and in an environment where their health and safety are protected.

We engage with federal, state, and local governments in the U.S. and around the world on public policy issues that are essential to our business. We report on major trade association memberships and direct lobbying expenditures in our annual Proxy Statement.

Management of ESG

The Nominating and Corporate Governance Committee of our Board of Directors has direct oversight of the strategy and performance of, and risks and opportunities related to our ESG program, which includes corporate responsibility, sustainability, climate change and DEI. The Committee’s oversight responsibilities include promoting accessibility and mitigating risks related to discrimination on the basis of race, color, ethnicity, religion, national origin, sex, pregnancy, sexual orientation, gender identity or expression, marital status, age, mental or physical disability, a legally protected medical condition, genetic information, military or veteran status or other characteristic protected by law. Additionally, the Board has primary responsibility for oversight of Digital Realty’s risk management, with appropriate engagement at the full Board and Committee levels.

Digital Realty’s Senior Director of Sustainability reports to the Executive Vice President, General Counsel, providing regular updates on sustainability performance through in-person meetings, presentations, and other forms of communication. Sustainability program updates and major activities are provided to the Executive Leadership Team on a quarterly basis and as-needed.

The Company has robust internal processes and an effective internal control environment that

facilitate the identification and management of risks and regular communication with the Board. These include an enterprise risk management program and Executive Risk Oversight Committee, regular internal management Disclosure Committee meetings, a code of business conduct, and a comprehensive internal and external audit process.

Our Chief Information Security Officer is responsible for overseeing company-wide information security technology and programs and managing risks related to confidentiality, integrity and availability of systems and data.

Our Executive Vice President of Operations oversees the teams that implement resource conservation initiatives and green building projects. Regional design managers leverage external resources to implement projects in keeping with our corporate certification objectives. Our Vice President of Data Center Operations manages resource conservation projects with the support of an in-house energy management team, external project management and engineering support.

Our Chief Human Resources Officer is responsible for leading the human resources functions, including compensation, benefits, talent management and staffing. More recently, this includes the management of our new DEI Council,, alongside our Chief Revenue Officer.



27%

women Board members



9%

ethnically diverse Board members



91%

independent Board members



6.5 years

average Board tenure



100%

FCPA and Anti-Corruption Training Compliance¹

¹Does not include Interxion employees.

Digital Realty Board of Directors



Laurence A. Chapman



Dr. Alexis Black Bjorlin



Lt. Gen. VeraLinn Jamieson



Kevin J. Kennedy



William G. LaPerch



Afshin Mohebbi



Mark R. Patterson



Mary Hogan Preusse



Dennis E. Singleton



A. William Stein



Jean F.H.P. Mandeville

06

Appendix
Data Snapshot

January 1 – December 31, 2020

Number of data centers ¹	291	
Number of data centers by region	North America	141
	Europe	107
	Latin America	22
	Asia	12
	Australia	6
	Africa	3
Solar and wind power under contract	Signed in 2020	154 MW
	Cumulative	556 MW
Green building certifications	Certified in 2020	(4) 1.99 MSF
	Cumulative ²	(75) 10.96 MSF
U.S. EPA ENERGY STAR certifications	(31) 7.5 MSF	
Percentage of operations assessed for risks related to corruption	100%	
Customers receiving customer satisfaction surveys	100%	
Complaints concerning breaches of customer privacy and losses of customer data	0	
Confirmed incidents of corruption	0	
Employees receiving regular performance and career development reviews	100%	
Charitable donations	\$1.32 Million	
Employees receiving training ³	1,796 employees (62%) 54,240 hours (30 hours/FTE)	

¹ Acquisitions consist of 1 property and 7 land parcels. Dispositions consist of 3 sites that were contributed to a joint venture.

² Does not include green building recertifications.

³ Does not include Interxion employees.

GHG Emissions		
Scope 1 emissions ¹	32,798 MtCO ₂ e	
Location-based Scope 2 emissions ¹	2,964,619 MtCO ₂ e	
Market-based Scope 2 emissions ¹	1,833,390 MtCO ₂ e	
Scope 3 emissions ¹	2,521,356 MtCO ₂ e	
Scope 3 emissions by source	Purchased goods and services	1,185,128 MtCO ₂ e
	Capital goods	222,280 MtCO ₂ e
	Fuel & energy-related activities	374,878 MtCO ₂ e
	Waste	6,302 MtCO ₂ e
	Business travel	294 MtCO ₂ e
	Employee commute	2,975 MtCO ₂ e
	Upstream leased assets	886 MtCO ₂ e
	Down-stream leased assets	672,999 MtCO ₂ e
GHG emission intensity (Scopes 1 + 2)	Location-based	2.66 MtCO ₂ e/occupied kW ²
	Market-based	1.65 MtCO ₂ e/occupied kW ²
Energy		
Energy consumption	8,589,399 MWh	
Renewable energy consumption	4,146,675 MWh	
Energy consumption by fuel type	Electricity consumption	8,318,712 MWh
	Heating consumption	117,705 MWh
	Steam consumption	152,981 MWh
Energy sold	0	
Energy intensity	5.94 MWh/occupied kW ²	
Energy savings from conservation measures	21,800 MWh	
Water		
Water consumption	1,417,689 kGal	
Water consumption from all areas with water stress ³	676,751 kGal	
Non-potable water consumption	615,060 kGal	
Water intensity	1.18 kGal/occupied kW ²	

¹Includes CH₂, CH₄, and N₂O emissions. Scope 1 emissions are related to natural gas and diesel consumption of our managed properties. Total Scope 1 emissions include 34,800 MtCO₂e location-base emissions and 2,002 MtCO₂e carbon offset reductions for compliance with the EU Emissions Trading System (EU ETS) and France carbon neutrality commitment.

²Intensity metrics are shown for for stabilized and managed assets.

³Based on the WRI Aqueduct Tool for baseline water stress.

Waste								
Waste generated		13,648 tons						
Waste recycled		3,683 tons						
Waste composted		68 tons						
Diversion rate		27% (3,750 tons)						
Employment								
Employees by employment type and gender			Total	Male	Female	% Female		
		Total	2,878	2,165	713	25%		
		Full-time	2,770	2,131	639	23%		
		Part-time	108	34	74	69%		
		Permanent	2,805	2,119	686	24%		
		Fixed-term	73	46	27	37%		
Employees by gender and region			Total	Male	Female	% Female		
		N. America	1,317	1,011	306	23%		
		APAC	135	84	51	38%		
		EMEA	1,426	1,070	356	25%		
Employees by management level and gender			Total	Male	Female	% Female		
		SVP/VP	104	91	13	13%		
		Director/Manager	1,195	909	286	24%		
		Non-management	1,579	1,165	414	26%		
Percentage of women in executive management		10%						
Percentage of women on Board of Directors		27%						
Employees by age group		<30	30-50	>50				
		318	1,870	690				
		11%	65%	24%				
U.S. employees by racial group		White	Hispanic or Latino	African American or Black	Native Hawaiian Pacific Islander	Asian	American Indian or Alaska Native	Two or more races
		859	134	127	6	146	2	21
		66%	10%	10%	<1%	11%	<1%	2%

Employment					
New employee hires and turnover by age group		<30	30-50	>50	
	Hires	132	426	97	
	Hire rate	49%	24%	14%	
	Turnover	39	196	71	
	Turnover rate	14%	11%	11%	
New employee hires and turnover by region		N. America	EMEA	APAC	
	Hires	122	170	14	
	Hire rate	21%	26%	35%	
	Turnover	263	350	42	
	Turnover rate	10%	413	12%	
Number and rate of new employee hires and turnover by gender		Male	Female	Total	
	Hires	510	145	655	
	Hire rate	24%	22%	24%	
	Turnover	236	70	306	
	Turnover rate	10%	11%	12%	
Voluntary Turnover Rate		9%			
Parental Leave			Female	Male	Total
	Employees that were entitled to parental leave		18	17	35
	Employees that took parental leave		18	17	35
	Employees that returned to work after parental leave ended		18	17	35
	Employees that returned to work after parental leave ended that were still employed 12 months after their return to work		18	17	35
	Return to work and retention rates of employees that took parental leave		100%	100%	100%
Employees covered by collective bargaining agreements			1.4%		
Verified incidents of discrimination			0		
Employee Occupational Health & Safety Metrics ¹			2018	2019	2020
	Fatalities		0	0	0
	Incident Rate		0.65	1.09	0.40
	Lost Workday Case Rate		0.13	0.13	0.06
	Lost Workday Rate		2.35	13.83	0.12
	Days Away, Restrictions or Transfers Rate		0.13	0.13	0.12

¹OH&S metrics do not include Interxion employees. Metrics are calculated per 200,000 hours worked.



WHEN TRUST MATTERS

Independent Assurance Statement

Digital Realty Trust, Inc (“Digital Realty”) commissioned DNV Business Assurance USA, Inc. (“DNV”, “we”, or “us”) to undertake independent assurance of the Digital Realty’s 2020 Environmental, Social, and Governance Report (the “Report”) and to carry out an independent verification for selected performance indicators for the year ended December 31, 2020.



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

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

Stakeholder inclusiveness

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

Digital Realty has ongoing formal and informal processes to engage with key stakeholders across its business such as employees, customers, investors, suppliers, and local communities. We commend Digital Realty for its efforts to communicate and demonstrate to stakeholders that sustainability is a key part of the company’s value equation. The company has used the report to highlight how it has leveraged its engagement efforts to address emerging challenges in the reporting year such as its approach to diversity, equity, and inclusion.

Materiality

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

The report addresses the most material environmental, social, and governance issues facing the company and its stakeholders.

In 2020, Digital Realty conducted a formal materiality assessment for the second time which helped to confirm the topics covered in the report. We recognize that the process used to conduct the assessment was systematic and included input from stakeholders from across business operations.

In light of the recent acquisition of Interxion, DNV recommends that Digital Realty validate the outcomes with key stakeholders at the regional levels to ensure the effectiveness of its response and performance in the issue areas at the local level. This will further support the company in effectively identifying, prioritizing, and managing the issues that impact the company and its stakeholders across its operations.

Sustainability context

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

Digital Realty’s reporting has continued to align to global frameworks such as The Task Force on Climate-related Financial Disclosures (TCFD) and the Sustainable Development Goals (SDG) providing . Given Digital

Realty’s sector and operational impacts, we consider the disclosures within the Report to be suitable for its sustainability context.

Completeness

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

The Report provides a good overview of Digital Realty’s ESG performance across the business including upstream and downstream impacts of its operations. The company’s reporting of performance including the disclosure of data is comprehensive. Based on the work performed, we do not believe that Digital Realty has failed to report on any of its material issues. In addition, the company’s reporting of its Scope 3 emissions categories is consistent with its newly established 2030 targets which has increased the company’s focus on renewable and clean energy initiatives, low-carbon development, and supply chain sustainability.

Reliability and quality

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

Overall, we have confidence in the processes in place to ensure reasonable accuracy for the information presented in the Report and data management systems. The reporting of performance including the disclosure of data is comprehensive and the indicators are disclosed in a balanced manner. Goals and performance data are presented objectively, with clear and balanced representation of 2020 performance and challenges.

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



Scope and approach

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

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

The boundary of our work is restricted to global assets operating under Digital Realty’s operational control and indirectly managed assets where Digital Realty has financial control and available data.

We understand that the reported financial data and information are based on data from Digital Realty’s 10-K, which is subject to a separate independent audit process. The review of financial data taken from the 10-K is not within the scope of our work. Claims and assertions related to the company’s Green Bond and use of proceeds are outside the scope of this assurance. In addition, assurance of Carbon Neutrality of operations is not within the scope of work including the use of quantified and verified carbon offsets to support claims of carbon neutrality.

Data Verified

The 2020 performance data in scope are listed below:

Greenhouse Gas Emissions

2020 Greenhouse Gas Emissions	
o 2020 Scope 1 Emissions	34,800 MtCO ₂ e
o 2020 Scope 2 Emissions (Location-Based)	2,964,619 MtCO ₂ e
o 2020 Scope 2 Emissions (Market-Based)	1,833,390 MtCO ₂ e
o 2020 Scope 3 Emissions	
- Purchased Goods and Services	1,185,128 MtCO ₂ e
- Fuel and Energy Related Emissions	374,878 MtCO ₂ e

Energy

2020 Total Energy Consumption	8,589,399 MWh
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Water

2020 Total Water Consumption	1,417,108 kgal
o Reclaimed Water Consumption	615,060 kgal

GRI Indicators in scope include:

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

WHEN TRUST MATTERS

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

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

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

Level of Assurance

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

Independence

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

SAFER, SMARTER, GREENER



Basis of our opinion

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

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

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

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

DNV Business Assurance

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

<https://www.dnvgl.us/assurance/>

For and on behalf of DNV Business Assurance USA, Inc.
Oakland, CA
June 14, 2021

Natasha D’Silva
Sr. Consultant and Lead Assuror

Shaun Walden
Principal Consultant and Reviewer

GRI Index

Disclosure		Answer/Location
General Disclosures		
102-1	Name of the organization	Digital Realty Trust, Inc.
102-2	Activities, brands, products, and services	Annual Report 2020 Form 10-K (2020 10-K)
102-3	Location of headquarters	5707 Southwest Parkway, Building 1, Suite 275 Austin, Texas
102-4	Location of operations	2020 10-K
102-5	Ownership and legal form	2020 10-K
102-6	Markets served	p. 7
102-7	Scale of the organization	2020 10-K
102-8	Information on employees and other workers	p. 67
102-9	Supply chain	p. 7
102-10	Significant changes to the organization and its supply chain	p. 7
102-11	Precautionary Principle or approach	p. 17-22
102-12	External initiatives	p. 48
102-13	Membership of associations	p. 12
102-14	Statement from senior decision-maker	p. 4-5
102-15	Key impacts, risks, and opportunities	2020 10-K
102-16	Values, principles, standards, and norms of behavior	p. 61
102-17	Mechanisms for advice and concerns about ethics	p. 61
102-18	Governance structure	p. 60
102-20	Executive-level responsibility for ESG topics	p. 62
102-22	Composition of highest governance body and its committees	2020 Proxy Statement
102-23	Chair of the highest governance body	2020 Proxy Statement
102-24	Nominating and selecting the highest governance body	2020 Proxy Statement
102-40	List of stakeholder groups	p. 45-46
102-41	Collective bargaining agreements	p. 68
102-42	Identifying and selecting stakeholders	p. 45
102-43	Approach to stakeholder engagement	p. 45-46
102-44	Key topics and concerns raised	p. 45-46

Disclosure		Answer/Location
102-45	Entities included in consolidated financial statements	2020 10-K
102-46	Defining report content and topic boundaries	p. 8-9
102-47	List of material topics	p. 10
102-48	Restatements of information	p. 31
102-49	Changes in reporting	p. 8-10
102-50	Reporting period	p. 8
102-51	Date of most recent report	June 17, 2020
102-52	Reporting cycle	p. 8
102-53	Contact point for questions regarding the report	Aaron Binkley, Sr. Director, Sustainability abinkley@digitalrealty.com
102-54	Claims of reporting in accordance with the GRI Standards	p. 8-9
102-55	GRI content index	p. 72-75
102-56	External assurance	p.69-71
Economic Performance		
103-1	Explanation of the material topic and its boundary	p. 10, 2020 10-K
103-2	The management approach and its components	2020 Proxy Statement
103-3	Evaluation of the management approach	2020 Proxy Statement
201-1	Direct economic value generated and distributed	2020 10-K
201-2	Financial implications due to climate change	p. 17-21
Anti-Corruption		
103-1	Explanation of the material topic and its boundary	p. 61
103-2	The management approach and its components	p. 61
103-3	Evaluation of the management approach	p. 61
205-2	Communication and training about anti-corruption policies	p. 61
205-3	Confirmed incidents of corruption and actions taken	p. 65

Disclosure		Answer/Location
Energy		
103-1	Explanation of the material topic and its boundary	p. 26, 36
103-2	The management approach and its components	p. 62
103-3	Evaluation of the management approach	p. 26-36, 62
302-1	Energy consumption within the organization	p. 66
302-3	Energy intensity	p. 66
302-4	Reduction in energy consumption	p. 66
Water and Effluents		
103-1	Explanation of the material topic and its boundary	p. 40-41
103-2	The management approach and its components	p. 62
103-3	Evaluation of the management approach	p. 40-41, 62
303-3	Water consumption	p. 66
Emissions		
103-1	Explanation of the material topic and its boundary	p. 26
103-2	The management approach and its components	p. 62
103-3	Evaluation of the management approach	p. 26-35, 62
305-1	Direct (Scope 1) GHG emissions	p. 66
305-2	Energy indirect (Scope 2) GHG emissions	p. 66
305-3	Other indirect (Scope 3) GHG emissions	p. 66
305-4	GHG emissions intensity	p. 66
Employment		
103-1	Explanation of the material topic and its boundary	p. 51-57
103-2	The management approach and its components	p. 62
103-3	Evaluation of the management approach	p. 53-59, 62
401-1	New employee hires and employee turnover	p. 68
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 51
401-3	Parental leave	p. 68

Disclosure		Answer/Location
Occupational Health & Safety		
103-1	Explanation of the material topic and its boundary	p. 58-59
103-2	The management approach and its components	p. 62
103-3	Evaluation of the management approach	p. 58-59
403-1	Occupational health and safety management system	p. 58-59
403-2	Hazard identification, risk assessment, and incident investigation	p. 58-59
403-3	Occupational health services	p. 58-59
403-5	Worker training on occupational health and safety	p. 58-59
403-9	Work-related injuries	p. 68
403-10	Work-related ill health	p. 68
Training and Education		
103-1	Explanation of the material topic and its boundary	p. 57
103-2	The management approach and its components	p. 62
103-3	Evaluation of the management approach	p. 57
405-1	Percentage of employees receiving regular performance and career development reviews	p. 65
Diversity and Equal Opportunity		
103-1	Explanation of the material topic and its boundary	p. 53
103-2	The management approach and its components	p. 62
103-3	Evaluation of the management approach	p. 53
405-1	Diversity of governance bodies and employees	2020 Proxy Statement, p. 67
Non-Discrimination		
103-1	Explanation of the material topic and its boundary	p. 53
103-2	The management approach and its components	p. 68
103-3	Evaluation of the management approach	p. 53
406-1	Incidents of discrimination and corrective actions taken	p. 68
Customer Privacy		
103-1	Explanation of the material topic and its boundary	p. 26
103-2	The management approach and its components	p. 70
103-3	Evaluation of the management approach	p. 25
418-1	Substantiated complaints concerning breaches of customer privacy	p. 20, 68

About Digital Realty

Digital Realty supports the world's leading enterprises and service providers by delivering the full spectrum of data center, colocation and interconnection solutions. PlatformDIGITAL®, the company's global data center platform, provides customers a trusted foundation and proven Pervasive Datacenter Architecture (PDx™) solution methodology for scaling digital business and efficiently managing data gravity challenges. Digital Realty's global data center footprint gives customers access to the connected communities that matter to them with 285+ facilities in 45+ metros across 24 countries on 6 continents.

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