



2024

Sustainability Report





Letter From Our CEOs

As we reflect on 2024—a year marked by progress and growth, we remain grateful to our employees, customers and partners for their continued trust and support. As the global digital infrastructure leader, we set the standard for excellence—exemplified not only in the design, construction and operation of world-class data centers, but also in our unwavering commitment to responsible environmental stewardship and support of our local communities.

With a 20-year track record of delivering and operating the critical infrastructure for the world's largest and fastest-growing companies, we believe how we deliver our data centers is just as important as what we deliver. To best support current and future generations, we have established environmentally conscious and measurable sustainability targets across our data center portfolio. These sustainability targets aim to enhance lives while minimizing environmental impact, reducing

our carbon footprint and promoting clean energy. By advancing these programs, we're also supporting the sustainability priorities of our customers.

We also maintain a commitment to transparent sustainability reporting. We openly share our sustainable practices and show our progress toward achieving our aspirations. Within these pages, you'll find evidence of our commitment—real actions and tangible results.

One way we're demonstrating our commitment is the QTS Freedom Design, our innovative standardized data center model implemented across all our new data centers. Unlike traditional systems, the QTS cooling design uses zero water, saving billions of gallons of water annually across our fleet.

Throughout 2024, we continued to make a positive, lasting impact on our communities. Through our Community

Impact program, QTS employees volunteered a record total of 15,265 hours in 2024. We also supported a wide range of nonprofit organizations with \$7.5 million in charitable contributions supporting our local communities, shelter and hunger relief, and STEM education. Through our success-based giving programs over the past 5 years, we've collaborated with our conservation partners to plant more than 324,677 trees on behalf of customers.

Our Core Values continue to guide and shape our Powered by People culture, driving our commitment to making a meaningful value in the communities in which we live, work and operate. As we navigate a dynamic environment with resilience and focus, our Core Values ensure we are aligned as a team and united in purpose in pursuit of our goals. Throughout this report, we are proud to spotlight the impact of our collective efforts across the communities we call home.

Looking ahead, we remain dedicated to making a meaningful difference through strategic investment, responsible leadership and the relentless pursuit of our mission to empower people and technology. We're proud to support the digital technologies of the world's most innovative organizations, helping move the industry forward while shaping a more sustainable future.

Tag Greason
Co-Chief Executive Officer

David Robey
Co-Chief Executive Officer



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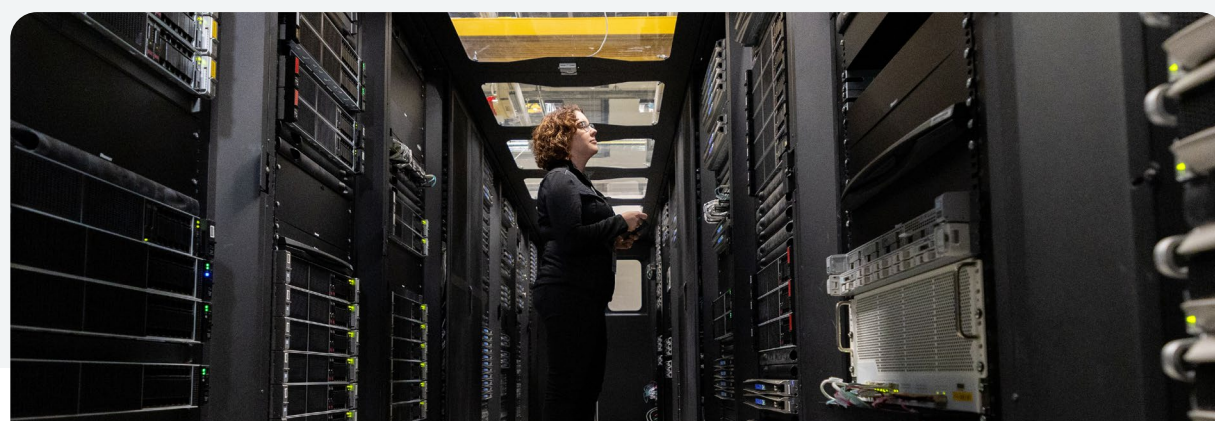
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About Our Sustainability Report



The 2024 Sustainability Report is the seventh annual report prepared by the QTS Sustainability Leadership Team.

QTS strives to deliver transparent reporting that is continually evolving to align with relevant standards and reporting frameworks, reporting with reference to the GRI Standards and in accordance with the Real Estate Sustainability Accounting Standard from the Sustainability Accounting Standards Board (SASB). The report also aligns with the guidance of the Task Force on Climate-related Financial Disclosures (TCFD), including insights into climate impact governance, strategy, risk management and metrics.

Unless otherwise stated, this document reports data and initiatives for the 2024 calendar year, including projects that were initiated before the reporting period and those that have continued into 2025, as well as future targets developed in 2024 for projects that are yet to begin. The topics covered in this report are important to QTS stakeholders and impactful to QTS’s business, as determined by the QTS Sustainability Leadership Team. This report was formally reviewed and approved by the Co-CEOs, in collaboration with the Sustainability Leadership Team. Management regularly updates the Board of Directors on the sustainability report and programs.

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

- | CDP
- | EcoVadis
- | GRESB Real Estate
- | GRESB Infrastructure
- | Global Reporting Initiative (GRI)
- | Clean Energy Buyers Association (CEBA)
- | Sustainability Accounting Standards Board (SASB)
- | Task Force on Climate-related Financial Disclosures (TCFD)
- | United Nations Sustainable Development Goals
- | U.S. Environmental Protection Agency Green Power Partnership





About QTS

QTS Mission and Core Values

2024 in Review: Double-Digit Growth and a Heightened Commitment to Community

QTS Community Pillars

Awards and Recognition

Sustainability Objectives and Progress

QTS is the digital infrastructure leader—Powered by People, driven by purpose and fueled by a spirit of innovation. With a 20-year track record of designing, building and operating sophisticated data centers at scale, we provide the critical infrastructure for the world’s largest and fastest growing companies. Today, we have more than 75 data centers in operation or under development across the U.S. and Europe, enabling us to deliver world-class data center solutions backed by our core differentiators.



CORE DIFFERENTIATOR

Powered by People Culture



CORE DIFFERENTIATOR

Exceptional Customer Experience



CORE DIFFERENTIATOR

Innovation and Problem-solving Mindset



CORE DIFFERENTIATOR

Best-in-Class Operations and Safety



CORE DIFFERENTIATOR

Access to Scalable Infrastructure



CORE DIFFERENTIATOR

Stewards of the Environment and Our Communities

QTS Core Differentiators

Powered by People Culture

Our Powered by People culture brings our Core Values to life and is exemplified through our servant leadership—the idea of fulfilling a purpose greater than self and leading through prioritizing others. Through these commitments we aim to build trusted, long-term relationships with our customers and the communities where we live, work and operate. In the spirit of connecting the world for good, we give back to our communities, engaging in a wide range of volunteer opportunities, community outreach and philanthropy, and community partnerships. We also prioritize belonging and engagement, working hard to help everyone feel connected and supported.

Innovation and Problem-solving Mindset

Through our innovation, flexibility and agility, we revolutionize data center capabilities, anticipating and solving our customers’ most complex challenges and pioneering new advancements. Our differentiated designs, commitment to data transparency, and application of advanced technologies are the foundation of our entrepreneurial spirit.

Access to Scalable Data Center Infrastructure

We build, own and operate our data centers with unparalleled access to land, capital, supply chain, utilities and labor resources to create powerful solutions for our customers. This access to infrastructure supports rapid deployments and provides visibility to long-term customer growth.

Exceptional Customer Experience

Our ability to deliver a premier customer experience relies on our unmatched operational maturity, which integrates our experienced team, our disciplined innovation and our powerful partnerships.

Best-in-Class Operations and Safety

Our standards for site development, construction and operations reflect our commitment to a safe and sustainable work environment. We work hard to provide a workplace free of recognized hazards that could cause physical harm to the health or wellbeing of our employees, customers and contractors.

Stewards of the Environment and Our Communities

We strive to be a responsible and trusted neighbor, working hard to understand the unique needs of each community in which we operate to determine the best way we can contribute and serve as conscientious stewards of the community, the environment and community resources.

QTS Mission and Core Values

At QTS, our mission is to empower people and technology. We believe how we deliver our services is just as important as what we deliver. This means ensuring exceptional customer experiences, embracing community and environmental stewardship, making sustainable choices across all aspects of our operations, and continually building upon our industry-leading operational maturity. These principles, combined with our commitment to servant leadership, help us realize our vision of improving lives and minimizing our environmental impact.



It's a company that loves and serves each other, that just happens to build and operate data centers.

Dave Murray | SVP, Community Impact

More than
3GW
critical power capacity under customer contract



20years
in business with unrivaled operational maturity

APPROXIMATELY
15M GROSS
SQ. FT.

8.2M
SQ. FT.
raised floor capacity



Our Core Values

Our Core Values define and guide who we are and what we stand for as a company. As the global digital infrastructure leader, businesses, governments and organizations rely on our data centers to support their operations. We take our promise to connect the world with purpose seriously, offering a steadfast commitment to our Core Values and servant leadership to support and drive our innovation, belonging and community focus.

Integrity, Character, Trust

At QTS, integrity, strength of character and trustworthiness guide our interactions with everyone, and we strive to be truthful, reliable and strong in character in all we do.

Respect Our Customers

We deeply value the confidence that our customers place in us. Our systems and processes are designed to offer a premium level of service.

Action, Innovation, Accountability

Through action, innovation and accountability, we foster reliable relationships and develop an operational maturity that is second to none.

Team-oriented

We believe we can accomplish anything when we work together.

Family, Faith and Community Volunteerism

While work is important, we believe our work must serve a higher purpose. We care for one another and honor our commitments beyond the walls of our organization, aspiring to be responsible citizens and serve the communities in which we live, work and operate.

75+ DATA
CENTERS
in operation or under development in the U.S. and Europe

2024 in Review: Double-Digit Growth and a Heightened Commitment to Community

Looking back on 2024, we are energized by our progress and groundbreaking achievements and success. Our once-in-a-generation growth is setting the pace of the industry, positioning us as North America’s fastest-growing data center company by infrastructure, with significant growth across all three vertical markets of our business—single tenant hyperscale, enterprise and federal.

To meet the needs of our customers and keep pace with growing demand for data centers, we have expanded our data center footprint, commissioning 12 new facilities in the U.S., including Atlanta, GA; Fayetteville, GA; Denver, CO; Hillsboro, OR; Phoenix, AZ; and Richmond, VA. We have also invested in the growth of QTS in Europe, establishing an office in London to support our recruiting efforts and engage the community. Today, with over 75 planned data centers, we have increased our data center portfolio 9x since 2021, and in 2024 we welcomed 391 new employees to ensure we deliver the exemplary services and support our customers expect.

Our continued growth provides greater opportunities for us to give back to our communities and promote economic growth. Our Community Impact Program

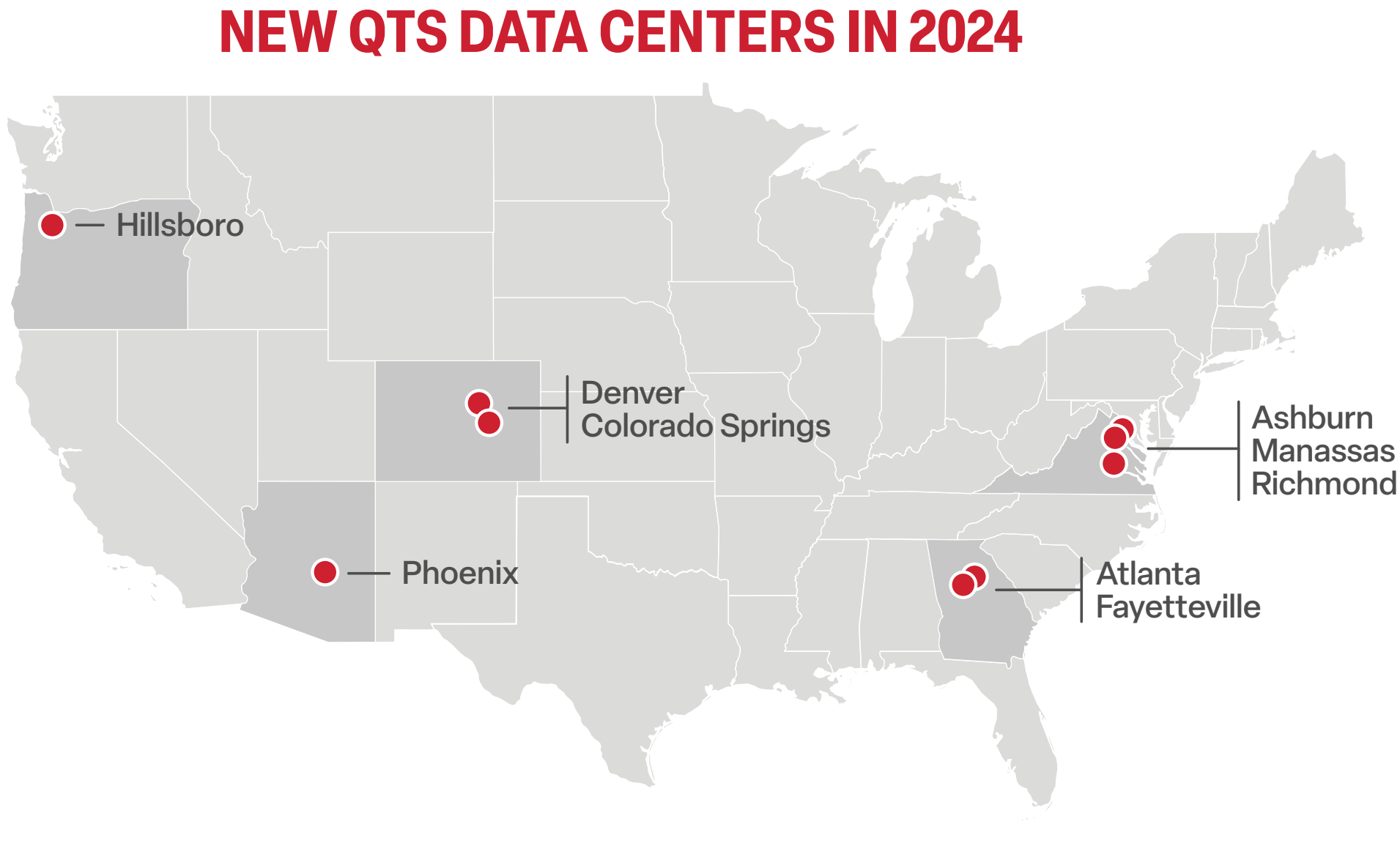
continues to emphasize our commitment to donating our time, talent and treasure. In the U.K., we have been working actively with the community in Cambois to determine how we can provide the greatest value to residents as we prepare to develop a site in the area.

Our data center design continues to push the boundaries of innovation, delivering premier services that support sustainable practices, environmental stewardship, and customer and community needs. As one of the first data center providers to completely digitize our systems and physical environments, we have an innovation lead that we are widening every day with new advancements that further secure our place at the leading edge of data center development. This includes enhancements to our Service Delivery Platform™ (SDP) to eliminate manual processes and provide greater insights to help us support the scale of our business. Through our continued commitment to excellence, we also achieved average facility uptime greater than 99.999% for more than 15 years.

We are proud of our sustainability efforts and remain committed to our transparent reporting program. In 2024, we published

select environmental indicators for 2022 and 2023 and continue to work with a third-party assurance provider to obtain limited assurance. This data is available beginning on page 56 of this report. These efforts demonstrate the maturity of our sustainability reporting and our dedication to detail and transparency. We will continue to look at ways to expand the information delivered in this reporting in alignment with regulatory reporting requirements, customer needs and our commitment to doing the right thing.

In the year ahead, we will continue to expand our presence in the U.S. and Europe to provide the infrastructure necessary to support the surging everyday life demands in an increasingly digital world.



QTS Community Pillars

At QTS, we are committed to uplifting the communities in which we live, work and operate, seeking to build strong, lasting relationships and serve as a long-term community partner. We listen to the unique needs of each community to determine how we can deliver the greatest value—from providing job opportunities and fostering economic growth to working with local suppliers and operating as a trusted neighbor and responsible steward of the environment and community resources.

To achieve these goals, we live by our Community Pillars, delivering value that enhances our communities and enriches citizens’ lives.

QTS is a responsible neighbor.

As a conscientious, purpose-driven organization, we listen and engage the community with our best-in-class standards for site development, construction and operations.



QTS advances sustainability.

As stewards of the environment, we prioritize carbon-free energy sources, water conservation and sustainable practices.



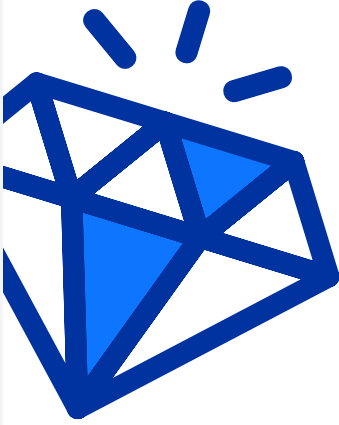
QTS helps grow the local economy.

As community partners, we bring an ecosystem of jobs, tax revenue and economic development tailored to the community’s needs.



QTS supports community prosperity.

As caring citizens, we contribute volunteerism, services, and resources to local programs and agencies to enrich our communities and help improve lives.



Awards and Recognitions

QTS strives to be best in class—not just in how we deliver our data center services, but in how we address sustainability, support our customers, partner with our communities, and invest in our employees. Our efforts have been recognized with several highly esteemed awards across multiple sectors.

CiCi Corporate Investment Award with Trade & Industry Development Magazine	2024	Northern Virginia Technology Council (NVTC) Data Center Community Champion Award	2025	Military Friendly Employer – Gold Designation	2025
Infrastructure Masons Education Champion Award – Bryan Darby	2024	ChemTreat Power of Water Award Nominee	2024		
Military Times Best for Vets: Employers List	2024	Military Friendly® Employer Award	2024		
		2024 Military Friendly Employer – Silver Designation	2024	Best Biodiversity Net Gain or Enhancement on Brownfield Project - 2025 Shortlist, Brownfield Awards	2025
				Most Sustainable Company in the Data Centre Industry, World Finance	2025 & 2024
				Best Company for Carbon Reduction in the Data Centre Industry, World Finance	2024
				ESGR Patriot Awards	2024
				Northern Virginia Technology Council (NVTC) Sustainability Award	2024



Sustainability Objectives and Progress

As an organization, we are dedicated to creating a more sustainable future. Our ability to make significant strides in energy efficiency and sustainable practices is a testament to our investments in carbon-free energy procurement, sustainability reporting transparency, and advanced data center design and systems. To reduce our environmental impact and best support current and future generations, we have established environmentally conscious and measurable sustainability initiatives for reducing our carbon footprint, promoting carbon-free energy, and improving stakeholder wellbeing. Our targets align with the following United Nations Sustainable Development Goals (SDGs) as areas that we can deliver the most value through our sustainability program. SDG goal alignment is represented with a colored box in the upper right of each target.

In 2015, the UN General Assembly adopted 17 SDGs as part of its 2030 Agenda for Sustainable Development. Each goal is accompanied by targets and indicators. The SDGs are viewed as a framework for shaping and prioritizing business strategy and can be used in conjunction with sustainability reporting standards.

TARGET 6.4

Water



TARGET: Portfolio-wide annual WUE¹ reduction of 5%

OUTCOME: In 2024, our WUE was 0.82, a year-over-year reduction of 27%.

TARGET 6.4

Water



TARGET: 100% of new data centers with water-free cooling

OUTCOME: 100% of new greenfield data centers commissioned in 2024 have water-free cooling systems.

TARGET 7.1

Sustainable Buildings



TARGET: Install EV Charging stations at 75% of buildings by 2025

OUTCOME: EV Charging stations installed at 100% of new buildings. EV Charging stations installed at 89% of operational buildings.

TARGET 12.2.2 & 12.4.2

Waste & Recycling



TARGET: Recycle 90% of our operational waste by 2025

OUTCOME: Increased diversion rate from 43% to 58%. At the end of 2024, 65% of our sites increased recycling rates.

TARGET 9.4

Sustainable Buildings



TARGET: Design 100% of new buildings to Green Building Standards and pursue ENERGY STAR certification for all eligible properties

OUTCOME: 100% of buildings designed to Green Building Standards; 40% buildings with or seeking green building certification. 77% of eligible buildings with an ENERGY STAR Benchmark Score.

TARGET 12.6

Transparent Reporting



TARGET: Voluntary reporting to GRESB, CDP, EcoVadis, and the EPA Green Power Partnership

OUTCOME: Voluntary disclosures to GRESB Real Estate and GRESB Infrastructure, CDP, EcoVadis, and the EPA Green Power Partnership.

OUTCOME: Green Power Partnership - #12 Tech & Telecom; #46 National Top 100

TARGET 6.4 & 4.3

Community Impact



Success-Based Giving 2024 Annual Program Results

World Vision

- Sponsorship of San Juan Honduras WASH project benefiting 1,000+ people and installation of 2 additional water systems
- 10 new water points sponsored across the globe
- 23,000+ people given access to clean water

Grow with QTS

- 93,751 trees donated in 2024; 324,677 since 2019

Leaven Kids

- 12 children sponsored in 2024; 21 children sponsored since 2023

U.S. Dream Academy

- 20 children sponsored in 2024; 87 since 2021

Community Impact



TARGET: Logging of 14,000 volunteer hours by employees in 2024

OUTCOME: 109% completion. QTSers logged 15,265 volunteer hours in 2024.

TARGET 15.2

Biodiversity & Forests



TARGET: Replace all displaced trees from development activity, with a local focus on replanting.

OUTCOME: 185% of trees replaced at ATL2 phase 1. Trees planted regionally in the Southeast in partnership with Southern Conservation Trust.

TARGET 7.2

Energy



TARGET: We aim to source our power from carbon-free sources.

OUTCOME: We aspire to source the maximum amount of carbon-free electricity subject to cost and supply constraints. In 2024, QTS once again achieved 100% utilization of carbon-free operational² electricity by our facilities. Additionally, we continue to enable our customers to increase their own carbon-free electricity utilization at our facilities.

1. Using the Green Grid methodology, Water Usage Effectiveness (WUE) measures how much water a data center uses to cool its equipment, providing a standardized calculation by which organizations can consistently measure water efficiency and progress.
2. QTS operational electrical power represents the proportion of total electrical power across the QTS portfolio allocable to the footprint of each facility under QTS operational control. For further details, please refer to pgs 17 and 60.



Protecting the Environment

QTS Environmental Sustainability Policy

Sustainable Data Center Development

The QTS Water Strategy

Managing Our Power Consumption and Reducing GHG Emissions

QTS Environmental Sustainability Policy



QTS is leading the way in data center sustainability.

As we continue to build new data centers, we remain committed to sustainably focused initiatives that protect and restore natural ecosystems and create a better future for people. To advance our sustainability programs, we integrate environmental sustainability into our business practices, focusing on a global approach that makes sustainable choices easy. We endeavor to minimize environmental impact, reduce our carbon footprint, promote clean energy and improve data center efficiency—ensuring these efforts and their outcomes remain ahead of the industry curve.

Through sustainable energy programs and relationships with energy partners, we also support policy change, share innovative strategies, encourage transparency on sustainable practices, partner with our communities and move energy markets forward.

Contracted Renewable Power Usage 2018-2024.

2.8M MWh



Our Commitment to Sustainability

Transparency:

We share our sustainable practices and show our progress against measurable programs.

Operational Efficiency:

We drive data center efficiency through innovation and reduce our greenhouse gas emissions.

Community Leadership:

We support local sustainability legislation and inspire our employees to be responsible stewards.



Carbon-Free Energy Sourcing:

We work to source energy from carbon-free sources.

Materials Recycling:

We practice environmentally responsible asset recycling through brownfield development.

Water Conservation:

We reduce water usage and track Water Usage Effectiveness (WUE) for ongoing improvement.



Sustainable Data Center Development

In alignment with our commitment to create a more sustainable future, we prioritize both business success and ethical conduct. By building, owning and operating sustainable buildings, we minimize our environmental impact and change outcomes for those around us.

We continue to invest in our new data center builds to strengthen their energy and resource efficiency through sustainably focused initiatives such as our water-free cooling system, carbon footprint reduction efforts, clean energy partnerships, ongoing data center efficiency improvements, and environmentally focused engagement efforts in all our communities. Through these investments, we aim to reduce our greenhouse gas emissions and conserve water to help mitigate our climate impact and help our customers achieve their own sustainability goals. By leveraging their relationships with us, our customers can ease their sustainability journeys, advancing energy efficiency and water conservation for a heightened customer experience.

QTS Freedom Design Data Center

The QTS Freedom Design is a best-in-class, standardized data center model implemented across all our new data centers in the U.S. and Europe. Our Freedom Design allows us to manage resources more sustainably and drive energy, water and waste efficiency through the use of environmentally sensitive and sustainable design practices, material selection, procurement and construction methods.

Key efficiencies included in all Freedom Design data centers is the water-free cooling system that delivers a Water Usage Effectiveness (WUE) of 0 for data center operations and access to EV charging stations.

Energy efficiency is embedded in our standardized building design through planned green building certifications that ensure accountability, Power Usage Effectiveness (PUE) monitoring and a blanking panel program that increases efficiency in data halls. The QTS Freedom Design also improves our ability to target power and cooling to specific spaces to drive energy efficiency and lower PUE. These facilities have directly contributed to PUE improvements.

We continue to reduce our carbon intensity by implementing upgrades to heating, ventilation, and air conditioning (HVAC)

systems, while employing LED lighting to minimize energy use. We monitor and record energy data every second throughout our data centers and use data analytics to find opportunities to reduce energy consumption.

Our Freedom Design also offers a tested, consistent build that enables us to scale quickly, shorten construction timelines for customers and reduce waste through the use of prefabricated materials and modular power units. We also offer waste stream sorting and recycling at our facilities, including a secure and environmentally friendly e-waste disposal program. We utilize our lighting controls systems and fixtures for daylight harvesting wherever possible. For our United States footprint, we purchase all of our private office and cubicle furniture from a U.S. manufacturer who prioritizes sustainability.

QTS Fayetteville Campus Spotlight

QTS’s Fayetteville mega-scale campus represents a multi-year development project, where the local team has employed innovative and sustainability-minded initiatives. Being mindful of the disturbance of hauling rock off-site, the team instead built a concrete batch plant onsite and crushed and reused **3 million cubic yards of rock**. This also saved a large amount of fuel that could have created carbon emissions as well as greatly reduced the traffic on the local roads.



Community Engagement Work

Our sustainable data center builds and community impact efforts deliver real value to our communities. Through volunteerism and environmentally focused programs, we care for people and land to help protect the environment and the critical resources our communities depend on.

QTS Volunteers Lend a Hand at Local Farm

More than 110 members of the QTS Ashburn team volunteered at [JK Community Farm](#), a 150-acre working farm in Virginia that practices regenerative, sustainable agriculture and donates its crop yield to local food pantries. Our team built raised garden beds, hauled soil, planted seeds and weeded existing garden beds to support bee populations and help the farm donate an additional 50,000 meals annually to food-insecure families. QTS also donated towards the purchase of the raised beds.



Redefining the Data Center Aesthetic

To upscale the traditional concrete data center façade and introduce texture, depth and architectural interest, we employ multiple fenestration and landscaping elements, including metal accents, glass features and glazing. We also conceal functional building components, including emergency stair towers, roof drainage systems and operational areas of the data center, from public view through purposeful fenestration techniques—such as site planning and screening walls.

Setting the Standard for New Data Center Development

QTS takes purposeful measures to create data centers that exceed expectations—and communities are taking notice. Loudoun County, VA uses QTS’s design strategy as the benchmark for its updated ordinances on data center aesthetics.

Attenuating Data Center Sound

QTS utilizes site planning, acoustic barriers, and strategic landscaping and berming to mitigate development and operational noise levels. We also use local zoning ordinances as our governance and adhere to all local, state and federal regulations to ensure noise emissions are within a permissible level.

QTS also conducts third-party sound studies prior to development activity to offer unbiased data and demonstrate anticipated operational noise levels. To help control construction-related noise, we prefabricate as much of our building components as possible offsite to reduce the amount of equipment-related noise.

Public Space Land Use

As part of our commitment to community stewardship, we partner with local leadership, residents and third-party professionals to preserve, improve or create public amenities such as trails, parks, historical sites and cultural centers that citizens can enjoy.

Protecting the Natural Environment and Wildlife

In the building of our data centers, we conduct a series of independent environmental studies, including wetlands, biological and habitat studies, and consult with environmental specialists during our site exploration and development phases to help protect the natural ecosystem. In addition, QTS actively seeks to limit effects on biological species and sensitive ecosystems and habitats by coordinating with environmental and wildlife agencies and implementing recommendations for conducting certain construction activities outside of the mating, nesting and migration timeframes of certain species. This includes preserving and expanding forest area and green space, safeguarding natural resources, and maintaining a wildlife corridor to support and protect animal habitats.



We are grateful to work with Southern Conservation Trust to support and sustain shared resources in our local communities and surrounding environments.

Sustainable practices are a key component of our business operations, and this initiative is just the start of how we hope to positively contribute to the Fayetteville area.

Tag Greason | Co-CEO

Development Tree Replacement Program

QTS developed our Development Tree Replacement Program to minimize the impact of our data center builds on the natural ecosystem. The program seeks to replant more trees than are cleared during the construction of our data centers. By replacing the trees, we sustain and grow resources to protect the natural environment. At our under-development Fayetteville, Georgia data center campus, QTS is partnering with Southern Conservation Trust (SCT), a Georgia-based 501(c)(3) public charity, to plant more than 12,000 native trees on 23 acres of land.



12,000+
native trees planned for
23 acres of land near
Fayetteville, Georgia



QTS Leads with Telemetry: Driving Real-Time Intelligence, Sustainability, and Customer Value

At QTS, we lead with telemetry as the foundation of our digital platforms, AI initiatives, and how we support our sustainability strategy. Our proprietary Telemetry-as-Code (QTaC™) framework seamlessly streams more than **7.0 billion high-resolution data points per day** from our global portfolio. This telemetry backbone fuels our internal operations and customer-facing platforms, creating a data-rich ecosystem that enhances efficiency, transparency, and environmental stewardship.

Telemetry-Driven Digital Platforms

QTS Operating System: Proprietary internal platforms consolidate telemetry into a single operational view for site and DCIM teams, enabling scalable and efficient facility management while delivering a standard operational experience for all global customers.

QTS Service Delivery Platform™: Our fully automated orchestration solution powered by real-time telemetry. SDP provides 360° visibility and on-demand control of customer environments, including connectivity, power, cooling, and security access.

Operational Impact

Telemetry data enables QTS to:

- Optimize power usage and manage demand fluctuations.
- Evaluate and deploy the most efficient cooling methods.
- Improve energy procurement through historical utility rate analysis.
- Enhance facility operations, including people movement and safety monitoring.
- Automate and prioritize alarms and interventions, reducing reliance on manual processes and increasing speed of response.

Customer Value

QTS extends telemetry access to customers for transparency and operational control:

Direct Data Access: APIs allow customers to integrate raw telemetry into their proprietary systems.

Enhanced Visibility: SDP dashboards provide insights into temperature, humidity, and energy efficiency indicators.

Proactive Issue Management: Real-time alerts highlight developing risks, enabling corrective actions before service is impacted.

Sustainability Dashboard: An industry-first platform that visualizes power and water usage, environmental impact, and key metrics such as Power Usage Effectiveness (PUE) and Water Usage Effectiveness (WUE).

Sustainability & ESG Alignment

Environmental Transparency: Telemetry powers our ability to report accurate, real-time environmental performance, easing customer ESG reporting requirements.

Conservation Efforts: By optimizing energy and cooling, QTS reduces carbon intensity across operations.

Engaged Ecosystem: Customers gain visibility into their own environmental impact at QTS, supporting collective action toward sustainability targets.

Looking Ahead

In 2024, QTS prioritized automation at scale as the next phase of innovation. By eliminating manual processes and leveraging AI, we are further strengthening operational resilience, customer experience, and environmental performance. Telemetry remains the cornerstone of these advancements, enabling QTS to scale responsibly while setting new standards for data center sustainability.

The QTS Water Strategy

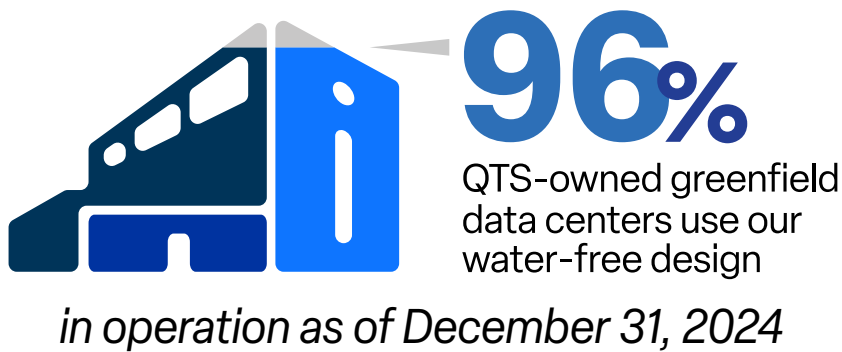
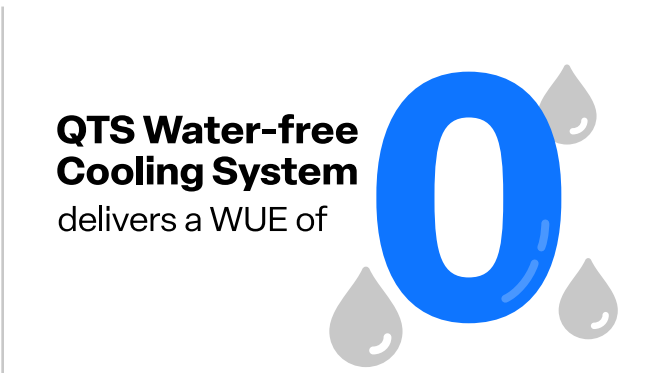
QTS has developed a multi-pronged approach to target water inefficiencies within our growing portfolio to support the environment and water conservation in the communities in which we operate. These calculated efforts help us meet our target of reducing water usage effectiveness (WUE) by 5% annually across our data center portfolio.

QTS Water-Free Cooling System

In 2024, QTS data centers that utilize water-free cooling systems avoided consuming more than 1 million gallons of water per critical Megawatt, as compared to evaporative cooling data centers - the equivalent of 1.5 Olympic-sized pools. The design employs a low-pressure pumped refrigerant system to remove heat without consuming water once operational. The system also utilizes economization when outdoor temperatures are below the return air temperature.

In 2024, 27 of our operational QTS-owned greenfield data centers have a water-free cooling design. The Water-Free Cooling Design is described as a data center with cooling equipment that, once operational, does not withdraw, consume or discharge water while cooling the data center.

We will continue to employ our water-free cooling system across all our new data centers to minimize our consumption of this critical natural resource in every community in which we operate.



Water Usage Effectiveness

Using the Green Grid methodology, WUE measures how much water a data center uses to cool its equipment, providing a standardized calculation by which organizations can consistently measure water efficiency and progress. WUE is the most relevant metric for measuring water use and conservation in the data center industry. Because our water-free cooling system consumes no water to cool IT loads, QTS Freedom Design data centers deliver a WUE of 0 for data center operations. In 2024, the WUE for our owned, operational portfolio was 0.82 representing a year-over-year reduction of 27%. As we continue to experience accelerated growth and development, the number of new greenfield data centers featuring water-free cooling systems will continue to grow, helping us exceed our WUE reduction target as these buildings become operational.

Water Conservation Programs

To conserve water across our entire fleet of data centers, QTS has implemented additional water-saving and reuse practices.

Rainwater Collection Systems

QTS utilizes rainwater collection systems in our Atlanta, GA and Piscataway, NJ data centers, saving more than 100 million gallons of water over 10 years in Atlanta and nearly 65 million gallons over 9 years in Piscataway. This water-reuse model collects water off the roof of each facility and funnels it into a storage tank. In Atlanta, the collected water is used in the facility's evaporative cooling system to minimize its reliance on municipal water. In the Piscataway facility, rainwater is used to irrigate the facility's landscaping.

Reclaimed Water Programs

QTS has invested in reclaimed water programs at our Santa Clara, CA; Fort Worth, TX; and Netherlands data centers, totaling more than 26 million gallons of conserved water. By purchasing recycled water that has been treated to make it suitable for industrial use, we avoid using drinking water for data center evaporative cooling processes.

Minimizing Water Stress Within Our Operational Communities

When choosing new data center locations, we engage in a comprehensive due diligence process and risk analysis, including assessing our facilities' water stress exposure using WRI Aqueduct data to prioritize our water efficiency efforts. Access to renewable energy and water scarcity within an area are two major considerations. Many regions that offer solar- and wind-generated power are stressed with water demand exceeding supply. Unlike other data centers that need to pull water resources from these already strained areas to cool their facilities, QTS's Freedom design offers water-free cooling to significantly reduce our impact on local water supplies.

3. Estimated based on measured water consumed at evaporative data centers verses water-free data centers in 2024. When compared to evaporative data centers, the QTS water-free cooling design avoids the evaporation of more than 1 million gallons of water annually per critical megawatt.

Managing Our Power Consumption and Reducing GHG Emissions

Our Approach to Power Procurement and Carbon-Free Electricity

QTS is focused on a long-term path to accessing clean energy. Our Green Power Procurement Model uses a combination of short- and long-term power purchase agreements (PPAs), energy attribute certificates (EACs) including Renewable Energy Certificates (RECs).

We partner with utility companies, suppliers, developers and investment banks on initiatives that bring online many new large-scale renewable projects around the country that introduce new carbon-free energy to the grid. This strategy prioritizes access to increasingly clean energy to remain ahead of intensifying demand for data center services.

We aspire to procure carbon-free electricity to run our data centers. In 2024, QTS achieved 100% utilization of carbon-free operational electricity by our data centers. Working as a steward of carbon-free electricity for our customers, and upon request, we will procure carbon-free electricity on their behalf. Our efforts to enable our customers to increase their own carbon-free electricity utilization at

resulted in a net 15.7% year-over-year improvement from our baseline year of 2022, bringing our total percentage of Carbon-Free Electricity Utilized by QTS's Facilities to 83.5%.

Power Solutions

QTS implements long-term power provider partnerships and utility agreements years before commissioning. In 2024, we purchased 489,390 MWh of carbon-free energy. We continue to evaluate a variety of power solutions to support our growth. We also work closely with utility companies to identify innovative and sustainable ways to generate and secure power that best serve our customers, the community and the environment.

Bringing Clean Energy to Oregon

QTS is partnering with Avangrid, a leading sustainable energy company, to bring clean energy to Oregon. In 2024, QTS participated in a strategic collaboration, helping enable the Tower Solar project. This project will deliver carbon-free energy to Portland General Electric's grid, supporting QTS's Hillsboro data center campus and working to meet customer sustainability and 100% renewable energy goals in the region.

Energy Efficiency and PUE

QTS prioritizes energy efficiency in our facilities through a variety of energy-efficient practices designed to control and stabilize operational load through a variety of practices including blanking panels, LED lighting, and motion-sensor lights in our office spaces. Our success in improving our operational efficiency and reducing our power consumption is highlighted by our steadily improving PUE metric. In 2024, QTS's average PUE across our operational data center portfolio stands at 1.40.

PUE is a ratio that describes how efficiently a data center uses energy; how much energy is used by the non-computing equipment in relation to that used by the IT equipment.

Understanding Emissions

Third-party Limited Assurance over Carbon Emissions Reporting

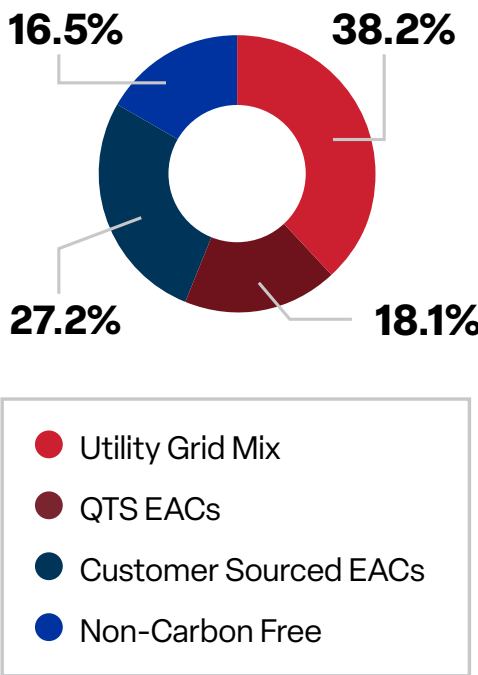
Our customers care about the impact of their suppliers and hold them accountable for their effect on the environment. We continue to engage a third-party assurance provider for certain disclosures in this report, upholding our commitment to transparency and setting measurable targets that help our customers gauge our carbon footprint. To view the assured content of this report, please go to pg. 56.

GHG Emissions	Metric Tonnes of CO ₂ e		
	2022	2023	2024
Scope 1	5,603	8,807	23,734
Scope 2 (Location-Based)	9,485	12,850	16,503
Scope 2 (Market-Based)	0	0	0
Total Scope 1 and 2 Emissions (Location-Based)	15,088	21,657	40,237
Total Scope 1 and 2 Emissions (Market-Based)	5,603	8,807	23,734
Scope 3 (13) Downstream Leased Assets (including customer allocated EACs)	628,511	785,052	1,239,603

TABLE 3
Carbon-Free Energy Claim for the year ended December 31, 2024

Percentage of Carbon-Free Electricity Utilized by QTS's Facilities	83.5%
Percentage of Carbon-Free Electricity Utilized by QTS Controlled Operations	100%
Percentage of Carbon-Free Electricity Utilized by QTS's Customers	82.2%

2024 Portfolio-Wide Electricity Composition



Industry Collaborations

Our commitment to decarbonization reaches beyond the procurement of carbon-free electricity and efficiency. As a leader in environmental stewardship in the data center industry, we host utility summits with key industry participants, partner with energy leaders to discuss opportunities to solve complex industry constraints and challenges, and help support corporate sustainability awareness and practices. Our participation in several sustainability programs and partnerships helps distinguish us from other data center providers.

U.S. Department of Energy Better Climate Challenge

QTS is one of more than 90 U.S. companies that have committed to cut in half their greenhouse gas (GHG) emissions by 2030 as part of the U.S. Department of Energy (DOE) Better Climate Challenge. We continue to engage with the U.S. DOE to discuss innovative methods for continued carbon reduction.

Green Power Partnership Program

QTS is a member of the U.S. Environmental Protection Agency’s (EPA) Green Power Partnership program, which encourages organizations to buy green power to reduce the environmental effects of their electricity use. As of October 22, 2024, the combined annual green power use of EPA’s Top 100 Partners amounts to nearly 98 billion kilowatt-hours, which is equivalent to the annual electricity use of more than 9 million average American homes.⁴

QTS is ranked among the Top 50 companies, with green power usage, accounting for 22% of our total electricity use at the time of reporting.

Clean Energy Buyers Association

The Clean Energy Buyers Association (CEBA), a consortium of large clean energy buyers, energy providers and service providers, works to unlock the marketplace for all non-residential energy buyers and transition to a zero-carbon energy future. In partnership with CEBA, QTS continues to advocate for more cost-effective pricing for carbon-free energy across the country and speaks at numerous events sharing sustainability expertise across our sector. Our Sustainability Director serves on the CEBA Advisory Board.

Data Center Coalition (DCC)

As the voice of the industry, the Data Center Coalition (DCC) represents and advances the interests of the data center community and advocates for a strong business climate as well as policies and investments that support the growth and success of our industry. The DCC aggregates industry expertise and thought leadership to educate state and local government officials, economic policymakers, community leaders and other stakeholders on data centers, highlighting the economic and community-building impacts of the sector. QTS is a 2024 Executive Sponsor of Data Center Coalition and our Director of Public Policy & Economic Development serves on the DCC Board of Directors.

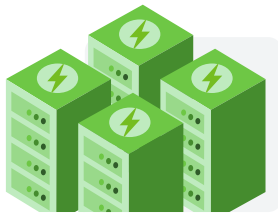
iMasons

QTS partners with the iMasons Phoenix Chapter to promote educational opportunities that help build a pipeline of talent in our rapidly growing industry. Our Vice President of Strategic Technology Initiatives led a varied team of data center operators in building a Data Center Operations Certificate Program at Maricopa Community Colleges. The program provides community members with the knowledge and skills to earn living-wage career opportunities in this in-demand field. The program also creates opportunities for data center industry professionals in Arizona to engage with community college and high school students by teaching courses and participating in monthly speaker series and other events.

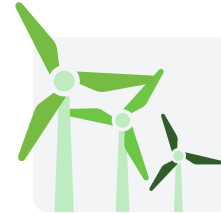
QTS Commitment to Clean Energy



We aspire to source the maximum amount of carbon-free electricity subject to cost and supply constraints and customer-specific demand.



We continue to evaluate a variety of power solutions to support data center growth.



We invest in carbon-free energy projects.



We bring forward innovative energy generation and transmission solutions.



We enable our customers to increase their own carbon-free electricity utilization at our data centers.

4. <https://www.epa.gov/greenpower/green-power-partnership-national-top-100>



Caring for People

QTS Community Stewardship

Powered by People: Supporting Our Team

Our mission of serving others by empowering people and technology pushes QTS beyond delivering leading-edge data center infrastructure services. Our Powered by People culture and commitment to servant leadership—the idea of fulfilling a purpose greater than self and leading through prioritizing others—is at the heart of everything we do, from how we deliver our services to how we interact with our customers, our communities and each other.



QTS Community Stewardship

QTS connects the world for good, not just through our innovative data centers, but through our community programs. We believe we have a responsibility to serve each other as colleagues while also serving within the communities in which we do business, live, and work. Guided by our Core Values, we act as a community partner, engaging in a wide range of volunteer opportunities, charitable giving, community outreach and community partnerships to help others in need across the globe.

By working to build trusting relationships within the locations where we operate, QTS can better understand and prioritize the most critical needs, delivering programs that support and enrich the community and the lives of all its citizens.

Community Impact: Giving with Purpose

Recognizing that work is just one aspect of a well-balanced life, we support our employees finding fulfillment and wellbeing both on the job and in non-working hours. Since 2012, QTS has provided time for our employees to give back and support causes that are important to them. Through a range of giving programs—including individual employee volunteerism and matched donations, corporate-sponsored events and success-based giving—QTS enhances our communities and helps drive transformational change for community members.

We partner with charitable organizations that align with our Core Values providing support that allows each organization to be more impactful in the community.

To foster community within QTS, we also encourage each of our data center locations to coordinate volunteerism projects and host family events that allow employees to connect and build camaraderie. In 2024, 100% of our operational facilities partnered with a local community organization, donating time and resources to volunteer initiatives.

Giving of Our Time, Talents and Treasures



TIME

We donate our time in volunteerism.



TALENT

We leverage our talents—including our technology services—to help advance local nonprofits.



TREASURE

We provide charitable contributions to nonprofit organizations.

2024 QTS Community Impact

\$7.5 million

in charitable donations

348

charitable organizations supported

15,265+

employee volunteer hours

Every QTS employee receives

4

paid days for volunteerism



Dave Murray
SVP, Community Impact

Dave is a steward of community—in his role at QTS and in his personal life. A QTSer for 17 years, Dave spent his first 13 years in Critical Site Operations at our Miami data center before taking on his leadership role in our Community Impact organization. Serving as our Senior Vice President, Community Impact, Dave brings a steadfast and heartfelt commitment to giving back and building community—within our organization and the communities in which our people live and work. Focused on building genuine relationships, Dave finds meaningful ways for QTS and our employees to give our time, talent and treasure to charitable organizations that align with our Core Values.

In his personal time, Dave furthers his service mission, working with 150+ congregations in Havana, Cuba to provide support to individuals who are struggling spiritually and with basic needs.

For me, it's always been about helping people and being a guardian of our mission, vision and purpose. Our Community Impact Program offers day-to-day opportunities to build relationships and give back to our people and our communities. Everybody is shouldering some kind of challenge. Giving people an opportunity to be present for one another can be powerful for all involved.

Encouraging Employee Volunteerism

Giving back to our communities is engrained in our company culture. We practice our Core Value of Faith, Family and Community Volunteerism by offering location-based and company-wide volunteer opportunities year-round. We empower our employees to make a positive impact in our communities by providing every employee with four paid volunteer days per year.

Corporate-sponsored Volunteerism

To uplift the communities in which we live, work and operate, we offer manpower, technology services and financial support to local nonprofit programs and agencies in which we build relationships.

Among the programs we supported in 2024 are:

The Quilt

QTS partners with The Quilt Corporation, an Illinois nonprofit that connects economically challenged Chicago-area residents to education, critical services and career training opportunities. QTS and The Quilt are collaborating on the Chicago Area Broadband Initiative (CABI) to help close the digital divide by providing internet access and teaching residents how to use the internet to expand access to job opportunities and services that can improve their lives and enable them to participate in the digital economy. With the help of QTS, The Quilt has provided 1,200 internet-connectable devices to partner communities and has engaged over 1,500 residents in the Affordable Broadband and Digital Literacy programs, helping to deliver economic, education, health and social opportunities to area individuals and communities.

QTS's Chicago facility was the first data center in the area to support The Quilt's efforts, providing a rack with power and network hardware. As a carrier neutral data center, QTS Chicago provides the critical connectivity ecosystem to enable partners to extend connectivity to residences, helping CABI take the first step toward supporting over 45,000 households across 10 Chicago area communities.



If I had not made the connection with QTS, I'm not sure that I would really be able to scale to the point where we're at now, especially on the access side. The possibilities are endless now.

Dwayne Douglas | CEO, The Quilt

CoreGiving Day

QTS supports CoreGiving, a 501(c) (3) organization dedicated to fighting childhood hunger across the U.S. by helping food banks and other hunger-relief organizations provide nourishing meals to children and families across the U.S. In 2024, 405 QTSers across the country participated in the fourth annual CoreGiving Day, volunteering 3,240 hours at food banks in their local areas to help CoreGiving provide more than 1 million healthy meals to families in need. QTS also contributed \$300,000 to food banks across the U.S. and Europe.



Troopster

QTS works with Troopster, a nonprofit organization that allows individuals to send care packages to actively deployed U.S. service members. In 2024, QTSers across every data center location donated their time, packing 10,000 Troopster care packages to support the Armed Forces community and help Troopster reach their goal of sending 20,000+ packages each year.

Project U First

QTS employees in Atlanta came together to pack 1,200 hygiene kits stocked with soap, toothpaste, shampoo, and other necessities for Atlanta-area homeless. Project U First Inc. provides vulnerable community members—including the homeless and children living in poverty—with basic hygiene products and blankets, offering an important step on the path toward dignity.



Homeless Heroes Backpack Project

Homeless Heroes is an Atlanta-based, student-led organization dedicated to eliminating veteran homelessness. As a company, QTS contributes financially to the organization, while QTSers in the Atlanta area donate their time during the Backpack Project’s one-day event to pack and distribute 1,300+ backpacks filled with essential supplies such as food and toiletries to those who are unhoused in the Atlanta area.

Juneteenth Week of Service

QTS hosts a Juneteenth Week of Service, providing every employee with a paid day to volunteer at a Juneteenth-related event. Many QTS locations organize volunteerism opportunities to offer employees local service options. Employees can also choose their own Juneteenth volunteer event to support.

Our teams in the Netherlands participate in a national day of celebration and remembrance called Ketikoti – reflecting on the past and honoring resilience. Partnering with the Kwaku Foundation, QTSers spend this time promoting awareness and participating in fundraising activities for charities.



Sleep in Heavenly Peace

As part of our Juneteenth week of service, QTSers in Kansas and Arizona partnered with Sleep in Heavenly Peace to further their mission of “no kid sleeps on the floor in our town.” QTSers built 49 beds, providing children with a better night’s sleep that supports improved health, educational outcomes and overall wellbeing.

The Rose

QTS supports Breast Cancer Awareness through an annual, company-wide fundraiser for The Rose Foundation, a Texas-based organization that helps provide breast cancer screenings and support to all, regardless of their ability to pay. Led by our Women Inspiring Leadership (WIL) group, the fundraiser raised over \$16,000 through merchandise sales and donations.

Soles4Souls

QTS collected 2,750 pairs of shoes and dedicated 140+ hours to support Soles4Souls’ mission to provide clothing and shoes to those in need. The Soles4Souls’ international 4Opportunity program offers a powerful and sustainable way for people in developing countries to build small businesses, selling shoes to lift themselves and their families out of poverty. In countries like Haiti and Honduras, our donations can provide one year of consistent, quality food, housing and education for two families, while diverting almost 3,500 pounds of textiles from local landfills and creating more than \$24,000 of economic opportunity for families and communities around the world.

Loudoun Hunger Relief

QTS partners with Loudoun Hunger Relief in their fight against food insecurity, supporting the nonprofit food bank through monetary donations and volunteerism. Loudoun Hunger Relief’s supermarket-style design allows neighbors to choose the foods they want, including fresh produce and specialty items for those with food allergies and other dietary restrictions. The self-choice shopping experience helps build dignity and a stronger, more resilient community. Our team members volunteer their time supporting food intake and food sorting, stocking shelves and helping families as they shop. QTS has also donated generously to support their operations and their planned 2025 expansion. QTS’s support helped Loudoun Hunger Relief provide 2.1 million meals to approximately 14,000 Loudoun residents in 2024.

InspiredU

QTS collaborates with InspiredU, a nonprofit organization dedicated to bridging the digital divide by providing students and families in underserved Georgia communities with the technology resources, digital skills and training to improve educational and career outcomes.

Leaven Kids

QTS supplements its Success-based Giving partnership with Leaven Kids through additional funding and support to ensure Leaven Kids learning centers have the resources necessary to help disadvantaged youth build better futures. QTS sponsored Leaven Kids’ Annual Napa Gala and California Golf Classic and title sponsored its San Antonio Gala. These events allow local community members to gather and raise funds for Leaven Kids learning campuses. QTS also helped purchase two vans, enabling summer field trips within the San Antonio community so students can experience their community history, including the Alamo and the iconic San Antonio Riverwalk. The vans are also used to transport children to other activities and outreach programs. At Christmas, QTS purchased 50+ bikes from a local bike shop for Leaven Kids students and their siblings at both San Antonio campuses.

Community Engagement in Europe

QTS is building a mega-scale data centre campus in Cambois, Northumberland UK, currently in planning and engagement with the community. QTS has established a relationship with Northumberland City Council (NCC) and the team is already making a positive impact on the local community. Team members have hosted community drop-ins and volunteering events and begun donating to charities like Briardale House, The Tute, Isabella Heap Volunteer group, the Lighthouse Community Hub and more. Additionally, QTS is excited to partner with local football clubs, the Blyth Spartans and Ashington Football Club to deliver greater value to the community through focused mental health and education efforts (or campaigns).

Other organizations, events and crisis assistance that we support through volunteerism and charitable donations include:

- Data Center Coalition Annual Sleeves Up Blood Drive
- Cure Juvenile Myositis (JM)
- Habitat for Humanity
- Support of Texas Fires
- Ronald McDonald House
- Boys Hope Girls Hope / Hope Ignites
- Happy Bottoms
- Hurricane Support
- Irving Cares
- Multiple food banks
- Wish for Wheels



Matching Gift Program

Our Matching Gift program amplifies our employees’ personal donations to eligible 501(c)(3) nonprofits, making a greater impact across the charitable organizations our employees care about. Under the program, QTS matches 100% of any donation between \$50 and \$500 per employee per calendar year. This program reflects our continuing commitment to encourage employee-giving while investing in agencies that positively affect the quality of life within our communities.

Wherever there’s a need, QTS partners with funding for Operation BBQ Relief to provide immediate assistance to people in crisis following tragedy or natural disaster, including feeding the first responders who serve them.

Success-Based Giving Partnerships

Through our Success-Based Giving Program we directly align our business performance, growth and customer contracts with contributions to support nonprofit global organizations that improve the lives of individuals and care for the environment. Our Success-Based Giving is tiered according to contract size, ensuring a larger portion of our customers can participate in the program to maximize our collective giving. Through this initiative, the better we do, the more good we do for our communities.

Our Success-based Giving partnerships include our “Grow with QTS” and “HumanKind” programs.

GROW WITH QTS

One Tree Planted

Our partnership with [One Tree Planted](#), an environmental nonprofit, fosters a greener planet by combating deforestation, mitigating climate change, and promoting biodiversity through global tree planting and restoration efforts. QTS plants one tree per month for every 100kW that a customer signs with us, with a pledge to donate a minimum of 25,000 trees yearly.

25,000 minimum trees per year



¼ Ton of CO₂ saved per tree



93,751 trees planted in 2024



Nearly **325,000** total trees planted since 2019



Covers all current and new QTS Customers



1 tree donated for every 100kW customer contract, each month per customer



“QTS’s generous support has helped World Vision provide clean water access in Makusa B and many other vulnerable communities. Together we have improved the lives of thousands of people,” said Dr. Greg Allgood, Vice President of Water and Health at World Vision.

“We’re grateful for QTS’s partnership and concern for those in need across the planet.”

HUMANKIND

QTS Humankind programs are dedicated to investing in the improvement in quality of life, equipping people with the education and tools they need to improve their futures and communities. These partnerships reflect our commitment to societal well-being and align with our Core Value of Faith, Family and Community Volunteerism.

U.S. Dream Academy

We partner with the U.S. Dream Academy to empower children of incarcerated parents and other vulnerable youth, offering them hope for a brighter future through after-school programs and learning centers that provide academic, social and values enrichment. Through the program, we sponsor one child for every 1-12 MW contract. In 2024, we sponsored 20 children, for a total of 80+ supported children since the beginning of the partnership in 2021.

Sponsored
80+ children
since 2021
U.S. DREAM ACADEMY

Leaven Kids

QTS supports with Leaven Kids, a nonprofit organization that helps transform young lives by bringing learning campuses into historically low-income neighborhoods. With the commissioning of every new data center, we fund children’s participation in the nonprofit’s programs, fostering a broader reach and enabling life-changing experiences and educational opportunities for young learners. QTS has sponsored 12 children in 2024 for a total of 19 children since the beginning of the partnership in 2023. Leaven Kids currently operates 23 learning campuses across California and Texas. By providing free after-school tutoring, educational resources and a safe space for in-need elementary-aged children, Leaven Kids aims to ignite a lifelong passion for learning that will drive success beyond the classroom for a more successful future.



Dave Murray, SVP, Community Impact at QTS, accepts the first annual General Goldfein and General Wilson (ret.) Leaven Kids Partnership Award on behalf of QTS. QTS received the award for “its *magnanimous partnership as they as a company give of their Time, Talent and Treasure.*” Dave is a member of the Leaven Kids Honorary Board where he provides crucial insight into the management, vision and direction of Leaven Kids.

World Vision

We collaborate with World Vision, a world leader in humanitarian efforts, to provide clean water to communities across the globe. QTS’s sponsorship offers two distinct commitments based on the size of the customer contract. For every 100kW contracted, our partnership with World Vision delivers the equivalent of clean water for three people. Since 2020, QTS has given more than 80,000 people access to clean water.

For large, multi-megawatt customer contracts, QTS funds the building of a sustained clean water source, such as a well or water point, in a developing country, providing long-term, sustainable clean water to an entire community for the life of each customer’s contract. This year, our financial contributions commissioned two new water systems in Honduran communities, providing more than 300 households, representing 1,000+ individuals, with access to clean water through the installation of a new piped water system. To date, QTS and our customers have funded 23 water points, providing 4,504 people in impoverished countries, including Kenya, Uganda, Ghana, and Burundi, with a lifetime supply

of accessible, clean water. World Vision also trains community members in the management of completed water systems to ensure the availability of clean water for future generations. To multiply the health benefits of clean water in each community, World Vision educates communities on sanitation and hygiene practices by helping people build and maintain latrines, promoting handwashing with soap, and more.

10
new water
points in 2024

23
water points funded since Q4 2020
and 2 community water systems

81,152
people received clean drinking
water since Q4 2020

23,439
people received clean
drinking water in 2024

Powered by People: Supporting Our Team

Attracting and Retaining Talent

We recognize that the quality of our people underpins our business, ensuring we can deliver effective and innovative data center services and build powerful, enduring relationships with our customers, partners and communities. As we continue to experience year-over-year growth, we remain focused on embedding our culture and Core Values into our people processes to foster personal growth, wellbeing and shared purpose.

In alignment with our “Powered by People” ethos, QTS is committed to our people, promoting from within and encouraging employees to follow their passions—whether into management roles or new career disciplines. We attract and retain top talent through our mission-minded, purpose-driven culture, our competitive benefits and our ongoing investments in the skills of our team to ensure the operational integrity of our customers’ IT environments and a first-class customer experience.

QTS is proud to report an 85% annualized retention rate. This longevity minimizes learning curves and continually builds on the level of expertise.



We’ve added hundreds of new QTSers to our team over the past year and our commitment to listening and learning from them remains constant. We use employee feedback to drive real action—not just at the company level, but within our various departments, too.

Shelagh Montgomery | Chief People Officer

85% annualized retention rate

Employee Benefits

To help employees balance their lives and careers and maintain a healthy lifestyle, we invest in comprehensive and competitive benefits that meet the whole person’s needs—physical, mental and financial. Full-time employees working 30 hours or more per week are eligible for medical, dental and vision insurance for themselves and their families on the first of the month following the date of hire. We also offer group life insurance, short- and long-term disability, a 401(k) plan with company match, workers compensation, a stock purchase plan and pet insurance.

QTS Tuition Assistance Program

To encourage and support QTS employees’ decisions to further their education and professional development, our tuition assistance program provides an annual reimbursement allotment for employees to use towards degree programs, certifications and designation programs.

Employee Student Scholarship Program

Our Employee Student Scholarship Program provides at least five competitive, need-based scholarships of \$5,000 each year. The scholarship can be used to cover higher education costs, including tuition, housing and other related expenses. It is renewable for a total of four years of college education provided the student meets the renewal requirements. All children of non-executive-level employees are eligible to apply for the scholarship. Selection is determined by the Greater Kansas City Community Foundation Scholarship Selection Committee based upon academic achievement, financial assistance, personal recommendations, and participation and leadership in school and community activities. QTS has provided more than \$450,000 in scholarships since starting the program.

Employee Student Scholarship Program - Recipient



Taylor L.

“Receiving this scholarship not only gave me the opportunity to achieve my architecture dreams but showed me what true hard work can get you. I am unbelievably grateful for the opportunity I was given and couldn’t thank QTS enough. Getting help in furthering my education was the greatest blessing.”



Employee Emergency Crisis Fund

Our fully employee-funded Emergency Crisis Fund allows QTSers to assist one another in times of critical need. Employees and their eligible dependents can receive up to \$2,000 per qualifying event in any given year.

Benefits Survey: Ensuring Our Benefits Package Meets Employee Needs

QTS continually reviews our benefits package, looking for options that deliver enhanced benefits, while maintaining the same quality of healthcare coverage with minimal rate increase. To understand and continue to meet the benefit needs and expectations of our employees, we conduct an annual benefits survey, using survey feedback to help us assess enrollment packages each year.

Strengthening the Employee Work Experience

We regard every QTS employee as a valued member of our team who ensures our operational excellence and customer satisfaction. To promote employee job satisfaction and personal wellbeing, we offer a variety of employee-centric programs to understand our employees' needs, boost the employee experience and enhance our internal culture.

Employee Experience Survey

QTS wants to ensure all QTSers are informed, engaged and inspired about our business, workplace and our value in our communities. To enrich our employees' experiences and identify opportunities to address employee needs and concerns that can affect our company performance and culture, we actively and consistently seek out and incorporate employee feedback through our annual Employee Experience (EX) Survey.

Administered through an independent third party, the survey allows employees to provide candid feedback anonymously to help us understand what we are doing well as a company and where we have room to improve. The survey places emphasis on building trust between employees, company leadership and teammates by covering a variety of topics, including work culture, resources and support, growth and development, rewards and recognition, and communications.

Following the survey, the Community Impact Team receives aggregated survey feedback, identifying focus areas that emphasize corporate and departmental strengths and challenges. Using this data, leaders and business partners meet with employees to set priorities and action items for improvement across all QTS levels and divisions. Action items are further defined by other business units to create our EX Action Plan, providing a roadmap to strengthen employee satisfaction and address key focus areas across every component of the work experience.

To align with our Core Value of Action, Innovation, and Accountability, high-level survey results and next steps are shared with employees at the company, division and department levels, ensuring all employees know that their survey participation is heard and valued. Additionally, Leadership Team members from all business units are involved in

collaborating with the People Services team to identify, address and implement any changes in policy, process or practices.

In addition to this assessment, we also survey new hires at 30 and 90 days of tenure to monitor the onboarding experience.

2024 Employee Experience (EX) Survey Action Plan

In 2024, 83% of our employees participated in the EX Survey with 84% responding that "Taking everything into account, this is a great place to work." Based on the survey results, QTS chose to make Communication and Rewards & Recognition our focus areas, implementing the following changes to strengthen our company, our culture and our employee experience:

Communication

- Expanded our marketing division to include a communications team to promote more coordinated and timely internal communications
- Updated MyQTS, our internal knowledge hub, to provide information needed to understand our culture, business and employee benefits

- Utilized SharePoint News to deliver relevant, timely and more visually appealing information to employee inboxes
- Delivered monthly communications to people leaders to encourage cascading of key information to their teams
- Created more cross-team collaboration on building and coordinating our communications plans

Rewards & Recognition

- Introduced Qudos, our new recognition platform, to promote peer-to-peer recognition
- Enhanced our benefits and pay information for greater detail on our unique benefits
- Ongoing review of our positions and job market competitiveness

Touchpoints to Promote Employee Development and Advancement

In addition to our training and development programs, we empower and equip our People Leaders to support and drive the success of their teams. QTS leaders actively and regularly engage with their employees to nurture their wellbeing and ensure they have the support, direction and encouragement they need to thrive in their careers.



One-on-One Time with Managers

Employees are encouraged to participate in weekly one-on-one meetings with their managers. This regular engagement is designed to help move projects forward; overcome obstacles; receive and deliver real-time, constructive feedback; and support employee wellbeing and success.

Bi-annual Performance Reviews

Our bi-annual performance cycle offers more opportunities to highlight employee accomplishments and address growth opportunities to strengthen employee performance and job satisfaction.

Career Development Meetings

Our best practices establish quarterly—but no less frequent than annual—career development conversations between employees and their managers to support employees’ professional development and progress along their career paths.

Training, Education and Development

QTS believes that education and training are essential to unlocking the potential of individuals and communities. To encourage employee advancement, we invest heavily in our employees’ training and development, offering world-class training and mentorship programs that support career growth. These learning opportunities ensure our employees have the tools, skills and knowledge to achieve their career goals and provide our customers and stakeholders with exceptional experiences. Our expansive career growth and development opportunities also support our commitment to promote internally as much as possible. In 2024, across various platforms, our employees completed more than 27,000 hours of training. This year, our team has been working to integrate even more learning opportunities for our growing teams, through LinkedIn Learning.

QTS is also proud to optimize our investment in high-quality learning and development opportunities. Without sacrificing quality, we are able to offer impactful development programs—including targeted trainings for our Technology Operations (TechOps) team and Facility Operations (FacOps) employees.

27,000+

total training hours in 2024

10,000+

- COURSES INCLUDING:**
- In-person training
 - Self-paced assignments
 - Self-paced voluntary learning

136 employees completed QTS People Leader Bootcamp

Q-Career

QTS is committed to enabling our employees’ individual career development. Our Q-Career program is designed to provide the structure, tools and investment needed to help employees move their careers in the direction they choose within QTS. Collaborating with their managers, our employees use the Q-Career program to create customized individual development plans that detail new skills to be acquired and an action plan to help them reach short- and long-term career goals. The Q-Career program tracks development goals and employee progress and suggests learning opportunities based on an employee’s skills and interests.

Through the program, employees receive continuous feedback and track progress towards development goals. Employees can also build and strengthen skills and investigate new career paths within QTS through short-term, defined projects or on-the-job experiences—referred to as gigs.

Q-Community

Q-Community is a company-wide program administered by our Community Impact team to engage a group of employee ambassadors in each location who raise their hands and work together to plan and host local team-building events, team meals, celebrations, group volunteer service engagements and fun family events. In addition, Q-Community helps to stay in touch with employees at their location, overseeing internal feedback loops, serving as communication points and supporting our QTS family-like culture.

As a key differentiator for QTS, Q-Community focuses on ensuring our employees feel invested, engaged, and cared for, aspiring for shared purpose, deeper connections and holistic wellbeing.

Serve

Develop and enact an outward mindset: “How can I serve you?”

Engage

Listen to learn and build trust with courage.

Relate

Relationships are greater than accomplishments. Focus on building relationships.

Value

Add value and value others.

Encourage

Support others to live out strengths, grow and experience transformational change.

SERVE Leadership Program

To provide our leaders with the training to effectively support the people they lead, we offer SERVE, our new people leadership training program. SERVE is designed to teach our people leaders how to put our Core Values into practice as they support their employees, making it part of their everyday experience.

QTS People Leader Bootcamp

Our New Leader Bootcamp is a one-day class designed to equip new managers with the leadership tools, processes and knowledge to be successful People Leaders at QTS. The program also provides tips for success within our human capital management system. In 2024, 136 new QTS People Leaders completed this program.



Q-Mentors

Launched in 2023, Q-Mentors is a nine-month program that is available to all QTS employees as a mentor, mentee or both. Through structured relationships and regular meetings, the program enables mentors to advise, guide and support those earlier in their respective careers, helping mentees progress along their career paths and reach their potential—whether growing in their current roles, becoming managers of others or stepping into new roles within QTS.

Data Center Operations Certifications

QTS provides and fully funds ongoing training and certifications for our Facility Operations, Technology Operations and Information Security personnel to reinforce their ability to effectively manage, maintain and optimize our data center operations. In 2024, Our TechOps Team completed 196 certification programs during 30 hours of training. Members of our FacOps Team completed 200 skill-based courses and logged 1,800 training hours, with an additional 1,977 hours and 4,389 courses in safety skills training.

Facility Operation Team Career Paths

Every site-critical employee on our facilities operations team has a defined Career Path that includes specific job-related training requirements and promotes optional learning, development and certifications that further expand employees’ knowledge bases and credentials.

LinkedIn Learning

QTS also offers access to LinkedIn Learning to allow employees to take charge of their professional development. With 16,000+ expert-led courses, the self-paced, online learning platform provides video courses in various business and creative disciplines taught by industry experts, helping employees boost their skills and advance their careers.

Udemy

Udemy is a comprehensive online learning platform offering a vast array of video courses and certificates of completion across diverse subjects, including business, academics, mental health, and fitness. QTS provides each employee with a license to access these flexible, on-demand courses, facilitating the development of new skills and the advancement of knowledge at an individualized pace.

Our Commitment to Veterans

QTS is deeply committed to supporting all of our team members, including veterans and service members. We seek to understand the advantages and value they bring to the workplace, including technical and interpersonal skills, an environment of ownership, service before self and community—all of which strongly align with our Core Values.

SkillBridge Internship Program

Since 2021, QTS has participated in the Department of Defense SkillBridge internship program, supporting service members as they transition to the corporate workforce. In partnership with SkillBridge, QTS offers a three-month internship to military veterans to gain valuable civilian work experience through specific industry training or apprenticeships. Working alongside QTS peers and professionals, service members gain hands-on experience, learn about data center core operations, and expand their business knowledge and skills in a real-time environment. Each intern also works with a mentor from our VET employee resource group and has an opportunity to apply for full-time positions following their internship. Since 2021, 31 of 37 participants have transitioned to permanent, full-time employment with QTS.

Hero Walls

Hero Walls display the members of our workforce who have served our country. Equipped offices and data centers designates a digital wall to display a picture of each service member with their name, service branch, deployments, rank and years of service.

Hiring our Heroes Partnership

Hiring Our Heroes is a workforce recruitment organization that connects the military community, including service members, military spouses and veterans, with U.S. businesses to build economic opportunity and a strong, diversified workforce. QTS has been a partner since 2022.

SkillBridge Employee Spotlight



Darrian W.

ROLE AT QTS
Military Talent Acquisitions

BRANCH OF SERVICE:
U.S. Army, Staff Sergeant and Army Recruiter

YEARS OF SERVICE:
2014-2025

Darrian joined QTS as a SkillBridge intern in January 2025, after serving in the U.S. Army for 11 years. First stationed at Fort Lewis, WA, Darrian later served with the 82nd Airborne Division out of Fort Bragg, NC and was deployed to Afghanistan. During his last three years with the Army, Darrian branch detailed to Army Recruiting.

As a SkillBridge intern, Darrian works in talent recruiting, participating in military career fairs to promote QTS employment opportunities, onboarding and mentor new talent, and ensure a positive employee experience. This role allows Darrian to give back to the military community and help service members find purpose, success and a path to fulfillment and success outside the military.

Darrian appreciates QTS’s family-like culture, and how, like the Army, QTS lives its Core Values every day. The Core Value of Family, Faith and Community Volunteerism was evident during a family tragedy. The QTS family lent emotional support and provided time for Darrian to be with his family during this time —something he did not anticipate as an intern. This commitment to employees solidified his desire to work at QTS. Darrian plans to transition to a full-time role as a Program Manager for Military Relations with QTS at the end of his internship.

“QTS does an amazing job providing service members with opportunities to show what we’re made of. At QTS, if you see an opportunity to create value for the company, its people or its communities, you can make that happen. This allows me to make a difference that I can feel good about. I really do see QTS as a home for me.”

Darrian W. | Program Management, Talent Acquisition

Honor Flight

Out of respect for those who serve our country, QTS participates in the Honor Flight Program which is dedicated to transporting military veterans to see the memorials of the respective wars they fought, in Washington DC, at no cost to the veterans. QTS team members volunteer their time to aid in welcoming the veterans.

Freedom Wall

Our Freedom data center design includes the Freedom Wall in each data center lobby. The wall is dedicated to the brave men and women of the United States armed forces, law enforcement agencies, and fire and emergency services personnel for their devotion, service and sacrifice that enables our freedoms and safety.

Stop Soldier Suicide

QTS works with Stop Soldier Suicide (SSS), a national, veteran-founded nonprofit focused on reducing the military suicide rate by 40% no later than 2030. In 2024, QTS hosted the C2MS Golf Invitational for the second consecutive year, raising \$210,000 for SSS. These funds will help provide free, confidential and personalized mental health services to at-risk veterans and service members. To date, Stop Soldier Suicide has saved 4,000+ veterans from suicide.

Troopster | Military Care Packages

In partnership with Troopster, QTSers nationwide assembled 10,000 care packages and wrote thank you notes for our service men and women deployed overseas. Troopster Founder Chelsea Mandello presented QTS with an American flag flown at Camp Arifjan in Kuwait and a certificate honoring QTS’s patriotism and generosity in boosting morale for service members worldwide.

Military Friendly® Designation

Our commitment to service members was recognized through our Military Friendly® rating for 2024. This is the third year QTS has received this designation. The rating reflects the extent to which QTS exceeds Military Friendly® benchmark standards within six different categories: Recruiting and Sourcing, Policy and Compliance, Support and Retention, Culture and Commitment, Opportunity and Advancement, and Hiring and Onboarding.

Internship Opportunities

QTS internship programs help train the next generation of workers, introducing individuals in different stages of their lives, career journeys and circumstances to high-potential data center career opportunities, while addressing the widespread technical workforce deficit. Through multiple internship programs, we deliver the knowledge and competencies that can help candidates improve their job prospects and secure gainful employment in our rapidly growing industry.



We want to introduce individuals with the right attitude and aptitude to our industry and help them cultivate the knowledge and skills to succeed in our industry.

Todd H. | Senior Director, Learning and Development at QTS

Year Up

QTS partners with the Year Up program, a nationwide, nonprofit workforce development organization that helps close the opportunity divide for aspiring young talent. During the year-long internship, QTS team members mentor underserved young people, providing one-on-one feedback and teaching them the technical and soft skills that help prepare them for successful careers and higher education. QTS Year Up interns can choose from job tracks such as project management, IT support, customer experience and more, allowing them to align their interests with potential employment paths. QTS has partnered with Year Up since 2010, hosting more than 50 interns—with 5 in 2024—and successfully transitioning many of them to full-time roles at QTS.

College Summer Internship Programs

In its second year, our Summer Internship Program offers college students a chance to gain hands-on experience and an understanding of the data center industry, including data center development and operations, customer expectations and contractor engagement. The 12-week program delivers learning opportunities through mentorship by their immediate management, contributions to departmental projects and Lunch-and-Learn sessions hosted, in part, by several C-Suite executives. Interns also have access to webinars on self-branding and an in-person Presentation Skills course to strengthen their professional skills, including presenting a wrap-up of their experience to leaders and peers. In the first two years of the program, QTS offered full-time positions to nine interns after graduation.

Active program since 2023

18 of 26 Interns have been Converted to FTE or Offered to Return to QTS another Summer; **69%**

35 Summer Interns in 2025

27 Scheduled to graduate and/or be eligible for FTE Offers before Summer ‘26!

1 Launchpad Intern (Arizona State)

16 Different Universities Represented

10+ Unique QTS Geographic Sites



My internship at QTS has not only opened the door to a career in sustainability, a field I was told would be difficult to break into, but also taught me what it means to be part of a truly supportive and values-driven company. QTS has shown me the qualities to look for in a great workplace: a culture that encourages learning, values its people, and empowers interns to grow. I’m incredibly grateful for the opportunity to contribute to meaningful work in an environment where I felt welcomed and inspired every day.

Bella W. | Sustainability Intern, QTS Duluth



Interning at QTS opened my eyes to the vital role data centers play and gave me hands-on experience with real value. Learning from the best in the industry set the stage for my full-time role and long-term career growth.

Dan S. | Development Project Engineer, QTS Fayetteville

High School Internships

The QTS High School Internship program offers interns an opportunity to work with QTS team members in an area of interest, receiving hands-on data center training as well as free online instruction with select QTS vendors to further enrich their experience. QTS engages high school interns through our Data Center Day, which introduces students to the data center industry and potential career opportunities with QTS.

Year Up Employee Profile

David G. | Data Integrity Analyst, QTS Suwanee

“Year Up opened the door to a career that often times feels out of reach, equipping me with both technical skills and a strong foundation in professional excellence. QTS recognized that potential and gave me the opportunity to apply what I learned, prove myself, and grow in a meaningful career. I’m incredibly grateful to both Year Up and QTS for investing in my growth and believing in my potential. Together, they’ve set me on a path to long-term success and growth.”

To strengthen the pipeline of local students for high-quality tech jobs, QTS has established workforce development programs in Virginia, Georgia, Arizona and Illinois. We also participate in multiple workforce development programs, including SkillBridge for military service members transitioning to the corporate workforce and Year Up for young adults seeking skill-building opportunities. Through these programs and more, QTS helps train people in all stages of personal and professional development for high-potential roles with a leading data center operator.

Data Center Operations Certificate Program

To support individuals in the Phoenix market and build a pipeline of talent for the data center industry, QTS led the development of the [Data Center Operations Certificate Program](#), offered through Maricopa Community Colleges (MCC). This accredited certificate program combines competency-based courses and extracurricular learning opportunities, offering a path to a career as a data center technician. The first cohort of students is expected to complete the program in Fall 2025.

Bryan Darby, Vice President of Strategic Technology Initiatives at QTS, won the 2024 iMasons Education Champion Award for his leadership in developing the community college program. The Education Champion Award recognizes individuals who accelerate the flow of talent into the digital infrastructure industry.



Data Center Academy

Since 2023, the QTS Data Center Academy offers an opportunity for those with no experience and a minimum of a high school diploma to train for data center technical roles. Available across our national portfolio of data centers, the internship begins with a four-week training course at our Suwanee data center. Participants are flown to Atlanta, at QTS's expense, to receive a high-quality, data center-specific education in electrical and connectivity trades. At the conclusion of the intensive training, participants return to their local data centers as Critical Operations Associate (COA) interns, working with QTS team members to acquire the knowledge and skills they need to succeed and help drive innovation and progress in the rapidly evolving data center industry.

During the 18- to 24-month training process, participants meet specific development milestones. At the conclusion of the program, interns are elevated to the role of Critical Operation Technician. The Data Center Academy boasts a 96% completion rate, graduating 37 COAs in its first two years and promoting four Data Center Academy graduates in the last year. The program is seeing great success, with 24 attendees in 2024 alone, completing a total of 3,526 hours of training.

Junior Achievement

QTS partners with Junior Achievement (JA) across many of our data center markets, volunteering in its JA BizTown®, JA Finance® and JA 3DE programs and providing yearly financial contributions to enhance the lives and futures of young people in each community. JA programs offer immersive experiences that allow students to apply the concepts they learn in class to real-world scenarios, helping to build essential business and life skills, including business and money management, problem solving and critical thinking.

QTS has collaborated with JA since 2019, volunteering 350+ hours during the 2023-2024 school year to help local students learn powerful lessons and make smart academic and economic choices that drive success. In 2023, QTS became a bigger partner with JA of Georgia through investments in multiple programs, including a business front in the JA Discovery Center at Gwinnett where students love learning more about the role that data centers play in the community.



The partnership that Junior Achievement has with QTS goes far beyond funding and volunteering—it's a true partnership rooted in shared values. Their belief in our mission and investment in our work have allowed us to deepen our value with Georgia's middle school and high school students. We're incredibly grateful for their vision, trust, and commitment to building a stronger future together.

Hannah Thompson | Senior Director of Development, Corporate Relations

QTS Emphasizes Belonging

Be open. Be authentic. Be curious. Be informed. Be you.

Building QTS Belonging and Engagement

QTS strives to be a place of belonging for every employee. Our Belonging & Engagement (BE) program is designed to create a unified organization that maximizes our team for world-class innovation, wider perspectives, enhanced performance and a stronger bottom line. Drawing from every individual's unique value, perspective and skills, we seek to nurture a deep sense of community and strong employee work experience that supports our team members' needs, develops trust and values others' experiences and insight.

This approach is tightly aligned with our Core Values and Servant Leadership mindset. We believe that our focus on BE is integral to achieving our long-term growth objectives, helping us build and operate world-class data centers and fully serve our customers with creativity and innovation. To execute this vision, our BE team partners with QTS leadership to build executive-level awareness and engagement around the BE initiatives that deliver the greatest value to our employees and culture.

Promoting Employee Belonging

Fostering belonging is integral to our mission of empowering people and technology. While we welcome and value the unique backgrounds and perspectives of every QTSer, we do so with a focus on support and dialogue that brings us together. This begins by hiring and empowering a workforce that cares about each other, our customers and the high-quality service we provide.

QTS Belonging and Engagement Groups

We take pride in building a culture where every member of our team feels cared about—where we serve each other, our customers and our communities every day. To create places for employee dialogue, support, education, innovation, strategy and connection, QTS champions three employee-led BE Groups—Community in Action (CIA), Women Inspiring Leadership (WIL) and Veterans Empowering Technology (VET).

BE Groups individually and collectively meet multiple needs, from engaging with group members to influencing the overall success of the business and our

community impact. The groups work collaboratively to honor our unique differences and support one another along our professional and personal journeys. BE Groups are closely aligned to leverage shared resources, identify best practices and foster a unified approach to BE. Participation in these groups is voluntary and open to all QTS employees.

Community in Action (CIA)

Our BE Group CIA was founded around our Core Value of Community with a focus on action and seeks to enrich the employee experience for all QTSers. CIA brings employees together to encourage courageous conversations, give and offer support, share different perspectives, learn, grow and connect with others. CIA helps to foster a unified culture—where every individual can be their best

for our team, for their families and for our communities. This includes supporting groups through professional development and mentorship; casting a wide net for talent; promoting fellowship among QTS employees; supporting our communities through service and mentorship; and fostering our mission of Servant Leadership.

CIA sponsors multiple events throughout the year to celebrate the cultures and interests of our employees. The group also offers year-round mentorship to QTS Year Up interns.

Women Inspiring Leadership (WIL)

Our BE Group WIL seeks to foster community at QTS, elevating voices and providing camaraderie, mentorship and leadership development. Through outreach, training and development activities, WIL

works to help address industry-wide issues, have a broader impact on current and future leaders, and cast a wide net for hiring in technology and site-critical operations roles. We also aim to support, develop and inspire leaders through focus panels, training events and partnerships with professional associations in our communities. The group also raised over \$16,000 during Breast Cancer Awareness Month to benefit The Rose Foundation.

Veterans Empowering Technology (VET)

Our BE Group VET offers all employees a way to support programs and coordination of activities around engaging Veterans within the company. With more than 100 active members, VET supports those QTS employees who have served our country, offering community relations, talent acquisition and development, and employee wellness and recognition. In 2024, the group raised \$210,000 for Stop Soldier Suicide, packed and sent 10,000 Troopster care packages to deployed service members and laid 900+ wreaths on the graves of fallen service members for Wreaths Across America.



QTS BE Forum

Our annual BE Forum provides an opportunity for QTS leaders, BE groups and an array of team members to come together to discuss and learn how we can more intentionally incorporate belonging and engagement (BE) in our business practices. The one-day event offers learning opportunities, breakout sessions and team-building exercises to allow QTSers to have powerful conversations on BE topics, build shared understanding and identify areas for growth. By actively nurturing respect and understanding, the BE Forum aspires to advance our culture that bolsters and celebrates all our employees.

QTS Journey: Welcoming Our Newest Members

Our efforts toward BE begin as soon as an individual becomes a QTS employee. QTS Journey is a two-day, bi-monthly corporate orientation that welcomes and introduces new QTS employees to our company culture, our history, and our products and services. Attendees receive interactive, virtual tours of several of our facilities and participate in a Business Expo where they can interact with organizational business leaders and learn about the many facets of the company.

BE Programs Help Build a Strong Culture

To cultivate and foster a sense of community, belonging and engagement, QTS offers several programs, events and initiatives throughout the year that promotes social connectedness, camaraderie and wellbeing. Our BE initiatives target the following areas to support and meet the unique needs of our employees, our culture and the communities that we serve.

Wellness Initiatives and Programs

Employee wellbeing initiatives are leveraged through a range of resources that target factors such as financial literacy and mental health and emotional wellbeing, adoption of positive lifestyle habits, and physical wellbeing. At QTS, our strategic approach to wellness is purposefully designed with our employees in mind. We understand that health and wellness is not a linear journey and a “one size fits all” concept. Therefore, we aim to offer comprehensive programs and multidimensional point solutions to address the needs of our employees, our culture, and the communities that we serve. The wellness initiatives and programs that were featured throughout the year addressed the following core areas:

- Mental Health and Emotional Wellbeing
- Physical-Wellbeing
- Financial-Wellbeing
- Community and Social Wellbeing

Mental Health & Wellness Warriors

We recognized that demand for mental health and emotional wellbeing has become a global phenomenon, so we keenly focused on areas of opportunity to amplify our wellness program. In our quest to enhance mental health support, we partnered cross-functionally across the organization to increase the awareness of resources that would equip our employees with tools and resources that would help them and their families navigate the broad spectrum of mental health resources. Our Wellness Warriors program focused on mental and community wellness through quarterly newsletters and interactive challenges such as monthly healthy habit trackers, step challenges, Wordle competitions and more. To enrich employee camaraderie and engagement, wellness programming was developed in partnership with our Community in Action BE Group.



The programs and information sessions conducted in 2024 included:

- Using humor to cope with stress
- A mental health awareness course
- Importance of positivity and setting boundaries
- Daily habits that prioritize mental wellness
- Yoga sessions
- Veterans Empowering Technology (VET) group challenges
- Healthy recipe sharing
- Truist Momentum session on investing
- Financial wellness sessions
- Stop Soldier Suicide (SSS) information session



Recognizing Our Exemplary Employees

As a company, our continued growth and success rests solidly on our ability to live our Core Values. To improve and assess employee performance and ensure it promotes our company philosophy and goals, we have embraced our Values in Action mentality. Values in Action is anchored in our company culture and represents the clearly defined mix of skills, knowledge and behaviors that we strive to embed in our work and in our interactions with each other, our customers and our communities. These principles help strengthen our company character and deliver the world-class services and customer experiences on which we pride ourselves.

Values in Action

- SKILLS:**
“How to” procedures and techniques
- KNOWLEDGE:**
Familiarity with facts, information or descriptions, acquired through experience or education
- BEHAVIOR:**
What a person says or does



Employee Recognition Programs

Recognizing employees who go above and beyond in their jobs is fundamental to demonstrating our gratitude and cultivating a strong internal community. We acknowledge our employees’ efforts and successes through a series of recognition programs.

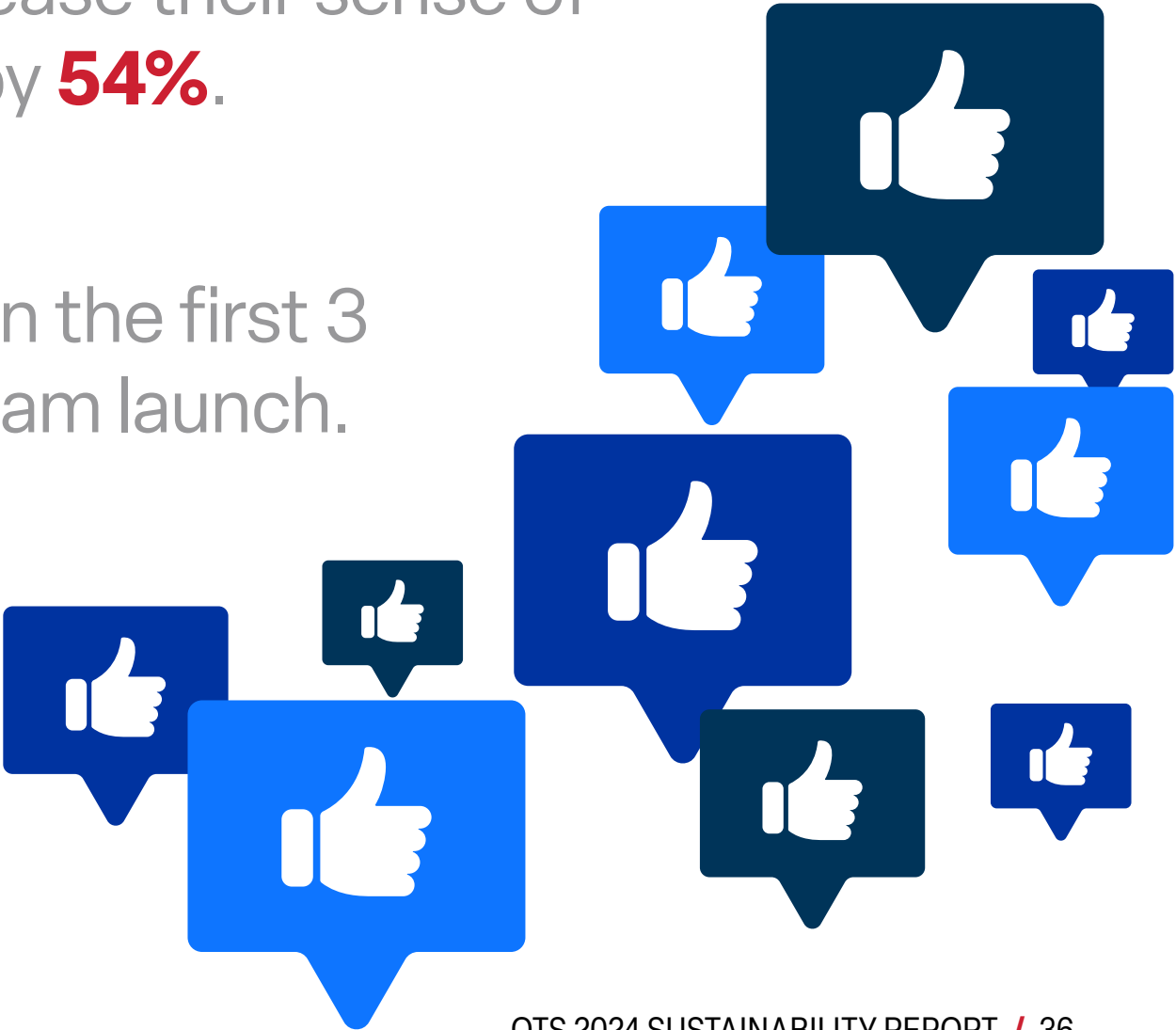
Qudos

This year, QTS launched Qudos, our new employee recognition and reward program. Qudos provides an opportunity for employees to recognize and show appreciation for each other’s great work and celebrate our people-driven culture and what makes QTS special. Recognitions align exemplary work with our Core Values, asking awarders to choose the Core Value that the behavior or accomplishment demonstrates.

Every QTser has a monthly allowance of points to award to coworkers to acknowledge their outstanding work. Points are replenished every month and must be used within the month to encourage frequent and timely recognition. Recognized QTsers can redeem earned points for merchandise, gift cards and experiences. Employees can also use points to make donations to charities.

Monthly meaningful recognitions to coworkers can increase their sense of belonging at work by **54%**.

Over **7,500** Qudos in the first 3 months since program launch.



Q-Rest

Our Q-Rest program offers “Time for Restoration and Renewal,” providing eligible QTS employees with dedicated time to refresh and recharge. Employees are eligible for Q-Rest after five years of service, with additional Q-Rest opportunities offered at each subsequent five-year milestone. This paid time off creates opportunities for other employees to take on new responsibilities and further develop their skills as they temporarily provide coverage for those on Q-Rest.

Kate T. | Applications Administrator II, Suwanee Data Center

“I took my 4-week Q-Rest in August and September of 2024. At first, the idea of stepping away for that long was a little intimidating. I wondered—what would I do with four weeks off? Would everything at work be okay while I was gone?

Fortunately, I had a very supportive manager and team. They encouraged me to fully take advantage of the opportunity. Together, we planned ahead to ensure all of my projects were covered, which gave me peace of mind before I left.

During my Q-Rest, I traveled to Virginia and North Carolina to visit friends. I spent hours paddleboarding, hiking, and enjoying the outdoors. The time away ended up being both relaxing and restorative. I’d absolutely do it again.”

Q-Anniversary

The Q-Anniversary program recognizes and celebrates employees for 5, 10, 15, 20 and 25 years of service. Honorees receive a yearbook, numeral plaque and a gift of their choosing from a selection of gifts specific to their milestone.

Eagle Club

Eagle Club recognizes employees for extraordinary contributions and accomplishments within their role throughout the year. QTS has inducted 314 Eagle Club members since the program’s inception in 2011 and maintains a high retention rate among Eagle Club inductees.

Facilities Operations MVP Award

The Facilities Operations MVP Award recognizes facilities operations employees for innovation, collaboration and customer value at the local, regional and national levels and also drives collaboration across sites. Eligible employees are nominated quarterly and annually at the regional and national level by their local leaders and peers. Winners are recognized with cash awards, and quarterly winners and annual winners are recognized with trips to our annual QTS Kick Off event, with the overall annual winner being selected into Eagle Club as well.

Department MVP Champion Award

The Departmental MVP Champion awards are presented quarterly to recognize those who make an impact in their department. One annual winner is chosen per department from the quarterly winners. Each annual winner is recognized with a cash award and a trip to our QTS Kick Off event where their accomplishments are recognized by our executive leadership teams.



Our Commitment to Customer Service

Our customers entrust us with their mission-critical IT infrastructure—as well as their operational integrity and reputations. In addition to delivering greater than 99.999% uptime, steadfast security and compliance, on-staff expertise, and numerous connectivity options, QTS is committed to being flexible and responsive to our customers’ needs to ensure unsurpassed customer experience.

Our Success is Built on Our Operational Maturity

Our ability to provide an outstanding customer experience is rooted in our Operational Maturity—the sophistication and operational excellence we have built over years of operating massive data centers and addressing complex, rapidly changing customer requirements. Our Operational Maturity is founded on three critical customer-focused pillars: Operational Expertise, Operational Discipline and Operational Partnership. These pillars are the building blocks of our Customer Experience Strategy and allow us to meet customers’ evolving requirements.

Operational Expertise: Engaging the right people with the right skills.

QTS hires and develops individuals with the right skills, attitude and aptitude to operate our world-class data centers and support our customers’ mission-critical infrastructure. Through ongoing investments in employee skill and knowledge development and in the

proficiency of our multi-tiered, 24x7 Operations Support Center, we ensure we can remedy customer issues quickly and deliver a consistently high level of service across our data centers. This best-in-class model for expertise and efficiency is at the core of who we are, as evidenced by our industry-leading Net Promoter Score (NPS).

Operational Discipline: Uniting leading-edge technology, innovation and best practices.

Having the best technology, security, compliance practices and innovations is vital to our Operational Discipline. QTS is committed to continually reinvesting in our data centers and integrating cutting-edge technologies and tools, including automation, predictive analytics and direct feedback mechanisms to elevate the customer experience.



Service Delivery Platform

Our award-winning Service Delivery Platform™ (SDP) is one example of this innovation. SDP allows customers to view and manage their IT environments in real-time from any location, on any connected device. SDP provides the access, visibility and control organizations need to optimize operational efficiency and control to empower the customer experience.



Freedom Design Data Center

Our Freedom Design data center also supports modern customer requirements. The modular design accelerates the deployment of critical data center space and capacity and aligns with the logistical and efficiency requirements of the world’s largest and most demanding companies.

Operational Partnership: Inserting a human touch into a technical world.

Driven by our Core Values, our operational partnership underscores the importance of dedicated teams and trusted, personal relationships in a digital world. We treat our customers as valued partners, working collaboratively to deliver the support and value-added solutions that help them meet their business goals. Our Powered by People culture empowers every QTS team member to act to enable our customers’ businesses and ensure their satisfaction.

To promote trust and collaboration with our customers, QTS provides customers with a variety of support services—dedicated service teams which includes implementation project managers, account managers and customer success managers, as well as 24x7x365 access to the OSC and the data center site team. QTS’s industry-leading employee retention rate allows us to build these essential relationships over the long term, developing a more thorough understanding of each customer’s environment, history and emerging needs.

Customer Experience Strategy

To ensure premier service, QTS employs a robust Customer Experience Strategy designed to measure and assess touchpoints along the customer journey. Through frequent customer check-ins and surveys, we strengthen the customer feedback loop and achieve a more in-depth view of our customers’ needs, future directions and more.

These touchpoints include:

NPS Surveys

To gauge our success in delivering world-class customer experiences, QTS utilizes Net Promoter Scores (NPS), an independently administered customer service survey that judges the likelihood that QTS customers will purchase again or recommend QTS services to another company. A survey is sent after each customer interaction to calculate NPS as well as overall customer satisfaction, ease of doing business and brand perception. QTS has led the data center industry in NPS for nine consecutive years, achieving an industry-best NPS rating of 90. This score is nearly triple that of the national average, which ranges between 25 and 33.

Great First Impression Program

Our Great First Impression program assesses our customer onboarding process and achieved a satisfaction score of 93% for 2024. We also track uptime, number of tickets, ticket responsiveness, frequency of communication, customer retention and other data points that impact customer satisfaction, maintaining specific expectations around these metrics to promote a positive customer experience.

Quarterly Business Reviews

Staying abreast of customers’ forward-looking needs is an important part of being a trusted partner for the long term. QTS Account Managers and Customer Success Managers host quarterly discussions with their customers to review relationship milestones, active implementations and future business planning to be more proactive and strategic in exploring how we can be a better partner.

Voice of the Customer Program

QTS listens closely to all customer feedback, making every effort to implement customer suggestions, where possible. Our Voice of the Customer program encourages customers to provide us with ideas to enhance our SDP platform, our internal processes and other elements that can improve the customer experience. This program includes our systematic Close-the-Loop process through which cross-functional teams review feedback. As part of the program, we follow up with each customer in a timely manner, thanking them for their feedback and providing them with an update. Customers who provide critical feedback are contacted within 24 hours. This program is a powerful tool in understanding what our customers are experiencing throughout their QTS life cycle, enabling us to make continuous process improvements.

Among the customer suggestions we implemented in 2024 are:

- Improved efficiency of SDP design, requiring less clicks and surfacing critical information earlier in the experience
- Provided ability to customize dashboards and widgets within SDP for a more personalized view of critical data
- Delivered greater granularity and correlations of power, temperature and humidity data in SDP, taking data from building level to space level
- Added user-specific, time-sensitive alerts to the SDP main dashboard to notify customers of impending actions
- Added numerous breakroom amenities to better serve customers
- Created new capabilities for our new Identity & Access Management app to improve speed and granularity
- Enhanced the visitor reservation process and provided more detailed information about scheduled visitors

QTS Elevate Program

As part of our surveys, we encourage customers to recognize individual QTS employees who made a personal and positive influence on their experience. These QTS employees are recognized and rewarded for elevating the customer experience. In 2024, our customers provided 544 QTS employee recognitions within their survey feedback.

90 NPS

Great First Impressions: 93%

544 QTS employee recognitions

Industry-high NPS for 9 consecutive years

Partner & Innovation Summit

The 2024 Partner & Innovation Summit provided a platform for QTS to collaborate with 70 of our partners from various sectors, including design, architecture, engineering, procurement and construction management. Together, we discussed a range of safety initiatives and sustainability innovations aimed at improving our practices and achieving our targets.

Safety Initiatives

Overall, the QTS Environmental Health and Safety (EHS) Team identified 28 safety initiatives in 2024. Twenty-one safety initiatives were implemented, and seven have been in progress since the 2024 Summit. The top three initiatives identified were a safety pledge wall, pedestrian barricades, and increased job walks and safety audits by QTS Leadership. These three implemented initiatives significantly improved pedestrian safety and walkability around QTS construction sites.

Another safety best practice and innovation discussed at the Summit was “Safety through Prefabrication.” In 2024, we achieved a 60% reduction in onsite hours for ductbank installation and a 70% reduction in onsite hours for longhaul and wire installation. Innovations conducted by the QTS team on exterior wall panels reduced panel installation time by more than 40%. By reducing field hours, each of these initiatives support the foundational principle that the safest hour is the hour not worked.



Sustainability Innovations

Serving as outstanding partners, Vertiv and Suffolk continuously enhance their sustainability practices on QTS projects, driving significant advancements in environmental stewardship and innovation.

During the summit, Suffolk presented how they collaborate with QTS to help us meet our sustainability goals. From preconstruction to post-construction, sustainability innovations such as decarbonization master planning, energy code compliance, net positive waste and monitoring-based commissioning are just a few ways Suffolk pushes us to be the best sustainable partner we can be. Suffolk also takes additional sustainable job-site measures, including low-carbon steel, on-site water reuse and an increased focus on energy tracking and analysis.



Vertiv also presented their innovation principles for AI enablement in our data centers, including charting sustainable approaches to support higher rack densities, like grid interaction and dynamic power response. Vertiv is also implementing energy storage systems and potential heat reuse in facilities. Both of Vertiv’s innovative approaches are estimated to increase rack density from 10kW per rack to approximately 500kW+ per rack over the next three years in our facilities.

Meeting with our valued partners annually at our Partner & Innovation Summit offers us excellent opportunities to strengthen our commitment to safety and sustainability across QTS sites worldwide.

Environmental and Occupational Health and Safety

QTS strives to provide a workplace free of recognized hazards that could cause physical harm to the health or wellbeing of our employees, customers and contractors. QTS has an Environmental, Health and Safety (EHS) Management System and team in place to drive conformance and beyond with Occupational Safety and Health Administration, EPA, consensus standards, and additional regulatory directives dedicated to ensuring workplace safety and environmental management.

The QTS EHS Policy defines our environmental and safety management philosophy. This policy reflects our leaders’ commitment to compliance with all applicable laws, regulations, policies, and the promotion of a safe and sustainable work environment. All of our employees, customers, vendors and on-site contractors are responsible for complying with the EHS policy and related procedures in support of our EHS Vision.

We believe that EHS performance is a key measure of our success, and we are committed to being a leader for EHS performance through these guiding principles:

- Create a culture of safety focused on awareness, recognition and continuous improvement.
- Demonstrate leadership commitment to EHS as an essential element of an injury and incident-free workplace.
- Develop and employ best-in-class work practices to achieve EHS excellence.
- Empower all QTS employees, contract partners and customers with EHS ownership.
- Engage in open, two-way communication between management and stakeholders regarding EHS concerns.
- Operate with integrity and employ our Core Values while creating a culture that delivers on our commitments.
- Integrate sustainable practices for improving the lives of all stakeholders in the communities we operate.

Health and Safety Management

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

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

Training

QTS employees have access to online health and safety training, which addresses the potential considerations required for their work, specific task instruction, as well as increasing safety awareness and other technical, job-specific skills.

Safety Assessments

Our EHS Team conducts regular safety assessments of our facilities to ensure compliance with QTS procedures and workplace requirements. The assessments include reviews of the safety of our equipment and work areas.

Air Quality

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

Waste Management

If hazardous waste is present, it is properly managed for disposal using licensed third-party vendors to ensure that it is transported to a suitable facility to ensure adherence to environmental regulatory requirements. QTS strives to use environmentally friendly materials in equipment and processes where feasible to minimize the potential impact on employee safety and the environment.

QTSers are committed to waste reduction and recycling across all of our business units. Recently our Integrated Marketing and Events teams on-boarded an enhanced ecommerce solution to support event materials and branded items. With a rapidly expanding workforce, new hire kits are in high demand. Our new hire kits are 94% sustainable by spend. This includes refillable ink pens, a minimum of 70% recyclable materials in printed materials, BPA free plastic for water bottles, and 100% recycled nylon in backpacks, and eco-friendly and safe textile dyes.



Governance and Ethics

Our Approach to Sustainability

Risk and Resilience

QTS’s corporate governance is structured in a manner that we believe reflects corporate governance best practices. Following our transition from a publicly traded corporation to a privately held company during 2021, QTS retained much of our public company governance structure and policies.

Our Approach to Sustainability

Board of Directors and Leadership Teams

QTS has a Board of Directors comprised of experienced individuals with varied industry and corporate leadership backgrounds, including multiple outside independent directors. The Board has four standing committees:

-  **Audit**
Committee
-  **Governance/ERM**
Committee
-  **Compensation**
Committee
-  **Federal**
Committee

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

The Board, together with the Governance/ERM Committee, is responsible for overall risk oversight of the company, which includes environmental, climate impact, social, supply chain and governance matters. The Board receives periodic updates regarding the company’s sustainability initiatives and progress and provides input as necessary.

Our management team structures, monitors and adjusts our sustainability efforts, subject to board oversight, in a manner that best serves the interests of the company and its stakeholders. Senior management reviews the long-range plans

and goals of our segments and divisions on an ongoing basis, multiple times throughout the year. These plans consider long-term sustainability implications and the ability to meet customer needs related to sustainability.

At an operating level, the following senior managers, each of whom reports directly to our CEOs, have responsibility for critical areas of our sustainability initiatives:

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

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

Audit Committee: The Audit Committee has the responsibility to consider and discuss major financial risk exposures and the steps our management has taken to monitor and control these exposures.

Governance/ERM Committee: The Governance/ERM Committee has primary responsibility for oversight of enterprise risk management (ERM).

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

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

The Board believes that the composition of its committees, and the distribution of the particular expertise of each committee’s members, makes this an appropriate structure to monitor effectively the risks discussed above.



QTS Sustainability Leadership Team

The QTS Sustainability Leadership Team is responsible for leading and implementing organization-wide sustainability initiatives. The team reports their activities to the CEOs and is led by the Sustainability Director. Executive sponsorship of this team and its initiatives demonstrates the high level of dedication to environmental sustainability, social responsibility and governance at QTS. QTS Sustainability Leadership team members bring expertise from a variety of departments spanning the organization, including people services, finance, product management, marketing, legal and operations. The varied composition of the Team reflects QTS’s understanding that sustainability initiatives require cross-functional cooperation to drive companywide improvements. Company-wide targets, including sustainability aspirations and initiatives, are managed by the QTS Sustainability Leadership Team.

Material Topics and Topic Boundaries

Materiality assessments are the backbone of reporting. The purpose of defining updated material topics is to help guide the elements of our Annual Sustainability Report and to guide the targets of the QTS sustainability program. In 2023, a cross-department group of QTS stakeholders and representatives participated in a discussion to update our material topics and stakeholder engagement table.

In creating our list of Material Topics, we aligned our efforts with GRI guidance to prioritize the topics that most greatly affect our organization, our industry and influence stakeholder decisions. In accordance with the new mandate in International Sustainability Reporting, we addressed Double Materiality, considering both impact and financial materiality. Impact materiality refers to external impacts a company’s activities have, including impacts on communities and the environment (air, emissions, water discharges, GHGs). Financial materiality refers to issues that internally impact financial performance and the company’s ability to create economic value to investors and stakeholders.

Research was conducted to determine relevant industry material topics by analyzing the following materials:

- Stakeholder interviews
- Global Reporting Initiative Construction & Real Estate Sector Topics
- GRESB Infrastructure Assessment Risk Assessment matrix
- Industry competition material topics
- Customer sustainability reports and material topics

It is important to note that all topics discussed are considered priority topics for the business. This process is to determine where they fall on the scale of low to high priority, for the purpose of sustainability strategy and reporting.

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

We define stakeholders as anyone who affects or is affected by our business. That list includes current and future customers, supply chain suppliers and partners, our communities, current and future employees, our investors, and regulators. To ensure we meet and exceed our stakeholders’ expectations, we engage in continued education, transparent reporting and communication, and give our stakeholders the opportunity to provide us with feedback.

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

To ensure our materiality topics effectively align with our business, we aim to initiate this process every 2-4 years, or if there is a substantial change to our business.

List of Material Topics

Financial Material Topics

- Energy
- Customer Satisfaction & Engagement
- Access to Power
- Procurement, Storage & Logistics
- Environmental Regulatory Compliance
- Environment Disclosure & Transparency
- Governance & Public Policy
- Senior-Level ESG Support & Engagement
- Customer Privacy
- Stakeholder Engagement
- Emissions
- Water
- Community Development & Economic Impact
- Biodiversity
- Cyber Security & Compliance
- Occupational Safety & Health
- Materials & Waste

Impact Material Topics

- Energy
- Water
- Access to Power
- Community Development & Economic Impact
- Environmental Regulatory Compliance
- Environment Disclosure & Transparency
- Emissions
- Biodiversity
- Materials & Waste



Green Financing

As an extension of our sustainability strategy, we continue to pursue green loan designations in our financing initiatives. QTS’s banking partners are among the largest and most sophisticated financial institutions in the world who seek to align themselves with operators who have strong sustainability commitments and measurable initiatives. Green loan designations increase the attractiveness of a loan to lenders and help lending partners meet their own sustainability goals. Green loans are designated ‘green’ in accordance with our [Green Finance Framework](#) established in 2023 and reviewed by Sustainalytics, a leading ESG research, ratings and data firm that works with hundreds of companies and their financial intermediaries to help them consider sustainability in policies, practices and capital projects. In 2024, our team was proud to secure \$10.9 billion in green loans. We believe that the continued pursuit of green loan designations is another way to support our sustainable operations and commitment to being good stewards of our environment.

Through our Green Finance Framework, we set forth the eligibility criteria for green project financing and offer transparency and disclosure of our Green Finance Instruments to our investors and lenders, following industry best practices and subject to future market development and expectations. In alignment with our commitment to transparency, we report on the allocation of proceeds and the corresponding environmental or social impact yearly.

Promoting Sustainable Procurement

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

Our Supplier Code of Conduct sets forth the social and environmental expectations of our suppliers, including those relating to human rights. To foster compliance with our policy, we have taken actions, including requiring supplier adherence to our Supplier Code of Conduct sets as part of our standard contract Terms & Conditions. We also conduct a supplier assessment that includes questions about their environmental and social practices. By providing training on environmental and social priorities, we empower our purchasing managers to make more sustainable decisions.

Code of Business Conduct

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

Anti-Corruption

All employees, including Executives and all Board members have received information on the company’s anti-corruption policies. All suppliers must acknowledge QTS’s anticorruption policies. The Code of Business Conduct and Ethics, which covers anticorruption, can be found on the company’s website.

Compliance Training

All employees must complete annual corporate training. Managers must also complete training on wage and hour practices. The topics covered in each section include detailed coverage on information security, security awareness, anti-bribery and corruption, anti-harassment and discrimination, and code of conduct. Each includes training laws and regulations for each state or country.



Compliance Reporting

We maintain an “Ethics Hotline” that can be used by directors, officers and employees, and by outside parties, to report ethics allegations. Any directors, officers or employees who become aware of any existing or potential violation of the Code of Business Conduct and Ethics or any law, rule or regulation or company policy have an obligation under the Code of Business Conduct and Ethics to report their complaint or concern to their supervisor, the company’s Compliance Officer or the Chairperson of the Audit Committee. Our Ethics Hotline is hosted by Navex Global, an independent third-party provider and can be accessed by either calling 855.636.2632 or by creating a report at qtshotline.ethicspoint.com. All concerns can be made anonymously and are routed to the Chief Compliance Officer. The Chief Compliance Officer involves appropriate resources to investigate the matter in a timely and thorough manner. Based on defined guidelines, certain allegations and investigation results are reviewed with the Audit Committee.

Risk and Resilience

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

We take great care in selecting sites for future QTS Data Centers, taking into special consideration the ever-changing extremity of weather patterns. Prior to moving forward with a site, we evaluate not only feasibility of cost and timing, but hundreds of other issues including internal and external diligence, land zoning and entitlements, power sources, water and other utilities, construction and master planning, and connectivity. QTS implements strategies for facility siting and design to minimize exposure to and impacts associated with material climate change-related risks and natural disasters. Each question with regards to the topics above is given a score, and only sites with the highest scores across all categories are pursued. Our facilities are designed to withstand hurricanes, tornadoes, earthquakes and other natural disasters. We evaluate the risk of nearby airports, surrounding businesses, weather and seismic activity,

and proximity to high-value terrorism targets. Our resilient designs incorporate high levels of redundancy in utility power feed, distribution and generator backup, ensuring maximum uptime and availability. We procure multiple fuel contracts and adhere to strict maintenance procedures throughout the lifetime of the facility to ensure consistent and reliable performance of our data center infrastructure. At QTS, we can proudly say that we build, own and operate some of the most advanced and resilient facilities in the world, and this is backed up by a track record of more than 15 years of 99.999% or higher infrastructure data center uptime.

Security, Compliance and Privacy

The Case for Converged Security

In 2021, QTS embarked on a journey to implement a comprehensive Converged Security model, an approach that integrates and coordinates various security disciplines like physical security, cybersecurity and personnel security. This method ensures a more effective and coordinated security solution by breaking down the traditional silos between these disciplines. Instead of treating them as separate entities, a Converged Security program aligns them to swiftly identify, classify and prioritize security threats while offering a more holistic view of risks. Coupling this model with a risk-centric approach to threat intelligence, the Company establishes a highly comprehensive, fully integrated security program.

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

Older, siloed security models do not provide effective measures to detect, defend and respond against these much more complex attacks.



Physical Security

Customers expect strong physical security controls to protect their information technology and the data center infrastructure that ensures continuous availability of power and environmental control. Our onsite experts focus on physical security to ensure an uncompromising level of security 24x7x365 from the property perimeter to the data center floor. Physical security controls include setbacks, fencing, active guard patrols, ID checks, visitor screening, active video monitoring, proximity card readers and biometric access controls. QTS facilities are built and operated to meet or exceed FISMA High physical security and environmental control requirements. These controls are designed to allow only authorized personnel to have physical access to space housing customer information technology systems and data center infrastructure systems. Additionally, QTS has implemented an extensive training program for our security staff to ensure our employees are prepared to respond to a wide range of emergency events to keep our customers and their information technology assets safe. QTS has also

digitized physical security through the QTS SDP which provides near real-time access to physical security activity, granting customers unprecedented visibility of, and access to, physical security event data available both through the SDP web application user interface as well as the API.

Cyber Security

Today's cyber threat landscape is very dynamic, and organizations must adapt to an increasing volume and sophistication of cyber threat actors. QTS has built a risk-based cyber security program that focuses on continuous identification and assessment of risks to QTS assets, including the critical information technology systems that are needed to deliver data center colocation services. The QTS cyber security program is led by the QTS EVP of Security and Compliance, who ensures recurring communication on the state of the program to executive leadership and the QTS Board of Directors. The program uses a risk-based and balanced approach to prevention and detection of, as well as response to, cyber threats.

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

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

Business Continuity and Disaster Recovery

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

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

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

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

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

Compliance

QTS recognizes the importance of managing third-party risk, which is why we have established a comprehensive compliance program. This program ensures that customers receive assurance through independent third-party reports and certifications for various leading compliance standards such as SOC 1, SOC 2, ISO-27001, ISO-22301, HITRUST and PCI-DSS.

These compliance reports and certifications offer customers independent validation of QTS’s implemented policies, procedures and controls. Customers can leverage these reports and certifications to fulfill the requirements of their own third-party risk management programs and as a basis for their compliance initiatives.

For the latest updates on compliance standards and certifications, customers can refer to the QTS website where the most recent version of the compliance matrix is available.

Privacy

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

Board Oversight

The QTS Converged Security program leadership provides updates to the Board at least quarterly on topics including the identification, management, and mitigation of risks pertaining to cybersecurity, physical security, privacy and disaster recovery.





Appendices

GRI

SASB

Auditor's Statements

GRI Disclosures – QTS Reporting Year 2024

GRI 2: General Disclosures 2021

2.1	Organizational Details	QTS is a global data center leader with unrivaled access to scalable infrastructure across North America and Europe, headquartered in Ashburn, VA. Powered by people and driven by purpose, QTS provides state-of-the-art data center solutions, robust connectivity and premium customer service to leading hyperscale technology companies, enterprises and government entities.
2.2	Entities included in the organizations sustainability reporting	The QTS Sustainability Report is compiled in accordance with the Global Reporting Initiative (GRI) Standards 2021. In alignment with reporting to the GHG Protocol, we report on properties where we have operational control, unless otherwise noted on specific metrics.
2.3	Reporting period, frequency and contact point	Reporting for the 2024 calendar year, QTS publishes its Sustainability Report annually. The 2024 Sustainability Report was published on 10.16.2025. For questions regarding the report, please contact: Sustainability Leadership Team, sustainability@qtsdatacenters.com
2.4	Restatements of information	Not applicable for this reporting period.
2.5	External assurance	We have completed a limited assurance review of these specified 2024 environmental indicators with a third-party assurance provider. The independent accountant’s report can be found in the appendix, pg. 56.

ACTIVITIES AND WORKERS

2.6	Activities, value chain and other business relationships	The QTS supply chain remained substantially unchanged and primarily includes our energy and water utilities, our third-party contractors, the data center equipment manufacturers we have developed long-standing relationships with and our building materials suppliers. QTS Sustainable Procurement Policy: https://qtsdatacenters.com/why-qts/doing-business-with-us/
2.7	Employees	Total global employee count includes employees across all regions. Data representing protected status are only collected for US employees and percentages are calculated from proportion of US total employees. Total employee headcount as of December 31, 2024: 1,459 This is a 36.61% headcount growth since 2023. Total number of regular employees by type: • Permanent: 1,454 • Temporary: 5 • Non-guaranteed hours: N/A Total number of regular employees by region: • Americas: 1,399 permanent, 5 temporary • EMEA: 55 permanent, N/A temporary Total number of regular employees by employment type and region: • Americas: 1,399 full-time, 5 part-time • EMEA: 51 full-time, 4 part-time
2.8	Workers who are not employees	We use a variety specialized consultants and suppliers to help improve our business processes, which would not appear in our employee headcount.

GOVERNANCE

2.9	Governance structure and composition	Governance and Ethics, pg. 42 QTS is a privately held company with independent board members. Since going private in 2021, the board composition has been enhanced with experienced leaders, with some of the board members remaining from while the company was publicly traded. The Board is comprised of industry and subject matter professionals, bringing deep knowledge from a range of industries.
2.10	Nomination and selection of the highest governance body	Governance Section, pg. 42
2.11	Chair of the highest governance body	Governance and Ethics, pg. 42
2.12	Role of the highest governance body in overseeing the management of impacts	Governance and Ethics, pg. 42
2.13	Delegation of responsibility for managing impacts	Governance and Ethics, pg. 42
2.14	Role of the highest governance body in sustainability reporting	Governance and Ethics, pg. 42 This report was formally reviewed and approved by the Co-CEOs, in collaboration with the Sustainability Leadership Team. Management regularly updates the Board of Directors on the sustainability report and programs.
2.15	Conflicts of interest	Please refer to the QTS Code of Business Conduct and Ethics .
2.16	Communication of critical concerns	The Board of Directors receives regular updates. The Sustainability Leadership Team reports directly to the Co-CEOs and Audit Committee and updates them regularly through informal meetings, written communications.
2.17	Collective knowledge of highest governance body	Governance and Ethics, pg. 42
2.18	Evaluation of performance of the highest governance body	Governance and Ethics, pg. 42
2.19	Remuneration policies	Executive compensation is tied to company financials and company-wide goals, paid out annually to reward executives for company performance.
2.20	Process to determine remuneration	Co-CEOs compensation is tied to company financials and company-wide goals. Co-CEOs pay is approved by the Board of Directors annually.
2.21	Annual total compensation ratio	Not applicable; Co-CEOs pay ratio disclosure not required for private companies.

STRATEGY, POLICY, AND PRACTICES

2.22	Statement on sustainable development strategy	Protecting the Environment, pg. 12
2.23	Policy commitments	Governance & Ethics > Code of Business Conduct, pg. 46
2.24	Embedding policy commitments	Governance & Ethics > Code of Business Conduct, pg. 46 Governance & Ethics > Anti-Corruption, pg. 46 Governance & Ethics > Compliance Training, pg. 46 Governance & Ethics > Promoting Sustainable Procurement, pg. 45
2.25	Process to remediate negative impacts	Governance & Ethics > Compliance Reporting, pg. 46
2.26	Mechanisms for seeking advice and raising concerns	Governance & Ethics > Code of Business Conduct, pg. 46 Governance & Ethics > Compliance Training, pg. 46
2.27	Compliance with laws and regulations	QTS did not identify any significant non-compliance with environmental laws and/or regulations during the reporting year.
2.28	Membership associations	QTS memberships do not indicate our agreement with all views and positions taken by the associations. Clean Energy Buyers Association (CEBA), RE100, Data Center Coalition, EPA Green Power Partnership, Veteran's Advantage, Dutch Data Centre Association.

STAKEHOLDER ENGAGEMENT

2.29	Approach to stakeholder engagement	Our Approach to Sustainability > Materiality, pg. 44
2.30	Collective bargaining agreements	QTS employees are not covered by Collective Bargaining Agreements. Supporting the QTS Core Values, the company supports dialogue on changes impacting our current and future employees even where there is no obligation to do so.

GRI 3: Disclosures on Material Topics

3.1	Process to determine material topics	Our Approach to Sustainability > Materiality, pg. 44
3.2	List of material topics	Our Approach to Sustainability > Materiality, pg. 45 There has not been a change to the Materiality Assessment since the 2023 Sustainability Report .
3.3	Management of Material Topics	Governance & Ethics > Our Approach to Sustainability > Materiality, pg. 44 Governance & Ethics, pg. 42

GRI 204: Procurement Practices 2016

204.1	Proportion of spending on local suppliers	We utilize specialized equipment that is manufactured by a limited number of suppliers, which will not be considered local in many cases. Due to the niche nature of these purchases with our suppliers, locality is not a material measurement.
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GRI 205: Anti-corruption

205.1	Operations assessed for risks	Through our ERM program, we have not assessed any risks as significant related to corruption.
205.2	Communication and training about anti-corruption policies and procedures	All employees, including executives and all board members have received information on the company's anti-corruption policies. Mandatory training is required on this topic of all employees. All vendors must acknowledge QTS's anticorruption policies. The Code of Business Conduct covers anti-corruption and can be found on the company's website.
205.3	Confirmed incidents of corruption and	During the relevant period, there were zero confirmed incidents of corruption.

GRI 302: Energy

302.1	Energy consumption within the organization	Total energy consumption (MWh): 4,075,525 - Electricity: 4,052,295 - Fuels: 22,963 Purchased Renewable Energy (MWh): 489,390 Energy Sold: None
302.2	Energy consumption outside of the organization	None
302.3	Energy intensity	kWh/Gross sq. ft. = 262
302.4	Reduction of energy consumption	QTS undertakes PUE and WUE improvement efforts through deployment of containment corridors inside the data center to maximize the cooling efficiency, as well as encouraging customers in the data halls to utilize blanking panels in their racks to ensure any empty spaces within the computer racks are not allowing wasted airflow. In addition, we have started to perform live system modeling to optimize the performance of our mechanical plants in order to operate them as efficiently as possible. In 2024, QTS's average PUE across our data center portfolio stands at 1.40. This efficiency gain saved 202,614 MWh of electricity in 2024 as compared to our baseline year of 2022.

GRI 303: Water & Effluents 2018

303.1	Interactions with water as a shared resource	The QTS Water Strategy, pg. 17; Sustainability Objectives and Progress, pg. 11
303.2	Management of water discharge-related impacts	The QTS Water Strategy, pg. 17; Sustainability Objectives and Progress, pg. 11
303.3	Water withdrawal	Total water withdrawal in 2024 was 2,323 megaliters (ML). - Third-party (e.g. municipal water): 2,323 ML - From areas with high water stress: 1,010ML Total discharged water in 2024 was 204 ML. - Third-party (e.g. municipal water): 204 ML - From areas with high water stress: 105 ML Total water consumption in 2024 was 2,323 ML with 1,010 ML in areas with high water stress. Areas with high water stress were determined through use of WRI Aqueduct 4.0. Water consumed by our portfolio is predominantly used for evaporative cooling and landscape irrigation. QTS is assuming that, in facilities that use evaporation for cooling, 100% of the withdrawn water is consumed (though some water is used for domestic and facility maintenance purposes and then discharged). New data center designs minimize water use. Our standardized cooling equipment does not use water for cooling. We install Energy Star plumbing fixtures and we use locally adapted landscaping. In facilities that do not use evaporation for cooling, we assume that 100% of the withdrawn water is discharged (though some is consumed through irrigation) to local sewer systems and do not directly discharge into surface water, ground water or sea water. Water sent to the local sewer systems does not usually need special treatment.
303.4	Water discharge	
303.5	Water consumption	

GRI 304: Biodiversity 2016

304.1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None identified for this reporting period.
304.2	Significant impacts of activities,	None identified for this reporting period. QTS recognizes that the development process can have potential impacts on the communities in which we operate. When purchasing land, Phase 1 or similar assessments are conducted by independent environmental consultants. Development projects are assessed for impact on trees and ideally regional partners are selected to replace more trees than were impacted. QTS strives to establish communication and create feedback processes from the early stages of development to foster deep connections to our communities.
304.3	Habitats protected or restored	QTS has announced a partnership with Southern Conservation Trust (SCT) to for (more than) 1-to-1 planting of regionally native trees in conjunction with the development of its new data center campus located in Fayetteville, Georgia, 20 miles. Part of an ongoing commitment to sustainability and environmental stewardship, for every tree displaced, the partnership will replant another. The partnership with SCT complements QTS's long-term success-based giving conservation work, planting trees as part of every QTS customer agreement at no cost to the customer. Under the success-based giving partnership referred to as “Grow with QTS,” QTS has committed to donate tens of thousands of trees each year for planting. For every 100 kilowatts contracted for by a customer, QTS donates and plants one tree per month for the life of the contract.

GRI 305: Emissions 2016

305.1	Direct (Scope 1) GHG emissions	Please refer to the GHG Assurance Statement, for full details, pg. 56	
305.2	Energy indirect (Scope 2) GHG emissions	GHG Emissions (MT CO ₂ e)	
305.3	Other indirect (Scope 3) GHG emissions	Scope 1	23,734
305.4		Scope 2 (Location-Based)	16,503
		Scope 2 (Market-Based)	0
		Scope 3 Total	1,240,156
		Category 8: Downstream leased assets	553
		Category 13: Upstream leased assets	1,239,603
305.4	GHG emissions intensity	22 MT CO ₂ e Scope 1 +2 market-based/revenue	
305.5	Reductions of GHG emissions	161,783 MT CO ₂ e saved from the procurement of renewable energy	

GRI 306: Waste 2020

306.1 306.2	Management of significant waste related impacts	Waste, pg. 41	
306.3	Waste generated	Waste	US Tons
306.4	Waste diverted from disposal	Waste generated	4,592
306.5	Waste directed to disposal	Recycled	2,664
		Diversion Rate	58%

GRI 403: Occupational Health and Safety 2018

403.1	Occupational health and safety management system	Environmental and Occupational Health and Safety, pg. 40
403.2	Hazard identification, risk assessment, and incident investigation	Environmental and Occupational Health and Safety, pg. 40
403.3	Occupational health services	Environmental and Occupational Health and Safety, pg. 40
403.5	Worker training on occupational health and safety	Environmental and Occupational Health and Safety, pg. 40
403.6	Promotion of worker health	Environmental and Occupational Health and Safety, pg. 40 Attracting & Retaining Talent, pg. 27
403.7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental and Occupational Health and Safety, pg. 40
403.8	Workers covered by an occupational health and safety management system	Environmental and Occupational Health and Safety, pg. 40
403.9	Work-related injuries	In 2024: • No fatalities as a result of work-related injury • Total Case Incident Rate: .24 • Lost Workday Case Rate of .16 per 200,000 hours worked.

GRI 406: Non-discrimination

406.1	Incidents of discrimination and corrective actions taken	During the relevant period, there were zero confirmed incidents.
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GRI 410: Security Practices 2016

410.1	Security personnel trained in human rights policies or procedures	All QTS employees must complete compliance training.
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GRI 413: Local Communities 2016

413.1	Operations with local community engagement, impact assessments, and development programs	Being an engaged partner in the communities where QTS operates is a key part in of the materiality assessment, which is embodied in the diligence process for new development. QTS strives to establish communication and create feedback processes from the early stages of development to foster deep connections to our communities. In addition to this, QTS strives to engage with communities and provide consistent and accurate analysis of the following topics, subject to applicability by site: physical environmental conditions, access to carbon-free power, cultural resources risk, health risk, and public policies. Communication is handled through well-established communication policies within the company and the local governments. Please also refer to 304.2 and 304.3 for further information on identifying and managing community impacts on local communities.
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GRI 414: Supplier Social Assessment 2016

414.1	New suppliers that were screened using social criteria	Promoting Sustainable Procurement, pg. 45
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GRI 418: Customer Privacy 2016

418.1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2024, no complaints concerning breaches of data privacy impacting our customers were made.
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Real Estate Sustainability Accounting Standard (SASB)

Topic	SASB Code	Accounting Metric	Category	Response
Energy Management	IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	Quantitative	100%
	IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	Quantitative	1. 4,075,525 MWH 2. Pg. 18, Managing Our Power Consumption and Reducing GHG Emissions 3. 12%
	IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Quantitative	53.5%
	IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	Quantitative	1. 100% 2. 77%
	IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Description and Analysis	Pg. 18, Managing Our Power Consumption and Reducing GHG Emissions
Water Management	IF-RE-140a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	Quantitative	QTS has data coverage for 100% of owned assets, including assets in regions with high and extremely high water stress, as defined by the WRI Water Risk Atlas tool, Aqueduct.
	IF-RE-140a.2	1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	Quantitative	1. 2,252,821 m3 2. Please refer to GRI 303
	IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Quantitative	-5.3%
	IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Description and Analysis	Pg. 17, The QTS Water Strategy

Topic	SASB Code	Accounting Metric	Category	Response
Management of Tenant Sustainability Impacts	IF-RE-410a.1	(1) Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property subsector	Quantitative	1. 0% 2. N/A
	IF-RE-410a.2	Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	Quantitative	1. 100% 2. 0%
	IF-RE-410a.3	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	Description and Analysis	Pg. 38, Our Commitment to Customer Service
Climate Change Adaptation	IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector	Quantitative	0 sq. ft.
	IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Description and Analysis	Pg. 45, Climate Change
Activity Metrics	IF-RE-000.A	Number of assets, by property subsector	Quantitative	47
	IF-RE-000.B	Leasable floor area, by property subsector	Quantitative	11.68 M sq. ft.
	IF-RE-000.C	Percentage of indirectly managed assets, by property subsector	Quantitative	2%
	IF-RE-000.D	Average occupancy rate, by property subsector	Quantitative	90%



Deloitte & Touche LLP
1100 Walnut Street
Suite 3300
Kansas City, MO 64106-2129
USA

Tel: +1 816 474 6180
www.deloitte.com

INDEPENDENT ACCOUNTANT’S REPORT

To the Board of Directors of QTS Realty Trust, LLC

We have reviewed management of QTS Realty Trust, LLC’s (“the Company”) assertion that the subject matter, as set forth in the 2024 Specified Environmental Indicators Report, for the year ended December 31, 2024 is presented in accordance with the criteria set forth in the Reporting Criteria section of the 2024 Specified Environmental Indicators Report. The Company’s management is responsible for its assertion. Our responsibility is to express a conclusion on management’s assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA). Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the identified subject matter in order for it to be presented in accordance with the criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the subject matter included within Management’s Assertion is presented in accordance with the criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgment. In performing our review, we performed analytical procedures, inquiries, and other procedures as we considered necessary in the circumstances. For a selection of the subject matter included in Reporting Criteria section of the 2024 Specified Environmental Indicators Report, we performed tests of mathematical accuracy of computations, compared the subject matter to underlying records, or observed the data collection process.

The preparation of the subject matter within the 2024 Specified Environmental Indicators Report requires management to interpret the criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. Measurement of certain amounts, disclosures and metrics may include estimates and assumptions that are subject to substantial inherent measurement uncertainty, including the accuracy and precision of conversion factors or estimation methodologies used by management. Obtaining sufficient appropriate review evidence to support our conclusion does not reduce the inherent uncertainty in the amounts, disclosures and metrics. The selection by management of a different but acceptable measurement method, input data, or model assumptions, or a different point value within the range of reasonable values produced by the model, may have resulted in materially different amounts, disclosures and metrics being reported.

The information included in the Company’s Sustainability Report, other than the Environmental Indicators Report, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

Based on our review, we are not aware of any material modifications that should be made to the subject matter in order for it to be presented in accordance with the identified criteria in the Reporting Criteria section of the 2024 Specified Environmental Indicators Report.

Deloitte + Touche LLP

October 16, 2025

QTS 2024 Specified Environmental Indicators Report

For the year ended December 31, 2024.

Management’s Assertion

Management of QTS Realty Trust, LLC (“QTS” or the “Company”) is responsible for the completeness, accuracy, and validity of the disclosures included in the Company’s 2024 Specified Environmental Indicators Report (the “Report”) for the calendar year ended December 31, 2024. Management is also responsible for the collection, quantification, and presentation of the specified information included in the 2024 Specified Environmental Indicators Report and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting. Management of QTS asserts that the specified information included in the Company’s 2024 Specified Environmental Indicators Report for the year ended December 31, 2024, is prepared in accordance with the criteria set forth in the Reporting Criteria section below.

About the Company

QTS is a leading provider of data center solutions across a diverse footprint with over three gigawatts of critical power capacity under customer contract in North America and Europe. Through its software-defined technology platform, QTS delivers secure, compliant infrastructure solutions, robust connectivity, and premium customer service to leading hyperscale technology companies, enterprises, and government entities. QTS is a Blackstone portfolio company.

Specified Environmental Indicators for Year Ended December 31, 2024

Table 1 – Scope 1 and 2 Greenhouse Gas (“GHG”) Emissions in metric tonnes of CO₂ equivalent (“MTCO₂e”)

GHG Emissions	2022 (Base Year) Metric Tonnes of CO ₂ e	2024 Metric Tonnes of CO ₂ e
Scope 1	5,603	23,734
Scope 2 (Location-Based)	9,485	16,503
Scope 2 (Market-Based)	0	0
Total Scope 1 and 2 Emissions (Location-Based)	15,088	40,237
Total Scope 1 and 2 Emissions (Market-Based)	5,603	23,734

Table 2 - Select Scope 3 GHG Emissions in metric tonnes of CO₂ equivalent (“MTCO₂e”)

GHG Emissions	2022 (Base Year) Metric Tonnes of CO ₂ e	2024 Metric Tonnes of CO ₂ e
(13) Downstream Leased Assets (including customer allocated EACs)	628,511	1,239,603

Table 3 – Carbon-Free Claim

	2024
Percentage of Carbon-Free Electricity Utilized by QTS’ Facilities	83.5%
Percentage of Carbon-Free Electricity Utilized by QTS Controlled Operations	100%
Percentage of Carbon-Free Electricity Utilized by QTS’ Customers	82.2%

Table 4 – Water-Free Claim

	2022	2023	2024
Number of Data Centers with Water-Free Cooling Design	9	16	27

Approach to Measuring Specified Indicators

Organizational and Operational Boundary

QTS’ organizational boundary uses the operational control method. Scope 1 (natural gas for heating facilities, fugitive emissions from refrigerants in cooling infrastructure, and diesel fuel burned in on-site backup generators) and Scope 2 (electricity procured and utilized by the landlord for QTS office spaces and facility monitoring/operating systems) emissions are reported. Additionally, Scope 3 Category 13: Downstream leased assets emissions (customer-controller purchased electricity utilized for IT equipment and supporting critical infrastructure) are reported. All operations take place within the United States and the Netherlands. There are no material exclusions in the reported inventory.

The Carbon-Free Claim and Water-Free Claim follows the same boundary as outlined above.

Base Year

QTS uses 2022 data as the base year GHG inventory to compare against future years’ inventories. This base year was selected as it is the first year QTS received limited assurance over this data.



There are certain situations which require a base year recalculation. These situations include the following:

- Structural changes in the organization, (e.g., the transfer of ownership of emissions generating activities to another organization). This includes mergers, acquisitions, divestitures, and outsourcing or insourcing of emitting activities.
- Changes in calculation methodology or improvement in accuracy of emission factors or activity data.
- Discovery of significant errors, or a number of errors that cumulatively have a significant impact.

The base year will be recalculated if any of the above situations, either individually or combined, result in a difference of more than 5% of total emissions. Organic growth or decline will not trigger baseline recalculation.

GHG Emissions Reported

This report includes Scope 1, Scope 2 and Scope 3 Category 13 (Downstream Leased Assets) emissions, presented in alignment with the GHG Protocol. GHG emissions in this report include emissions from electricity and fuel consumption – carbon dioxide (“CO₂”), methane (“CH₄”), and nitrous oxide (“N₂O”) – as well as emissions from hydrofluorocarbons (“HFCs”) from fugitive emissions of refrigerants used in cooling systems. Emissions from perfluorocarbons (“PFCs”),

sulfur hexafluoride (“SF₆”) and/or nitrogen trifluoride (“NF₃”) are not included in this report as QTS has deemed these GHGs to be irrelevant to the company’s operations.

QTS applied the Intergovernmental Panel on Climate Change’s (“IPCC”) Global Warming Potentials (“GWP”) from the Sixth Assessment Report (“AR6”) to convert GHG emissions into carbon dioxide equivalents.

Greenhouse Gas	GWP
CO ₂	1
CH ₄	27.9
N ₂ O	273

Methodology

Scope 1

QTS tracks the use of diesel, natural gas, and three refrigerant blends (R-134a, R-410A, and R- 123) consumed from operational activity. Actual data is collected where available and estimates are made when necessary. In 2024, QTS sourced emissions factors from United States 2025 Environmental Protection Agency (“EPA”) Emission Factor Hub for both of our fuels and IPCC AR6 factors for the relevant refrigerant blends. The data for the identified inputs is collected to represent the calendar year.

Scope 2

Scope 2 emissions are indirect GHG emissions associated with the purchased electricity to power facilities and data

centers. Electricity consumption is based on actual data obtained from utility providers. Consumption data is estimated if data is incomplete. When input data is not available, the Company makes estimates based on prior period data, actual data from a similar facility, or industry averages. QTS calculates both the location-based and market-based Scope 2 emissions from purchased electricity.

QTS allocates total electricity consumption from facilities between Scope 2 Purchased Electricity and Scope 3 Category 13 – Downstream Leased Assets emissions. QTS landlord-controlled Scope 2 Purchased Electricity consumption is quantified as the total area of each facility in square footage under QTS operational control multiplied by the 75th percentile electricity intensity factor for office spaces obtained from the US Energy Information Administration’s (“EIA”) 2018 Commercial Buildings Energy Consumption Survey (“CBECS”) (as updated in 2022). The customer-controlled portion of Scope 3 Category 13 Purchased Electricity is calculated as the total electricity consumption in the facility less the above-mentioned Scope 2 Purchased Electricity consumption methodology. QTS assumes operational control for all electricity from buildings where more than 50% of the space is QTS office space.

Location-based emissions are calculated using emission factors from the US EPA’s 2025 eGRID database published in 2024 for locations in the United States, and 2024 International Energy Agency (“IEA”) Emissions Factors Year 2022 for the Netherlands.

Scope 2 Market-Based emissions are calculated according to GHG Protocol’s Market-Based Scope 2 Data Hierarchy. The Market-Based methodology takes into account contractual arrangements through which the reporting company obtains power from specific sources (e.g., renewable energy) or suppliers. An emission factor of zero is used when purchased electricity is known to be procured from a renewable source, and this includes energy attribute certificates (“EACs”) such as guarantees of origin (“GOs”) and renewable energy credits (“RECs”) that are sourced and retired for the benefit of QTS. All contractual instruments applied align with the GHG Protocol’s Scope 2 Quality Criteria.

In 2024, QTS purchased enough renewable energy to reduce Scope 2 Market-Based emissions to zero.

Scope 3

Scope 3 Category 13 – Downstream Leased Assets are emissions from the operation of facilities that are owned by QTS (acting as a lessor) and leased to customers in the reporting year and are not included in Scope 2. QTS only accounts for the customer-controlled portion of Purchased Electricity, as described above, in this category – all Scope 1 fuel sources are determined to be within QTS’ operational control.

QTS formally transfers a portion of purchased contractual instruments, or EACs, as described above, to customers to reduce customer-controlled portion of Purchased Electricity. The unmatched customer- controlled electricity consumption is accounted for as Scope 3 Category 13 emissions. QTS uses customer-specific emission factors where available.

1. CO₂ residual mixes factors – 2024 Green-e for US facilities and 2023 Association of Issuing Bodies (“AIB”) for Netherlands facilities.
2. CH₄ and N₂O other grid average factors – 2025 US EPA eGRID for US facilities and 2024 IEA Emission Factors Year 2022 for Netherlands.

Carbon-Free Claim

QTS used GHG based Carbon Emission Scope 2 and Scope 3 Category 13 accounting as the initial data set to build the Carbon-Free Claim. QTS procures (“QTS-Sourced”) Energy Attribute Certificate (EAC) instruments, including RECs, that are used to reduce QTS’ Scope 2 market-based emissions, and certain EACs are transferred via signed attestation to customers to reduce Scope 3 Category 13 market-based emissions associated with their electricity usage in our data centers, as discussed above. Residual EACs that are not used by QTS, and are not transferred via attestation to customers, are utilized to reduce QTS’ overall reported carbon emissions as a part of our Carbon Free Energy claim.



Many QTS customers also manage their own carbon free energy programs and procure EACs for use in their own emissions management strategies (“customer-sourced”). Customers’ data center related power consumption within the calendar year is the GHG Scope 3 Category 13 electricity usage, less the amount of carbon-free energy procured as obtained via customer’s annual sustainability reports or other similar documentation. Where applicable, the customer-sourced Carbon-Free electricity amounts are verified via confirmations sent from customers to QTS regarding the quantity of EACs and contractual instruments procured and allocated to their related power consumption within QTS data centers. The total customer-sourced Carbon-Free electricity reduces associated carbon-producing electricity consumption for reporting, but the amount of Carbon-Free electricity reported shall not exceed the amount of electricity attributed to each customer, respectively.

The region’s grid-delivered Carbon-Free electricity percentage is obtained via outreach to the facility’s electricity provider and when not available, QTS utilizes the EPA’s ‘eGrid Power Profiler’ and AIB’s ‘Residual Mixes and European Attribute Mix’ data sets.

Reporting Criteria

The following summary table defines the criteria for each specified indicator included in the Report. Management is responsible for the selection of the criteria or the development of the criteria (“management’s criteria”), which management believes provide an objective basis for measuring and reporting on the specified information referenced in this table.

Specified Information	Criteria	Tables
GHG Emissions – Scope 1, Scope 2 Location- based and Market based and Scope 3 Category 13 Downstream Leased Assets	Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) by the World Resources Institute/World Business Council for Sustainable Development (collectively the “GHG Protocol”)	1, 2
Carbon-Free Claim	Management’s Criteria: The Percentage of Carbon-Free Electricity Utilized by QTS’ Facilities is the Total Carbon-Free Electricity (as defined below) used by QTS facilities divided by the Total Electricity Consumption by QTS facilities (as defined below). Total Electricity Consumption by QTS facilities is derived from the kilowatt hours of electricity underlying QTS’ Scope 2 and Scope 3 Category 13 GHG emissions in accordance with the GHG Protocol. The Total Carbon-Free Electricity is the sum of (i) Renewable Energy Certificates (“RECs”), contractual instruments or other qualifying Energy Attribute Certificates (“EACs”) that meet the Scope 2 Quality Criteria and were purchased and retired by QTS for QTS facilities, (ii) RECs, contractual instruments or other qualifying EACs that were purchased by QTS and formally transferred or allocated to QTS customers for use at QTS facilities, (iii) Customer Sourced Carbon-Free Electricity (as defined below) and (iv) Grid Standard Carbon-Free Electricity (as defined below). Carbon-free electricity used in the calculations for this metric include electricity from renewable energy sources, plus hydroelectric and nuclear. The Customer Sourced Carbon-Free Electricity is obtained from QTS customers’ data sources. Customer Sourced Carbon-Free Electricity is comprised of RECs, contractual instruments or other qualifying EACs purchased directly by QTS customers for use at QTS facilities. The amount of Customer Sourced Carbon-Free Electricity reported for an individual customer shall not exceed the total amount of all electricity attributed to such customer. The Grid Standard Carbon-Free Electricity is the amount of Carbon-Free Electricity consumed by QTS facilities via the power grid. The total electricity consumed by a QTS facility is multiplied by the region’s Carbon-Free Electricity percentage. The Percentage of Carbon-Free Electricity Utilized by QTS Controlled Operations is the total RECs, contractual instruments or other qualifying EACs in (i) above in kilowatt hours divided by the total electricity under QTS’ operational control (i.e., total electricity utilized in QTS’ Scope 2 calculations). The Percentage of Carbon-Free Electricity Utilized by QTS’ Customers is the total customer Carbon-Free electricity (the sum of (ii), (iii) and (iv) above) in kilowatt hours divided by the Total Electricity Consumption by QTS facilities (as defined above).	3
Water-Free Claim	Management’s Criteria: The Water-Free Claim includes greenfield QTS data centers in operation as of the end of the calendar year that utilize a Water-Free Cooling Design (as defined below). Greenfield data centers are defined as the development of a new building, as opposed to the retrofitting of an existing building. A Water-Free Cooling Design is described as data centers with cooling equipment that, once operational, does not withdraw, consume, or discharge water while cooling the data center. For purposes of this metric, Water-Free Cooling Designs employed by QTS include: - Refrigerant based systems: Low-pressure pumped or siphoned refrigerant systems that use outside air economization to remove heat without using water, and - Closed loop systems: Closed loop cooling systems that are charged with water during the construction and then use air cooled chillers to remove heat without consuming water. For purposes of this metric, Water-Free Cooling Design excludes the following water use scenarios: - maintenance of the cooling system or cleaning of the machinery, - charging the closed loop cooling system during construction of the facility, as it is considered part of the pre-operational construction process, - use of humidification systems which use a de minimis amount of water, and - customer-driven liquid cooling at the rack/server level.	4



For questions regarding report content, please contact:

Megan Hofmeyer, Sustainability Director

sustainability@qtsdatacenters.com

