2026

# SUSTAINABILITY REPORT

CyrusOne

# INTRODUCTION

## ABOUT THIS REPORT

*GRI 2-14*

Published in June 2026, this report covers the calendar year 2025 and represents the best available information at the time of publishing. To meet reporting deadlines, data for most categories was measured for the first nine months of 2025 and projected for the last three months.

This report has been prepared in reference to GRI (Global Reporting Initiative) standardized metrics, presented in Appendix 2: Standardized Metrics. It was formally reviewed and overseen by the ESG Committee of our Board of Managers and our Senior Management Team. The primary data in this report has been assured to a moderate level ("type 2") by ISOS Group, Inc. For more information on sustainability programs at CyrusOne, visit the CyrusOne Commitments website.

# CEO LETTER

Demand for digital infrastructure continues to accelerate. As our industry grows, expectations are also rising around how data centers are built and operated in the communities where they are located. At CyrusOne, we believe sustainability is not separate from that growth—it is part of building resilient infrastructure for the long term.

Over the past several years, we have continued integrating sustainability across our business, from the way we cool our facilities and source energy to how we manage environmental risk and report our progress.

This report reflects both the progress we have made and the areas where we know more work remains. We believe it is important to share measurable results and provide transparency into how we are managing environmental impact across our operations.

**Water Stewardship**

Water stewardship remains one of the most important topics for data centers, particularly in regions facing water stress. Communities want to understand how new developments may affect local water resources, and those are fair questions to ask.

Today, 79% of CyrusOne's data center capacity exclusively uses air-cooled chillers. Unlike traditional evaporative cooling systems, which rely on continuous water consumption, this approach drastically reduces water demand to levels 95% below a supermarket of the same size (based on DOE median water use intensity).

Air-based cooling remains our standard design approach and will be used for all new facilities going forward. This design approach not only minimizes direct water consumption but also enhances resilience in water-constrained regions and supports more sustainable long-term growth.

We also recognize that water challenges are local. Through our *Net Positive Water* program, we are committed to restoring more water than we consume in high water-stress regions. Today, we are net positive at 14 data centers and our Dallas headquarters.

**Carbon Reduction and Energy Sourcing**

Reducing the carbon impact of our operations is another major area of focus. Data centers require significant amounts of energy, but the environmental impact of that energy depends heavily on its source. In 2025, 78% of our electricity consumption came from carbon-free sources, including solar, wind, and nuclear power. These efforts continue to support progress toward achieving our *Climate Neutral* by 2030 goal. In 2025, we also surpassed our annual Science Based Targets initiative milestone by 9%, reflecting years of investment in energy efficiency, carbon-free electricity, and operational improvements across our portfolio.

**Operational Responsibility**

Operational discipline and environmental risk management are also important priorities. Across more than 60 facilities over the past eight years, we have only had two significant diesel spills. Both incidents were contained quickly and did not impact soil, groundwater, or nearby waterways. We have also continued reducing environmental risk across our operations by eliminating pesticides and herbicides from landscaping practices and transitioning to environmentally preferable cleaning products.

**Transparency and Reporting**

As expectations around sustainability reporting continue to evolve, we remain focused on providing customers, investors, communities, and regulators with clear and measurable information about our operations and environmental performance.

We have published this annual Sustainability Report since 2020. To make sure stakeholders can have confidence in its information, we report according to third-party standards and submit to voluntary third-party data assurance audits. Beyond that we seek third-party validation through certifications – 89% of our directly managed portfolio holds at least one environmental certification. Among our Green Globes-certified facilities, 91% have achieved a 3 Globes rating, and our Madrid (MAD1) facility became the first data center in Spain to achieve a BREEAM Outstanding certification.

We believe consistent reporting and third-party validation are important to maintaining credibility and accountability with our customers and communities.

**Looking Ahead**

While these achievements reflect meaningful progress, we know expectations for our industry will continue to evolve. CyrusOne remains focused on building data centers for a sustainable future while continuing to support the growing digital infrastructure needs of our customers and communities around the world.

We look forward to continuing this progress in the years ahead.

Eric Schwartz
CEO

# WHAT WE DO

GRI 2-6

CyrusOne is a leading global data center owner, developer, and operator, delivering sophisticated digital infrastructure solutions worldwide. Headquartered in Dallas, Texas, the company operates over 60 data centers across the United States, Europe, and Japan. Specializing in comprehensive solutions for hyperscale and enterprise companies, CyrusOne enables customers to align with their unique business and sustainability goals, catering to the complex needs of AI-driven applications and services workloads.

CyrusOne's data centers offer unparalleled flexibility, enabling customers to modernize, simplify, and rapidly respond to changing demands. CyrusOne delivers tailored build-to-suit, colocation, and interconnection solutions that meet the evolving digital needs of its customers.

To learn more about CyrusOne, visit www.cyrusone.com and follow us on LinkedIn.

## HOW WE OPERATE

As a colocation data center real estate company, CyrusOne shares some features with in-house data centers and commercial real estate companies, but there are also important differences. The sections below describe how we compare to these two types of operations.

### *Colocation vs. In-House Data Centers*

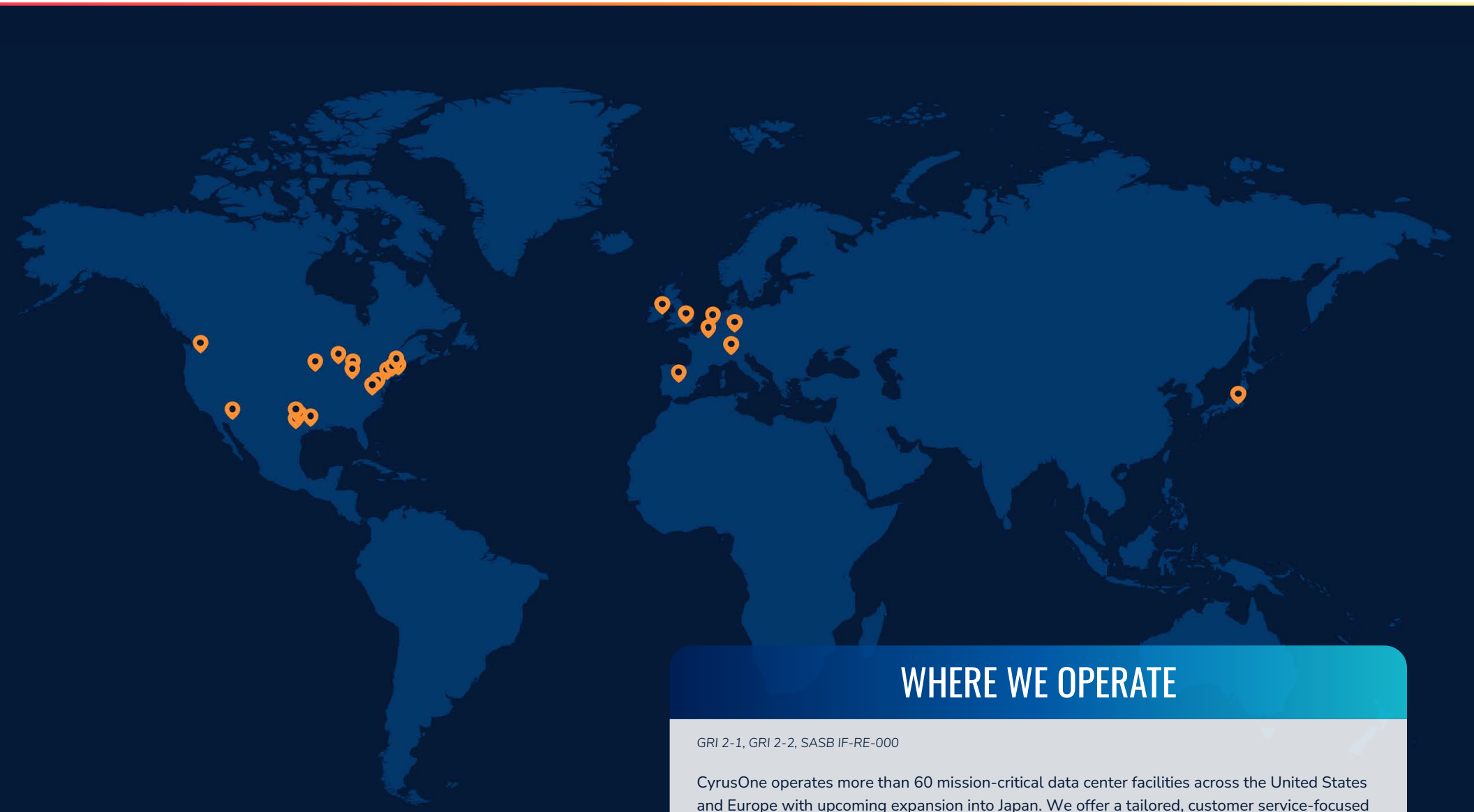
CyrusOne is a colocation data center company. This means that we build data halls and support infrastructure (such as the ability to deliver electricity and cooling) so customers can lease space and install their servers in our data halls. This has several important implications and distinctions from in-house data centers:

- **Designed for Flexibility:** Colocation data centers must be designed and built to handle a wide variety of customer loads, equipment types, and capacities. Except for our build-to-suit environments, which are designed to a single customer's exact specifications, our data centers are designed for flexibility and rarely run close to their maximum design capacity (see Energy Efficiency).
- **Support Role:** Colocation data center operators do not control the specification or installation of servers. CyrusOne supports our customers in planning and move-in, but ultimately our customers make crucial decisions around server efficiency, utilized IT capacity, cold aisle containment, and end-of-life equipment recycling.
- **Required Resilience:** Colocation data centers promise uptime to customers through redundant systems, comprehensive maintenance, and business continuity planning. While in-house data center operators might strategically allow some of their data halls to go offline during outages, that is not an option for us. For this reason, backup power generation is required.

### *Colocation vs. Commercial Real Estate*

CyrusOne is not just a real estate company but is specifically a data center real estate company. This differentiates us from commercial real estate companies which operate office buildings or commercial spaces in several ways:

- **Digital Occupancy:** Occupancy in our portfolio refers to the installation of IT equipment in a data hall rather than people, so topics of occupant wellness or comfort are not of primary importance to our design and operations.
- **Energy Density:** Data centers use much more energy per square foot than most buildings. Within a data center, the data halls use the most energy per square foot. Depending on the type of electricity the facility is currently using, this can also equate to a high carbon density compared to other types of real estate.
- **Episodic Waste:** Data centers don't generate waste in the same way other commercial real estate does. Our most frequent waste sources are break rooms and bathrooms, which contribute low amounts of waste from a small population of technical support, facility maintenance, and security staff, along with customers and other guests. To support customer move-in, we provide recycling for the cardboard boxes, crates, and pallets used to move equipment. This large-scale move-in waste is usually generated within a short time period, followed by years of only minor break room waste until a customer does a major hardware upgrade or new customers move in. Finally, we generate significant waste at each facility approximately every five years when we replace UPS batteries.



# WHERE WE OPERATE

*GRI 2-1, GRI 2-2, SASB IF-RE-000*

CyrusOne operates more than 60 mission-critical data center facilities across the United States and Europe with upcoming expansion into Japan. We offer a tailored, customer service-focused platform and are committed to full transparency in communication, management, and service delivery. Our data centers provide more than one gigawatt of Critical Load Capacity worldwide. Additional information about CyrusOne facilities can be found at cyrusone.com/data-centers.

This map represents regions with facilities in operation or under development as of the end of 2025.

# MEETING THIRD-PARTY STANDARDS

This report has been designed to provide disclosure compatible with several third-party standards.

## THIRD-PARTY ASSURANCE


The primary data in this report has been assured to a moderate level ("type 2") by ISOS Group, Inc. The assurance statement can be found in Appendix 3 and assured data is marked throughout the report with the stamp shown above. Due to ongoing quality control, there may be some small differences in reported data between the assurance statement and the final report numbers. These are permitted by the assurance standard so long as they do not collectively constitute a material change in the data.

## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) RECOMMENDATIONS

As part of our commitment to meeting the recommendations of the TCFD, we have structured this report around the four recommended topics: Governance, Strategy, Risk Management, and Targets and Metrics. Though not specifically addressed by the TCFD recommendations, we also report on additional highly relevant topics of water conservation, biodiversity, circular economy, and social responsibility. See table at right for details.

### TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

| Topic | Section |
|---|---|
| **Governance** | |
| Board oversight of climate-related risks and opportunities | Board Oversight |
| Management role in assessing and managing climate-related risks and opportunities | Senior Management Direction, Cross-functional Integration and Coordination |
| **Strategy** | |
| Climate-related risks and opportunities | Climate Risk (Risks and Impacts, Opportunities and Impacts) |
| Impact of climate-related risks and opportunities | Climate Risk (Risks and Impacts, Opportunities and Impacts) |
| Resilience of organization's strategy | Climate Risk (Scenario Analysis and Resilience) |
| **Risk Management** | |
| Process for identifying and assessing climate-related risks | Climate Risk (Risk Identification) |
| Process for managing climate-related risks | Climate Risk (Managing Climate Risk) |
| Integration into overall risk management | Climate Risk (Managing Climate Risk) |
| **Metrics & Targets** | |
| Metrics used to assess climate-related risks and opportunities | Climate Impact (Metrics and Targets) |
| Scope 1, 2, and 3 GHG emissions | Climate Impact (Metrics and Targets) |
| Targets and performance against targets | Metrics and Targets Summary |

## SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) GUIDANCE

To benefit from the SASB guidance, we have included all relevant recommended metrics from our assigned category, Real Estate (IF-RE). However, since this Real Estate standard is not specific to data centers, we also referenced relevant guidance and metrics for the Internet Media & Services standard (TC-IM). We believe that this combination of metrics will provide a more useful picture for our customers and other stakeholders. Our standardized SASB metrics are listed in Appendix 2: Standardized Metrics.

## GLOBAL REPORTING INITIATIVE (GRI) STANDARDS

To provide transparency, this report has been prepared in reference to the GRI standards in GRI 1: Foundation 2021. Required elements are found throughout the report:

- **A Double Materiality Assessment** was performed based on guidance from GRI 3: Material topics 2021, using the dimensions of financial materiality and impact materiality.
- **Management Approach Disclosures** for material issues are detailed on a company-wide basis in the ESG Strategy section. Then, in each of the topic-focused chapters (Social Responsibility and Environmental Impact), we discuss our management approach for specific topics (e.g., energy, water, biodiversity), as well as specific approaches for subtopics (e.g., energy-efficient building design, energy-efficient operations).
- **Topic-Specific Disclosures** for material issues are referenced in Appendix 2: Standardized Metrics. They are labeled with the GRI disclosure numbering system for ease of reference. Key sections throughout the report are also tagged with the relevant disclosure number.

## DATA CENTER STANDARDS

Since we are a data center company, we follow industry-standard metrics developed by The Green Grid and standardized by ISO/IEC/EN such as Power Usage Effectiveness (PUE), Carbon Usage Effectiveness (CUE), and Water Usage Effectiveness (both WUE Site & WUE Source). For more details about these metrics, please see Appendix 1: Methodology.

## GREEN BUILDING AND OPERATIONS CERTIFICATIONS

*GRI 403-1a, SASB IF-RE-130a.4, TCFD General*

In 2023, we committed to achieving BREEAM certification at all new European facilities and LEED at all new North American facilities.

For all new facilities we design and construct in Europe, we target BREEAM Very Good certification as a minimum. In 2025, our Madrid (MAD1) data center became the first data center in Spain designed under the BREEAM Data Centers International accreditation. We achieved an Outstanding rating for our final post-construction certification — the highest rating under the BREEAM framework. See MAD1: New Market, New Benchmarks for details.

For all new facilities we design and construct in North America, we are targeting LEED certification. This process is in progress for a number of upcoming facilities, including Chicago (CHI6), Dallas (DFW4, DFW7), San Antonio (SAT8, SAT9), and our first Washington State data center, Pacific Northwest (PNW1).

The table at right shows the number of facilities and total square footage covered by each certification as of the end of 2025.

**GREEN BUILDING CERTIFICATIONS**

| Certification | # of Facilities | Total Ft² |
|---|---|---|
| BREEAM – Outstanding | 1 | 109,372 |
| BREEAM – Very Good | 3 | 400,351 |
| LEED Core & Shell – Gold | 1 | 227,833 |
| Green Globes – 1 Globe | 1 | 529,768 |
| Green Globes – 2 Globes | 2 | 366,983 |
| Green Globes – 3 Globes | 30 | 7,088,397 |
| ISO 14001 EMS | 10 | 1,650,058 |
| ISO 45001 OHSMS | 10 | 1,650,058 |
| ISO 50001 EnMS | 10 | 1,650,058 |
| TRUE – Gold | 1 | 207,724 |
| ReWorks SA Recycling – Gold | 1 | 102,991 |
| NWF Certified Wildlife Habitat | 16 | 3,644,318 |

## ACHIEVEMENT UNLOCKED:

49 of our facilities with an area of over 10 million ft² have achieved at least one certification, representing approximately 89% of our directly managed portfolio.

# 2025 AWARDS ROUNDUP: RECOGNITION THAT MEANS SOMETHING

Awards don't tell the whole story, but they can be a meaningful signal that the work you're doing is making a real difference. In 2025, CyrusOne earned recognition from several respected organizations — across sustainability, community engagement, finance, and leadership. Here's a look at what we're proud of this year.

The **Green Building Initiative (GBI)** named CyrusOne their **2025 Project of the Year**, honoring the 15 data centers across our North American portfolio that earned the Three Green Globes certification this year. This one's a particular point of pride — it reflects the daily dedication of our Operations teams who made it happen.

The **German Datacenter Talents & Impacts Awards** recognized us with their **Community Engagement and Social Impact Award** for our "Listening to Communities" project, a Europe-wide study exploring how the general public perceives data centers. Understanding the communities we operate in matters to us, and it's great to see that effort acknowledged.

At the **23rd Annual American Business Awards**, CyrusOne took home a **Gold Stevie Award** for our Climate Adaptation Initiative, which focuses on preparing for a world facing increased water scarcity — a challenge the entire industry will need to take seriously.

The **TMT Finance Awards** recognized our $9.7 billion sustainability-linked warehouse financing facility with their **Financing Deal of the Year** in the data center category. This facility is helping fund our U.S. expansion in a way that keeps our sustainability commitments front and center.

Beyond those highlights, several other organizations continued to recognize our teams and programs:

- For the third consecutive year, we achieved an **EcoVadis Gold** rating, placing CyrusOne in the top 5% of all companies evaluated on the platform.
- Our **Frankfurt Operations team** earned the **Business Intelligence Group's Sustainability Squad Award** for measurable improvements to water efficiency at our Frankfurt facilities.
- **Andrea Muñoz**, EVP and Chief Customer & People Officer, was named #49 on Data Centre Magazine's Top 100 Women — a well-deserved recognition of her leadership.
- Our **Solutions Engineering team** received the **SEAL Business Sustainability Award** for their use of Computational Fluid Dynamics to reduce climate impact.
- **Environment+Energy Leader** gave us an **Environmental Impact Award** for our Net Positive Water program, which is helping set a new bar for what responsible digital infrastructure can look like.


GBI PROJECT OF THE YEAR

GERMAN DATACENTER ASSOCIATION

GOLD 2025 STEVIE WINNER AMERICAN BUSINESS AWARDS

TMT Finance

GOLD | Top 5% ecovadis Sustainability Rating JAN 2025

SUSTAINABILITY AWARD 2025

SEAL AWARD WINNER 2025

E+E Leader AWARDS 2025 Environmental Impact

# SUSTAINABLE DEVELOPMENT GOALS (SDG) ALIGNMENT

The following chart illustrates our alignment with the United Nations' Sustainable Development Goals. To make sure that our targets are directly related, rather than just thematically related, we specify the SDG Indicator that our target will quantitatively affect. We have thematic connections to other SDG Goals, but their specific SDG Indicators are metrics that our activities do not directly affect, so they are not listed.

## CYRUSONE SUSTAINABLE DEVELOPMENT GOALS ALIGNMENT

| SDG Goal | SDG Target | SDG Indictor | Location | CyrusOne Target |
|---|---|---|---|---|
|  | Target 6.4: By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity | Indicator 6.4.1: Change in water use-efficiency over time;<br><br>Indicator 6.4.2: Level of water stress: freshwater withdrawal as a proportion of available freshwater resources | Water | Net positive water in high-stress regions<br><br>100% water-free cooling in new data centers |
|  | Target 7.2: By 2030, increase substantially the share of renewable energy in the global energy mix | Indicator 7.2.1: Renewable energy share in the total final energy consumption | Energy Origination | All facilities with renewable electricity option |
| | Target 7.3: By 2030, double the global rate of improvement in energy efficiency | Indicator 7.3.1: Energy intensity measured in terms of primary energy and GDP | Energy Efficiency | Leading energy efficiency without consuming water |
|  | Target 9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities | Indicator 9.4.1: $CO_2$ emission per unit of value added | Climate Impact | *Climate neutral* by 2030<br><br>SBTI Near-term Carbon Target |
|  | Target 12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle | Indicator 12.6.1: Number of companies publishing sustainability reports | Transparency | Annual publication of this Sustainability Report |
|  | Target 15.5: Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species | Indicator 15.5.1: Red List Index | Biodiversity | Improve habitat at each facility<br><br>Protected Areas Assessments & Biodiversity Assessments |

## METRICS AND TARGETS

To measure progress toward our sustainability goals, we have created a set of primary metrics and targets shown in the table to the right. These are the critical metrics that we find most relevant to measuring our progress and against which we set targets. Throughout this report, the primary metrics and targets for each topic are detailed in the relevant sections. For a full list of metrics and their descriptions, see Appendix 1: Methodology.

## CHANGES IN SCOPE

GRI 2-4

Two facilities, Madrid (MAD1) and Pacific Northwest (PNW1), began operations in early 2025. In accordance with Greenhouse Gas Protocol guidance, these sites were added to our scope with no change to the baseline. Four other facilities, Cincinnati (CIN7), Dallas (DFW4), Dallas (DFW6), and Raleigh-Durham (DUR2), began operations at the end of 2025 – their data will be included in next year's report.

Our Cincinnati (CIN3) facility closed in 2025. In accordance with guidance, the facility's data remains in our baseline and prior years.

Prior to 2025, we employed a geothermal cooling system at our Cincinnati (CIN4) facility to circulate pumped groundwater through the facility, using its low ambient temperature for non-evaporative cooling, before discharging it to surface waters. This facility was sold as an ongoing operation at the end of 2025 – therefore, its data was removed from our baseline and all prior years.

**Metrics and Targets Summary**

| Primary Metrics | UOM | 2025 Value | Target Value | Section |
|---|---|---|---|---|
| Carbon Usage Effectiveness (CUE) | kg $CO_2e$/IT kWh | 0.10 | *Climate neutral* by 2030 | Climate Impact |
| Carbon Emissions, Net Scope 1 + Market-based Scope 2 | $MTCO_2e$ | 453,648 | *Climate neutral* by 2030 | Climate Impact |
| Carbon Emissions, Scope 3 | $MTCO_2e$ | 805,638 | Measure and reduce | Climate Impact |
| Facilities with Renewable Option | % of facilities | 100% | 100% by 2022 | Energy Origination |
| Electricity Procured as Carbon-free | % of all electricity delivered | 77.8% | 100% by 2030 | Energy Origination |
| Facilities in Europe Powered by Renewable Energy | % of facilities | 100% | 100% by 2030 | Energy Origination |
| Net Positive Water Facilities in High-Stress Regions | % of facilities in High-Stress Regions | 41% | 100% | Water |
| New Data Centers with Water-Free Cooling | % of new facilities | 100% | 100% annually | Water |
| Facilities with Improved Habitat | % of facilities | 40% | 100% | Biodiversity |
| Employee Injury Rate (Total Recordable Incident Rate) | Incidents/200,000 hours worked | 0.50 | 0.82 annually | Employee Occupational Safety |
| Employee Injury Severity Rate (Days Away, Restricted, or Transferred Duty) | Days/200,000 hours worked | 0.50 | 0.40 annually | Employee Occupational Safety |

# PHX6: 2025'S MOST STANDARD FACILITY

At CyrusOne, we talk a lot about our Standard Dry Design. It's what allows us to quickly build high-efficiency data centers across regions and countries. That said, even with a standard design, annual facility performance can vary significantly due to differences in actual operating conditions at each site. Local temperature and rainfall, customer loads, electricity outages, and many other factors shape the environmental impacts of our facilities over time.

Given those variations — and the fact that most data in this report appears as companywide totals or averages — we wanted to walk you through the site-level environmental metrics of a typical facility. After ranking all our Standard Design facilities (at least those that were in operation for the full year) on various 2025 metrics, we found our most average facility of 2025: Phoenix (PHX6)!

PHX6 is one of eight facilities on our Phoenix campus in Chandler, Arizona. In 2025, it hosted 16 customers — a mixture of small enterprise accounts and large hyperscale companies — and offered 30 MW of critical load capacity. As part of a campus located in a highly water-stressed region, PHX6 has been net positive water since 2020 (along with 13 other data centers this year). It also boasts a National Wildlife Federation certified wildlife habitat (one of 16 across our portfolio) and, in 2025, earned a rating of Three Green Globes from the Green Building Initiative, contributing to our award-winning portfolio.

On the metrics side, PHX6 ranked 16th highest out of our 30 standard facilities in water withdrawal, 7th in diesel consumption, 10th in electricity consumption, and 15th in climate impact. Solidly middle-of-the-pack!

In the table to the right, you'll find details of PHX6's sustainability metrics alongside some everyday comparisons to put the numbers in context. The facility's most substantial impact was electricity usage — equivalent to more than 10,000 average Phoenix households, or a small town. High electricity demand is an unavoidable reality for data centers. Even so, because PHX6 runs on 100% carbon-free electricity (a characteristic it shares with about two-thirds of our facilities), its greenhouse gas emissions were equivalent to just a couple of neighborhood blocks. A large share of those emissions came from diesel — for generator testing and emergency backup generation, the facility consumed roughly as much diesel as one to two long-haul trucks use in a year.

## PHX6 2025 METRICS

| Metric | Measurement | Equivalent |
|---|---|---|
| **Total Water Withdrawal** | 1,070,375 gal | *11 PHX Households* |
| **Water Restoration** | -1,284,450 gal | *-13 PHX Households* |
| **Diesel Consumption** | 27,743 gal | *1.3 US Long-haul trucks* |
| **Electricity Consumption** | 143,479 MWh | *10,704 PHX Households* |
| **Carbon-Free Electricity Percentage** | 100% | *N/A* |
| **GHG Emissions (Scope 1 + 2)** | 787 $MTCO_2e$ | *28 PHX Households* |

*Based on an average 3-person Phoenix-area household*

Then there's water, arguably the most closely watched data center impact these days. For a facility in water-stressed Arizona, PHX6's 2025 water use was quite modest — comparable to about 11 households — thanks to our standard dry cooling design. This electric air cooling system builds resilience to water stress and produces no industrial wastewater, avoiding water pollution concerns. Beyond its restrained water use, PHX6 actually supported the restoration of 13 households' worth of water to Arizona waterways through Bonneville Environmental Foundation's Mason Lane Headgate project, making its net effect on the regional watershed a positive one.

For our neighbors and the communities where we are building, we hope this example offers a clearer picture of what our data centers actually look like in practice. We're proud of PHX6's sustainability record and what it demonstrates about the effectiveness of our standard design in reducing environmental impact. Here's to an even lower-impact average in 2026!

# ENVIRONMENTAL IMPACT

## OUR PHILOSOPHY

CyrusOne takes a holistic view of environmental impact. We are committed to reducing our carbon footprint and providing industry-competitive energy efficiency without sacrificing water or imposing negative impacts on biodiversity where we operate. Instead, we strive to make our impact on the environment a positive one through restoring water to watersheds in high-stress regions, improving habitats on or near our data center campuses, and contributing to the transition to a circular economy to do not only “less harm” but also to do “more good.”

## THE "BIG FOUR"

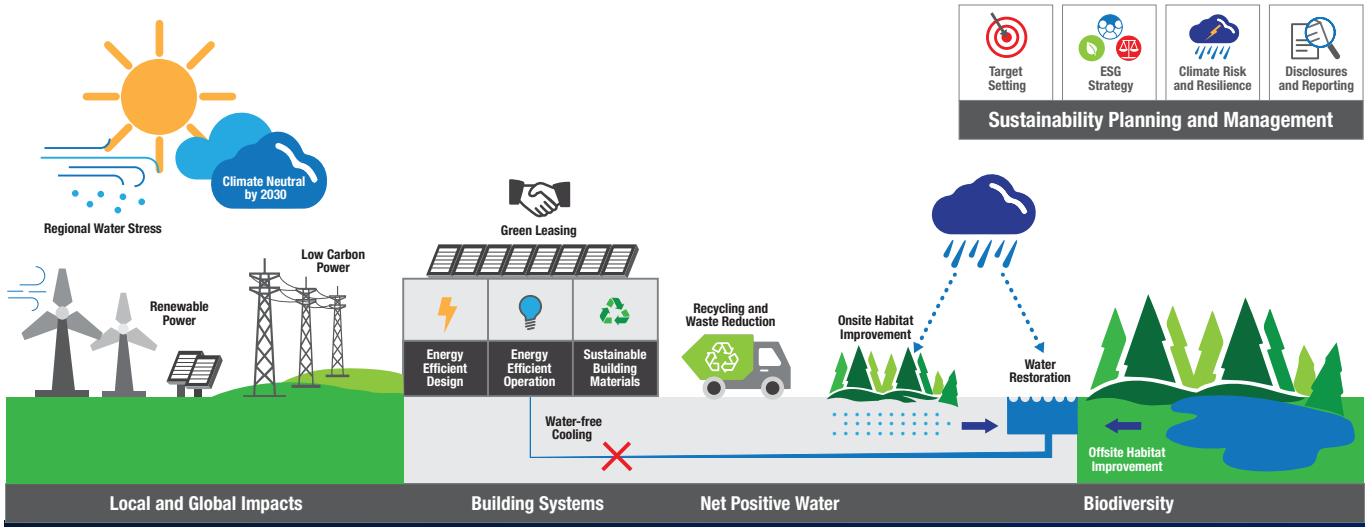
SASB TC-IM-130a.3

At CyrusOne, we have long had a strategic focus on efficiency. We are recognized for our swift construction of data centers, thanks to meticulous planning and a standardized design approach. These same strengths lend themselves well to reducing environmental impacts. From site selection to cooling design to construction, efficiency is key to saving both time and resources.

Historically, sustainability programs in the data center industry have focused almost exclusively on energy and carbon emissions since climate change is the most pressing global challenge of our era. Data centers consume large amounts of energy and have therefore contributed significant greenhouse gas emissions, making this an important issue for the industry. However, we believe this singular focus to be short-sighted and thus, prefer to take a more holistic view of environmental impact in order to support a sustainable future. While we do our part to mitigate the effects of climate change, we must simultaneously address water scarcity, biodiversity loss, and wasted resources. We consider climate, water, biodiversity, and circularity to be the 'Big Four' environmental issues. This chapter is divided into four primary sections, representing each of our Big Four topics:

- **Climate** (includes Energy Efficiency, Energy Origination, and Climate Impact)
- **Water** (includes Water Efficiency, Water Risk, and Energy/Water Tradeoffs)
- **Biodiversity** (includes Onsite Habitat Improvement and Offsite Habitat Improvement)
- **Circular Economy** (includes Construction Circularity and Operations Circularity)

## Sustainable Data Center Infrastructure




## METRICS & TARGETS

Relevant Metrics and Targets can be found in each section at the following links:

**Climate**

- Energy Efficiency Metrics and Targets (such as total energy, PUE, and energy intensity)
- Energy Origination Metrics and Targets (such as carbon-free electricity percentage)
- Climate Impact Metrics and Targets (such as carbon emissions, CUE, and carbon intensity)

**Water**

- Water Metrics and Targets (such as water withdrawal, consumption, discharge, and restoration, and WUE)

**Biodiversity**

- Onsite Habitat Metrics and Targets (such as sites with improved habitat)

**Circular Economy**

- Circular Economy Metrics and Targets (such as diversion rate and air pollution)

## DATA CENTER PORTFOLIO COMPOSITION

Within our strategy, there are two key distinctions we make in our portfolio: 1) whether the facility is a *standard* build or a *non-standard* design, and 2) whether the facility consumes water for cooling ("*wet*") or not ("*dry*"). Since our standard design employs a dry-cooled system that does not evaporate water for cooling, all standard-built facilities are also dry. For a full explanation of facility designations (*standard*, *nonstandard*, *wet*, *dry*) see Appendix 1: Methodology.

This chart summarizes the composition of our data center portfolio. The percentage is based on the total available Critical Load Capacity (CLC) at directly managed *built-out* facilities. CLC refers to the maximum customer electrical load a data center can support and is a common measurement data center size. "*Built-out*" means that customers have not only leased the space but have also installed their servers and begun to draw significant power. While most of our facilities are directly managed, we have a few customer-managed facilities (downstream leased assets) that are not included in this percentage.

**DATA CENTER PORTFOLIO**

| Reporting Category | % of Portfolio Capacity (CLC) |
|---|---|
| *Standard Dry Facilities* | 76% |
| *Nonstandard Dry Facilities* | 3% |
| *Nonstandard Wet Facilities* | 21% |

*Scope: Total Critical Load Capacity (CLC) at directly managed built-out facilities*

While we began operations in 2025 at our Cincinnati (CIN7), Dallas (DFW4), Dallas (DFW6), and Madrid (MAD1) facilities, these facilities, along with several other newer data centers, are still *pre-built-out* based on customer install schedules. Data from *pre-built-out* facilities is included in our absolute totals, but not in averages for 2025.


## DATA CENTER EFFICIENCY METRICS

To understand the full environmental performance of a data center requires looking at energy, water, and carbon together. We describe our metrics and targets for energy, water, and carbon in greater detail later in this chapter, but summarize the three main data center metrics here for each of our reporting categories for 2025.

It is interesting to note that our Standard Dry Facilities represent our most efficient performance in all three metrics, even more energy efficient than facilities that "burn" water instead of electricity. This highlights the strength of our standard design being built around dry cooling.

Details of PUE, WUE, and CUE are found later in this chapter.

**2025 Average Operating Data Center Efficiency**

| Reporting Category | % by CLC | PUE | WUE | CUE |
|---|---|---|---|---|
| *Standard Dry Facilities* | 76% | 1.46 | 0.00 | 0.10 |
| *Nonstandard Dry Facilities* | 3% | 1.59 | 0.00 | 0.24 |
| *Nonstandard Wet Facilities* | 21% | 1.47 | 1.35 | 0.10 |
| **All Facilities** | **100%** | **1.46** | **0.25** | **0.10** |

*Scope: Facilities that are built-out and directly managed by CyrusOne.*

# CLIMATE

Climate has long been the environmental topic of greatest concern in the data center industry. By nature, data centers require a large amount of energy. They must remain fully operational 24/7 and run IT equipment that draws large amounts of power. Furthermore, these systems generate a large amount of heat, requiring energy to keep them cool. Our main source of energy is electricity, though we also use diesel for backup generation and some facilities use small amounts of natural gas for comfort heating. Traditionally, the carbon emissions from electricity has been our most significant environmental impact. In this section we will discuss:

- Our efforts to improve the Energy Efficiency of our facilities
- Our carbon-free Energy Origination strategy
- Progress in reducing our Climate Impact

For information about how we assess Climate Risk, please see the Enterprise Risk Management section in Governance.

## STRATEGY

*SASB TC-IM-130a.3*

Our approach to reducing the environmental impact of our energy consumption falls under three main strategies:

1. Incorporate energy efficiency measures into our standard design for new data centers. We review best practices in the industry, partner with suppliers, and implement innovative approaches in design and construction to achieve cost-effective efficiency.
2. Reduce energy and carbon emissions through intentional operational practices and facility upgrades at existing data centers.
3. Increase renewable and carbon-free power consumption through strategic site selection and energy origination.

A key part of our strategy is to integrate water and energy metrics together to give a more complete picture of our efficiency. As described in the Energy/Water Tradeoffs section, water use is usually “invisible” to energy calculations like PUE, frequently leading to the tradeoff of decreased energy use for increased water consumption. However, we know that water consumption can have significant regional environmental impacts. By reporting energy metrics that reference water use, we are charting a new course in our industry for increased transparency and hope that others follow suit.

# ENERGY EFFICIENCY

## Strategy

*GRI 302-4, GRI 302-5, SASB IF-RE-130a.5, SASB TC-IM-130a.3*

We have mentioned the large amount of energy used by data centers, and our goal to reduce our dependence on fossil fuel-derived electricity with regional, additional renewable electricity. However, the first step is to decrease our environmental impact by increasing energy efficiency. Our standard build design incorporates efficiency at every level. The five primary efficiency strategies we employ are:

1. Minimize data hall heat
2. Right cooling, right place, right time
3. Computational Fluid Dynamics (CFD) optimization
4. Supplier partnerships
5. Energy Management Systems

### Minimize Data Hall Heat

As a colocation data center company, much of our energy use comes from our customers' equipment and is therefore out of our direct scope of control (i.e. we cannot specify how efficient their servers are). Our role is to ensure that our support equipment is as efficient as possible. Inefficient equipment in the data hall not only wastes electricity but also produces excess waste heat which must then be cooled, thus consuming more electricity. There are several areas we focus on to minimize data hall heat:

1. **High-efficiency uninterruptible power supplies (UPS)**: The Uninterruptible Power Supplies (UPSs) we source generate little waste heat and operate efficiently even at 50% of their maximum capacity. This means the data center doesn't have to run at full capacity to achieve peak efficiency.
2. **Ultrasonic humidification**: Instead of using heat or pressurized water to produce water vapor for humidification, our ultrasonic humidification systems maintain the necessary humidity using only 7% of the energy of more traditional electric steam humidifiers, all without adding heat to the data hall.
3. **LED lighting**: Older lighting technology converts more of its electricity into heat than into light, but modern LED lighting gives us the double dividend of less data hall heat and less wasted electricity. Coupled with occupancy sensors, our LEDs deliver lighting only where and when it's needed.

### Right Cooling, Right Place, Right Time

Because colocation data halls host a variety of customers running a variety of servers, they must be built to be flexible and remain efficient at a wide range of capacities. This is especially noticeable when a facility is first starting up and customers have yet to finish their server installations. Older cooling technologies had to be run at full capacity regardless of the actual need for cooling, resulting in overproduction and waste. Our standardized data centers use a variety of technologies to deliver the right cooling to the right place at the right time, regardless of capacity. Those technologies include:

1. **Building management systems**: Using intelligent systems and sensor networks, the data center predicts the need for cooling and adjusts chiller output, air handling, and other factors to meet customer needs with minimal electricity use.
2. **Economizers**: Also called "free cooling" systems, economizers use low outdoor ambient air temperatures to cool when the weather is right, using roughly 14% of the electricity required by standard chillers. Economizers are installed in new facilities where the local climate provides efficient free cooling.
3. **High-efficiency chillers**: The air-cooled chillers that we source are selected for efficiency, flexibility, and reliability. New facilities are designed for dry cooling from the ground up, which maximizes the efficiency of our systems and avoids dependence on water. In our standard design, water is used only in a closed-loop system to transport heat from the data hall to the chillers, but no water is consumed (evaporated) in the process.
4. **Throttling**: Our systems use controllable variable frequency drives (VFDs) to power air handlers and pumps, meaning they don't have to be "all on" or "all off." The cooling distribution equipment is operated at precisely the right level needed for optimal cooling without wasting energy.
5. **Partnering with customers**: We work with our customers to provide optimal cooling to their servers and achieve good hot aisle/cold aisle separation and containment. We also optimize airflow directed to customer equipment to best match its power draw and select efficient temperature setpoints to meet equipment needs.
6. **Liquid-to-chip cooling ready**: This system allows even higher efficiency for customers who want to use various liquid cooling methods (in-row cooling, liquid-to-cabinet, liquid-to-chip, and immersion cooling) to collect heat from the servers instead of blowing chilled air through them.

### Computational Fluid Dynamics (CFD) Optimization

We use Computational Fluid Dynamics (CFD) modeling to simulate the flow of chilled air throughout a facility. CFD Models are advanced mathematical simulations that require expert configuration and hours on high-performance computers to complete but give key insights into how air and heat move through our facilities.

Chilled air enters the data halls through ventilated tiles into cold aisles created by barriers that surround the servers. The ventilated tiles have different sizes of openings which allow us to control the amount of air that enters each cold aisle, and the barriers keep the chilled air contained to the

space where cooling is needed (near the air intakes for the servers). These barriers can include blanks installed in empty racks, end-of-row doors, and roof panels (rack top baffles). Together, these features help optimize the amount and location of cooling while reducing the overall power demand of the system. When this arrangement is not working properly, chilled air is directed into equipment that does not require as much cooling while missing other areas that need more cooled air. The air handler fans then need to work harder, wasting electricity. We adjust our cooling through CFD modeling to best support our customers' evolving needs.

Optimizing the speed of air handler fans can yield surprising results. Fans consume more electricity to turn faster, but the relationship is not linear — power scales as the **cube** of fan speed. Double the speed, and you need eight times the power, not two. So a fan running at 100% speed uses roughly 30 times more power than one running at 25% speed. This means three fans running at 33% speed will move the same volume of air as one fan at full speed, while consuming 86% less power. This is the core principle behind CFD modeling: fine-tuning airflow distribution lets us move the same cooling capacity with far less energy.

This is one way we address the unique challenges of a colocation data center environment. Unlike in-house data centers, colocation data centers have a split responsibility between the servers (controlled by the customers) and the cooling systems (controlled by CyrusOne). Coordinating these two efforts for energy efficiency is not a simple matter. By using CFD modeling, we can recommend optimal settings for our cooling equipment and customer server arrangements to ensure that both operate efficiently. CFD Modeling provides opportunities to customize the cooling of each data hall between construction and operation, during customer build-out, and for ongoing optimization.

### *Between Construction & Operation*

During commissioning, data centers are tested to ensure that the cooling system can remove the heat that will be generated by servers. The data centers must remain running after being tested so that they are fully operational when customers move in. Unlike in-house data centers, colocation data centers face the uncertainty of not knowing exactly when customers will install their equipment, so there is often a period when the data center support systems are running without any servers occupying the space. Using CFD modeling, we have optimized cooling during that fallow period by reducing fan speeds and strategically allocating ventilated floor tiles, thereby lowering total energy demand.

### *Supporting Customer Build-out Process*

Our colocation data centers are designed to flexibly use cooling system configuration and cold aisle containment to match the varying need for cooling based on different data hall capacities and occupancy rates.

When customers move in and begin installing servers in our data halls, we bring the expertise of our CFD modeling to make recommendations on server arrangement, cold aisle containment, and chilled air flow rates to maximize the efficiency of both our equipment and theirs. This is the beginning of our partnership for efficiency with our customers.

### *Ongoing Optimization*

After customers have moved in, we continue to look for opportunities to improve efficiency. Data halls evolve over time: servers get upgraded, their loads change, and their temperature tolerances change. If we don't evolve our cooling strategies with them, then our cooling systems gradually become less efficient. We run the CFD modeling periodically to inform updates to our cooling system arrangement (such as optimizing airflow tiles and cold aisle containment) so that we can maintain efficiency without affecting customer server placement.

## Supplier Partnerships

Finally, we partner with our equipment suppliers to identify new high-efficiency technologies and to customize equipment specs to support our particular design needs, rather than just using off-the-shelf equipment when it's an imperfect fit.  At our annual Supplier Summit, collaboration on advancing sustainability performance is invariably a key area of focus and discussion.

## Energy Management Systems

In 2025, we achieved ISO 50001 Energy Management System certification across all our sites in the UK and the Netherlands. Building on our existing certification covering CyrusOne's Frankfurt sites, our team implemented a consistent, auditable energy management system that drives measurable improvements in each site's energy performance. By enabling the structured optimization of significant energy uses, achieving ISO 50001 supports continual improvement in energy efficiency and helps us meet customer sustainability expectations. In 2026, we plan to extend our certification to cover CyrusOne's full European portfolio and begin implementation at US sites.

## *Risk Management*

Energy efficiency reduces our environmental impact and also provides resilience against some types of risk. By reducing our reliance on energy, we also reduce the strain we place on the grid and the resulting risk of grid power interruptions, as well as our exposure to electricity price volatility. Additionally, having efficient operations allows us to minimize regulatory risk by preempting costly adaptation measures through our established energy-efficient programs.

## ENERGY EFFICIENCY METRICS AND TARGETS

Below are the primary metrics we use to measure our progress on energy-efficient operations. For more information about these metrics, see Appendix 1: Methodology.

### Metric: Absolute Energy Consumption

*GRI 302-1, SASB IF-RE-130a.2.1-3, SASB IF-RE-130a.3, TCFD Energy*

Our operational energy use calculations include four sources:

- **CyrusOne electricity** for server support and common areas
- **Customer electricity** for their IT equipment in our data halls
- **Natural gas** for comfort heating (only used at 9 facilities)
- **Diesel** for emergency backup generation.

These data are combined into a common unit for aggregation (MWh). We use standard conversion factors for natural gas and diesel (from the European Framework Initiative for Energy & Environmental Efficiency in the ICT Sector). For more detail about the scope and methods, see Energy Inventory in Appendix 1: Methodology.

Annual variations in diesel consumption are expected due to its use for emergency backup generation, which by nature, is unpredictable. The total energy increase reflects business growth as new data centers are opened and built-out. While our total electricity use increased 21% between 2024 and 2025, our standard grid electricity consumption only increased 7% during the same period, due to increased procurement of carbon-free electricity.

ASSURED

**Total Energy Consumption (MWh-equivalent)**

| Energy Type | 2018 | 2024 | 2025 |
|---|---|---|---|
| Non-renewable fuels consumed – diesel | 12,407 | 35,284 | 42,823 |
| Non-renewable fuels consumed – natural gas | 6,168 | 4,922 | 4,623 |
| Non-renewable grid electricity consumed | 1,362,020 | 1,290,035 | 1,382,076 |
| Non-renewable carbon-free electricity consumed (nuclear) | 0 | 361,175 | 334,001 |
| Renewable electricity consumed | 296,950 | 3,472,914 | 4,496,066 |
| Renewable electricity generated onsite | 0 | 0 | 0 |
| Steam/heating/cooling and other energy (non-renewable) consumed | 0 | 0 | 0 |
| Energy sold | 0 | 0 | 0 |
| **Total energy** | **1,677,545** | **5,164,330** | **6,259,588** |

*Scope: Energy used at directly managed facilities including CyrusOne electricity for server support and common areas; customer electricity for their servers in our data halls, including customer-procured renewables; natural gas for comfort heating (only used at some facilities); and diesel for emergency backup generation.*

# POWER USAGE EFFECTIVENESS (PUE) METRICS

*GRI 302-3*

The standard method for evaluating energy efficiency in data centers, Power Usage Effectiveness (PUE) is the ratio of a data center's total electricity usage to the electricity delivered to customer IT equipment, such as servers. This extra, non-server power (anything in excess of a PUE of 1.0) is used to operate the cooling, lighting, and other systems necessary for IT equipment operation. Since CyrusOne doesn't make any decisions about the efficiency of the servers themselves, we focus on how efficiently we can support their cooling and power distribution needs. PUE is calculated in accordance with ISO/IEC 30134-2 (ISO $PUE_1$, updated to the second edition 2026 standard) and has been recalculated for prior years to this standard. For more information about PUE see Appendix 1: Methodology.

We make a distinction between a facility's Design PUE (the idealized PUE of a facility running at full capacity, based on its design and assumptions about customer equipment) and its Operating PUE (the measured PUE of a facility in a given year based on actual conditions). Operating PUE will always be higher than Design PUE because, to maintain flexible capacity, colocation data centers are almost never run at full capacity.

## *Metric: Standard Dry Design PUE (Design PUE, ISO $dPUE_1$)*

Though we use a standardized design, the Design PUE varies at each facility due to the influence of the local climate; the warmer it is outside, the more energy it takes to maintain data hall temperatures. Therefore, we report the range of Design PUE across our facility locations, which ranges from 1.18 to 1.28, depending on local climate. Since energy demands vary by season, we report the annual average PUE ("annualized").

## *Metric: Operating PUE (PUE, ISO $PUE_1$)*

*TCFD Energy*

Below are our Operating PUE metrics for 2018 (baseline) and 2024-2025 for the facility categories we track. These averages only include *built-out* data centers which have finished their commissioning, start-up, and initial customer installations. *Pre-built-out* facilities, those under development, and customer-managed facilities are not included in the PUE averages. PUE has a minimum ideal score of 1.00 (meaning that no power is used to cool or light the facility), and a lower score indicates greater efficiency. PUE is calculated in accordance with ISO/IEC 30134-2 ($PUE_1$) and has been recalculated for prior years to this standard.

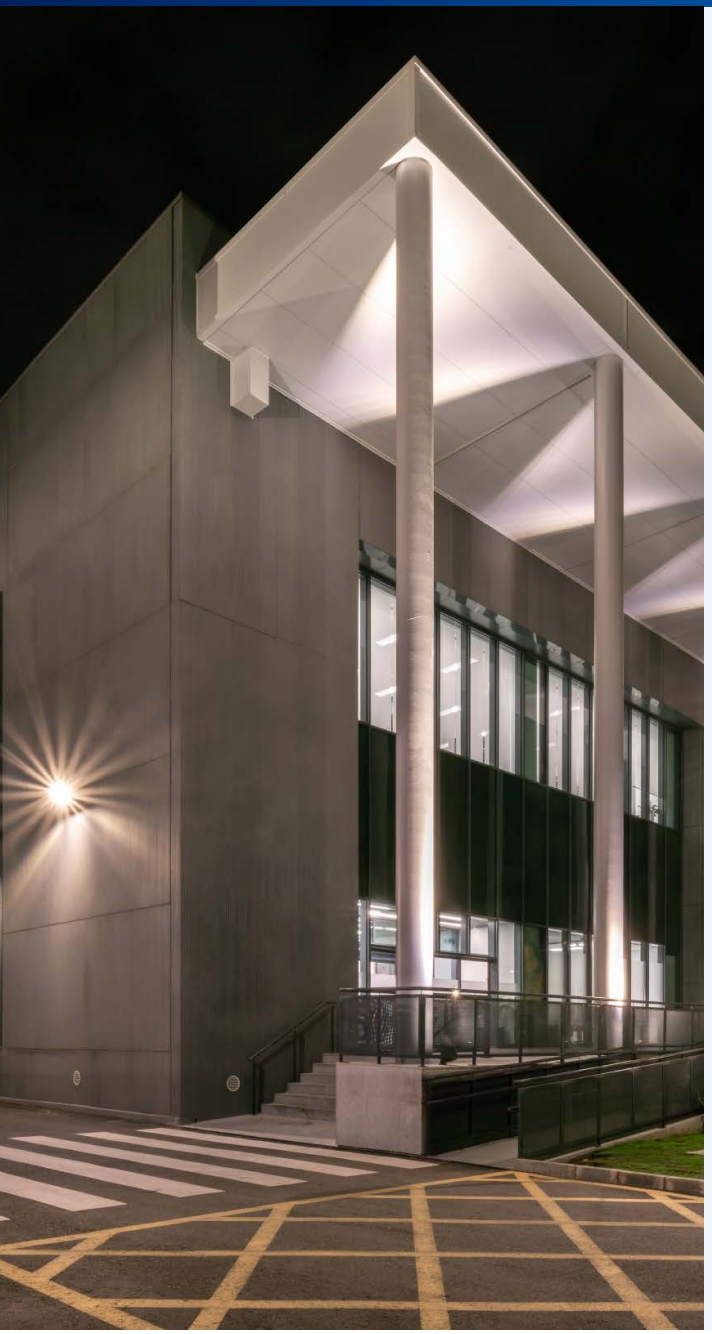
While we expect some year-to-year variability due to weather and occupancy, we have shown an improvement in PUE across all categories since 2018. This is primarily due to energy efficiency activities at older facilities and improved design efficiency at new facilities.

**Average Operating PUE (ISO $PUE_1$)**

| Reporting Category | % by CLC | 2018 | 2024 | 2025 |
|---|---|---|---|---|
| *Standard Dry Facilities* | 76% | 1.58 | 1.46 | 1.46 |
| *Nonstandard Dry Facilities* | 3% | 1.61 | 1.55 | 1.59 |
| *Nonstandard Wet Facilities* | 21% | 1.57 | 1.49 | 1.47 |
| **All Facilities** | **100%** | **1.59** | **1.47** | **1.46** |

*Scope: Directly managed built-out facilities.*

# MAD1: NEW MARKET, NEW BENCHMARKS



In 2025, we opened our first data center in Spain, located in Madrid. This milestone marked not only our debut in Spain, but also the first data center in the country to earn BREEAM certification for its design and construction. Building on that achievement, we attained the highest possible final certification rating, Outstanding, with a total score exceeding 85%.

BREEAM is one of the world's leading sustainability assessment methods for buildings, providing independent, third-party validation of environmental performance. For CyrusOne, this recognition reinforces our commitment to designing and operating data centers that are efficient, resilient, and sustainable from day one. It demonstrates that our performance claims are backed by globally recognized standards and verified outcomes.

This facility achieved especially high scores across key categories, including Management (96), Energy (96), and Materials (100).

A strong Management score reflects the strength of the project's sustainability governance from planning through delivery. Sustainability considerations were integrated into decision-making at every stage, rather than treated as an afterthought.

Energy is one of the largest environmental impacts of a data center. Achieving a high score within this category highlights the incorporation of highly efficient equipment and systems. An optimized building layout, advanced airflow management, and energy efficient lighting were just a few of the design attributes that contributed. In addition, like all of our European facilities, MAD1 is powered by 100% renewable electricity.

Within Materials, the project prioritized responsible procurement and embodied carbon reduction. This included the use of materials with recycled content, lifecycle-based decision-making, and a focus on durability to reduce replacement cycles. These efforts contributed to a perfect score of 100 in the category.

Additional sustainability features include rainwater recovery systems, rooftop solar supporting office infrastructure, electric vehicle charging, a green roof planted with climate-adapted species, and biodiversity enhancements such as birdhouses and bat shelters.

Together, these achievements position our Madrid facility (MAD1) as a leader in environmentally focused design standards, showcasing how a data center can embody sustainability throughout its entire lifecycle while setting a new standard for data center development in Spain.


# ENERGY ORIGINATION

The sources from which we originate or procure energy have a big impact on our energy and carbon goals, as well as our total water impact. This section describes our efforts toward carbon-free energy origination.

## Strategy

SASB TC-IM-130a.3

Our carbon-free electricity strategy primarily serves to meet our *climate neutral* target, though it also provides additional benefits. First, it allows us to help our customers meet their supply chain carbon reduction goals. Next, by "locking in" electricity contracts instead of relying exclusively on unbundled Renewable Energy Certificates (RECs), we may reduce our exposure to both energy and REC price volatility and maintain our ability to offer competitive rates to our customers. Finally, as we discuss in Onsite Water vs. Energy Supply Chain Water, solar and wind energy do not consume the large quantities of water that thermoelectric power (fossil fuels and nuclear) does, thus allowing us to further reduce our impact on regional water supplies.

Carbon-free electricity procurement is the primary tool for meeting our *climate neutral* goal because we defined our target to include the emissions from electricity supplied to customer equipment. Lowering our energy demand with efficiency measures only affects our support equipment – and even there, efficiency alone won't get us to *climate neutral*. While we prefer renewable electricity sources like solar and wind power, we also rely on nuclear power to tackle our *climate neutral* goal, particularly in areas without ready access to renewables. Finally, our transition to carbon-free electricity is a key strategy for managing risks in our energy supply chain and climate risks, like carbon pricing risk and water scarcity risk. These are discussed below in Risk Management.

In articulating our Energy Origination Strategy, we think about it on two different levels:

1. **Origination Hierarchy**: The types of power in order of preference
2. **Transition Roadmap**: How we plan to transition to a carbon-free electricity future

## *Origination Hierarchy*

In addition to considerations of cost and reliability, we follow a carbon-free electricity procurement hierarchy to guide our energy planning and purchases (see table below). We screen all our energy purchases, giving preferences for generation sources that do no significant harm and are additional (support adding new generation capacity). Beyond that aspect, we strive to support carbon-free electricity generation sources that are regional (contributing to the same grid where the energy is used), bundled (where delivery of power remains "bundled" to renewable energy certificates or other instruments), and renewable (from renewable resources, like solar and wind).

Therefore, direct renewable power with additionality via a physical Power Purchase Agreement (PPA) is our most desirable procurement option. The next most desirable are utility-supplied renewables where either the generator or distributor of our electricity provides us with the environmental attributes along with the power. This sends a market signal to encourage the creation of new renewable generation. Where PPAs or utility supplies are not available, we consider Virtual Power Purchase Agreements (VPPA) with a preference for generation from additional projects on the same grid as our demand. If none of these are feasible, we consider long-term contracts for nuclear power documented by Emission-Free Energy Certificates (EFECs).

While the methods above comprise the majority of our carbon-free procurement, we occasionally utilize short-term unbundled renewable certificates, such as Renewable Energy Certificates (RECs), Guarantees of Origin (GO), or Renewable Energy Guarantees of Origin (ReGO). For example, there is often a span of one to three years after we sign a new PPA before the project begins delivering renewable power. In such cases, we may use unbundled RECs to "bridge" the time between signing and delivery. We also acquire these RECs when requested by customers at facilities where we don't have renewable supply that meets their requirements.

We do not intend to achieve carbon neutrality solely with short-term unbundled RECs; instead, we consider them to be an incremental mechanism. Unfortunately, because of the high power density demanded by data centers , onsite renewable generation alone cannot meet the needs of our facilities.

### CARBON-FREE/RENEWABLE ELECTRICITY ORIGINATION HIERARCHY

| Desirability | Origination Type/Instrument | Regional | Bundled | Long Term | Renewable |
|---|---|---|---|---|---|
| Most | PPA/Retail Block | ☑ | ☑ | ☑ | ☑ |
| | Utility-supplied Renewables | ☑ | ☑ | ☑ | ☑ |
| | VPPA (same region) | ☑ | | ☑ | ☑ |
| | VPPA (different region) | | | ☑ | ☑ |
| | Long-term Nuclear Contracts | ☑ | ☑ | ☑ | |
| | Short-term Certificates (regional) | ☑ | | | ☑ |
| Least | Short-term Certificates (same grid) | | | | ☑ |

## Transition Roadmap

In the development of new facilities, we strive to procure carbon-free electricity with the goal of taking the operation carbon-free within the first year (after the load stabilizes). Some of our long-term power contracts at existing facilities were signed before the emergence of our *climate neutral* ambitions, so we must wait for existing contracts to expire before evaluating new options. We have already achieved 100% renewable electricity in Europe and plan to continue along our roadmap to *climate neutrality* across our operations. Our priority roadmap for carbon-free electricity procurement across our existing facilities is:

1. **Europe 100% Renewable** – Complete! Now investigating additional bundled physical PPAs
2. **Deregulated US power markets**, prioritizing larger loads first
3. **Regulated US markets** with carbon-free power solutions
4. **Regulated US markets** without ready carbon-free power solutions

By prioritizing our transition to carbon-free electricity in this way, we aim to make the most progress in the least time. Hopefully, the US markets currently without ready carbon-free power options will develop them as we finish the first three phases. In the shorter term, we will need to work with less desirable energy origination tools in these markets. Longer term, in regulated US power markets, we will work with our utility partners to develop green tariff offerings. In 2025, 69% of our directly-managed facilities operated on 100% carbon-free electricity, so the transition is well underway.

## *Risk Management*

Switching to carbon-free power can reduce financial, transitional, and physical risks. By lowering the carbon footprint of our power supply, we reduce our exposure to impacts from a potential carbon tax. (For information about the potential impact of Carbon Pricing Risk on electricity prices, see Climate Risk.) Signing long-term energy purchase agreements allows us to avoid price volatility and maintain our rates during severe weather events that influence market prices. Most renewable electricity generation is also less water-intensive and therefore results in a reduction of energy supply chain water consumption. We operate in some regions of high water stress where reductions in water use across our operations, including power generation, are a key part of our strategy (for more information on our Water Risk Assessment see Water).

## Carbon-free Outlook

In 2025, we added 280,320 MWh of renewable power to the portfolio via a multi-year green power tariff in Arizona that will begin delivery in 2028.

## ENERGY ORIGINATION METRICS AND TARGETS

Most of our energy origination metric performance is represented in the *climate neutral* target and the metrics we use to evaluate it (see Climate Impact). By switching to less carbon-intensive electricity sources, energy origination contributes to overall carbon reductions. There are a few metrics specific to carbon-free electricity that we track for insight into our current performance for customers and other stakeholders. For more information about these metrics, see Appendix 1: Methodology.

### Target: Maintain 100% Renewable Electricity in Europe

The first stop on our Transition Roadmap was to power our European operations with 100% renewable electricity. We first achieved this milestone in June of 2021. However, since we are growing quickly in Europe, we must continually source new renewable power contracts to keep up with our growing demand.

### *Metric: Percentage of Electricity Procured as Renewable in Europe*

We measure the amount of electricity that we procure as renewable in Europe as a percentage of all the electricity that we purchase (including electricity delivered to customers). In 2025, we continued powering all our European facilities with 100% renewable electricity through high quality utility-based instruments.

### *Metric: Percentage of Electricity Procured as Renewable by CyrusOne*

We measure the amount of energy that we procure as renewable, as a percentage of all the electricity that we purchase (including electricity delivered to customers). In 2025, our directly procured renewable electricity increased to 19.4% of total electricity.

### *Metric: Percentage of Electricity Procured as Nuclear by CyrusOne*

We measure the amount of energy that we procure as (carbon-free non-renewable) nuclear, as a percentage of all the electricity that we purchase (including electricity delivered to customers). Partway through 2023, we began our first contracts for nuclear power in Illinois, New Jersey, and Connecticut. In 2025 these contracts represented 5.4% of our total electricity consumption.

### *Metric: Percentage of Electricity Procured as Renewable by Customers*

We measure the renewable electricity that we can confirm has been procured by our customers to cover their server and cooling electricity in our facilities (which we include in our scope 2 reporting) as a percentage of all the electricity that we purchase.

### *Metric: Percentage of Electricity Paired with Renewable Certificates*

We measure the amount of energy that we pair with short-term unbundled Renewable Energy Certificates (RECs), Guarantees of Origin (GOs), or other certificate mechanisms. In 2025 we acquired limited regional RECs to support customer goals, representing 0.1% of our global electricity consumption. As mentioned under Origination Hierarchy, we do not expect to consider unbundled certificates as a long-term part of our strategy to meet our *climate neutral* target.

### *Metric: Percentage of Facilities with Renewable Option*

Currently, 100% of our facilities can offer customers some form of renewable electricity as an upgrade.

ASSURED

**Procured Carbon-free Electricity**

| Origination Type | 2018 | 2024 | 2025 |
|---|---|---|---|
| CyrusOne-Procured Renewables | 0.6% | 17.0% | 19.4% |
| CyrusOne-Procured Nuclear | 0% | 7.0% | 5.4% |
| Customer-Procured Renewables | 17.3% | 40.6% | 52.9% |
| Renewable Certificate Procurement | 0% | 0.2% | 0.1% |
| **Total Carbon Free Electricity** | **17.9%** | **74.8%** | **77.8%** |

*Scope: Directly managed facilities.*

As carbon-free electricity contracts signed in previous years start delivering power, our total CyrusOne-procured carbon-free (renewable and nuclear) electricity percentage continues to increase. Along with increasing customer-procured renewables, this has resulted in a large increase in the percentage of our electricity that is carbon-free since 2018.

# CLIMATE IMPACT

As a responsible corporate citizen, CyrusOne recognizes the importance of reducing our carbon footprint to contribute to global efforts to mitigate climate change and its associated risks. Consequently, we have taken several actions to address the climate impact of our energy use and its associated carbon emissions.

To understand our climate impacts, we prepare an annual greenhouse gas inventory using the standards set by the World Resource Institute Greenhouse Gas Protocol (WRI GHGP). For details about the scope of our inventory, please see Appendix 1: Methodology.

## Strategy

*SASB TC-IM-130a.3*

Our climate impact strategy is guided by two goals: (1) reduce our carbon footprint, and (2) provide useful business insight to our operations, customers, and other stakeholders.

To reduce our carbon footprint, we first focus on reducing energy consumption (see Energy Efficiency). Second, we look for carbon-free energy options such as directly procured renewables. Finally, we consider limited use of offset mechanisms like unbundled Renewable Energy Certificates (RECs) and carbon offsets.

Our purpose in preparing our greenhouse gas inventory is to meet stakeholder information needs while informing internal decisions. We do this by meeting third-party standards set forth by WRI, GRI, SASB, TCFD, and CDP Climate. By providing transparency about our impacts, we support our stakeholders' goals and decision making.

The high-quality carbon emissions data from our greenhouse gas inventory also informs internal strategic decisions across the company, helping us to avoid emissions by design. These assessments are detailed in the following Risk Management section.

To extend this insight to our customers, we provide clear carbon emissions data to current customers to help them make informed decisions about reducing their emissions through our facility-specific Customer Sustainability Reports, which we distribute annually.

### *Risk Management*

We assess our direct, indirect, and supply chain carbon emissions to manage risk and inform our carbon reduction strategy. This involves tracking regional and national grid emissions factors to understand how carbon intensity varies across our facilities based on the fuel composition of each electrical grid. We also seek out supplier-specific emission factors for even greater accuracy. Energy consumption, primarily electricity, makes up nearly all of our scope 1 and 2 carbon footprint.

We manage climate impact (how we affect the climate) separately from climate risk (how the climate affects us). To find out more about our strategies toward managing the effect climate change has on our business, please see the Climate Risk section in Governance.

Currently, our greenhouse gas data covers 100% of our directly managed colocation capacity. Furthermore, 93% of our scope 1 and 2 carbon emissions are due to electricity generation, which already has low-carbon options available in many markets. The remaining 7% is largely diesel for backup generation and refrigerant loss. To address the carbon emissions of refrigerants, we are transitioning to products with lower Global Warming Potential (GWP), such as R513A and R1234ze, in new builds. We are also monitoring the industry for lower carbon alternatives to diesel backup generation such as using renewable (HVO) diesel in existing diesel generators or alternative generation technologies such as natural gas generators, fuel cells, or large-capacity batteries.

By conducting a grid carbon intensity assessment, we can predict the future carbon emissions of our energy sources.

To manage the risk of carbon emissions resulting from these sources into the future, we are working towards procuring direct carbon-free power to provide predictable long-term and reliable energy supplies. For more details see the Energy Origination section.

### *Climate Transition Plan*

CyrusOne has prepared a Climate Transition Plan, reviewing its major business activities that result in greenhouse gases and identifying key strategies that can reduce these in alignment with our science-based carbon target and *climate neutral* by 2030 target. Business activities evaluated include Backup Generation, Comfort Heating, Customer Equipment, HVAC, Lighting, Office/ Security Equipment, Upstream Fuel and Energy Related Activities, Upstream Capital Goods (including Construction), and Upstream Purchased Goods & Services. For each of these business activities, we have identified the current source of greenhouse gas emissions and three sets of tactics for making reductions in priority order:

1. Increased efficiency
2. Less carbon-intensive alternatives
3. Offsets

For example, to reduce electricity needed for HVAC, tactics include sourcing more efficient equipment (increased efficiency), then replacing grid electricity with carbon-free electricity (less carbon-intensive alternatives), and finally (if any emissions remain, such as from refrigerant loss) using offset-type instruments like unbundled national RECs or carbon offsets (offsets).

## Carbon Offsets

We offset scope 1 emissions at European facilities that have already achieved 100% carbon-free electricity. In choosing carbon offsets, we sought opportunities to support multiple objectives at once, which is why we selected Bonneville Environmental Foundation's "stacked offsets". These innovative offerings "stack" verified carbon offsets with efforts that support mission-based programs. In 2025, our verified carbon offsets from the A-Gas V12 reclamation project (Project ID: ACR869) represent the capture of industrial process emissions from HVAC systems in Rhome, TX. To celebrate the opening of our first facility in the Pacific Northwest, PNW1, we chose to bundle the offsets with support for the Salmon and Floodplain Recovery fund, a project that helps Tribes and underserved communities reduce flood risk and bring back salmon in the Pacific Northwest.

## CLIMATE IMPACT METRICS AND TARGETS

Here are the primary metrics and targets we use to measure our progress in reducing our climate impact. For more information about these metrics, see Appendix 1: Methodology.

### *Metric: Absolute Greenhouse Gas Totals*

*GRI 305-1a, GRI 305-1d, GRI 305-2a, GRI 305-2b, GRI 305-2d*

Our internal carbon emissions reporting is separated into scopes 1 and 2. Scope 1 includes emissions from diesel, natural gas, and refrigerant loss, while scope 2 includes emissions from both customer IT equipment electricity and support electricity used to service common areas and cool data halls. Scope 2 emissions are reported using both market-based and location-based methods.

We measure or estimate refrigerant loss for all global facilities. For most facilities, this is based on maintenance records of additional refrigerant replaced in systems after servicing. For a few facilities without this data, we estimate refrigerant loss based on the total system charge.

ASSURED

**Scope 1 Emissions ($MTCO_2e$)**

| | 2018 | 2021 | 2024 | 2025 |
|---|---|---|---|---|
| Gross Scope 1 | 20,654 | 31,492 | 30,915 | 36,568 |
| Carbon Offsets | 0 | -683 | -1,767 | -2,545 |
| **Net Scope 1** | **20,654** | **30,809** | **29,148** | **34,023** |

*Scope: Directly managed facilities. 2018 is our first year of data, while 2021 is the baseline year for our science-based carbon target.*

**Scope 2 Market-Based Emissions ($MTCO_2e$)**

| | 2018 | 2021 | 2024 | 2025 |
|---|---|---|---|---|
| Customer Equipment Electricity – Market-Based | 389,640 | 384,846 | 269,089 | 286,991 |
| CyrusOne Support & Admin Electricity – Market-Based | 229,837 | 202,108 | 126,257 | 132,634 |
| **Total Scope 2 Market-Based** | **619,477** | **586,954** | **395,346** | **419,625** |

*Scope: Directly managed facilities. 2018 is our first year of data, while 2021 is the baseline year for our science-based carbon target.*

**Scope 2 Location-Based Emissions ($MTCO_2e$)**

| | 2018 | 2021 | 2024 | 2025 |
|---|---|---|---|---|
| Customer Equipment Electricity – Location-Based | 434,130 | 685,316 | 1,096,478 | 1,360,779 |
| CyrusOne Support & Admin Electricity – Location-Based | 256,081 | 359,905 | 514,471 | 628,891 |
| **Total Scope 2 Location-Based** | **690,211** | **1,045,221** | **1,610,949** | **1,989,670** |

*Scope: Directly managed facilities 2018 is our first year of data, while 2021 is the baseline year for our science-based carbon target.*

For our internal controlled emissions (net scope 1 and market-based scope 2), there was a 29% decrease in GHG emissions from 640k metric tons of $CO_2$-equivalent ($MTCO_2e$) in 2018 to 453 $MTCO_2e$ in 2025. This decrease was driven by increased carbon-free electricity procurement, even while total business activity increased substantially. In 2025, our internal controlled emissions were 36% of our total inventory. The remaining 64% were from scope 3 emissions (see Scope 3 Estimates).

In 2025, more than 92% of our internal controlled emissions came from purchased electricity (scope 2), as is typical for the data center industry. The remaining emissions were generated from diesel, natural gas, and refrigerant loss in our operations (scope 1). Since diesel is used for emergency backup generation, year-to-year use is highly variable based on the number of power disruptions that occurred.

It is worth noting that our annual 2025 change in market-based emissions (6% increase) diverged greatly from the change in location-based emissions (24% increase). This is a demonstration of the impact that carbon-free electricity procurement can have on decoupling the growth of our business with the growth of emissions. As the table below illustrates, while the expected emissions from our energy consumption (internal uncontrolled emissions, represented by the gross scope 1 and location-based scope 2 metrics) more than doubled from 2018 to 2025, our internal controlled emissions (net scope 1 and market-based scope 2) decreased by 29%.

For more information about these metrics, see Appendix 1: Methodology.

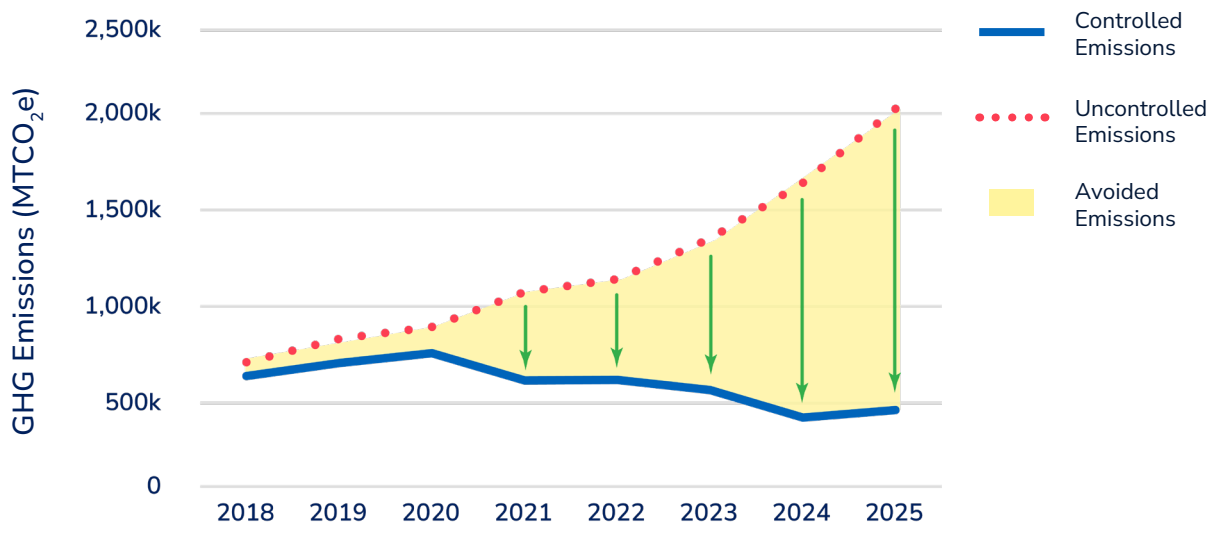
ASSURED

## Greenhouse Gas Totals ($MTCO_2e$)

| | 2018 | 2021 | 2024 | 2025 |
|---|---|---|---|---|
| Gross Scope 1 | 20,654 | 31,492 | 30,915 | 36,568 |
| Scope 2 Location-Based | 690,211 | 1,045,221 | 1,610,949 | 1,989,670 |
| **Internal Uncontrolled Emissions** | **710,865** | **1,076,713** | **1,641,864** | **2,026,238** |
| Net Scope 1 | 20,654 | 30,809 | 29,148 | 34,023 |
| Scope 2 Market-Based | 619,477 | 586,954 | 395,346 | 419,625 |
| **Internal Controlled Emissions** | **640,131** | **617,764** | **424,494** | **453,648** |

*Scope: Directly managed facilities. 2018 is our first year of data, while 2021 is the baseline year for our science-based carbon target.*

## Comparison of Uncontrolled vs Controlled Emissions



## Target: Climate Neutral by 2030

Our main target for Climate Impact is our *Climate Neutral by 2030* commitment. We have committed to operating *climate neutral* by 2030 and described the methods to get there under Climate Transition Plan (above). In this commitment, we include both the carbon emissions from our support infrastructure (cooling, lighting, power distribution, etc.) and those of our customers' IT equipment (servers) for net scope 1 and market-based scope 2 emissions. Overall, our targets are set to contribute to the Earth staying below 1.5°C warming, striving for the SSP1-1.9 scenario (a world of sustainability-focused growth and equality).

## Target: Near Term Science-based Carbon Target

As validated by the Science Based Targets initiative (SBTi) in 2022, CyrusOne commits to reduce gross scope 1 and market-based scope 2 GHG emissions 38% by 2030 from a 2021 base year, and to measure and reduce its scope 3 emissions. This target was set using the absolute contraction method and does not include the impacts of carbon offsets. In addition to our *climate neutral by 2030* target, this near-term target gives us important early milestones for making progress on our journey to *climate neutral*.

Our target prescribed an annual milestone of reducing absolute emissions by 16.9% from 2021 baseline for our combined gross scope 1 and market-based scope 2 categories. Through increases in carbon-free electricity, we saw a 26.2% reduction, exceeding our milestone by 9.3 percentage points.

During this period of 2021-2025, we increased our business (as measured by electricity delivered to customer equipment) by 115% (over doubling), successfully decoupling carbon emissions trends (solid blue line in chart) from business activity trends (red line in chart), while exceeding our science-based near-term target milestone (blue dotted line in chart).

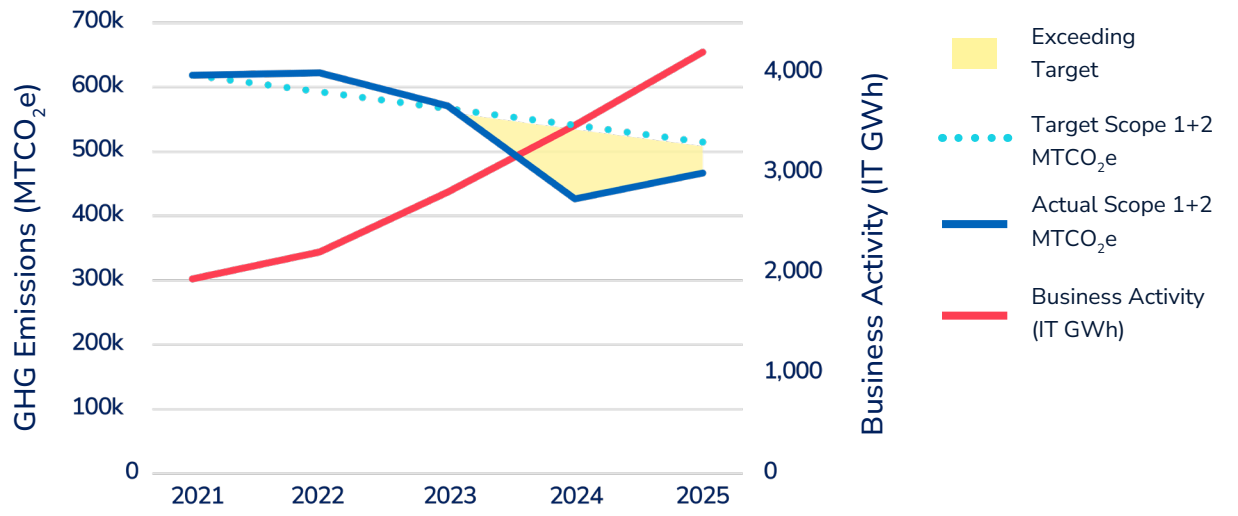
ASSURED

### Near Term Science-based Carbon Target ($MTCO_2e$)

| Scope | 2021 Baseline | 2025 Target | 2025 Actual |
|---|---|---|---|
| Gross Scope 1 | 31,492 | Target set for combined scope 1 & 2M | 36,568 |
| Market-based Scope 2 | 586,954 | | 419,625 |
| **Scope 1+2M** | **618,446** | **513,998** | **456,193** |
| **% Reduction** | | **-16.9%** | **-26.2%** |

*Scope: Directly managed facilities.*

### Trends in Business Activity and Carbon Emissions



### Metric: Climate Neutral Data Centers

We track the number of data centers that can be classified as *climate neutral* for internal controlled emissions. These are facilities that have reached 100% carbon-free electricity procurement and where we have purchased carbon credits to offset the remaining residual emissions. The offset emissions at these data centers (diesel for backup generation, natural gas for comfort heating, and refrigerant loss) come from sources without readily available alternatives and make up approximately 1-5% of each facility's potential carbon emissions (gross scope 1 + location-based scope 2).

For 2025, all eleven of our European data centers were *climate neutral*.

### Target: Climate Neutral Data Center Pact

CyrusOne is a founding member of the European Union *Climate Neutral Data Centre Pact (CNDCP)* — an agreement among data center operators, cloud service providers, and industry bodies in Europe to reach carbon neutrality by 2030. By participating in this pact, CyrusOne is supporting the EU carbon neutral by 2050 goal through a variety of targets related to efficiency, renewable electricity, water use, and circular economy. Since the end of 2021, we procure 100% renewable electricity for our facilities in Europe.

Our last remaining sources of carbon in Europe are our diesel backup generators and refrigerant loss. This represents about 1% of each site's internal uncontrolled emissions, so we purchase high quality carbon offsets to balance the emissions from these residual sources.

### Metric: Carbon Usage Effectiveness (CUE, ISO $CUE_2$)

*GRI 305-4, TCFD Emissions*

A common metric for measuring carbon intensity in the data center industry, Carbon Usage Effectiveness (CUE) is the ratio of internal controlled emissions to the electricity delivered to IT equipment ($kgCO_2e$/IT kWh). Since 95% of these potential emissions are due to electricity consumption, CUE and PUE are closely related within facilities operating on traditional electricity but quickly diverge when electricity is procured from carbon-free sources. CUE is calculated in accordance with ISO/IEC 30134 ($CUE_2$) and has been recalculated for prior years to this standard. For more information about PUE, see the Energy Efficiency section. For more information about CUE see Appendix 1: Methodology.

Shown below is the average CUE for *built-out* facilities that are managed directly. CUE has a minimum of zero and a lower value indicates greater efficiency and/or cleaner sources of energy. For an explanation of facility designations (*standard*, *nonstandard*, *wet*, *dry*) see Appendix 1: Methodology.

*Standard* (dry) and *nonstandard wet* facilities represent most of our operating capacity and have shown dramatic improvement in CUE since 2018, largely due to an increase in carbon-free electricity sourcing. *Nonstandard dry* facilities are primarily located in regulated US markets with limited access to renewable electricity, but CUE at these facilities has nonetheless shown steady improvement since 2018, largely as a result of energy efficiency improvements and reductions in grid carbon intensity. Our 2025 company-wide average was 0.10 kg $CO_2e$/kWh IT electricity use, *less than a fifth of our 2018 CUE.*

**Carbon Usage Effectiveness (ISO $CUE_2$)**

| Reporting Category | % by CLC | 2018 | 2024 | 2025 |
|---|---|---|---|---|
| *Standard Dry Facilities* | 76% | 0.55 | 0.11 | 0.10 |
| *Nonstandard Dry Facilities* | 3% | 0.63 | 0.40 | 0.24 |
| *Nonstandard Wet Facilities* | 21% | 0.70 | 0.09 | 0.10 |
| **All Facilities** | **100%** | **0.59** | **0.11** | **0.10** |

*Scope: Directly managed built-out facilities.*

## ACHIEVEMENT UNLOCKED!

Our 2025 average CUE was 0.10 kg $CO_2e$/kWh IT electricity use, less than a fifth of our 2018 CUE, demonstrating significant progress in our climate initiatives.

## Metric: Scope 3 Estimates

*GRI 305-3a, GRI 305-3d*

Scope 3 emissions are not directly emitted by CyrusOne. These emissions are from significant sources indirectly associated with CyrusOne, such as capital goods (including construction and equipment), goods and services, and fuel- and energy-related activities. These are the only categories that meet our reporting threshold of 2% of total estimated scope 3 emissions. Note that electricity used by customer IT equipment inside facilities that we directly operate is counted as scope 2 emissions, and its associated upstream fuel and energy-related activities are included in scope 3.

See how we determined which categories to report and how we calculated the emissions from these sources in Appendix 1: Methodology.

These results show the variability of our scope 3 emissions. The capital goods category is dominated by construction and highly variable due to the fluctuating number of facilities under development in a given year. The next largest category is the fuel- and energy-related activities category (upstream emissions from the extraction, refining, and transport of fuels or distribution of electricity), which are directly proportional to the fuel-based electricity, diesel, and natural gas we consume on-site at our facilities. Scope 3 emissions from purchased goods and services are small and grow steadily with the size of our company.

Despite significant business growth, we have managed to keep net scope 1 emissions relatively consistent over time, while substantially decreasing scope 2 emissions as we implement our transition strategy to carbon-free electricity alternatives. Scope 3 has shown steady growth in alignment with our business growth (particularly in years like 2025 with many construction projects) and, due to decreasing scope 2 emissions, represents a greater portion of our total remaining emissions.

ASSURED

### Scope 3 Emissions ($MTCO_2e$)

| Activity | 2018 | 2021 | 2024 | 2025 |
|---|---|---|---|---|
| Purchased goods and services | 20,553 | 31,068 | 32,825 | 36,502 |
| Capital goods | 162,114 | 182,009 | 231,056 | 528,522 |
| Fuel- and energy-related Activities | 138,718 | 185,564 | 208,518 | 240,614 |
| **Total Scope 3 Emissions** | **321,384** | **398,641** | **472,399** | **805,638** |

*Scope: Material scope 3 categories. 2018 is our first year of data, while 2021 is the baseline year for our STBi target.*

ASSURED

### GHG Emissions ($MTCO_2e$) with Percentage Contribution

| Scope | 2018 | 2018 % | 2025 | 2025 % |
|---|---|---|---|---|
| Scope 1 Net | 20,654 | 2.1% | 34,023 | 2.7% |
| Scope 2 Market-Based | 619,477 | 64.4% | 419,625 | 33.3% |
| Scope 3 | 321,384 | 33.4% | 805,638 | 64.0% |
| **Total** | **961,984** | **100%** | **1,259,286** | **100%** |

*Scope: Directly managed facilities and material scope 3 categories.*

# WATER

*GRI 303-1a*

In the data center industry, the emphasis on energy has historically overshadowed water. As data center development expands to meet demand, communities are asking what that expansion means for their water supplies. In many data centers, water is consumed for cooling purposes, replacing electricity. However, we have long recognized that water is a limited resource in high demand, meaning that issues with water supply could reduce our access to water for operations or increase friction with local communities. Facilities dependent on water for cooling may face operational interruptions or require costly retrofits to less water-intensive cooling technologies. To minimize risk, we strive to build new facilities without this operational dependence on water, with the goal of reaching net positive water in regions with high water stress. Most of our facilities already use dry cooling, and we have begun to partner with nonprofits to restore water to local ecosystems, making our presence a net benefit to these watersheds where we operate. Following our commitment to transparency, we have developed new reporting methods to integrate water into energy and carbon reporting to tell the full picture of a data center's impact on resources and the local region.

## STRATEGY

*GRI 303-1a, SASB TC-IM-130a.3, SASB IF-RE-140a.4*

Our water conservation strategy has three main goals: 1) remove barriers to data center efficiencies, 2) design to avoid dependence on water for cooling, and 3) restore water in high-stress regions.

### *Data Center Efficiencies*

Data centers like ours have great potential to achieve energy and greenhouse gas improvements by combining the computing power of many smaller data rooms into fewer larger data centers. The concentration of this computing power allows for more efficiencies, but it also concentrates the environmental impacts into a single region. For issues like greenhouse gas emissions, this concentration is less material since the emissions go into the same atmosphere and climate change is a global issue (though pollutants from fossil fuel power plants can have local air quality impacts). But for purely local issues like water stress, concentrating the water demand into a single watershed can have big impacts on local communities and ecosystems. Our strategy is to remove the negative consequences of water demand so we can enable the efficiencies brought by large data centers.

### *Plan for Sustainable Future*

We aim to build and maintain facilities that can function sustainably both now and into the future. With a high likelihood of strained water resources in many regions where we operate, we strive to avoid dependence on water for cooling in both our new and existing facilities. Most of our facilities already use dry cooling systems that do not consume water and we have plans to update our cooling systems at some existing water-cooled facilities in high stress regions. We also use future regional water stress projections to inform site selection and design for new facilities. This strategy allows us to make improvements to facility reliability and resilience while future-proofing against increased local water stress.

### *Energy/Water Tradeoffs*

New CyrusOne data centers are designed to avoid dependence on water consumption-based cooling, providing increased reliability and reducing regional environmental impacts. Traditionally, data centers have utilized cooling systems that evaporate water, removing millions of gallons of water from the watershed and discharging wastewater with highly concentrated contaminants to the local treatment system.

Avoiding evaporative cooling can result in a somewhat higher design PUE (Power Usage Effectiveness, a common metric used to measure data center efficiency) than could be achieved by "burning" water instead of electricity, but it allows us to prepare for the future and mitigate the impacts data centers have on regional water supplies. We do not ignore our carbon footprint — instead, we try to minimize our impacts to both climate and water. In 2025, more than half of our facilities operated both on 100% carbon-free electricity and zero water for cooling, a significant milestone toward this goal.

## ACHIEVEMENT UNLOCKED!

More than half of our facilities are dry cooled and operate on 100% carbon-free electricity, meaning they neither consume large amounts of water nor emit large amounts of carbon. This demonstrates that you don't have to sacrifice water to reduce greenhouse gas emissions.

### *Onsite Water vs. Energy Supply Chain Water*

We understand that no matter how much we reduce our onsite water consumption, as long as we are reliant on grid electricity we are indirectly responsible for the consumption of large amounts of water through traditional thermoelectric electrical generation for the foreseeable future. We have begun efforts to quantify this energy supply chain water consumption to understand both our full impact on water resources and the risk of electrical supply disruption due to increased water stress. The water consumed in electricity production, sometimes referred to as the "embodied water of electricity" or "virtual water," is often used to justify employing less expensive evaporative cooling to save electricity. The rationale is that water expended onsite is simply replacing water that would have been used in electrical generation and that it all probably evens out in the end.

There is some truth in this hunch, especially when the electricity consumed comes from thermoelectric sources (like fossil fuel or nuclear generation). However, studies show that solar and wind generation consume negligible amounts of water. As both electrical grids and individual consumers like CyrusOne replace thermoelectric sources with wind and solar generation, the water embodied in the electricity we consume decreases dramatically. If we can reach our *climate neutral* target solely through the use of renewable electricity, we will consume effectively no water for cooling at the vast majority of our facilities, whether directly through water-consuming cooling or indirectly through our electricity use. However, if we need to use nuclear electricity as part of a carbon-free mix, some water will be consumed for electricity generation.

To see the results of our company-wide supply chain water analysis, see Metric: Total Water Usage Effectiveness (WUE Source).

### *Risk-based Water Management Program*

Water as a resource is chronically undervalued. We manage water as a risk, rather than simply a cost, as we understand the risks that water stress can bring to our business continuity and to the communities in which we operate.

Water stress is highly regional. Some areas have abundant water, but many areas are facing increasing demand and a decreasing supply of fresh water. Because of this, no single approach will work for every situation. To take a risk-based approach, we analyze every watershed in which we operate to determine its local water stress, both now and projected into 2030 and 2050. In areas where water is scarce, we prioritize conservation. But we also want to do more. In these regions, we partner with environmental nonprofits to support projects that restore water flows to overdrawn watersheds. This provides benefits to both human water supplies and biodiversity, making our facility's presence in these regions *net positive* for water.

Our strategy is designed to insulate us from future water risk. This underscores the importance of considering PUE (Power Usage Effectiveness) and WUE (Water Usage Effectiveness, see below) in tandem, rather than treating them as isolated metrics.

For more information about PUE, see the Energy Efficiency section.

## RISK MANAGEMENT

There are two main ways we manage our risk of water supply disruptions and the operational disruptions that they bring. The first strategy is to understand the current and future regional water stress and risk to our facilities through a Water Risk Assessment (see below). The second is to use less water in our operations, which insulates us from whatever water risk is present in the regions where we operate. In areas with potential water shortages in the future, decreasing our dependence on water can help us avoid issues with competing water interests, increased water prices, and reduction of supply, while mitigating our relative impact. CyrusOne's dry cooled standard design insulates our operations from the risk of water-supply-based business disruption in regions where water is scarce. As shown in the portfolio summary in the Energy Efficiency section, 79% of our total colocation capacity employs dry cooling, which mitigates the exposure of our portfolio to the regional water stress described in our Water Risk Assessment. We firmly believe that our aggressive stance on prioritizing water conservation will become an opportunity for success as water scarcity increases.

## Water Risk Assessment

*GRI 303-1b, GRI 303-1d, SASB IF-RE-140a.4*

To understand the risk of water supply disruption for our data centers, we conduct an annual assessment of current and future water stress in the regions where we operate. This helps us to monitor water availability both now and projected into the future, to prioritize facilities for our water conservation efforts, and to reduce risk by avoiding dependence on water. This is part of our overall climate risk strategy detailed in the Climate Risk section.

At CyrusOne, we recognize that there is a risk of business interruption at some sites due to water shortages or price increases in the next decade. With the information from this assessment, we're able to understand the level of water stress in each region and take informed steps to address the water risk for our facilities.

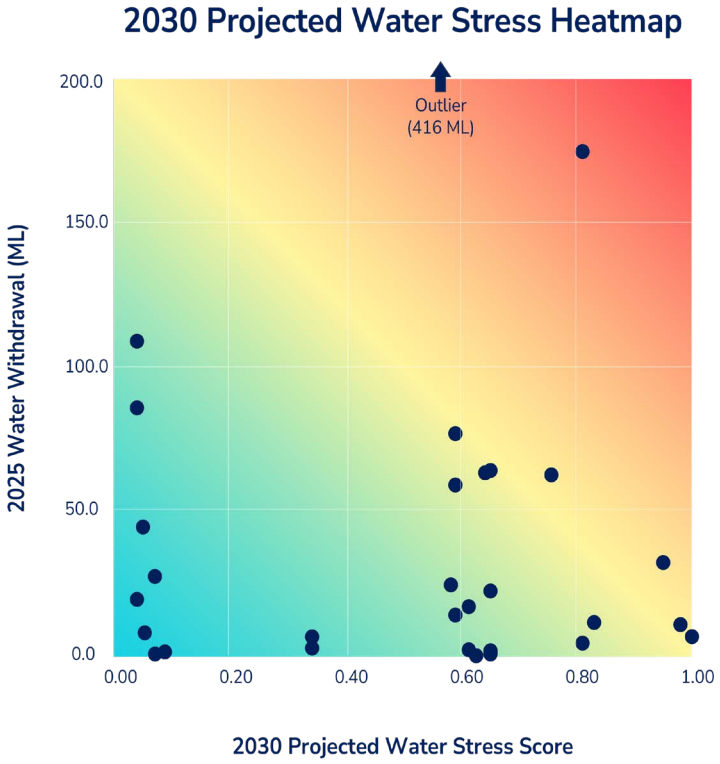
### Results

For each of our facilities with water use data (93% of hosting capacity), we evaluate water risk by comparing water withdrawal to local water stress, current and future. Our water stress data and scoring methodology is sourced from the Aqueduct Water Risk Atlas 4.0 (Aqueduct 4.0). The heatmap below illustrates this comparison for each facility's 2025 water withdrawal and its region's projected 2030 water stress. This chart illustrates the success of CyrusOne's dry cooling strategy — most of the facilities are already withdrawing relatively little water. Additionally, only two facilities fall into the high-risk exposure red area which indicates high withdrawal sites in regions expected to experience high water stress, suggesting where we should focus our water reduction strategies.

The water risk assessment provides us with the foresight to plan for efficiencies and alternatives now, rather than be surprised by water scarcity in the future. It informs us that 71% of our facilities are in regions projected to face increased water stress in 2030 (compared to Aqueduct 4.0's baseline), and 59% of our sites are in regions projected to be rated high or extremely-high stress by 2030. Fortunately, most of these sites are already low water users, underscoring the benefit of dry cooling.

### Updates

We update our water risk assessment annually to monitor this important issue and provide our business processes with the latest data for making decisions. We use the results of the water risk assessment to inform many decisions inside the company, including site selection, operations, and new facility design.




## WATER METRICS AND TARGETS

Here are the primary metrics and targets we use to measure our progress on water conservation issues. For more information about these metrics, see Appendix 1: Methodology.

### Target: 100% Dry Cooling in New Data Centers

We have a target to build all new facilities with the ability to operate with zero water-consumption cooling. By committing to this strategy, these efficient facilities can be cooled without the consumption of water both now and into the future. This results in a Design WUE of 0.002 L/kWh based on the water used in humidification (see Metric: Standard Dry Design Onsite Water Usage Effectiveness).

### Metric: Percentage of New Data Centers with Dry Cooling

In 2025, we began operations at six new facilities: CIN7, DFW4, DFW6, DUR2, MAD1, and PNW1. All of these sites employ dry cooling, resulting in 100% for this metric.

### Target: Net Positive Water in High-Stress Regions

*GRI 303-1c*

Our target for water conservation is not to simply do "less bad" but to do "more good" and leave regions better than if we were never there. With this in mind, we have set a target to make all our facilities in high water stress regions into *net positive water* facilities. We accomplish this in three steps. First, we identify which regions are considered *high* or *extremely high* water stress using our water risk assessment. Then, we attempt to reduce onsite water usage through operational efficiency measures and upgrades.

Finally, we partner with environmental nonprofits to restore water flows in these regions such as through Bonneville Environmental Foundation (BEF) Water Restoration Certificates® (WRCs). If we can restore at least 20% more water than we withdraw, we consider this to be a *net positive water facility*.

We continue to update our multi-year plan to convert all our facilities that are currently in high-stress regions to *net positive water*. After we accomplish our *net positive water* goals, we will continue to purchase WRCs annually to maintain our *net positive water* status and monitor our water risk assessment for new regions that become high water stress. When they do, we make a plan to convert facilities in those regions to *net positive water facilities*.

### Metric: Number of Net Positive Water Facilities

In 2025, we maintained *net positive water* status at thirteen facilities in Texas and Arizona, while adding San Antonio (SAT3) to the program. This brings our total number of *net positive water facilities* to fourteen data centers plus our US headquarters in Texas, or 41% of data centers in high stress regions.

Our 2025 restoration supported two Bonneville Environmental Foundation projects in the regions where we operate: The San Saba River project in Texas and the Mason Lane Headgate project in Arizona.

## Metric: Absolute Water Withdrawal, Consumption, Discharge, and Restoration

*GRI 303-3a, GRI 303-4a, GRI 303-5a, SASB IF-RE-140a.2.2, SASB IF-RE-140a.1, SASB TC-IM-130a.2, TCFD Water*

We estimate the total water withdrawn, consumed, and discharged by our facilities including water used for cooling, facility maintenance, irrigation, or other purposes. At our net positive water facilities, we have partnered to restore at least 120% of the amount of water we withdraw for these facilities to the regional watershed. See more about our net positive water facilities in the section above.

Net withdrawn water is the total water taken in by our facilities, regardless of how it is used, minus the amount of water restored by WRCs. All water withdrawn is freshwater from municipal supply. Since some of our facilities rely on water for cooling, water withdrawal indicates how vulnerable these facilities are to regional water shortages.

Once water enters our facilities, it is either 1) discharged to water treatment works and returned to the watershed or 2) consumed through evaporative cooling or irrigation. Since our consumption of water removes it from the watershed, water consumption indicates our impact on regional water availability.

For more information about the scoping of our water conservation metrics, see Appendix 1: Methodology.

Our water withdrawal has increased significantly since our baseline, representing growth in the number of facilities we operate and, therefore, our overall demand for water. However, overall water withdrawal, consumption, and discharge remained relatively stable between 2024 and 2025. Net withdrawal increased only 4%, compared to significant growth in business (represented by electricity delivered to customer equipment) which increased almost 22% in the same period, highlighting the water savings benefits of operating with dry-cooling.

ASSURED

**Water Usage (ML)**

| | 2018 | 2024 | 2025 |
|---|---|---|---|
| Water Withdrawal | 744.7 | 1,300.3 | 1,376.7 |
| Water Consumption | 532.8 | 1,015.6 | 1,077.7 |
| Water Discharge | 211.9 | 284.6 | 299.0 |
| Water Restoration | 0 | -78.2 | -101.6 |
| **Net Water Withdrawal** | **744.7** | **1,222.1** | **1,275.1** |

*Scope: Directly managed facilities for which water data is available (representing 93% of colocation capacity).*

ASSURED

**Water Usage in High-Stress Regions (ML)**

| | 2018 | 2024 | 2025 |
|---|---|---|---|
| Water Withdrawal | 387.1 | 999.8 | 1,068.9 |
| Water Consumption | 257.0 | 782.1 | 837.6 |
| Water Discharge | 130.1 | 217.7 | 231.3 |
| Water Restoration | 0 | -78.2 | -101.6 |
| **Net Water Withdrawal** | **387.1** | **921.6** | **967.3** |

*Scope: Directly managed facilities in high water stress regions for which water data is available.*

## Metric: Water Withdrawal, Consumption, Discharge, and Restoration in High-Stress Regions

*GRI 303-3b, GRI 303-4c, GRI 303-5b*

To focus our attention on areas where water is scarce, we track the total water withdrawal, consumption, and discharge from regions currently categorized as high or extremely high stress (according to the Aqueduct Water Risk Atlas) including water used for cooling, facility maintenance, irrigation, or other purposes. At our net positive water facilities, we have partnered to restore at least 120% of the amount of water we withdraw for these facilities to the regional watershed. See more about our net positive water facilities above.

This metric includes all 34 of our facilities in *high* or *extremely high* water stress regions.

The increase in water consumption between 2018 and 2025 is due to four newer facilities that were designed with water-consuming cooling equipment coming online in Europe. These facilities were designed before our dry cooling target was set. We have begun converting to low-water cooling equipment at two of these sites and have a plan to convert all of these facilities to dry cooling by 2030.

## WATER USAGE EFFECTIVENESS (WUE) METRICS

*TCFD Water*

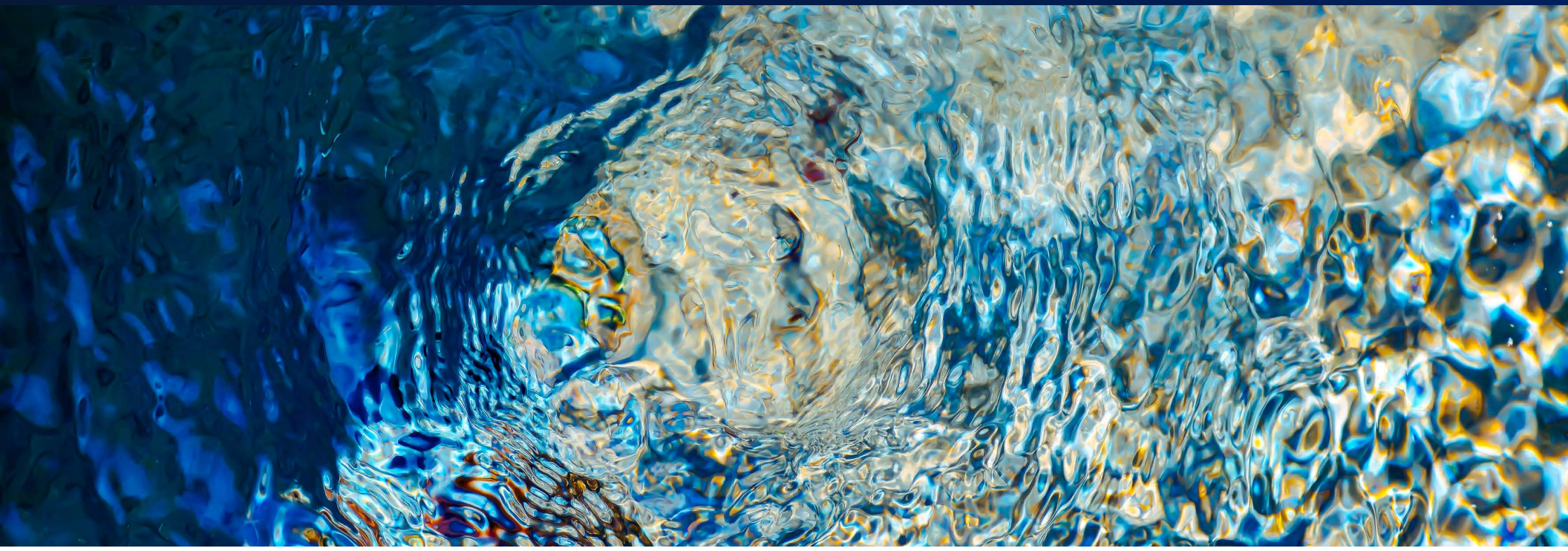
The standard metric for measuring water efficiency in data centers is Water Usage Effectiveness (WUE), a ratio of IT support water (measured in liters) to IT equipment electricity use (in kWh). IT support water, which represents approximately 85% of our total water withdrawal, includes water used to cool IT equipment and ensure proper humidification of data halls. It does not include facility or landscape maintenance water such as domestic water and irrigation. WUE has a theoretical minimum value of zero (no water withdrawn for cooling purposes or humidification). We report three WUE variants: Design WUE Site, Operating WUE Site, and Operating WUE Source.

The first two metrics only include water used at our facilities. We make a distinction between Design WUE Site (the expected WUE of a facility running at full capacity, based on its design and assumptions about customer equipment) and Operating WUE Site (the measured WUE of a facility in a given year based on actual conditions). Since our standard design uses dry cooling, Design WUE Site is based entirely on humidification requirements of our *standard* data center design. Actual operating WUE Site is naturally much higher than Design WUE Site in facilities that consume water for cooling (*nonstandard wet*). While always much lower, it can vary in our *standard* and *nonstandard dry* facilities based on the size of data halls requiring humidification and local climate variation.

We also report Operating WUE Source, which includes water consumed to generate the electricity our facilities use to power both IT and support equipment (referred to as electricity supply chain water) in addition to the IT water consumed at the facility.

### *Metric: Standard Dry Design Onsite Water Usage Effectiveness (Design WUE Site, ISO $dWUE_1$)*

Design WUE Site is the estimated ratio of liters of IT support water use to kilowatt-hours of server energy use and thus is measured in liters per kilowatt-hour (L/kWh). It is calculated assuming a facility is running at full capacity and employing dry cooling. **Our standard dry facility Design WUE Site is 0.002 L/kWh** based on the water used to humidify the data center. For an explanation of facility designations (standard, nonstandard, wet, dry) see Appendix 1: Methodology.



### *Metric: Operating Onsite Water Usage Effectiveness (WUE Site, ISO $WUE_1$)*

*TCFD Water*

WUE Site is a ratio of liters of IT support water use to kilowatt-hours of server energy use and thus is measured in liters per kilowatt-hour (L/kWh). This metric represents the actual average operating WUE of our sites by water use category, as opposed to the theoretical Design WUE Site described above. For an explanation of facility designations (*standard*, *nonstandard*, *wet*, *dry*) see Appendix 1: Methodology.

Average WUE Site at our *dry* facilities has remained exceptionally low for both *standard* and *nonstandard* facilities. Our *nonstandard wet* facilities' WUE Site is much higher, though it shows a significant downward trend. Our overall average WUE Site has decreased 48% since 2018.

**Average Operating WUE Site (ISO $WUE_1$) (L/kWh)**

| Reporting Category | % by CLC | 2018 | 2024 | 2025 |
|---|---|---|---|---|
| *Standard Dry Facilities* | 76% | 0.01 | 0.00 | 0.00 |
| *Nonstandard Dry Facilities* | 3% | 0.01 | 0.01 | 0.00 |
| *Nonstandard Wet Facilities* | 21% | 1.90 | 1.55 | 1.35 |
| **All Facilities** | **100%** | **0.49** | **0.29** | **0.25** |

*Scope: Directly managed built-out facilities for which water data is available (representing 93% of colocation capacity). Does not include the impact of water restoration.*

**Average Operating WUE Source (ISO $WUE_3$) (L/kWh)**

| Reporting Category | % by CLC | 2018 | 2024 | 2025 |
|---|---|---|---|---|
| *Standard Dry Facilities* | 76% | 1.51 | 0.99 | 0.78 |
| *Nonstandard Dry Facilities* | 3% | 2.58 | 2.37 | 2.44 |
| *Nonstandard Wet Facilities* | 21% | 5.70 | 3.14 | 2.80 |
| **All Facilities** | **100%** | **2.85** | **1.43** | **1.21** |

*Scope: Directly managed built-out facilities for which water data is available (representing 93% of colocation capacity). Does not include the impact of water restoration.*

### *Metric: Total Water Usage Effectiveness (WUE Source, ISO $WUE_3$)*

TCFD Water

As discussed in the Energy/Water Tradeoffs section, as long as we are reliant on grid electricity that includes thermoelectric sources to power our facilities, we are indirectly responsible for the consumption of large amounts of water in the production of that electricity. WUE Source is an estimation of the total water burden of a facility. This includes water consumed onsite as well as water consumed in the production of the electricity we use, referred to as "energy supply chain water." Supply chain water estimates are based on the World Resource Institute's Guidance for Calculating Water Use Embedded in Purchased Electricity.

WUE Source is a ratio of liters of supply chain water plus onsite IT water consumption to kilowatt-hours of server energy use, and thus is measured in liters per kilowatt-hour (L/kWh). For an explanation of facility designations (*standard*, *nonstandard*, *wet*, *dry*) see Appendix 1: Methodology.

It is interesting to note that the results of our WUE Source comparison dispute the conventional wisdom in our industry that water evaporated onsite for cooling is made up for by the energy supply chain water saved by using less electricity. Even though evaporative cooling reduces electricity (and therefore upstream water use), this reduction is not enough to offset the water consumed on site. On average, our *nonstandard wet* facilities, which use evaporative cooling, have a significantly higher total water burden than our *dry* facilities. This is true even as both have decreased significantly since 2018 due to increased use of renewable electricity, which requires minimal water for generation.

# BIODIVERSITY

Our data center campuses are mostly covered by buildings, but the small amount of landscaped area that we own still offers an additional opportunity for sustainability efforts. In addition to direct impacts on biodiversity, we also recognize that biodiversity may be impacted indirectly such as through water use or within our supply chain. We seek opportunities for the land around our facilities to support a diversity of resilient biological networks (as well as our digital ones) and prioritize investments, such as water restoration projects, that will also support local biodiversity.

## STRATEGY

*SASB TC-IM-130a.3*

As the loss of global biodiversity continues to accelerate, the ecosystem services that we all depend on both economically and socially are faced with extreme disruption. Existing biodiversity frameworks such as The Taskforce for Nature-related Financial Disclosures (TNFD) and Science-Based Targets for Nature (SBTN) have yet to provide guidance that directly addresses data centers. However, both frameworks suggest a similar hierarchy of control to ours, indicating that we are on the right track.

First, we have immediate control over reducing our biodiversity impact within the physical footprint of our facilities. Prioritizing site selection in zones designated for industrial development ensures that we avoid areas of high habitat quality. Next, once our data centers are built, we can use the available green space to give back to what would naturally be there by landscaping with locally appropriate native species in a landscape design that encourages benefits to wildlife. Finally, we seek offsite opportunities to improve habitats near our select facilities by working with local nonprofits that have conservation expertise. For example, when selecting water restoration projects to invest in or carbon offsets, we look for projects that not only provide the benefit to water or carbon, but also to biodiversity.

Our supply chain contains negligible biodiversity dependencies and fewer impacts compared to those that include agricultural and forestry products. The primary source of our supply chain biodiversity impacts is electricity generation. While all generation development and operation can have impacts, the supply chain of traditional fossil fuel-derived electricity has higher impacts to habitat and wildlife than renewable sources that do not require ongoing fuels including coal, oil, gas, and nuclear material. Our continued transition away from fossil-based energy production helps to reduce this supply chain impact while our watershed restoration efforts can help to mitigate it.

## RISK MANAGEMENT

*GRI 304-1, 304-2a, 304-4*

Our approach to managing risks related to habitat largely revolves around minimizing the harm from our sites. To evaluate this, we use two forms of risk assessments: (1) environmental assessments and (2) protected areas assessments. For more details about our methodologies for these assessments, see Appendix 1: Methodology.

### *Environmental Assessments*

Habitat impacts are an important consideration of the environmental assessments required by law in most markets before the construction of a new facility, such as wetlands delineations, threatened and endangered species reviews, and/or Environmental Impact Assessments. By considering sensitive habitats when selecting and developing project sites, we can minimize the need for remediation or identify risks early enough so that they can be addressed in our design. These early-executed assessments can help us reduce harm and avoid project delays.

### *Protected Areas Assessment*

To monitor our ongoing risk related to habitat, we conduct regular protected areas assessments to verify that our facilities are not adjacent to any protected areas or that adjacent areas have not become protected since construction. This allows us to continue to monitor potential critical habitat issues after a site is in operation.

# ONSITE HABITAT IMPROVEMENT

*GRI 304-2a*

## Strategy

We aim to achieve several objectives through landscaping at our buildings. By cultivating locally adapted native plants, we can minimize the water and other resources needed for maintenance while benefiting nature. Although most of our facilities have minimal landscaping, small areas can have a big impact if we create wildlife habitat through careful plant selection and placement. At sites with improved habitat, we've integrated plants, features, and practices that attract local pollinators and migratory birds. Our landscape designs include attention to the diversity of forage options throughout the seasons as well as creating shelter and nesting locations. Though we are in the early stages of implementing habitat landscape improvement across our portfolio, we have learned from the projects that we've pursued thus far and are prepared to apply our methods to new sites and existing facility upgrades going forward.

In 2024, we initiated a pilot project at a proposed development to assess biodiversity using the Americas Biodiversity Metric. Although the development did not proceed, the work provided a strong foundation for applying the methodology to future sites. Building on this initial effort, in 2026 we will apply the same approach to a new Illinois development.

This approach will do three things for us:

1. **Baseline Assessment**: Quantify the biodiversity value of the site prior to construction
2. **Impact Assessment**: Estimate the potential impact of developing a data center and inform expected net change (positive or negative) in the biodiversity value
3. **Enhancement Identification**: Identify potential landscape design enhancement opportunities that can further support biodiversity after development

Beyond this single site, this pilot project will help us better understand the biodiversity impact of our standard data center design. By integrating biodiversity considerations into development, we seek to minimize negative habitat changes and hopefully leave sites better than when we bought them.

## ONSITE HABITAT METRICS AND TARGETS

Here are the primary metrics and targets we use to measure our progress on onsite habitat improvement. For more information about this metric, see Appendix 1: Methodology.

### Target: Habitat Networks

As our facilities are strategically located to primarily improve data networks, we recognize that the same strategic placement can help provide habitat networks as well. Our target is to improve habitat at each facility with landscaping we control, focusing on pollinator-friendly gardens to support local biodiversity.

For us, this means landscaping that uses native and climate-adapted species to provide food, water, shelter, and nesting for pollinators and other wildlife. In addition, we prefer landscape management practices that conserve water, avoid unnecessary disturbance and chemical use, and strive for a natural aesthetic.

We understand that third-party verification is crucial to ensure our efforts are supporting wildlife in a rapidly changing world. Prior to 2024, we achieved National Wildlife Federation's (NWF) Certified Wildlife Habitat® status for 16 data center in Virginia, Texas, Arizona, and Ohio. However, NWF has since discontinued commercial certifications under this program, so we are currently researching alternative certifications. In Europe, we have followed the DCs for Bees Pollinator Plan at our facilities in Dublin and Amsterdam.

In 2025, we partnered with the Pollinator Partnership to develop a new onsite habitat self-certification framework. This framework is customized to the 8 regions of the US where we operate. Each region has a locally-adapted scorecard, enhancement plan (to upgrade existing habitat landscape or install new), climate-adapted native seed mix, and post-installation maintenance plan. The scorecard takes into account several factors to support pollinator populations including plant composition, seasonal bloom, structural diversity, maintenance, monitoring, education, and alignment with regional conservation plans or certifications. We are excited to begin implementing these enhancement plans in 2026 so that our facilities can contribute to regional pollinator diversity and abundance, helping our neighbors – particularly in agricultural areas.

**Habitat Networks Target**

| | 2018 | 2024 | 2025 |
|---|---|---|---|
| Facilities with Improved Habitat | 0% | 40% | 40% |

*Scope: Sites eligible for improved habitat (which have landscape that we can replant).*

### Metric: Facilities with Improved Habitat

*GRI 304-2b, GRI 304-3a*

To measure progress toward our target, we will track and report how many of our eligible facilities have some improved habitat onsite that supports biodiversity in the area. We consider a site to be eligible if it has landscape (as opposed to a high-rise, for example) that we have operational control over (rather than a leased facility where the landlord manages landscape). Currently, 70% of our data centers are eligible for habitat improvement.

As mentioned above, we have temporarily paused our habitat improvement program while we research alternatives to NWF's discontinued commercial certification.

## OFFSITE HABITAT IMPROVEMENT

Where our portfolio doesn't offer an opportunity for planting and habitat creation, we strive to work with local non-profit organizations and communities to enhance biodiversity in local areas.

### Strategy

Given our industry and the size of our company, we are working to find a way to meaningfully contribute to improving biodiversity. We recognize that this is not a problem we can tackle on our own — it will require partnership, creativity, and collaboration. A good example in our industry is Digital Infrastructure Ireland's DCs for Bees program, which provides a toolkit for pollinator plantings on-site at data centers and has also supported native plantings off-site at properties managed by the Irish Native Woodland Trust.

We know that biodiversity is intertwined with other environmental targets that we have set. For example, the electricity we consume can impact biodiversity through fossil fuel extraction and water consumed during electrical generation. These impacts will decrease significantly as we increase renewable electricity consumption, but we want to do more. However, there aren't readily tradable credits for habitat restoration in the same way that there are for carbon offsets, RECs, and water restoration. Biodiversity gains are more often a co-benefit of projects completed for other purposes. Therefore, our strategy is to look for projects with multiple co-benefits to help us work toward several target topics at the same time. The co-benefits can include expanding or preserving wildlife habitat, reducing water stress, improving communities, carbon reduction and removal, or improved renewable energy.

One way that we have pursued this strategy is through the purchase of Bonneville Environmental Foundation (BEF) Water Restoration Certificates® (WRCs) to increase water flows, improving regional water stress for both human use and local wildlife habitat. For more information about this water restoration, see Water. We have begun to map out additional offsite efforts to maximize biodiversity co-benefits. Possibilities include expanding partnerships with conservation organizations, supporting nature-based carbon removal or emissions reductions projects, and additional water restoration projects.

## OFFSITE HABITAT METRICS AND TARGETS

GRI 304-3a

To tackle this problem innovatively, we are avoiding prescribing metrics in the short term; however, we are closely following the application of reporting frameworks like the Taskforce for Nature-Related Financial Disclosures and Science-Based Targets for Nature. In 2026, we will continue to use these frameworks to inform our decisions on metrics to report and targets to set for biodiversity moving forward.

# CIRCULAR ECONOMY

*GRI 306-1*

In 2025, CyrusOne continued to develop and expand our strategy for transitioning to a circular economy. In general, one of the key strategies of a circular economy is dematerialization: transitioning material processes to digital ones. We recognize that data centers play a central role in dematerialization by providing a reliable digital infrastructure that can make alternatives not only less material-intensive but also more energy and labor efficient. Other sections of this report detail how we are reducing the environmental burdens of data centers, so the benefits of dematerialization do not simply shift the impacts to carbon or water. In this section, we describe our efforts at making our material streams more circular.

For material issues, CyrusOne's challenges are more closely related to those of a typical real estate company than to those of an in-house data center operator. For example, the EU *Climate Neutral* Data Centre Pact sets a high bar for data center circular economy practices by ensuring 100% of used server equipment is assessed for reuse, repair, or recycling. However, as we described in the Introduction, we do not control the servers in our colocation facilities — they belong to our customers. Due to this, our typical operational material waste generation is very low, largely consisting of customer packaging and break room waste. However, because we are building new facilities each year, our larger opportunity to contribute to the circular economy transition comes from incorporating circularity into our construction practices. Our efforts in both construction and operations are detailed below.

## STRATEGY

*GRI 306-2a, SASB TC-IM-130a.3*

Our approach to a circular economy is grounded in the fundamental principles of reduce, rethink, reuse, and recycle. These strategies are implemented during both the construction and operation of our data centers. We recognize that reducing consumption and waste generation at the source is where we can have the biggest impact. Therefore, we focus on construction upstreaming or eliminating the need for a material all together. We then rethink our processes to look for alternative products or materials that either incorporate recycled or renewable content or have longer lifespans, thereby reducing the frequency that the product needs to be replaced. Next, we consider ways to reuse material that may otherwise end up in landfill such as integrating fly ash into our concrete mixtures or reusing waste produced during demolition in the construction of a new facility. Where we can't reduce or reuse, our final line of defense is recycling. We ensure comprehensive recycling practices are in place for most waste materials, encompassing e-waste, construction byproducts, packaging, and more.

## RISK MANAGEMENT

We think of risk management for circularity in two ways: risk from the management of waste and risk from the availability of alternative materials for construction.

Overall, our waste generation is a small source of risk for our company. We generate relatively small amounts of regulated waste, e-waste, and unregulated recyclables. Our most significant risk is associated with one of our largest sources of waste – spent lead-acid batteries from Uninterruptible Power Supplies (UPSs). Often classified as a regulated waste (an exempted waste in the US if reclaimed), proper disposal is essential in mitigating compliance and regulatory risks. Additionally, improper management of regulated waste can result in environmental pollution and contamination. We manage this risk by partnering with battery service providers that provide full lifecycle management including recycling our batteries. We are also exploring alternative battery chemistries that are longer-lived with lower environmental impact.

A longer-term strategic risk is in the availability of circular and low-carbon alternatives to traditional building materials. We recognize that we need to reduce the impacts of our construction process, but access to alternative materials is currently limited. Our efforts to improve circularity and reduce scope 3 carbon emissions due to construction are largely dependent on those alternatives becoming more widely available.

# GREEN TEAM: EMPOWERMENT LEADS TO PROGRESS

When it comes to sustainability progress, it's easy for executives to set targets. But it can be hard to translate these goals into action at the facility level.

CyrusOne's "Green Team" was established in 2024 to strengthen communication between leadership and on-site staff, build shared understanding, and accelerate progress toward meeting our circularity goals. The team's members represent a diverse array of roles ranging from Service Delivery Technicians to Facility Managers to Operating Engineers, with at least one member from each of our North American facilities.

Green Team members champion recycling efforts, oversee proper waste segregation, and submit monthly waste data as needed. To drive engagement, leadership introduced quarterly site competitions, rewarding top performers and most improved sites while providing targeted support to underperformers. This gamified approach fosters friendly rivalry and continuous improvement. Additional strategies include centralized signage, optimized bin placement, and vendor take-back programs for wooden and plastic spools, reinforcing circularity beyond office waste streams. These results reflect a cultural shift from basic compliance to performance-driven engagement, supported by quarterly zero-waste training and ongoing education.

Over time, these strategies have shifted our waste management culture from passive awareness to active ownership, with measurable results. In 2023, before the Green Team, our North American average diversion rate for unregulated operational waste was 46% and we set a target of 55% diversion for 2024. Halfway through 2024, over two-thirds of sites had already met or exceeded the diversion target for the year. By the end of that year, the portfolio achieved 64% diversion, surpassing our goal by 9 percentage points. For 2025, our North American operational (unregulated) diversion rate reached 74%!

Today, engagement is sustained through ongoing education, transparent performance reporting, and leadership advocacy. This combination of grassroots empowerment and executive sponsorship has transformed sustainability from a compliance exercise into a shared cultural value, embedded across all levels of the organization.

# CONSTRUCTION CIRCULARITY

*GRI 306-2a*

## Construction Upstreaming

One technique that we have used to improve the circularity of our construction practices is through "upstreaming" construction so more of it happens at the manufacturer rather than on the construction site. This seemingly simple change in support of our innovative modular construction techniques means that each manufacturer's waste stays with the manufacturer, where they can better manage it in bulk. For example, during construction, a process may generate a remnant 5-foot carbon steel pipe. If this fabrication occurred at the construction site, the pipe remnant would most likely end up in the recycling bin since the opportunities to reuse it would be limited. At a high-volume manufacturing facility, however, there are many more opportunities for that pipe section to be used rather than recycled.

## Construction Material Choices

Our construction material choices also provide opportunities to close the loop and contribute toward a circular economy. We incorporate recycled content and low-carbon construction materials in addition to other environmentally preferable materials, like low-VOC paints and adhesives. Each choice is another step on the road to circularity and reducing the other environmental impacts of construction.

As part of our commitment to achieve green building certifications at all new data centers, we have integrated a variety of sustainability features into our construction practices. For example, our recent San Antonio (SAT8/9) construction project prioritized responsibly-sourced materials including recycled-content products, FSC-certified wood, bio-based materials, reused materials, and those from manufacturers with Extended Product Responsibility programs. Selecting products with product-specific life-cycle analyses and Type III Environmental Product Declarations helped us quantify reductions in environmental impact. We also implemented Material Ingredient Disclosure requirements, improving transparency around chemical composition and material health. All interior materials (paints, coatings, flooring, ceilings, insulation, etc.) complied with low-VOC and emissions guidelines as proven by certifications such as Greenguard Gold and FloorScore.

Sustainability programs at our Columbus (COL1) and Northern Virginia (NVA11) construction projects in 2025, focused on reducing the embodied carbon of our sites through the use of recycled steel and alternative concrete formulas. All of the structural steel for these facilities was sourced from plants that incorporate 80-90% recycled content. At COL1, we also replaced 75% of the Portland cement in the concrete footing with limestone for a much lower carbon mix.

## Construction Waste Diversion

*GRI 306-2b*

Our construction processes focus on reducing the impact of our construction activities on the environment, including site waste management. In Europe, we set strict targets for our General Contractors for the diversion of waste from landfill and to date all our live projects are achieving a minimum of 95% waste diversion through reuse or recycling.

In addition to lower-impact material choices, our construction team also works hard to make sure the waste products of construction can be captured for recycling and reuse. For example, at our Dallas (DFW7) site we selected a waste hauling partner who would allow us to comingle waste streams into a single dumpster which was then manually sorted at their facility. This strategy allowed the project to divert 88% of all construction and demolition waste created, resulting in a total of 543 tons of material kept out of landfills.

At our San Antonio (SAT8/9) project, we implemented concrete washout recycling with a documented 100% recycling rate, resulting in the diversion of about 20 tons of concrete slurry. The construction contractor at our Northern Virgina (NVA11) project implemented a policy banning single-use plastic water bottles, with an estimated savings of 70,000 bottles at the site in 2025.

Demolition of the existing buildings at our upcoming Milan (MIL1) site produced very strong diversion numbers, with 90% of excavated soil reused onsite and more than 1,500 tons of various materials processed for recycling. See more details in MIL1: Laying the Foundations of a Sustainable Community.

# OPERATIONS CIRCULARITY

*GRI 306-2a*

While construction is our largest opportunity to contribute towards the transition to a circular economy, we still look for opportunities to improve waste and circularity in our operations.

## *General Recycling*

*GRI 306-2b*

As part of our service to customers during their move-in process, we provide recycling for their packaging, such as cardboard boxes. For each facility, this waste generation is highly episodic — we may have a few months of this waste during move-in and then very little for years until a customer upgrades their equipment and generates more packaging. Many of our data centers also offer meeting rooms for customer use, and as part of this service, we offer office recycling of paper and drink containers. This matches the recycling we implement at our US and European headquarters. In 2023 we executed a portfolio-wide waste management strategy across our US portfolio standardizing our infrastructure and processes at each facility including bins, labeling/signage, and consolidation. In 2025, we continue to see the benefits of this initiative reaching an average operational diversion rate of 82%.

## *Battery Recycling and Waste Reduction*

*GRI 306-2b*

The most significant part of our waste stream is the spent lead-acid batteries that power our Uninterruptible Power Supply (UPS) systems. In the event of a power outage, these systems provide a large amount of power capacity for 5-10 minutes as the backup generators come online, ensuring continuous uptime for our customer environments. With the traditional UPS systems in service at the majority of our sites, the batteries must be replaced every 5-7 years and spent batteries are recycled by our battery service provider. In 2025 we recycled about 856 metric tons of batteries.

## *Electronic Waste*

*GRI 306-2b*

While CyrusOne has long recycled its own electronics, in 2022 we implemented a partnership with AIT Electronic Recycling Solutions to provide electronic waste collection bins for our customers and team members as well. Each CyrusOne facility in the US now provides customers with a convenient way to properly recycle these materials. In addition to waste produced at work, customers and teammates can also bring in e-waste from home for recycling, including old computers, printers, keyboards, monitors, etc. In 2025, AIT picked up about 72 metric tons of recyclable materials. This recycling program is a vital part of CyrusOne's Circular Economy efforts to keep valuable materials in circulation and toxic materials out of the environment. While some customers choose to manage their e-waste through other means, we are proud to provide this optional service for them.

### Where Are Your Servers?

As we described in the Introduction, as a colocation data center operator, we do not own or control the servers of our customers located in our facilities. Rather, these servers are owned, operated, and retired by our customers. This is different from owner-operated data centers — such as those operated by hyperscalers — where they manage both the data center and its servers. Because of the importance of data security, server end-of-life management is frequently managed by our customers, so they retain custody of their confidential data. Because of this, the decision to dispose of, recycle, or reuse these assets is entirely up to them. To support our customers, we do offer optional onsite e-waste recycling services at all US facilities where our customers can choose to deposit their retired assets for recycling by our partner. In addition, we practice e-waste recycling for our own electronic assets, such as teammate laptops and monitors, but this is a small component of our overall waste profile.

## AIR POLLUTION

*GRI 305-7*

We are not a significant generator of major air pollutants compared to industrial sources since our primary source is diesel generators used for emergency generation only. To demonstrate the low levels of our air pollutant generation, we estimated the amount of six common pollutants emitted from our diesel generators during 2025.

These generators are operated under air permits with recordings of run time and fuel inventory. These estimates demonstrate the low levels of emissions from our facilities relative to heavy industrial emitters and explain why we do not consider air pollution to be highly material for our reporting.

## CIRCULAR ECONOMY METRICS AND TARGETS

*GRI 306-2c*

Here are the primary metrics and targets we use to measure our progress on waste management. For more information about this metric, see Appendix 1: Methodology.

### *Target: Diversion Rate*

As part of our circularity efforts, we have been improving our methods for tracking diversion. In 2025, we set an internal goal of 70% diversion for non-regulated waste in the US and exceeded it by 14%. We will continue to set annual internal goals until we establish a long-term/ multiyear goal.

### *Metric: Diversion Rate*

*GRI 306-3, GRI 306-4, GRI 306-5*

In 2025, we have gathered centralized waste and diversion records for 55 of our facilities (representing 96% of our directly managed capacity). Our total diversion rate for 2025 was 82.2%.

ASSURED

**Waste and Diversion (MT)**

| Disposition | 2020 | 2024 | 2025 |
|---|---|---|---|
| **High-hazard Regulated Waste** | | | |
| Treated | 0 | 0 | 0 |
| **Low-hazard Regulated Waste** | | | |
| Recycled | 1,088.6 | 229.9 | 930.1 |
| **Non-regulated Waste** | | | |
| Reduced | 0 | 809.9 | 614.4 |
| Reused | 0 | 237.2 | 210.2 |
| Recycled | 456.2 | 1,182.7 | 856.9 |
| Incinerated | 0 | 33.7 | 23.9 |
| Landfilled | 3,020.2 | 1,203.1 | 542.2 |
| **Total** | **4,565.0** | **3,696.5** | **3,177.7** |
| **Diversion Rate** | **33.8%** | **66.5%** | **82.2%** |

*Scope: Operational waste from directly managed facilities.*

**Air Pollution Emissions (MT)**

| Air Pollutant | 2025 |
|---|---|
| NOx | 354.2 |
| CO | 74.0 |
| VOCs | 14.6 |
| $PM_{10}$ | 8.1 |
| $PM_{2.5}$ | 5.1 |
| $SO_2$ | 9.5 |

*Scope: Estimated emissions from diesel generators at directly managed facilities.*

# SOCIAL RESPONSIBILITY

## OUR DUTY

At CyrusOne, we understand that we have a responsibility to act as good corporate citizens. We pride ourselves on our **Core Values** of *Commitment*, *Accountability*, *Respect*, and *Excellence* (collectively referred to as **CARE**).

## SOCIAL RESPONSIBILITY CATEGORIES

Our social responsibility efforts fall under the following four headings:

- **Responsibility to Our Communities**: We strive to build networks of resilience in the communities where we operate.
- **Responsibility to Our Teammates**: Our people are our greatest asset, and we have a responsibility to promote their well-being and foster their growth.
- **Responsible Supply Chain**: Given our small team size, our supply chain offers a significant opportunity to enhance our social impact.
- **Responsibility to Our Customers**: We value our customers and work to deliver exceptional service and keep them safe when they're at our sites.

HEALTH • SAFETY & SUSTAINABILITY ENVIRONMENTAL
SAFE BY DESIGN
CyrusOne

## SAFETY ACROSS THE VALUE CHAIN

We take seriously our responsibility to promote a safe working environment not only for our employees, but across our value chain. We discuss how we address safety throughout the rest of this chapter. For a summary, you can see our Health and Safety website or link to the sections below:

- Employee Occupational Safety
- Contractor Occupational Safety
- Customer Safety

### *Growing to Meet the Safety Challenge*

As our business is growing, so is our commitment to safety. In 2025, CyrusOne expanded our Environmental, Health, and Safety (EHS) organization by adding regional EHS managers across seven key U.S. regions. This experienced team provides dedicated support for both operational and construction safety. Expanding these roles underscores our continued commitment to protecting the health and safety of our workforce, safeguarding the reliability of our data center operations, and serving the best interests of our customers.

# RESPONSIBILITY TO OUR COMMUNITIES

We manage more than 60 data centers around the world. Each one of them operates within a local community, where we do business and where our teammates live, work, and raise their families. While we are a global company, we must also think locally, taking responsibility to positively impact the communities where our facilities are located. When we take time to volunteer, contribute to a local organization, or just meet with our neighbors and get to know each other, we are contributing to the overall wellness and connectedness of our communities.

## STRATEGY

### *Building Networks of Resilience*

At CyrusOne, building resilience into our business is a core competency of our teammates and crucial to our success. We believe we have a great deal to contribute by extending our efforts outward into our local communities.

Specifically, we intend to develop volunteering and giving initiatives and target our philanthropic support in three specific areas where we can help build Networks of Resilience:

1. **Building a resilient workforce**: To give our teammates and contractors the support and inclusive environment they need to adapt to changing business and world conditions, and to nurture new talent through internships and training programs.
2. **Building resilient community networks**: To help our communities weather unexpected shocks and downturns, such as those that have been impacted by natural disasters or are facing food insecurity.
3. **Building resilient ecological networks**: To support local watersheds and foster healthy, biodiverse habitats essential to communities (both human and wildlife) and to minimize the effects of climate change. Community Engagement

### *Corporate Giving and Volunteerism*

Community is central to our company CARE core values. We believe in giving back to the communities in which we do business. Each year, our teammates are provided eight paid hours for volunteering within their respective communities. Through company-sponsored events and on their own, many of our teammates make time to work alongside our neighbors to make the community a better place.

In 2025, CyrusOne teammates supported community engagement and volunteer initiatives across key markets, contributing time, resources, and expertise to strengthen local communities and workforce development.

Some highlights of our 2025 corporate community investment and volunteer events included:

- CyrusOne headquarters hosted two initiatives supporting **Community Partners of Dallas**, including a back-to-school supply drive in the autumn and a holiday fundraiser during the winter season, benefiting children and families in the local community.
- In April 2025, CyrusOne employees participated in an Earth Day volunteer event at **Bonton Farms**, supporting local sustainability and community development efforts.
- CyrusOne employees participated in the **Katy Trail 5K**, promoting employee engagement, wellness, and community involvement.
- As part of ServiceNow's annual charity Dragon Boat Race, a CyrusOne employee-led team of 16 participated to raise funds for the **British Heart Foundation** to fund life-saving medical research.

## *Being a Good Neighbor*

We work to be a positive presence in the communities where we operate by contributing local benefits and striving to do no harm. We communicate with our community stakeholders and take action to strengthen our shared environment and thoughtfully integrate into the community

In 2025, we organized multiple events at our facilities to welcome neighbors from the community. Opening our doors was a great opportunity to showcase what we do, answer questions directly, and build understanding about the infrastructure behind the services people use every day. By hosting these guided tours, we aim to strengthen community connections and give our neighbors an opportunity to share what matters to them. Some highlights of our community outreach in 2025 included:

- As part of **International Renewable Energy Agency** Innovation Week 2025, we welcomed global energy leaders to our FRA1 data center for a firsthand look at sustainable design and energy efficiency in data centers.
- Our FRA1 data center hosted students from **RWTH Aachen University's** Institute for High Voltage Equipment and Grids, Digitalization and Energy Economics in partnership with local grid operator **Syna GmbH**. These engineering students got a first-hand look at the inner workings of a live data center and how it interfaces with the broader power grid.
- CyrusOne participated in a community career fair at the **Clifton Civic Center in Bosque County, Texas**, connecting local residents with employment opportunities across the data center ecosystem. The event brought together eight companies hiring for construction and operations roles, increasing awareness of career pathways in digital infrastructure.
- We welcomed 15 aspiring engineers to our **UK apprenticeship assessment center at LON1** for a visit that included hands-on tours of live data halls and working side-by-side with our engineering teams. Candidates got a true behind-the-scenes look at what it takes to keep a data center running 24/7.
- We participated in Open Data Center Day, an initiative by the **GERMAN DATACENTER ASSOCIATION e.V.** by hosting guided tours of our FRA1 and FRA2 data centers. This gave 24 of our neighbors from the Frankfurt community a rare look inside the facilities that keep our digital world running.
- In a unique collaboration, the unused buildings at our 27,500 square meter site in Sossenheim (the site of our upcoming FRA6 data center) were transformed into a training ground for the **Hessen Special Police Unit**. The diverse terrain and empty offices created ideal conditions for real-world tactical training before the site's transformation into state-of-the-art digital infrastructure.

## *Training the Next Generation*

There has been a long-term shortage of STEM skills pipeline in the data center industry, including underrepresented groups. CyrusOne has historically supported internship opportunities to help individuals develop business and technology skills and build careers in the data center industry.

Some highlights of our efforts in 2025 to engage the next generation:

- CyrusOne partnered with **Texas State Technical College** to support local workforce development through the Mechanical, Electrical, and Information Technology (MEI) Data Center Pathway Program and this partnership has contributed to three local hires. In 2025, CyrusOne fully funded three scholarships for Bosque County residents to participate in the program.
- For the third year, CyrusOne partnered with **HireHigher** to host the UK's largest student digital infrastructure conference, bringing together 90 bright minds from St Marks Catholic, Gunnersbury Catholic, and Logic Studio Schools to address the industry's critical skills gap.
- Our Facilities team in London hosted four apprenticeships with a focus on electro-mechanical engineering. As part of our apprenticeship program in collaboration with **Harrow College** and **Uxbridge College**, these students will be with us for three years getting hands-on experience while they complete their college coursework.
- In 2025, we expanded our apprenticeship program to Germany, where our facilities team in Frankfurt hosted three apprentices in partnership with **Provadis School of International Management & Technology**.
- One university student is spending a year getting first-hand industry experience with our **Development and Construction** teams as part of a student work placement in Europe.
- We continued our partnership with **University Technical College Heathrow** and **techUK** to run the first specialized data center curriculum in the UK as part of the Digital Futures Program. The partnership sees CyrusOne, among other industry partners, delivering content, teaching, and providing work experience placements and apprenticeship training.

# MIL1: LAYING THE FOUNDATIONS OF A SUSTAINABLE COMMUNITY

2025 was a year of growth for CyrusOne, bolstered by our entry into new global markets as well as our ongoing commitment to sustainable operations and development. CyrusOne's recent expansion into the Italian market was no exception, where this year saw significant investment in environmental considerations for the local community as we began development of our first data center in Milan (MIL1).

Located in the Municipality of Segrate, East Milan, on the site of a former nuclear research facility, a key priority of this project has been improving the local environment through purposeful land remediation and low-impact demolition.

CyrusOne's site regeneration work has transformed an industrial area abandoned for decades through targeted enhancement and restoration. These efforts have delivered immediate improvements while also creating lasting positive impact for the surrounding community.

Throughout the early site development and land remediation phases, the project's commitment to circularity has been critical. In addition to the extensive decontamination works, our team ensured that all demolition waste was diverted from landfill, as exemplified by:

- 45,000 m³ of materials (including cement, bricks, and tiles) has been processed for reuse, approximately 60% of which was repurposed on-site for backfilling, with the remainder used for future construction projects across Milan
- Over 1,500 tonnes of materials have been separated and recycled (including wood, insulation, gypsum, and plastics)
- We've excavated 100,000 tonnes of soil with over 90% used on-site for support structures and land modifications.

CyrusOne also completed the acquisition of a 658,628 $m^2$ biodiverse plot known as the Golfo Agricolo, which has been gifted to the Municipality of Segrate for community use. This is in addition to more than 15,000 plants and 170 trees being planted across the site to support biodiversity for pollinators and birdlife, further strengthening our commitment to the support of community wellbeing.

In addition to work we've done to remediate the site, CyrusOne is also working closely with the Municipality of Segrate to deliver lasting benefits for the community. As part of that commitment, CyrusOne is investing over €6 million in local infrastructure improvements. This includes the installation of photovoltaic (solar) panels on local public-school buildings, as well as the redevelopment of Via delle Regioni which will be transformed into a modern urban boulevard with new pedestrian-only spaces and cycle paths.

Collectively, the high-impact work and significant investment made at our upcoming Milan facility (MIL1), showcases CyrusOne's priorities as a business and exemplifies the sustainable path on which we plan to continue for future developments.

# RESPONSIBILITY TO OUR TEAMMATES

At CyrusOne, we aim to be a preferred neighbor and employer by embodying our Core Values of *Commitment*, *Accountability*, *Respect*, and *Excellence* (CARE). We are committed to having a positive social impact on the communities we serve, attracting great talent, and building inclusive teams. To achieve this, our efforts are focused on creating a culture of belonging, ensuring the health and safety of our teammates, and providing a work environment that promotes career development and community. We recognize that our 700+ teammates are the foundation of CyrusOne and that we are stronger when we grow together. Our leadership strives to give each teammate what they need to thrive in their careers, grow, and contribute at their highest potential. We aim to be an employer of choice, with passionate, innovative, and fully engaged teammates. All our teammates operate solely in developed democracies (the United States, Western Europe, and Japan) with strong human rights protections, so our risk of human rights issues related to employment is minimal.

## TEAMMATE ENGAGEMENT

Our company culture is built on the foundation of our core value of Respect. Respect is the basis for an inclusive culture where every individual feels a deep sense of belonging. It's about cultivating an environment where everyone feels valued and where each person can thrive personally and professionally. CyrusOne fosters a culture that empowers employees to:

- Honor the opinions of others and value alternative perspectives.
- Treat everyone in a positive, trusting, and uplifting manner that embraces differences.
- Demonstrate compassion and build strong relationships.

This respect for individuals has allowed us to build a strong team by attracting and retaining talented people who feel that their contributions are valued. In 2025, more than 73% of our teammates participated in our Employee Engagement Survey, which resulted in Top Workplaces 2025 Awards for Employee Appreciation, Employee Well-being, and Professional Development, along with a spot on the UK's Best Workplaces for Wellbeing list. We also maintained our places in the USA Today Top Workplaces, the Arizona Central Top Workplaces, the Dallas Morning News Top Workplaces, and the Great Place to Work in the UK lists.

### *Teammate Resource Groups*

Employee-led groups are an important aspect of creating an inclusive work environment and helping teammates find ways to connect, belong, and grow. We recognize that a key area of opportunity for CyrusOne is increasing talent acquisition and improving development opportunities for women. Our Women's Initiative Network (WIN) supports and encourages women to advance their skills and leadership potential through connection, networking, mentorship, collaboration, and discussion. The WIN team is sponsored and chaired by four senior female leaders, including our Chief Customer & People Officer. The team also includes six female ambassadors from various internal departments.

In November 2025, WIN hosted students from Irma Lerma Rangel Young Women's Leadership School for a Career & Data Center Exploration Day. The day included a career panel featuring CyrusOne employees who shared their personal journeys, educational paths, and experiences in the industry. Students had the opportunity to network with employees over lunch, ask questions, and gain insights into potential career paths. They also toured a data center, getting a firsthand look at daily operations. It was a rewarding day spent mentoring and inspiring young women.

## *Collective Bargaining*

*GRI 2-30*

CyrusOne recognizes the right of teammates to participate in collective bargaining if they desire. As of 2025, no CyrusOne employees are represented by an independent trade union or covered by collective bargaining agreements.

## *Ensuring a Harassment- and Discrimination-Free Workplace*

Congruent with our company values and our policy against harassment and discrimination in the workplace, we aim to maintain a work environment free from all forms of harassment and retaliation. We affirm the fundamental principle that everyone is entitled to fair treatment and equal opportunity without discrimination on the basis of any characteristic such as race, ethnicity, color, nationality, gender, sexual orientation, gender identity, age, language, religion, creed, social status, or disability. We expect a workplace where customers, teammates, suppliers, business partners, and visitors are treated with dignity, respect, and courtesy. All teammates are provided with transparent, respectful, and confidential avenues to bring forth concerns or report workplace misconduct, including a 24/7 ethics and compliance helpline. The law and CyrusOne's policies prohibit disparate treatment on the basis of sex or any other protected characteristic with regard to terms, conditions, and privileges of employment.

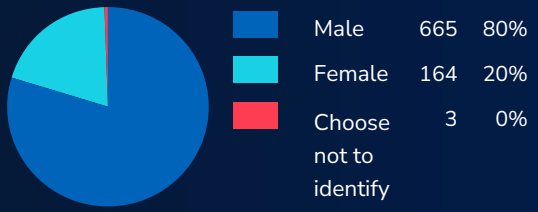
## WORKFORCE METRICS DISCLOSURE

ASSURED

*GRI 2-7, GRI 405-1*

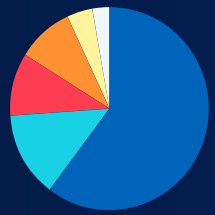
Our talented team boasts an average tenure of 3.5 years and experienced a 10% voluntary turnover rate in 2025. The graph below contains workforce metrics as a snapshot in time as of September 30, 2025.

### *Global Gender*



| | | |
|---|---|---|
| Male | 665 | 80% |
| Female | 164 | 20% |
| Choose not to identify | 3 | 0% |

### *US Race and Ethnicity**



| | |
|---|---|
| White | 60% |
| Hispanic/Latino | 14% |
| Black/African American | 10% |
| Asian | 9% |
| Other | 4% |
| Choose not to identify | 3% |

**We do not collect race & ethnicity data outside the US*

### *Gender at Corporate HQ (Dallas & London)*

| | | |
|---|---|---|
| Male | 154 | 58% |
| Female | 110 | 42% |
| Choose not to identify | 0 | 0% |

### *Global Generations*

| | |
|---|---|
| Baby Boomer (1946-1964) | 7% |
| Gen X (1965-1976) | 40% |
| Millennial (1977-1995) | 45% |
| Gen Z (1996-Present) | 9% |

# HUMAN CAPITAL

One of the ways we grow our company is by attracting, retaining, and developing talent. This section lists our efforts to offer competitive, modern benefits, and provide training and development opportunities.

## *Teammate Compensation and Benefits*

*GRI 403-6*

CyrusOne offers a Total Rewards package that is market-competitive and performance-based, including salaries, bonuses, and a wide range of benefits to support our teammates and their families' health and well-being, including:

- Medical, Dental, and Vision Coverage
- Life & Accidental Death & Dismemberment (AD&D) Insurance
- Retirement Savings Plan (401k) with Company Match
- Parental Leave
- Employee Assistance Program
- Health Savings Account/Flex Spending Account
- Telemedicine
- Short- and Long-Term Disability Insurance
- Fifteen Paid Holidays and a Volunteer Day
- Paid Time Off and Sick Leave
- Flexible Work Schedule

### Sustainability-Linked Compensation

As our teammates have become more informed and educated in all areas of corporate sustainability, we have integrated related metrics into our annual cash bonus, including progress on carbon-free electricity, safety, facility certifications, and reporting.

### Our Commitment to Pay Equity

CyrusOne believes that our teammates should be paid fairly and equitably, regardless of their gender, race, or other personal characteristics. We benchmark and set pay ranges based on market data and consider factors such as an employee's role, location, and performance. Our teammates receive annual compensation reviews where base, bonus, and long-term incentives are all considered.

## *Teammate Training and Development*

We are committed to helping teammates reach their full potential and strengthen technical, professional, and leadership skills at every level throughout their careers. We focus on developing our teams through onboarding and assimilation training, ongoing education, experiential learning, and ongoing performance feedback.

Our learning management system provides our teammates with more than 800 courses on a vast array of topics that can assist them with their ongoing professional development. This online tool includes our mandatory annual compliance training courses completed by 100% of our employees and focused on topics including data protection, HIPPA privacy, emergency response plans, ethics and values, and our code of conduct. In 2025, our teammates spent almost 2,700 hours completing online training. For more details on specific training topics, please see the Ethics, Data Protection, Business Continuity, and Employee Occupational Safety sections of this report.

Our leadership team reviews the performance and potential of our team each year as part of our "Talent Day" process, which includes succession planning within our organization and professional development plans for our talent.

# EMPLOYEE OCCUPATIONAL SAFETY

*GRI 403-1a, GRI 403-1b*

At CyrusOne, we view the health and safety of our teammates as a fundamental value. Eliminating injuries requires teamwork, focus, and a continuous improvement mindset. We have aligned our practices with ISO 45001 international safety standards with six areas of focus: leadership and worker participation, planning, support, operation, performance evaluation, and improvement.

CyrusOne takes a methodical, systems-based approach to health and safety, which has resulted in world-class performance, including high productivity, high employee morale, low injury rates, low worker's compensation costs, and a low average cost of injury.

Information about our efforts to improve Contractor Safety and Customer Safety are covered in other parts of this chapter.

## Strategy

CyrusOne understands that as an employer, we have a duty to our teammates to create and invest in a workplace that is free from recognized hazards. At CyrusOne, we live by our Core Values of *Commitment, Accountability, Respect, and Excellence*. As seen in these core values, we are here to improve the lives of our teammates, our communities, and our other stakeholders.

Creating a safe workplace is not only the right thing to do, there is also a business case for safety as it saves the company money by lowering workers' compensation and medical expenses, avoiding regulatory penalties and citations, and avoiding potential lawsuits. We also recognize that when teammates are working in an environment that is free from hazards, they are less likely to leave to find employment elsewhere and will be more productive at work.

All in all, we are "Safe by Design" and strive to protect and improve the health, safety, and well-being of all our teammates through our health and safety program.

## *Risk Management*

As a company, we aim to achieve excellence in our health and safety program and performance through several layers of risk management and planning: our written EHS programs; training; assessments/audits; hazard recognition, evaluation, and control; and incident management.

## Written Programs

CyrusOne has a wide range of written EHS Programs that serve as the backbone of our successful EHS performance. These programs help ensure that we not only follow regulatory standards, but have plans in place to go above and beyond such standards. Our written programs are reviewed at least annually to make sure they are kept up to date. For a detailed list of our written EHS programs and additional information, see our Health and Safety website.

## Training

*GRI 403-5*

CyrusOne takes pride in our global EHS training program. Along with on-the-job training, our online training courses follow best practices and local standards. New training courses are available monthly for our production employees and we work to ensure 100% of our teammates complete the trainings. We also provide our non-production employees with bimonthly EHS training that is relevant to their role within the company. This ensures that every person within CyrusOne is trained on the hazards that they may encounter in their specific job roles. Our EHS training program is continuously improving to ensure the information provided in these courses is up-to-date, comprehensive, and relevant to the job being performed. For a list of EHS training topics and additional details on our training program, see our Health and Safety website.

## Hazard Recognition, Evaluation, and Control

*GRI 403-2a*

In addition to formal hazard identification programs, risk control is embedded into daily operations through structured processes, defined standards, and a proactive safety culture. CyrusOne applies the hierarchy of controls to prioritize eliminating hazards at the source whenever feasible, followed by engineering and administrative controls before relying on personal protective equipment. High-risk activities are supported by pre-task planning and work authorization processes to ensure hazards are evaluated and appropriate controls are in place prior to execution. Additionally, standardized procedures and safe work practices are maintained and continuously improved to promote consistency and compliance across all sites. These efforts are further extended to contractors and vendors, who are required to adhere to CyrusOne's safety expectations to ensure consistent risk management across all work activities.

## Incident Management

*GRI 403-2d*

All EHS related events are reported and documented, whether it is an injury, environmental event, property damage, or a general liability case. All stages of the incident investigation process are fully documented through our enterprise safety information management system. For more details on our Incident Management process, please see our Health and Safety website.

To take advantage of advancements in AI-driven technology and improve overall efficiency, CyrusOne began implementing a new safety management system in 2024 to enhance our incident management processes. In 2025, the system was fully implemented across the organization, and we have since been focused on integrating both operations and construction data into a single, centralized platform.

The system offers enhanced capabilities for incident reporting, including smarter workflows and automated insights that support more thorough investigations. It also provides robust tools for tracking metrics and identifying trends, enabling a more proactive approach to risk management and continuous improvement. By consolidating safety data into one system, we are improving visibility, consistency, and decision-making across all areas of the business while continuing to align with evolving technological capabilities and our broader safety objectives.

## Facility Assessments

To ensure facility compliance, each of our data centers undergoes an annual in-depth EHS assessment led by our team of experts. Conducting these assessments annually allows us to see the progress and progression in our data centers when it comes to overall EHS performance. These assessments help to ensure that our facilities are both in compliance with local standards, such as 29 CFR 1910, and follow all CyrusOne's health and safety programs and policies. This also is in alignment with the ISO 45001 "Plan-Do-Check-Act" cycle, giving us the ability to check our performance and act to improve it. Not only do we conduct our assessments to confirm compliance, but these assessments serve as an opportunity to discover best practices that can be shared across the company. To learn more about our assessment process, please visit our Health and Safety website.

# EMPLOYEE SAFETY METRICS

GRI 403-9a

These metrics measure the health and safety outcomes for all CyrusOne teammates. A description of each metric and formula is found in Appendix 1: Methodology. Metrics for contractors can be found in the Contractor Safety section.

### *Metric: Employee Injury Incidents*

These metrics indicate the total count of injuries categorized by severity.

The number of employee incidents remains low with no fatalities.

### *Metric: Employee Injury Severity*

These metrics indicate the severity of the metrics reported above, as measured by how many days an employee spends away from work recovering or on restricted duty to allow healing at work.

### *Metric: Employee Injury Rates*

These metrics normalize the metrics above to the amount of work performed that year to arrive at an injury rate. This is shown as the performance metric per 200,000 hours worked (the number of hours typically worked by a full-time employee in a year, commonly used for US OSHA reporting).

CyrusOne's 2025 TRIR rate was 78% below the industry average of 2.3 based on NAICS code for Lessors of real estate (5311). Our 2025 DART rate was 62% below the industry average of 1.3 for this same code.

ASSURED

## Employee Injury Incidents

| Performance Metric | 2023 | 2024 | 2025 |
|---|---|---|---|
| Number of Fatalities | 0 | 0 | 0 |
| Number of Total Recordable Cases | 2 | 2 | 4 |
| Number of Lost Workday Cases | 1 | 0 | 2 |
| Number of Restricted/Transfer of Duty Cases | 0 | 1 | 2 |
| Number of Other Recordable Cases | 1 | 1 | 0 |
| Number of First Aid Cases | 3 | 0 | 0 |

*Scope: All global CyrusOne employees, including full- and part-time employees.*

### *Metric: Chemical Spills*

These metrics indicate the spills of chemicals (including fuels) that could impact local health or the environment.

We had one reportable spill of diesel fuel in 2025. Our facility design and quick response ensured that the spill was contained without impact to soil, groundwater, or surface waters. We promptly cleaned up the spill and received regulatory closure from the environmental agency with oversight. We have identified and corrected the root cause of the spill to prevent future reoccurrence. This was our first reportable spill since 2018 (also without impact to the environment), highlighting the effectiveness of our spill prevention, control, and countermeasures.

ASSURED

## Employee Injury Severity

| Performance Metric | 2023 | 2024 | 2025 |
|---|---|---|---|
| Number of Days Away from Work | 2 | 0 | 27 |
| Number of Restricted/Transfer Duty Days | 0 | 16 | 125 |

*Scope: All global CyrusOne employees, including full- and part-time employees.*

ASSURED

## Employee Injury Rates

| Performance Metric per 200k hours | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total Hours Worked | 1,166k | 1,390k | 1,612k |
| Lost Time Injury Rate | 0.17 | 0.00 | 0.25 |
| Days Away Restricted or Transferred (DART) Rate | 0.17 | 0.14 | 0.50 |
| Total Recordable Incident Rate (TRIR) | 0.34 | 0.29 | 0.50 |

*Scope: All global CyrusOne employees, including full- and part-time employees*

## Chemical Spills

| Performance Metric | 2023 | 2024 | 2025 |
|---|---|---|---|
| Reportable Spills with Environmental Impact | 0 | 0 | 0 |
| Reportable Spills without Environmental Impact | 0 | 0 | 1 |

*Scope: Includes major spills that require reporting to local agencies, whether they resulted in environmental impact or not.*

# RESPONSIBLE SUPPLY CHAIN

At CyrusOne, we recognize that a significant portion of our societal impact and influence is driven by our supply chain. Our commitment to creating a responsible supply chain ensures that we select suppliers who adhere to our Code of Conduct. We have implemented practices to set clear guidelines and expectations for responsible vendor relationships, prevent conflicts of interest, and foster mutually beneficial long-term partnerships. Additionally, we prioritize that our suppliers comply with all applicable human rights standards, labor and employment laws, and environmental regulations and best practices. Our supplier contracts include environmental, human rights, and labor requirements.

CyrusOne's 60 top suppliers are in the following major categories:

- Architectural and engineering services
- Data center equipment providers
- General contractors (construction)
- Professional services such as payroll, consulting, and legal services
- Security services
- Utilities

## Strategy

Our strategy to manage a responsible supply chain is to integrate our supplier ESG tools into all stages of the vendor lifecycle:

1. **Vendor Agreements**: To properly communicate our values and expectations, CyrusOne provides suppliers with a comprehensive framework of standards in the form of our Vendor Terms and Agreements.
2. **New Vendor Screening and Prequalification**: Our risk management approach for suppliers is integrated into the early stages of our vendor lifecycle. During these stages, we assess the ethical standards of potential suppliers, mitigating the risks associated with partnering with companies that do not share our values.
3. **Vendor Onboarding and Life Management**: We do not merely "check the box" when selecting vendors. Instead, we maintain ongoing dialogue and uphold our supply chain standards. Even after supplier selection and onboarding, we integrate these standards into our Quarterly Business Reviews (QBRs) with key vendors to create accountability and ensure responsible relationship management.
4. **Vendor Surveys**: We periodically survey our vendors to understand their programs and practices, learn more about the impacts of our supply chain, and help uncover new ways for CyrusOne to have a positive influence on our suppliers.

## Vendor Code of Conduct

At CyrusOne, we embody our core value of Commitment with our adherence to ethical business practices. To reinforce this value, we use a Vendor Code of Ethics and Conflict of Interest, comprised of several policies, terms, and conditions, to share our standards with our business partners and facilitate ethical and professional relationships. We take vendor conduct seriously and have integrated it as a decision tool across all parts of the vendor lifecycle (see Strategy above).

Our vendor code elements can be found on our website and cover the following topics:

**Workplace and Business Practices:**

- Freedom of Association/Collective Bargaining
- Anti-Corruption & Anti-Bribery

**Conflicts of Interest:**

- Vendor & Supplier Relations
- Business Entertainment, Meals, Gifts, & Favors
- Participation in Purchasing Decisions
- Purchases From Related Businesses

## Human Rights

Our vendor code prohibits all forms of slavery, human trafficking, forced labor, and child labor as defined by applicable law. CyrusOne requires that Vendors affirmatively prohibit such human rights violations and adopt policies and procedures which comply with national and local laws on working hours, wages, benefits, and minimum working ages, and are designed to prevent human rights violations with respect to such Vendors' business operations.

All of our Tier I suppliers operate solely in developed democracies (the United States, the United Kingdom, the European Union, and Japan) with strong human rights protections, so our risk of human rights issues in our Tier I supply chain is minimal.

# CONTRACTOR OCCUPATIONAL SAFETY

GRI 403-1b

Our focus on safety extends to our contractors as well. To help build relationships with our contractors, in past years the US and European Environmental, Health, and Safety (EHS) Teams have hosted networking and best practice sharing events for the contractors that we work closely with. These multi-day events allowed the EHS Teams to learn from and share best practices with our contractors and strengthen our relationships, providing a foundation for better collaboration in the future.

Information about Employee Occupational Safety and Customer Safety are covered in other parts of this chapter.

## *Construction Safety*

GRI 403-1b

Since construction projects pose a higher risk for serious injuries than our everyday operations, supporting the safety performance of our construction general contractors is a top priority. We want to ensure that we get not only the best but also the safest company for the job. There are three primary components to our Construction Safety Program: Prequalification, Metrics Monitoring, and Onsite Assessments.

### Prequalification

Our process begins with the prequalification phase. To be considered for a project, all general contractors must first qualify by submitting evidence of strong and measurable safety performance. The safety prequalification is conducted by our team of EHS experts and results in the company receiving an overall score. Indicators we review include the level of safety support provided to projects, insurance indicators, injury rates, and evidence of a comprehensive safety program.

### Metrics Monitoring

Once a construction general contractor is hired for a CyrusOne job, they are given requirements for safety metrics reporting. Safety metrics are to be submitted to the CyrusOne EHS department monthly. These monthly metrics include a blend of both leading and lagging indicators, such as injury rates and unsafe worksite observations. These monthly metrics are aggregated and scored with a minimum score that must be maintained. If a project drops below our target threshold or we identify a negative trend, CyrusOne implements a series of interventions. These interventions are intended to signal concern, ensure alignment on priorities, and lend additional resources to the project as necessary.

### Onsite Assessments

CyrusOne also engages third parties to perform physical safety audits at our construction sites. The purpose of the third-party audit is to verify the status of the various safety management functions of the project, highlight areas where the general contractor meets or fails to meet minimum requirements, and identify management deficiencies to be corrected. This project safety management audit covers items such as:

- Safety leadership and planning
- Accident/injury prevention and management
- Safety training and communication
- Soft tissue injury prevention
- Safety monitoring and accountability
- General liability exposures and controls

In addition, we have added dedicated safety consultants to a significant number of our construction projects to enhance on-site safety oversight and presence. These consultants bring specialized knowledge and experience, helping to proactively identify potential risks and ensure compliance with safety protocols. Their involvement has strengthened communication between our onsite teams, supported our teams in the field, and contributed to a safer work environment across our construction activities.

## *Facility Management Safety*

In North America for 2025, CyrusOne employed an external contractor to manage our facilities. While these facility management employees were not CyrusOne employees, we still worked diligently to promote their safety on the job. To help with this, the CyrusOne EHS Team built a close working relationship with the facility management's Health and Safety Director who manages the CyrusOne account. This relationship has been built by performing joint safety walkthroughs, meeting regularly to discuss relevant topics and events, and collaborating during EHS events specific to the data center industry.

### Collaboration

The EHS team and facility management conduct joint safety walkthroughs at U.S. facilities, combining expertise to enhance hazard identification and remediation efforts. Regular meetings support these walkthroughs, providing a forum to review incidents, track initiatives, and maintain alignment on safety priorities. This collaboration has strengthened our shared safety culture and improved the execution of health and safety initiatives across our sites.

In 2025, the CyrusOne EHS team attended the Electrical Safety & Operational Reliability Conference, which brought together professionals from data centers and other high-risk industries. The event focused on advancing electrical safety through real-world risk management, human performance, and leadership practices beyond traditional compliance. Insights gained are being applied to strengthen our safety programs, enhance operational reliability, and reduce risk across our operations.

# CONTRACTOR SAFETY METRICS

GRI 403-9b

These metrics represent CyrusOne's global reporting for construction contractors and operations contractors (i.e., facility management and security). Definitions for each metric can be found in Appendix 1: Methodology.

## Metric: Contractor Injury Incidents

These metrics indicate the total count of injuries, categorized by severity. We have recently grown our EHS Team by adding a construction safety specialist and manager for our North American construction projects. We also began deploying 3rd party safety consultants for select construction projects. Due to this expansion of the team, we are expecting an increase in identified incidents.

In 2025, we saw an increase in near miss and first aid incidents reported by our construction contractors. We consider this to be a good sign as it indicates a more robust safety program that focuses on transparency and commitment to early reporting. This focus helps to strengthen our core value of Health & Safety that prioritizes the well-being of every person who builds or enters our facilities

## Metric: Contractor Injury Rates

These metrics normalize the injury incidents metrics to the amount of work performed that year to arrive at an injury rate. This is shown below as the performance metric per 200,000 hours worked (the number of hours typically worked by a full-time employee in a year, commonly used for US OSHA reporting). In spite of the increase in total construction injuries mentioned above, the TRIR decreased 7% from 2024 to 2025, showing improvement in safety outcomes.

ASSURED

### Contractor Injury Incidents: Construction

| Incident Counts | 2023 | 2024 | 2025 |
|---|---|---|---|
| Number of Fatalities | 0 | 0 | 0 |
| Number of Total Recordable Cases | 15 | 11 | 23 |
| Number of Total Lost Workday Cases | 5 | 3 | 6 |
| Number of First Aid Cases | 47 | 49 | 52 |
| Number of Near Miss Incidents | 27 | 10 | 20 |

*Scope: Includes both US and European construction contractor data.*

ASSURED

### Contractor Injury Rates: Construction

| Incident Rates (per 200,000 hours worked) | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total Hours Worked | 2,896k | 2,698k | 6,054k |
| Lost Time Injury Rate | 0.35 | 0.22 | 0.20 |
| Total Recordable Incident Rate (TRIR) | 1.04 | 0.82 | 0.76 |

*Scope: Includes both US and European construction contractor data.*

ASSURED

### Contractor Injury Incidents: Operations

| Incident Counts | 2023 | 2024 | 2025 |
|---|---|---|---|
| Number of Fatalities | 0 | 0 | 0 |
| Number of Total Recordable Cases | 2 | 5 | 3 |
| Number of Total Lost Workday Cases | 1 | 1 | 1 |
| Number of First Aid Cases | 16 | 11 | 30 |
| Number of Near Miss Incidents | 6 | 64 | 34 |

*Scope: Includes data for US facility management and US and European security. European facility management is performed by employees and is therefore included in employee safety metrics.*

ASSURED

### Contractor Injury Rates: Operations

| Incident Rates (per 200,000 hours worked) | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total Hours Worked | 1,570k | 1,628k | 1,835k |
| Lost Time Injury Rate | 0.13 | 0.12 | 0.11 |
| Total Recordable Incident Rate (TRIR) | 0.25 | 0.61 | 0.33 |

*Scope: Includes data for US facility management and US and European security. European facility management is performed by employees and is therefore included in employee safety metrics.*

# RESPONSIBILITY TO OUR CUSTOMERS

CyrusOne is a trusted partner to the world's leading companies, and we work with each of our customers to improve their operations, economic performance, and sustainability goals. Our responsibility to customers begins with delivering a great product with great customer service. However, since we are part of our customers' supply chains, we recognize we also have a responsibility to help them move their sustainability and social goals forward while ensuring their safety while they are at our facilities.

## CUSTOMER SAFETY

*GRI 403-1b*

Just as we prioritize the safety of our teammates (see Employee Safety) and partner with contractors to work safely at our sites (see Contractor Safety), our focus on safety extends to our customers who share our colocation spaces. To provide shared guidelines, we've developed a Customer Safety Handbook. This Handbook outlines general safety rules as well as topic-specific considerations such as safe ladder use, electrical safety, fire prevention, and material handling. These rules all have one thing in common: they are there for the safety of all who work in or operate our data centers.

In 2024, we expanded on topics outlined in our Customer Safety Handbook by developing site-specific, customer-facing Emergency Response Plans. In 2025, we continued to build on this effort by refining these plans and actively partnering with our customers to support emergency preparedness, including participation in drills and addressing site-specific requests. These plans provide clear, location-specific guidance for customers to follow in the event of an emergency at our data centers, helping ensure alignment, preparedness, and a coordinated response to maintain safety.

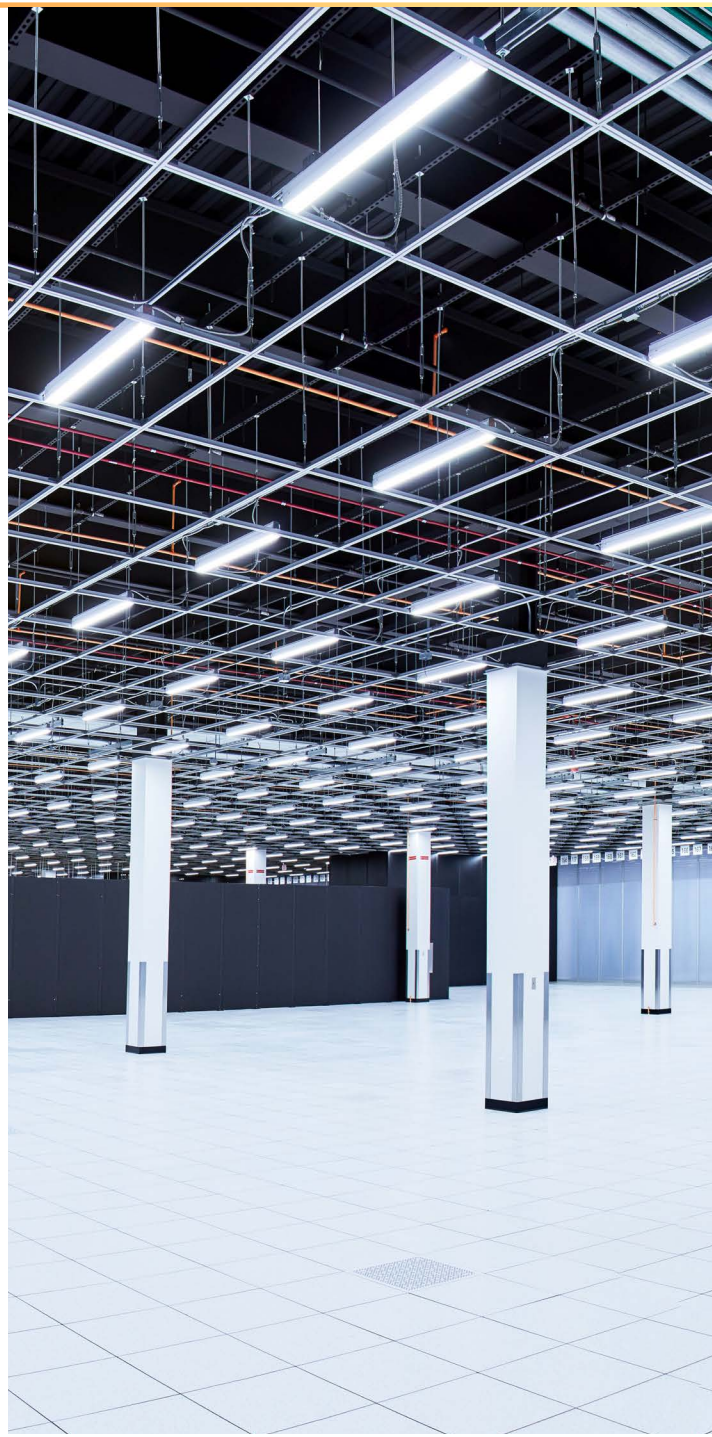
We also provide a safety video for customers and visitors to view prior to visiting or working in our data centers, to ensure that all customers and visitors understand how they can stay safe at our facilities. The video highlights general safety information and best practices for customers and visitors to follow when inside our data centers.

## CUSTOMER SATISFACTION

At CyrusOne, we put the experience of our customers at the center of everything we do. Our highly responsive team is committed to providing a trusted layer of service and counsel, and we collaborate with our customers to co-create the right solutions to meet their specific needs. One of the foundations of our approach is listening to and acting on customer feedback. Our approach consists of:

1. **Surveying customers for feedback**: We regularly survey our customers for feedback on our service and support and occupant comfort at our facilities, among other topics.
2. **Investigating and resolving issues**: When customer feedback identifies an issue, we take steps to investigate the root causes and make improvements to address the issue.
3. **Communicating progress**: We follow up with customers on the improvements we make to demonstrate that their feedback is valued.

In 2025, we received a customer satisfaction score of 100% for our ticked-based satisfaction survey. In addition, we conduct comprehensive customer surveys to measure and monitor customer satisfaction, identify drivers of satisfaction, and identify opportunities for strategic company improvements. Our 2025 survey generated valuable insight with responses from 94 customer accounts, including 80% of our top customers. Overall, 79% of respondents were "Very satisfied" or "Satisfied" with their experience at CyrusOne.



# CORPORATE GOVERNANCE

## OUR COMMITMENT

CyrusOne is committed to institutional integrity and ethics throughout our organization. We seek to ensure the highest standards of business conduct through a variety of methods.

## ESG GOVERNANCE

The management and execution of environmental, social, and governance (ESG) initiatives occur at several levels in our company, as summarized by the Board Oversight diagram and detailed in the following sections.

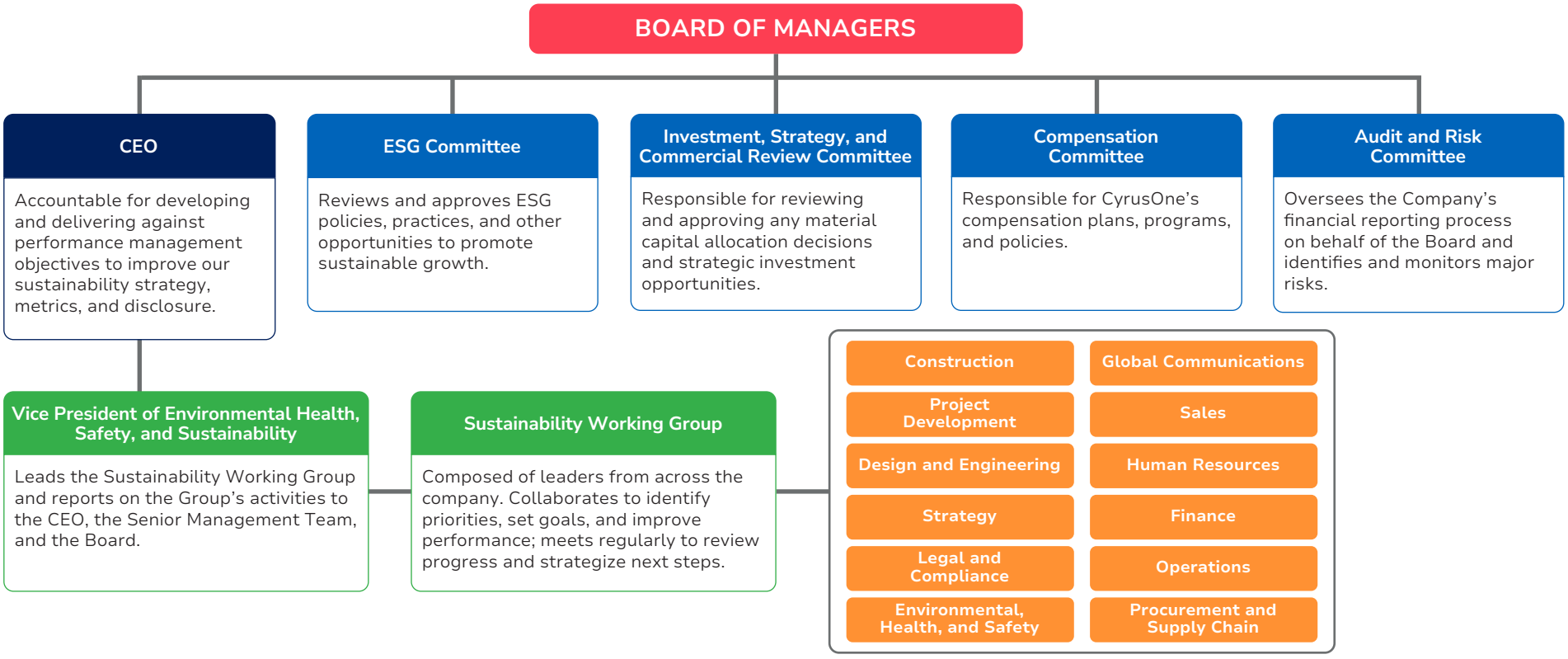
## BOARD OVERSIGHT AND COMPOSITION

*GRI 2-9a, GRI 2-9b, GRI 2-11, GRI 2-12, GRI 2-13a*

One of the key functions of our Board of Managers (the "Board") is the oversight of our strategy and enterprise risk management, including environmental, social, and governance topics. The Board administers this oversight function directly with support from standing committees of the Board, each of which oversees strategy and risks specific to its respective area of responsibility:

- **Environmental, Social, and Governance ("ESG") Committee**: Oversees the Company's ESG policies, practices, and other opportunities in connection with fostering sustainable growth of the Company, including the ESG components of the Company's compensation program.
- **Investment, Strategy, and Commercial Review Committee**: Reviews and approves the Company's capital and operating expenditures, investment policies, material capital allocation decisions, strategic investments and dispositions, and other transaction opportunities.
- **Compensation Committee**: Evaluates, approves, and administers all compensation, severance, and other similar plans, policies, and programs and specifically reviews and approves all equity compensation as well as the annual compensation of teammates with a title of "senior vice president" or greater seniority.
- **Audit and Risk Committee**: Oversees accounting and financial reporting processes as well as identifying and monitoring major financial, regulatory, security, enterprise, and operational risks.

Each of the Board's standing committees operates pursuant to a written charter approved by the Board. Each committee reviews its charter annually and recommends any changes to the Board for approval. The members of each committee are appointed by the Board.



### ESG Committee

The ESG committee oversees our ESG policies, practices, and other opportunities to promote sustainable growth. They assist the Board in discharging its oversight responsibility related to climate change impacts, environmental sustainability (including the management of energy and water use), human rights and community relations, employee engagement, employee health and safety, business ethics, and other related issues that are material to the Company. The ESG Committee also monitors developments related to improving the Company's understanding of ESG matters.

In furtherance of its mission, in 2022 the ESG Committee formally adopted a goal for the Company to be *climate neutral* by the year 2030 for Net Scope 1 and Market-based Scope 2 emissions. For progress on this target, see Climate Impact.

### Investment, Strategy, and Commercial Review Committee

The Investment, Strategy, and Commercial Review Committee is responsible for reviewing and approving, or recommending to the Board for approval, any material capital allocation decisions and strategic investment opportunities, including mergers, acquisitions, divestitures, joint ventures, and real estate purchases. Furthermore, the Investment, Strategy, and Commercial Review Committee reviews the Company's investment policies and practices, in addition to approving any project leasing, project pricing, or project underwriting guidelines. Environmental due diligence of acquisitions reports up to this committee.

### Compensation Committee

The Compensation Committee is responsible for CyrusOne's compensation philosophy and policies, as well as the annual and long-term compensation programs that flow from them. The Compensation Committee is specifically responsible for long-term equity and cash incentive awards and senior management's compensation and performance evaluations. Our long-term success depends in part on our ability to attract, motivate, focus, and retain highly talented individuals who are committed to our vision and strategy. A key objective of our executive compensation program is to create an ownership culture that aligns pay with performance and overall value creation.

### Audit and Risk Committee

CyrusOne is a privately held company, so we do not publicly disclose financial statements or regularly file reports with the SEC. However, we remain committed to implementing strong financial oversight. Company management is responsible for the preparation of CyrusOne's financial statements and the financial reporting process. The Audit and Risk Committee oversees the Company's financial reporting process on behalf of the Board as well as the Company's internal audit function, including the annual internal audit plan and budget.

The Audit and Risk Committee is responsible for the appointment, compensation, and oversight of our independent auditor and monitoring their qualifications and independence. The Audit and Risk Committee, Company management, and the auditor review the audited financial statements annually. They also discuss the quality of the Company's accounting principles, the reasonableness of significant judgments, and the clarity of disclosures in the financial statements.

Furthermore, the Audit and Risk Committee reviews the Company's risk assessment and risk management policies. This includes assessing the Company's major financial, regulatory, enterprise and operational risk exposure, cybersecurity, chain of custody, and information systems for the reporting of actual or potential accidents, breaches, and incidents, disaster recovery, and other identified hazards and risks throughout the Company, except with respect to those risks for which oversight has been assigned to other committees of the Board or retained by the Board.

The Audit and Risk Committee periodically reviews steps taken by Company management to mitigate or investigate and remediate any such risk exposure and to enhance the Board's understanding and the Company's oversight of the systems, policies, controls, and procedures to manage and mitigate risk, respond to incidents, and protect critical infrastructure assets.

## SENIOR MANAGEMENT DIRECTION

*GRI 2-13a*

The Senior Management Team sets the strategic direction for the company in consultation with the Board. For topics related to operations within the company, the Operations Management Team has a lead role in most decisions regarding energy, water efficiency, and sourcing. Our CEO has ultimate oversight of Sustainability topics.

## CROSS-FUNCTIONAL INTEGRATION AND COORDINATION

*GRI 2-13a, GRI 2-13b*

Our Sustainability Working Group (SWG) integrates sustainability strategy and planning into each function at the company, coordinates cross-functionality, develops metrics, and measures progress. The SWG is chaired by our Vice President of Environmental, Health, Safety, & Sustainability, and its membership consists of the leaders of functions across the company (see Board Oversight diagram). Updates on the SWG's activities are reviewed quarterly by the Senior Management Team and Board ESG Committee.

We take an integrated approach to embedding sustainability in foundational decision-making by working across departments and sharing best practices. This allows us to manage risks and create opportunities across the company rather than restricting sustainability functions to a single department.

# ESG STRATEGY

SASB TC-IM-130a.3

Across Environmental, Social, and Governance topics we have conducted a sustainability reporting materiality analysis and established priorities. We have identified the topics with the greatest impact on our industry based on guidance from the Sustainability Accounting Standards Board (SASB) and our own assessments based on stakeholder feedback. Accordingly, we have done the most development on our programs that reduce our environmental impact while continuing to address social and governance topics. We provide our environmental and social vision statements along with our priorities and materiality for all three ESG topics below.

## ENVIRONMENTAL VISION STATEMENT

At CyrusOne, we recognize that building and operating large data centers leads to a geographic concentration of environmental impacts, even if the total impact is comparatively less than the inefficiencies of smaller data rooms. Being a leader in this industry means embracing our responsibility for reducing those impacts.

We approach our sustainability mission in three ways:

1. **Sustainable Future:** We build data centers that are compatible with a sustainable future. We cannot just build a data center to meet today's challenges; we need to build it with the future in mind.
2. **Energy and Water Conservation:** We are committed to conserving both energy and water through the effective design, maintenance, and operation of our facilities. We cannot just trade water for energy and ignore its impact.
3. **Strategic Partners:** We collaborate strategically with our customers to move their sustainability goals forward. Our customers have some of the most ambitious sustainability goals of any industry, so the best thing we can do for the environment is to help them succeed.

## SOCIAL VISION STATEMENT

We recognize that we have an opportunity to make a positive impact for our teammates, our community members, our suppliers, and our customers.

We approach our social mission in three ways:

1. **Safety and Fairness Across the Value Chain:** We are committed to promoting safe and fair working conditions across our value chain, including suppliers, construction, operational contractors, employees, and our communities.
2. **Strategic Partners:** We collaborate strategically with our customers to move their social responsibility goals forward. Our customers have some of the most ambitious social responsibility goals of any industry, so the best thing we can do to make a positive impact is to help them succeed.
3. **Inclusive and Equitable Future:** We work to create a world that's inclusive to all and where everyone has the opportunity to succeed. This includes a commitment to training and development opportunities to help our employees and community members reach their full potential.

# PRIORITIES AND MATERIALITY

*GRI 3-1*

Priorities for strategy and materiality for sustainability reporting are intrinsically related. We use a unified process to identify where we have the biggest sustainability impacts and where we should therefore focus our improvements. ESG covers many different topics, so it is important to identify which topics are necessary for us to report and which issues to set aside. To make this distinction, we conducted a double materiality assessment. Details of the methodology for that assessment can be found in Appendix 1: Methodology.

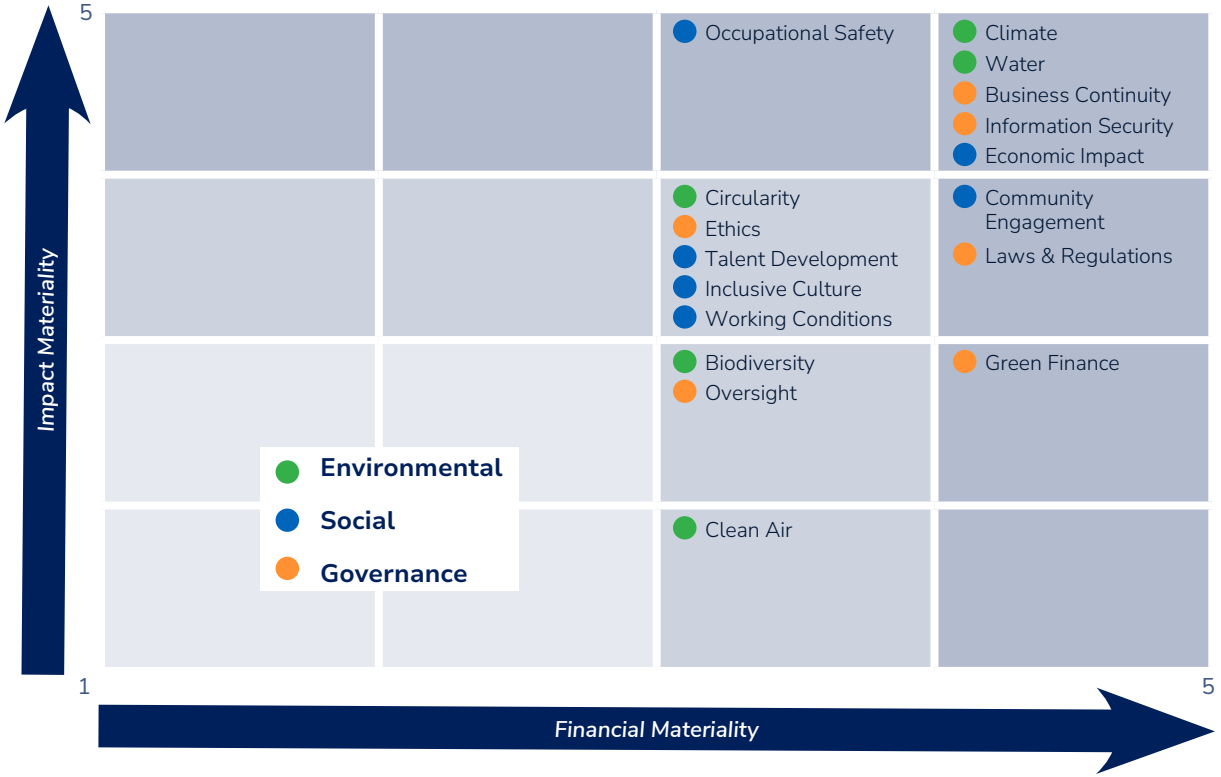
We completed this assessment with input from members across CyrusOne and beyond who represent a large variety of stakeholders (customers, investors, teammates, etc.) and expertise (finance, HR, sales, legal, etc.).

To align with third-party reporting standards, we performed what is known as a "double materiality" assessment. Double materiality requires us to address two questions for each topic considered:

1. **Impact Materiality:** What are the impacts (negative or positive) of our industry on the environment or society?
2. **Financial Materiality:** What are the impacts (negative or positive) of the topic on our business?

## *CyrusOne Double Materiality*

*GRI 3-2*




Combining Impact Materiality and Financial Materiality gives us the following heat map of topics, with topics in the top right requiring the most attention and topics in the bottom left needing the least. The guidance for our sector from SASB (Real Estate) suggests a focus on environmental topics as a primary concern, but we also display social and governance topics. Discussion of reasoning for each topic is listed below in Material Topics.

The scores shown in the chart below are an adjusted score based on our sensitivity analysis (see Methodology). As the chart illustrates, the following topics were rated most material, with a score of 4 or above on one or both axes:

**Environmental**
- Climate
- Water

**Social**
- Occupational Safety
- Economic Impact
- Community Engagement

**Governance**
- Business Continuity
- Information Security
- Laws & Regulations
- Green Finance

Due to their high materiality, we prioritize these topics in our reporting.

The other topics were all deemed moderately material, with a score of 3 to 4 on at least one axis. Therefore, we include them in our reporting, though perhaps at a less detailed level than the topics of highest materiality.

## *Material Topics*

GRI 3-2

Below, we give some additional context for what we have identified as material for our reporting.

| MATERIAL TOPICS | |
|---|---|
| **Environmental** | |
| Climate | Our single largest environmental impact is energy consumption and the carbon emissions associated with many forms of energy. We also have the potential for our operations to be impacted by climate change in the form of heat waves, floods, water scarcity, and other extreme weather. |
| Water | While the majority of our facilities do not consume significant water, a few sites do, so we must carefully manage their impact on local watersheds. In addition, increased water stress is an expected consequence of climate change over the next decade in many regions where we operate, and data centers can have a high water risk exposure if dependent on water for cooling. |
| Circularity | Our selection of materials during construction can contribute to the transition toward a circular economy and managing limited supplies of those materials can contribute to our business success. While our sites do not generate much waste during operation, some customers have communicated that effective recycling services are a priority for them. |
| Biodiversity | As a real estate developer, we impact land use and thus have a responsibility to avoid high conservation value lands and to restore habitat in the lands that we do develop. Biodiversity-related issues can also impact our business in the form of access to land and development delays. |
| Clean Air | While the impacts on clean air from our emergency backup generators are limited, regional air pollution and associated regulations can have a large impact on our ability to install generators at new or expanded sites. |
| **Social** | |
| Economic Impact | Building a data center represents a significant investment in a local community and generates many construction jobs. During operation, the jobs are fewer, but we contribute tax base to local communities. In addition, prevailing economic conditions affect our ability to raise capital, hire talent, and find customers. |
| Community Engagement | We have a responsibility to make a positive impact in the communities where we operate and to be a good neighbor. This, in turn, affects how welcome we are by local communities to develop new sites. |
| Occupational Safety | The health and safety of our teammates and contractors are of high concern, especially with the risks inherent in the construction aspect of our business. Our customers have also communicated to us that this is a priority and affects their preference for business partners. |
| Talent Development | Our business has the ability to provide high quality jobs with ample on-the-job learning for employees. How well we develop this talent and plan for succession of leadership positions can have a high impact on the performance of our company. |
| Inclusive Culture | Providing inclusive and equitable working conditions can help us attract top talent, including from groups historically underrepresented in our industry. |
| Working Conditions | While our number of employees is small for a company with our annual revenue, we can offer high-quality jobs across a variety of fields. Our success is affected by industry talent gaps and any shortages of qualified workers. |

| MATERIAL TOPICS | |
|---|---|
| **Governance** | |
| Business Continuity | Our resilience to disruptions such as natural disasters and cyber-attacks – and ability to quickly recover – is crucial to both the services provided by our data centers to society (such as emergency response communications) and our reputation as a reliable partner. |
| Information Security | It is critical that CyrusOne maintains secure facilities and protects our customers' infrastructure and data. Lapses in any of these aspects can have significant impacts on the broader society and CyrusOne's business success. |
| Laws & Regulations | While our ability to affect laws and regulations is limited, they can have a significant impact on our operations. |
| Green Finance | We have issued sustainability-linked debt with significant benefits tied to whether we achieve our science-based carbon target, making this a material issue. |
| Ethics | Maintaining ethical and equitable operations is very important to our stakeholders. Lapses in ethics can have significant impacts on our ability to earn new business with customers and on our relationships with local governments. |
| Oversight | While our board's governance structure and oversight has little effect on society, it has significant effects on the function of our business. |

## Changes from 2024

*GRI 3-2b*

We removed Technological Trends from our materiality assessment since they represent the ambient business environment of our industry, rather than a specific ESG topic.

## Future Evaluation

We will revisit the Materiality Assessment periodically to incorporate our learning and keep it relevant to our current context. This assessment, conducted in 2023, was a high-level double materiality assessment, asking participants to rate the overall materiality of each topic. For example, while water was rated as highly material (Impact: 4.9, Financial: 4.1), discussion with our raters suggested that water withdrawal and consumption drove this high rating rather than the less material topic of water pollution. In 2026, we plan to update our assessment, further detailing the materiality of subtopics under each topic.

# OWNERSHIP AND OVERSIGHT

## EXECUTIVE COMPENSATION

GRI 2-19a

The Board's Compensation Committee is responsible for CyrusOne's compensation philosophy and policies, as well as the annual and long-term compensation programs that flow from them. Our long-term success depends on our ability to attract, motivate, focus, and retain highly talented individuals who are committed to our vision and strategy. A key objective of our compensation programs is to create an ownership culture that aligns pay with performance and overall value creation.

### *Sustainability-linked Executive Compensation*

GRI 2-19b

We use a combination of compensation programs to incentivize our executive officers to achieve growth and value creation over the short and long term. A portion of our compensation program is tied to the completion of sustainability initiatives including progress on carbon-free electricity, safety, facility certifications, and reporting. This collection of priority projects and metrics is intended to reinforce and drive progress towards sustainability – an important area of interest for our stakeholders.

## FINANCIAL AUDIT

CyrusOne is a privately held company and does not publicly disclose financial statements. However, this does not mean we do not continue to have strong financial oversight.

Management is responsible for the preparation of CyrusOne's financial statements and the financial reporting process. Our financial statements are subject to audit each year. Deloitte has been our auditor since 2011. CyrusOne maintains an internal audit function utilizing Ernst & Young which reports to the Audit and Risk Committee, including the reporting of ESG data.

The Board's Audit and Risk Committee oversees the Company's financial reporting process on behalf of the Board of Managers.

The Audit and Risk Committee is responsible for the appointment, compensation, and oversight of our independent auditor and ensuring their independence by limiting non-audit services from the firm. In fulfilling its oversight responsibilities, the Audit and Risk Committee, management, and the auditor reviewed the audited financial statements for the year ended December 31, 2025, and reported to the Board of Managers expressing an unqualified opinion on the Company's financial statements in 2025. They also discussed the quality, not just the acceptability, of the accounting principles, the reasonableness of significant judgments, and the clarity of disclosures in the financial statements.

# GREEN FINANCE

CyrusOne seeks to align its finance and borrowing with its sustainability ambitions through various instruments and options. These can include green bonds, sustainability-linked bonds, and green commercial mortgage-backed securities.

Our goal is to align our growth strategy with our sustainability strategy, delivering exceptional financial strength and continued investment in key digital gateway markets. This allows us to provide the world's largest companies with long-term stability and strategic advantages at scale. We accomplish this by committing to a reusable green finance framework that allows our sustainability efforts to support our financial performance. These reusable frameworks allow for easy incorporation into new financial instruments as we fund our continued growth.

In 2025 CyrusOne issued an Asset Backed Securities (ABS) financing transaction of $575 million, adding two hyperscale data centers in Southern Texas to its ABS Master Trust, which now consists of 13 strategic data centers in Northern Virginia and Southern Texas. Looking ahead, in 2026 we are seeking to obtain further project-specific debt financing for construction under our green finance framework.

## Green Finance Framework

CyrusOne looks beyond the horizon to develop creative solutions that help our customers meet their digital infrastructure requirements, while contributing to a sustainable future. For more information, see our Green Bond Framework.

To validate our methodology, we sought a Second Party Opinion through Sustainalytics and received confirmation that the CyrusOne Green Finance Framework is credible and impactful and aligns with the four core components of the Green Bond Principles 2021 and the Green Loan

## GREEN FINANCE METRICS AND TARGETS

Below are the primary metrics we use to measure our progress on green financing. For more information about these metrics, see Appendix 1: Methodology.

### *Metric: Total Green Financing*

To demonstrate alignment of our growth strategy with our sustainability strategy, we track the total amount of green financing across our finance portfolio. This includes any debt instruments linked to either sustainability performance or our Green Finance Framework.

### *Metric: Sustainability-linked Performance*

Our sustainability-linked loans are tied to the performance of our near-term carbon reduction target, validated by the Science-based Targets Initiative (SBTi). In 2025, we surpassed our annual milestone by more than 9 percentage points. See the details of our SBTi Target in the Environmental chapter.

**Total Green Financing (USD)**

| Metric | 2018 | 2024 | 2025 |
|---|---|---|---|
| Green Financing | $0 | $12.6B | $14.0B |

*Scope: Total cumulative commit of active debt instruments linked to either sustainability performance or our Green Finance Framework.*

# ETHICS

Our governance practices to promote ethical business conduct are focused on three different programs:

1. Employee Ethics
2. Anti-Corruption
3. Antitrust

These programs, together, seek to avoid improper behavior or the appearance of improper behavior across our company.

## CODE OF BUSINESS CONDUCT & ETHICS

*GRI 2-23, GRI 2-24, GRI 2-26*

We are committed to the highest ethical standards in the conduct of our business; therefore, the integrity of each teammate (employee), officer, and director is of paramount importance. All teammates, officers, and directors are accountable for their actions and must conduct themselves with the utmost integrity. Teammates, officers, and directors must conduct business in strict observance of all applicable federal, state, and local laws and regulations as set forth by those bodies that regulate the company's business. Persons who act unethically or violate the company's Code of Business Conduct & Ethics and supplemental written policies may be subject to disciplinary action, up to and including termination or removal, and, if applicable, referral to the appropriate authorities for prosecution. CyrusOne hosts annual training for our teammates regarding our Code of Business Conduct & Ethics and provides resources to support compliance.

We are committed to establishing and maintaining an effective process for teammates, officers, and directors to report – and for the company to respond to and correct – any type of misconduct or unethical behavior. Each teammate, officer, and director has a duty to report any known or suspected violation of the Code of Business Conduct & Ethics, including any violation of the laws, rules, regulations, or policies that apply to the Company. We make it easy for our teammates to report any suspected violations, including raising the concern with their manager or with any member of the Human Resources department, the legal department, or the senior management team. We maintain additional methods for reporting concerns or seeking guidance about known or suspected violations of the Code of Business Conduct & Ethics or any applicable law or Company policy, including an Ethics & Compliance Helpline. The Helpline allows for confidential and anonymous reporting of concerns in the United States and elsewhere as permitted under local law. All reports of known or suspected violations are handled sensitively and with discretion. We also prohibit retaliation against a teammate who, in good faith, seeks help or reports known or suspected violations.

## ANTI-CORRUPTION POLICY AND PROGRAM

Our anti-corruption and anti-bribery prohibition is simple – no teammate may:

1. Give or offer any payment, gift, hospitality, or other benefit in the expectation that a business advantage will be received in return, or to reward any business received;
2. Accept any offer from a third party that you know or suspect is made with the expectation that we will provide a business advantage for them or anyone else;
3. Give or offer any payment (sometimes called a facilitation payment) to a government official in any country to facilitate or speed up a routine or necessary procedure; or
4. Threaten or retaliate against another person who has refused to offer or accept a bribe or who has raised concerns about possible bribery or corruption.

We maintain an Anti-Corruption and Anti-Bribery Policy and provide annual training which details the prohibitions and requirements for dealing with government officials, including employees of government agencies and state-owned entities. Due diligence must be conducted when hiring and doing business abroad with third-party agents, and any expenditures involving government officials must be pre-approved per the Anti-Corruption and Anti-Bribery Policy. Teammates who observe any "red flags" that indicate potential corruption must report them to the General Counsel or the Ethics & Compliance Helpline. CyrusOne is committed to complying with anti-corruption and anti-bribery laws wherever it does business.

## ANTITRUST INCIDENT PREVENTION

*GRI 206-1*

Antitrust laws (also known as competition laws or fair-trade laws) of the US, the UK, the EU, and other countries are designed to protect consumers and competitors against unfair business practices and to promote and preserve competition. Our practice is to compete vigorously and ethically while complying with all antitrust, monopoly, competition, and cartel laws in all countries, states, and localities in which the Company conducts business. Our teammates are advised to exercise caution in meetings with competitors since any meeting with a competitor may give rise to competition law concerns. Whenever any doubt exists as to the legality of a particular action or arrangement, teammates are encouraged to contact the General Counsel.

# TRANSPARENCY

## SUSTAINABILITY REPORTING

This is our seventh annual sustainability report, which is our primary method of reporting Environmental, Social, and Governance topics. We treat transparency as our guiding principle in an attempt to honestly analyze our sustainability programs and report the areas that need improvement along with our successes. For instance, we promote the fact that the majority of our facilities have dry cooling, which minimizes our water impacts. However, we also disclose the relatively small number of nonstandard facilities in our portfolio that still consume large amounts of water.

We are methodical about both the content and structure of our report, which is designed to provide disclosure that is compatible with several third-party standards, as discussed in the Introduction. To assist our customers with their environmental disclosure process, we also generate customized annual Customer Sustainability Reports for each of them. These reports detail each customer's portion of each data center's major environmental impacts, such as energy use, carbon emissions, waste generation, and water consumption. To help our customers prepare for their upcoming reporting requirements, these reports are sent at the beginning of each year and cover data from the previous year.

### *Third-Party Assurance*

ASSURED

This year we have again received third-party assurance of our primary environmental and social data. The assurance statement can be found in Appendix 3, and assured data is marked throughout the report with the stamp above.

We will continue this commitment to transparency in the coming years as we work toward our sustainability goals.

## ADVOCACY

GRI 2-28

CyrusOne engages in the policy development process through direct advocacy efforts when appropriate. In addition, we participate in trade associations that represent the interests of the data center industry in geographic regions where we have operations. Our participation within trade associations provides an opportunity for the company's views to be represented in the policy priorities of the organizations of which we are members. In addition to these groups, we also communicate our desire for renewable and carbon-free electricity to our power providers and seek opportunities to partner with them to greenlight new renewable projects.

# INDUSTRY GROUP MEMBERSHIPS

**The Data Center Coalition (DCC)** represents and advances the interests of the data center community and advocates for a strong business climate, policies, and investments that support the growth and success of this business sector. CyrusOne serves on the board of directors and the executive committee of the DCC.

**The European Data Centre Association (EUDCA)** is the sector's representative body in Brussels and developed the *Climate Neutral Data Centre Pact* (CNDCP), which provides technical resources to support metric development and advises the commission and other key stakeholders. CyrusOne serves on the board of EUDCA and is a founding member of the Pact.

**The Data Centre Alliance (DCA)** is a not-for-profit trade association representing data center operators and their supply chains.

**The Clean Energy Buyers Association** is a community of over 330 energy customers and partners committed to achieving a 90% carbon-free US electricity system by 2030.

**The Dutch Data Center Association (DDA)** unites leading data centers in the Netherlands in a common mission: the strengthening of economic growth and improving the profile of the data center sector to government, media, and society.

**France Datacenter** promotes the sector as a pillar of the digital economy with public authorities. The group disseminates best practices between professionals and promotes the reliability and performance of the sector in the media.

**The German Datacenter Association (GDA)** provides a collective voice for its members who include developers, operators and suppliers in matters of policy, regulation, standards, best practice and public perception.

**Digital Infrastructure Ireland (DII)** provides a collective voice for data center operators and their value chain in Ireland. It formed in 2025 from a merger of DII, an informal coalition of colocation providers focused on policy dialogue, with Host In Ireland (HII).

**Italian Data Centre Association (IDA)** represents and supports the data center industry in Italy by promoting best practices, sustainability, and innovation. The IDA also engages with policymakers and stakeholders to shape regulations, improve infrastructure, and strengthen Italy's role in the digital economy.

**SPAIN DC** provides a collective voice and community of interest for market-leading data center developers and operators in Spain with one mission: to strengthen economic growth and profile the data center sector before the government, media and society.

**Tech Titans®** is a forum that connects the North Texas technology community to collaborate, share and inspire creative thinking that fuels tomorrow's innovations. CyrusOne serves on the board of directors and the executive commitee of Tech Titans.

**techUK** is a technology trade association seeking to improve the business and regulatory environment for digital technology companies in the UK, representing their interests to government and external stakeholders.

# ENTERPRISE RISK MANAGEMENT

## ROLE OF THE BOARD IN RISK OVERSIGHT

One of the key functions of the Board is oversight of our enterprise risk management process with support from standing committees of the Board, each of which is responsible for addressing risks specific to its respective areas of oversight.

The Audit and Risk Committee, particularly, has the responsibility to consider and discuss our major financial and regulatory risk exposures (including cybersecurity) and the steps Company management has taken to identify, manage, and mitigate or investigate and remediate these exposures, including related policies and practices. The Audit and Risk Committee also reviews and evaluates the performance of our internal audit function, the system of internal controls, and the results of internal audits, as well as oversees and monitors compliance with the Company's policy on related party transactions, our executives' compliance with the company's Code of Business Conduct and Ethics, and the Company's Ethics and Compliance Program.

The Compensation Committee oversees the performance of our senior management team and assesses and seeks to align compensation with the company's strategic goals, including with respect to risks and opportunities.

The Investment, Strategy, and Commercial Review Committee has the responsibility of overseeing the Company's investment policies and practices and considering certain risks associated with the Company's material capital allocation decisions and strategic investment or disposition decisions.

The ESG Committee is responsible for identifying, assessing, and monitoring ESG risks and opportunities that could affect the Company's business activities, reputation, and performance.

## DATA PROTECTION AND INFORMATION SECURITY

### *Program Maturity and Governance*

CyrusOne recognizes data protection and information security as foundational to operational resilience, customer trust, and longterm value creation. Over the past year, we have made significant advancements to further mature our security and privacy programs, strengthening our governance model, expanding assurance activities, and enhancing our ability to identify, manage, and mitigate evolving cyber and data protection risks across our global operations.

Our information security strategy continues to follow a layered, riskbased approach anchored in industryrecognized frameworks and reinforced through independent validation. This approach ensures the confidentiality, integrity, and availability of information while supporting regulatory compliance and sustainable business growth.

### *Responsible Data Protection and Privacy*

CyrusOne maintains a comprehensive and documented understanding of the data we collect, process, and retain, with particular focus on the responsible handling of personal, operational, business, and customerrelated information. Our global privacy framework is designed to respect individual rights, minimize data collection and retention, and ensure transparency in how data is processed and protected.

We maintain formal privacy notices and data protection agreements aligned with applicable regulations, including UK and EU GDPR requirements, and conduct Data Protection Impact Assessments for higherrisk processing activities. Vendor relationships are subject to appropriate due diligence and contractual data protection controls designed to effectively manage thirdparty risk.

Importantly, CyrusOne does not have logical access to customer data housed within our data centers, except for a limited managed services environment representing a small portion of our business. This operational model significantly reduces exposure to customer data risk while reinforcing our role as a trusted critical infrastructure provider.

## *Information Security*

Information Security is defined as the protection of data and its critical elements, including the systems and hardware that store, process, and transmit that information. The physical security of our facilities, cybersecurity, and network security are important components of information security and guide our strategy.

### Physical Security

The protection of our facilities and physical assets is essential to maintain the trust and confidence of our customers. At CyrusOne, we employ seven layers of security protocols at our data center facilities, including:

1. Facilities are surrounded by anti-scale, high-security fencing.
2. Outer perimeter areas, such as parking lots, are monitored with closed-circuit cameras.
3. The outside of buildings is monitored with closed-circuit cameras.
4. Lobby areas are monitored by security officers at all times, as well as monitored by closed-circuit cameras; dual authentication is required for access beyond all lobby areas.
5. The inner core of the facility is monitored by closed-circuit cameras and employs strict access controls.
6. Data halls are monitored by closed-circuit cameras and employ strict access controls.
7. Customers may customize security protocols for entrance to their cages.

We ensure consistency in our physical security standards across all our facilities, both in the US and Europe, with our Global Security Platform. We have also implemented enhanced training programs for our teammates on topics such as Emergency Response Planning, Business Continuity Planning, Customer Service Standards and Expectations, and Safety Standards and Compliance. To learn more about the measures we take to ensure the physical security of our facilities, see our Compliance page.

### Cybersecurity Program and Independent Assurance

Our cybersecurity program is delivered by a dedicated internal team supported by specialized 24/7 security service partners. Controls are aligned to the NIST Cybersecurity Framework and designed to collectively manage cyber risk across people, process, and technology.

To validate control effectiveness and promote continuous improvement, CyrusOne performs **annual independent assessments**, including:

- Third-party penetration testing and vulnerability assessments
- Internal and external audits against internationally recognized standards
- Formal risk assessments and incident response exercises, including tabletop simulations

These activities provide senior leadership and the Audit and Risk Committee with regular, objective visibility into the company's security posture and preparedness.

### Certifications, Compliance, and Continuous Improvement

During CY2025, CyrusOne continued to maintain compliance with a broad set of recognized security and privacy standards and regulations, including **ISO 27001**, **ISO 22301**, **SOC 1**, **SOC 2**, **HITRUST**, **FISMA High**, **PCI DSS**, and **HIPAA**. These certifications and attestations demonstrate our commitment to externally validated, auditable controls that meet the expectations of customers, regulators, and other stakeholders.

Our security and privacy programs are reviewed annually and enhanced based on assessment results, threat intelligence, regulatory developments, and lessons learned from exercises and real-world events. This disciplined feedback loop supports both operational resilience and longterm sustainability objectives.

### Workforce Enablement and Security Culture

CyrusOne recognizes that our teammates are a critical component of information security. All teammates and contractors complete mandatory annual information security awareness training, supplemented by ongoing phishing simulations and targeted communications based on current threat trends. This program is designed to build accountability, reinforce secure behaviors, and create a culture of shared responsibility for protecting sensitive information.

### Hierarchy of Controls and Risk Reduction

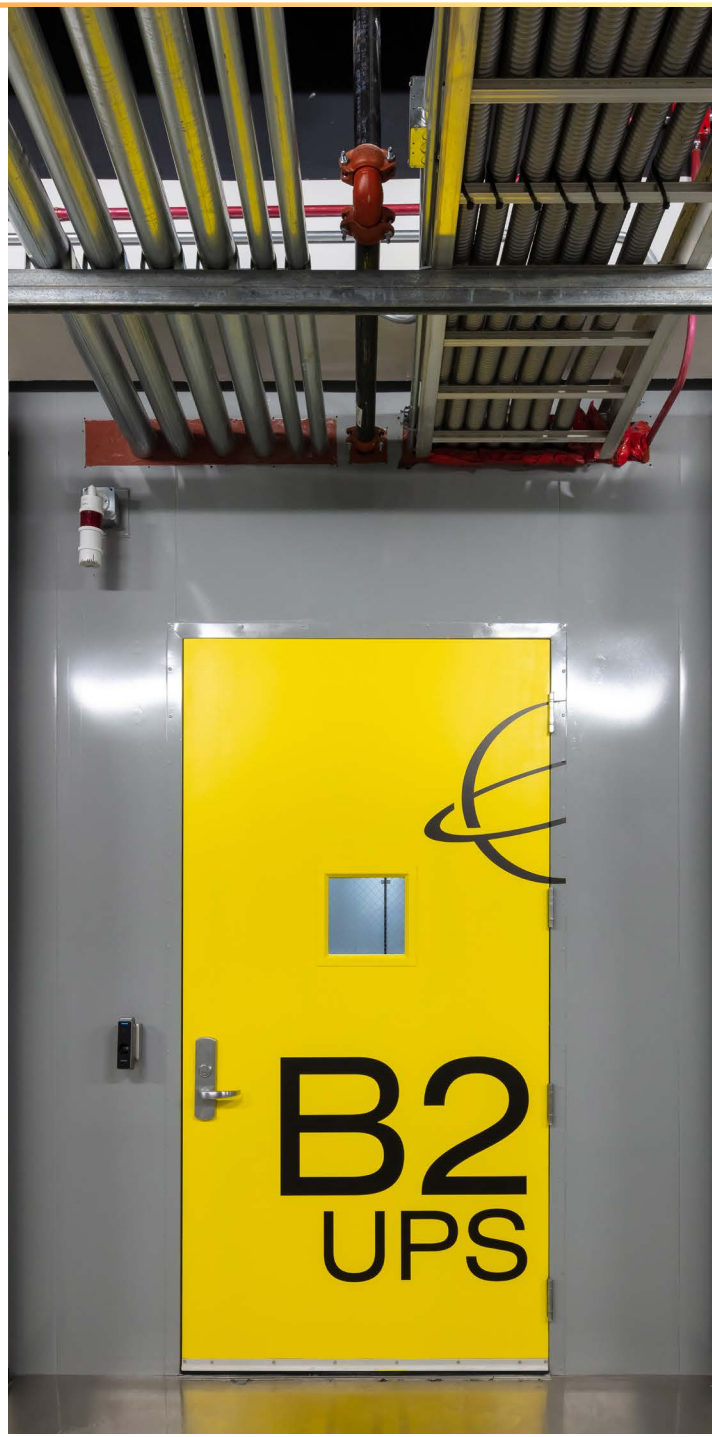
To minimize risk exposure from the outset, CyrusOne applies a hierarchy of controls that prioritizes prevention, data minimization, and external assurance. This includes limiting the collection of sensitive data, applying defined retention periods, protecting retained data through layered security controls, and validating program effectiveness through independent certification and audit activities.

## BUSINESS CONTINUITY

At CyrusOne, we prioritize business continuity as a fundamental management priority and core competency. Our program is aligned with ISO 22301 standards and supported by ongoing risk assessment, testing, and audit activities. Given that our business relies on delivering a highly reliable and resilient data center environment to customers, we approach business continuity planning through four key strategies:

1. **Site selection:** We carefully select locations for our facilities, opting for low-risk areas as identified in a variety of risk screens. These assessments include environmental, climate, and geographic risk factors to support long-term operational resilience. Our buildings and systems are designed with resilience in mind, incorporating redundancies where necessary.
2. **Business Continuity Planning:** We develop comprehensive Business Continuity Plans and Procedures to address a spectrum of event scenarios, ranging from natural disasters to power outages and cyber-attacks. We conduct regular Business Impact Analyses (BIA) and risk assessments to identify critical business functions, dependencies, and recovery priorities. These plans are crafted at both the companywide level and for each individual facility. CyrusOne proudly holds ISO 22301 Certification, and our planning adheres to ISO 22301 Business Continuity Framework standards.
3. **Testing and training:** Regular tabletop exercises and incident drills are conducted both at the facility and enterprise level. These exercises include Crisis Management Team (CMT) simulations and scenario-based testing to validate response capabilities. This ongoing training ensures that our team members are well-prepared to respond effectively to various scenarios. Additionally, annual training sessions cover different aspects of emergency response planning.
4. **Continual improvement:** We continuously evaluate and enhance our Business Continuity and Emergency Response plans based on the outcomes of exercises, incidents, and internal and external audits. Corrective actions are tracked and managed to ensure identified gaps are addressed and program maturity continues to advance.

In the event of an emergency, CyrusOne utilizes structured event management processes and emergency response protocols to safeguard the safety and security of our team members, customers, and partners. Our approach includes coordination across operational, IT, and third-party stakeholders to ensure a comprehensive response. Our priority is to minimize risks to our business while keeping our customers informed through timely communications, allowing them to activate their own business continuity plans as needed.



# CLIMATE RISK

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It is becoming more evident every year that companies must understand climate risk to achieve long-term success. No longer a far-off threat, the impacts of climate change are being felt worldwide in the form of increased storm intensity, devastating wildfires, and massive flooding. We cannot just continue "business as usual" and expect to prosper — instead, we must learn to predict and prepare for potential future conditions across a large range of scenarios.

At CyrusOne, we consider climate change in two ways. First, we evaluate how our activities impact the climate and contribute to climate change. We discuss these impacts and our ongoing efforts to mitigate them in the Climate Impact section. Secondly, we think about how the changing climate might impact our business — in other words, our climate risk. We understand that even if we mitigate our climate impact by reducing carbon emissions to zero, we will still need to prepare for the potential effects of climate change on our business.

CyrusOne's approach to understanding and addressing climate risk is multi-faceted. Below are the most salient risks we have identified and how we are working to mitigate them.

## *Risk Identification*

CyrusOne takes several approaches for identifying climate-related risks:

- **Enterprise Risk Management:** Climate issues raised in the annual enterprise risk assessment process are delegated to senior management for action, such as further investigation using our Climate Risk Management Tools.
- **Stakeholder Engagement:** Issues raised by our stakeholders highlight emerging risks and opportunities that inform our overall climate risk management and reporting capabilities.
- **Climate Risk Investigations:** We contract experts to perform initial climate risk investigations on our behalf. These investigations give us an idea of the scope of the issue as it applies to our operations.
- **Industry Engagement:** We engage with our peers through industry associations like the Data Center Coalition (DCC), and the European Data Center Association (EUDCA) to identify climate-related risks that are specific to our industry.

## *Risks and Impacts*

We have identified five main climate risks, detailed below with their impacts.

### Transitional Risks

#### *Regulatory Risk/Barriers to Operate*

Laws, regulations, or public perception may limit our ability to develop new facilities in a particular region or restrict areas where we wish to operate. We address the risk of new barriers to operation by anticipating local impacts from climate change and limiting the related local impacts of our facilities by design. Limiting our facilities' water demand and improving wildlife habitat in the areas where we operate will allow us to demonstrate benefits to local communities. Our Environmental Assessments and Protected Areas Assessments help us to avoid barriers by identifying sensitive lands that may affect the local community and slow project development. Our Water Risk Assessment helps us to understand the regional water risk of an area during site selection so we can minimize our impact on local water supplies, which are anticipated to be reduced by climate change in many regions. For more information, see the Water and Biodiversity sections. The UK Biodiversity Net Gain requirement is an example of how our proactive sustainability planning ensured we were well-positioned ahead of emerging regulation. Our early efforts in biodiversity planning before this requirement paved the way for additional responsible development in the London area.

#### Cost to Operate

Global climate change and the adaptations required to mitigate it can increase operating expenses in various ways. We performed a detailed Carbon Pricing Assessment to evaluate the impact of potential carbon price increases, such as national carbon taxes and customer internal carbon prices. Unsurprisingly, we learned that our highest risk from carbon price increases comes from increased costs for carbon-intensive electricity. This analysis helps to inform our drive to improve efficiency and acquire carbon-free electricity for all facilities, and it gives us a way to prioritize regions where the carbon emissions from grid electricity are highest.

#### *Customer Preference*

It is important to consider not only how climate risk affects our business but also how it impacts our customers. As the business environment changes along with the climate, our customers' preferences and incentives are also adjusting, which can impact the competitiveness of our product offering. For example, our Carbon Pricing Assessment gave us increased insight into how our customers' internal carbon prices and carbon reduction goals might affect their purchasing decisions. As companies prioritize climate change mitigation strategies, they will be looking for business partners who can help them achieve these goals. Through a dedication to transparency, we help our customers understand how our services support their sustainability objectives. Through stakeholder engagement, our customers have also communicated an increased focus on water conservation in recent years, so our Water Risk Assessment and ongoing commitment to dry cooled facilities align us well with this customer preference.

## Physical Risks

### *Water Stress*

Drought is one of the commonly predicted consequences of climate change. Increased water stress in areas where we operate may reduce our access to water for operations or increase friction with local communities. Facilities dependent on water for cooling may face operational interruptions or require costly retrofits to less water-intensive types of cooling.

To understand our exposure to water risk, we conduct an annual Water Risk Assessment, which is described in the Water section. We address the risk of increased water stress through our commitment to building new data centers that are not dependent on water for cooling. Furthermore, we have a target for our facilities in high water stress regions to become *net-positive* contributors of water to their local watersheds; this serves to reduce local water stress and improve the regions' water supplies. We believe that our aggressive stance on prioritizing water conservation will insulate us from significant risk of business disruption as water scarcity increases.

### *Flooding*

Climate change is predicted to increase the likelihood of flooding in many regions due to excessive rainfall events and sea-level rise. Shifts in weather patterns have demonstrated that flood risk maps based solely on historical data do not accurately predict future flood risk. Sea-level rise from climate change is predicted to cause flooding in regions near coasts and increase the range of impacts from severe coastal weather events like hurricanes.

To understand this risk, we have conducted a Future Flood Risk Assessment using a variety of tools to consider the effects of different climate change projections on the flood risk at our facilities. This allows us to anticipate any additional risk in the future to existing facilities and develop mitigation strategies when needed. This is also an opportunity to use more complete information about future risks to select sites for new facilities.

## *Opportunities and Impacts*

Given the almost unthinkable scale of the potential challenges and loss related to climate change, it seems callous to refer to it as an opportunity. Instead, we strive to manage risk and seek ways to grow our business ethically in the face of climate change and other environmental challenges by providing solutions to the problems and helping to shape our industry for the better.

Increased digitization of work and materials is one path toward decreasing our collective environmental and climate impacts. As virtual meetings replace air travel and cloud document storage replaces file cabinets, there are true benefits for the environment. Data centers like ours assist in this transformation. Our goal is to reduce our own environmental and climate impacts so we can contribute to the transformation without simply shifting the impacts to different areas.

Our strategy for this transformation includes:

- **A transition to carbon-free electricity**: Like most data center operators, we recognize that our high electricity consumption is our primary climate impact and that the solution is to phase out the use of carbon-intensive electricity in favor of high-quality renewable options that are both *additional* and *regional*, with nuclear electricity when renewable electricity is not feasible.
- **A focus on water conservation:** We strive to build data centers that do not rely on evaporating large amounts of water for cooling. Since climate change is likely to increase water scarcity in many places, this strategy should mitigate our contributions to water shortages in the communities and landscapes where we operate, while making our product offerings more resilient.
- **Innovation in backup generation:** To meet our *climate neutral* target, we will have to address our diesel-fueled backup generators. We are investigating various potential strategies to maintain uptime during electricity outages without burning fuels that contribute to climate change.

We believe that, by building our business in a way that provides solutions to global problems, we will appeal to our customers by helping them to meet their own sustainability goals. In doing so, we will ethically grow our business in the face of this collective global challenge.

## *Scenario Analysis and Resilience*

Our tools use different climate scenarios to ensure that our strategy is resilient and adaptable to changing conditions. Overall, our targets are set to contribute to staying below 1.5°C warming and striving for the SSP1-1.9 scenario. When weighing climate risks, the specific scenarios considered in our tools include two climate scenarios (RCP4.5 and RCP8.5) and two socioeconomic scenarios (SSP2 and SSP3), based on CMIP6 models. Our Carbon Pricing Analysis uses a schedule of prices suggested by IEA's NetZero by 2050 publication.

## Managing Climate Risk

The management of climate risk requires Cross-functional Integration and Coordination organized by the Sustainability Working Group, which meets periodically to report on progress, assign responsibility for required actions, and request support from other groups. Group members discuss identified climate risks, related tools, and progress toward climate goals. The Sustainability Working Group reports to senior management who update the Board on climate risk management progress, which is then integrated into the Enterprise Risk Management process. Climate risks are represented both as primary risks (such as impacts from natural disasters) and as secondary contributions to other primary risks (such as competitive risks). For more detail, see the ESG Governance section.

### Site Selection

When selecting sites for new data center construction, we prioritize sites in areas already zoned for data centers or similar uses or in existing planned developments like technology or business parks. Our selection process evaluates many attributes of potential sites, such as:

- Climate risks
- Environmental site risks
- Nearby protected areas
- Threatened and endangered species
- Wetlands or other vulnerable habitat
- Extreme weather risks
- Proximity to residential areas
- Community concerns

This allows us to begin planning to minimize impacts on communities or prime wildlife habitats before the site is developed. See the Biodiversity section for more information about our Environmental Assessments and Protected Areas Assessments.

We also consider the carbon emissions rate of the local electricity grid and the availability of carbon-free energy purchasing opportunities, favoring sites with lower grid carbon emissions or located adjacent to carbon-free generation. For more information about how we prioritize carbon-free electricity opportunities, see Energy Origination. As we advance our green building strategy, site selection takes on an expanded role for additional selection criteria such as development density, transportation options, parking capacity, habitat, and open space. Adding these criteria to the initial due diligence process helps us select sites for purchase that support our later design and construction ambitions.

### Climate Risk Management Tools

This section summarizes our inventory of climate risk management tools used to evaluate the risks identified above:

- **Carbon Pricing Assessment**: See below
- **Future Flood Risk Assessment**: See below
- **Protected Areas Assessments**: See Biodiversity
- **Water Risk Assessment**: See Water

We know that there are additional strategies we can employ to further understand our exposure to climate risk, which we see as an important aspect of managing business risk. We will continue to expand our efforts to reduce exposure to climate risk in the future, investigating topics such as extreme heat and wildfire risk.

#### *Carbon Pricing Assessment*

We conducted a detailed Carbon Pricing Assessment, in which we projected pricing scenarios from *IEA's NetZero by 2050* publication and evaluated impacts to each of our facilities, taking into account the effects of different customer contract types, variations in the carbon intensity of electricity, and consumption of carbon-emitting fuels (diesel and natural gas). We also evaluated the potential impact of carbon price increases on new facility construction. We use this information to understand how carbon prices might impact our business situation, as well as how it may affect our customers' priorities and requirements.

For more information about this assessment see Appendix 1: Methodology.

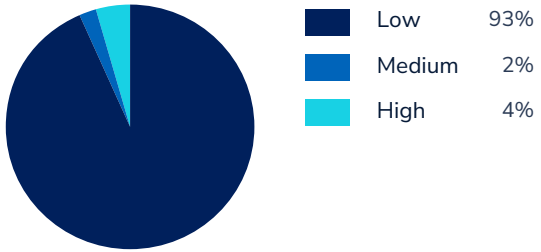
#### *Future Flood Risk Assessment*

According to government flood maps that rely on historical data (such as US FEMA or UK Environment Agency), we only have one facility with any exposure to flood risk. However, we understand that traditionally "flood-safe" areas may face increased flood risk due to climate change. We evaluated projections of future flood risk using various tools, including the Risk Factor and UK Long Term Flood Risk tools, and other government-issued reports.

Using these tools, we found that over 90% of our facilities are in areas that will retain a low flood risk categorization over the next 30 years. For the remaining facilities that are projected to face increased flood risk, we can now evaluate targeted actions to make these facilities more resilient to this potential future flooding. We also use these future flood risk tools proactively to research and select new locations.

For more detail about this assessment see Appendix 1: Methodology.

#### *Future Flood Risk*



# APPENDICES

# APPENDIX 1: METHODOLOGY

This appendix provides detailed descriptions of the methodology for our sustainability metrics, assessments, and other processes. As described in the Introduction, throughout this report we share the results of the primary metrics that we use to measure progress against our goals. While the actual metrics data can be found in the relevant chapters, this appendix provides additional detail about how we arrived at these metrics and our reasoning for them. We also clarify scoping so it is clear what is included in these measurements, what is not, and why.

Quick Links to Methodology Topics:


- Climate Risk Assessment
- Materiality Assessment
- Data Center Categories
- Energy
- Climate Impact
- Water
- Biodiversity
- Circular Economy
- Occupational Safety


## CLIMATE RISK ASSESSMENT

### *Future Flood Risk Assessment*

#### US Properties

All US properties were assessed with the Risk Factor Tool. Based on the property's address, the tool issues a score of 1-10 (10 being the maximum risk) indicating the probability of a flood occurring and the depth of the flooding (i.e., a higher score indicates that the property is either more likely to flood, the flood height will be higher, or both). If the tool was unable to locate the property from its address, we used a nearby location. These locations were never more than a couple of buildings away or across a road.

Scores of 1-3 were categorized as low risk, scores of 4-6 as medium, and scores of 7-10 as high risk.

#### UK Properties

All UK properties were assessed using UK government Flood Risk Tool. The tool assesses an area's flooding risk from rivers and sea as well as from surface water. Reported risk is a function of the probability of flooding and the consequences of flooding (be that environmental, economic, human health, etc.). All UK properties scored low or very low in both flooding risk from rivers and sea, as well as from surface water, and were therefore included in the report's low risk category.

#### Remaining Properties

The remaining properties were evaluated using country-specific reports and tools. The Amsterdam property was assessed with this governmental report. The Dublin property utilized this online tool. The Frankfurt properties utilized this study from 2016 and this study from 2010. For each of these properties, the method was unable to tie a level of risk with a particular address. Rather, the general location of the property (often the city or region) was used to match the granularity of the study. All of these sites were in the low categories of risk from their respective evaluation and were therefore included in the report's low risk category.

### *Carbon Pricing Risk Assessment*

We analyzed the effects of carbon pricing on CyrusOne's operations based on the International Energy Agency's 2021 publication "NetZero by 2050 – A Roadmap for the Global Energy Sector." In it, IEA suggests an evolving schedule of carbon prices to assist countries in meeting their Paris accord commitments, as shown below.

- 2025: $75 / $MTCO_2e$
- 2030: $130 / $MTCO_2e$
- 2040: $205 / $MTCO_2e$
- 2050: $250 / $MTCO_2e$

It is highly unlikely that a carbon tax would be levied directly on CyrusOne; instead, it will likely increase the cost of energy and raw materials. We analyzed the impact of these increases on CyrusOne's business activity, including both facility construction and operations. We then applied these impacts on a per-facility basis to compare the potential energy price increases to each facility's current electricity price. Finally, we considered the different styles of customer contracts to understand, at the facility level, how much the carbon price would affect (1) our direct expenses, and (2) our competitive position (by passing through to our customers). This per-facility analysis also gives us a way to calculate the benefit of new carbon-free electricity contracts in reducing carbon pricing risk.

# MATERIALITY ASSESSMENT

## Process

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We surveyed representatives of the following stakeholder groups:

1. Internal departments, including:
    - Energy origination
    - External Affairs
    - Finance
    - HR
    - Legal
    - Marketing
    - Operations
    - Sales
2. Key customers
3. Private equity ownership groups

Stakeholder representatives were asked to rate each topic on a scale of 1 to 5 (1 being low impact, 5 being high impact) on two scales:

1. **Impact Materiality**: Our industry's impact on the world
2. **Financial Materiality**: The world's impact on CyrusOne's success

As a general scale, Financial Materiality (the world's impact on CyrusOne's success) was rated based on a rough value of financial impact in USD per year, either through direct expense, lost opportunity, increased sales, or other impact:

1. $10,000 of financial impact per year
2. $100,000 of financial impact per year
3. $1,000,000 of financial impact per year
4. $10,000,000 of financial impact per year (~1% of Revenue)
5. $100,000,000 of financial impact per year (~10% of Revenue)

### Stakeholder Expertise

Not all stakeholder representatives were asked to rate all topics. The Sustainability team determined which representatives had exposure to or expertise on each topic, prioritizing topics of direct exposure or expertise. For example, representatives from HR were not asked to rate our industry's impact on environmental topics, because they do not have that expertise, but they were key experts on several social topics.

### Avoiding Self-Reporting

As part of the structure of this assessment we tried to avoid asking a company function how important their own function is (such as asking the Safety department to evaluate the importance of Occupational Safety to external stakeholders). Instead, we asked functions that had the most exposure to external stakeholders (such as Sales or External Affairs) to evaluate the topic.

For some topics, however, this was unavoidable due to topics where few members of the company have exposure or expertise.

- **HR** evaluated Working Conditions and Talent Development
- **External Affairs** and **Marketing** evaluated Community Engagement
- **Finance** evaluated Green Finance
- **Board ESG Committee** evaluated Oversight

For each of these self-reported topics, the self-report was always the highest score for that topic. This is why we performed the Sensitivity Testing (see below) to see if these results were durable past the self-reported evaluations.

### Combining Scores and Sensitivity Testing

Once the scores were collected, we then needed to combine them to make an aggregate score for Financial and Impact materiality for each topic. We then conducted a sensitivity analysis to see the effect of outlier scores on the overall score by evaluating the top three scores for each topic. For example, there were some topics where the top scores were {5, 5, 5} demonstrating a clear consensus of the importance of the topic. But in other topics, the scoring was less consistent, such as top scores of {5, 5, 4} or {5, 3, 2}. For ease of presentation, we wanted to represent this as a single score, so we discounted the adjusted score by 0.2 points for each point of lower score in the 2nd and 3rd highest scores.

For example, {5, 5, 5} would have an adjusted score of 5.0 (no discount), but {5, 5, 4} would have an adjusted score of 4.8 (0.2 discount for the 4 being 1 lower than the rest). A {5, 3, 2} would have a steeper discount since the second and third highest scores were 2 and 3 points lower than the highest score (5 points x 0.2 discount = a 1.0 discount) arriving at a 4.0 adjusted score.

This method was used (as opposed to taking a mean or median score) to anchor high scores as high on the understanding that if it's highly impactful to at least one function or stakeholder, then it's impactful to the whole company. But it also provides some distinction between a topic that is highly impactful to multiple functions or stakeholders versus one that is impactful to a single group.

# DATA CENTER CATEGORIES

These are the distinctions we make between data centers when compiling average energy or climate intensity metrics such as Power Usage Effectiveness and Carbon Usage Effectiveness.

## *Wet vs. Dry Data Centers*

Among our data centers, some consume water for cooling (e.g., using water towers or evaporative coolers), which we term wet facilities; and others consume no water for cooling, called *dry* facilities. Because energy metrics (like PUE, below) treat water as "invisible," we make the distinction between facilities that rely on increased water consumption to reduce their PUE and those that achieve it without water. All of our standard data centers (including *pre-built-out* and under-development sites) are capable of providing cooling without consuming water and thus are categorized as *dry*. We have a small number of facilities that use evaporative cooling (wet) and a few with hybrid systems that can operate without consuming water but currently supplement cooling with water consumption and are therefore also included in the *nonstandard wet* category.

## *Standard vs Nonstandard Data Centers*

We group our facilities into two categories: standard facilities, which we designed and built based on our design standards; and nonstandard facilities, which include acquisitions and built-to-suit facilities. We make this distinction because the energy and carbon use from our standardized facilities in operation give a more accurate estimate of the future impact from facilities that are still in development and construction since they are built to the same standard.

## *Directly vs. Indirectly Managed Data Centers*

We make a distinction between data centers that we directly manage and those that are indirectly managed. Directly managed facilities are those over which we have operational control, meaning that we are responsible for decisions that impact PUE, water consumption, etc. This category accounts for most of our data centers. We also have a few indirectly managed facilities where either the landlord or the customer has operational control of the facility. This distinction is used to determine which facilities are in-scope for internal metrics (scope 1 and 2 carbon, direct energy, direct water use, etc.). Indirectly managed facilities are excluded from internal metrics but included in evaluations of scope 3 metrics (Upstream or Downstream Leased Assets).

## *Critical Load Capacity (CLC)*

We measure the "size" of a data center with the industry term Critical Load Capacity (CLC), which is measured in megawatts (MW). This metric represents the maximum IT electrical load a data center can support and is a common measurement of data center size. It serves as a better determination of relative data center resource impact than traditional real estate metrics like gross building area, since the density of power draw per square foot can vary greatly based on the IT equipment our customers install.

Note that CLC represents the maximum load that can be supplied to IT equipment; since facilities rarely run at full capacity, and support electricity (cooling, lighting, common areas, etc.) is not included in CLC, actual electrical draw varies significantly. For example, a 10MW facility running at 50% capacity draws 5 MW of average power for customer load. If its PUE is 1.5, then it draws 7.5 MW of average power, or about 65.7 GWh per year (at 8760 hours per year). Therefore, CLC is not used as a measurement of power usage, but simply to compare the sizes of various data centers.

# ENERGY

## *Energy Source Scoping*

*GRI 302-1*

Our operational energy-use calculations include four sources:

1. **CyrusOne electricity** for IT equipment support and common areas
2. **Customer electricity** for their IT equipment in our data halls
3. **Natural gas** for comfort heating (only used at some facilities)
4. **Diesel** for emergency backup generation at all facilities

These data are combined into a common unit, MWh, using standard conversion factors for natural gas and diesel from the European Framework Initiative for Energy & Environmental Efficiency in the ICT Sector. To meet reporting deadlines, energy data was measured for the first nine months of the year and projected for the last three months. The energy-use data in this report covers all global facilities where we exercise operational control (directly managed facilities). Facilities that we do not include are those operated by our customers or the few leased facilities where we do not have operational control (such as our HQ office suites). We anticipate that all directly managed facilities built in the future will be included in our scope of operational control, and we will clearly state any exceptions to this rule.

## *Energy Inventory*

The table at right summarizes how we group different energy types into our metrics.

| ENERGY INVENTORY CATEGORIES | |
|---|---|
| **Fuels** | |
| Non-renewable | Diesel (1 US gallon = 40.8 kWh)<br>Natural gas (1 therm = 29.3 kWh)<br>Hydrogen from nonrenewable sources |
| Renewable | Biodiesel, renewable diesel, biogas, green hydrogen |
| **Electricity (CyrusOne support equipment AND customer server loads)** | |
| Grid electricity | Electricity imported from the local grid mix, including all generation types |
| Non-renewable, Carbon-free | Directly procured nuclear electricity |
| Renewable | Directly procured solar, wind, hydroelectric, or geothermal electricity |
| **Carbon-free Electricity Procurement Types** | |
| Direct | PPA, Green Tariff, retail product, direct generation, VPPA, EFECs |
| Indirect | Unbundled RECs/Guarantees of Origin and other Energy Attribute Certificates (both National and Regional) |
| **Other Imported Energy** | |
| Non-renewable | Offsite steam, district heating, district chilled water, etc. from carbon-emitting energy sources |
| Renewable | Above, generated from renewable energy |

# ENERGY EFFICIENCY METRICS

## Metric: Absolute Energy Consumption

*SASB IF-RE-130a.2.1-3, TCFD Energy*

Our operational energy use calculations include four sources: (1) CyrusOne total non-IT electricity for the site, (2) electricity for customer IT Equipment in our data halls, (3) natural gas for comfort heating (only used at some facilities), and (4) diesel for emergency backup generation at all facilities.

These data are combined into a common unit for aggregation (MWh). We use standard conversion factors for natural gas and diesel from the European Framework Initiative for Energy & Environmental Efficiency in the ICT Sector. For more detail about the scope and methods, see Energy Inventory above.

### Power Usage Effectiveness (PUE)

*GRI 302-3, TCFD Energy*

Power Usage Effectiveness (PUE) is the ratio of a data center's total electricity usage to the electricity delivered to IT equipment. This extra, non-IT power is used to operate the cooling, electrical distribution, lighting, and other mechanical systems necessary for IT equipment operation. Since CyrusOne doesn't make any decisions about the efficiency of our customers' IT equipment, we focus on how efficiently we can support their cooling and power needs.

Using the standard calculations developed by The Green Grid and formalized by ISO 30134-2 and EN50600-4-2, these measurements determine how efficiently we provide support services to our customers' IT equipment. PUE measures the total energy from a facility (total energy) divided by the energy used by customer IT equipment (IT energy). Thus, PUE has a theoretical minimum of 1.0 total kWh/IT kWh (indicating that no energy is used to provide cooling and energy distribution to the IT equipment). When taking an average of this metric, we only include built-out facilities that we manage directly to avoid the volatility of pre-built-out facilities and those out of our operational control.

PUE is recognized as one of the industry's main energy efficiency metrics and now forms part of compulsory regulatory reporting in Europe; in some regions PUE levels are stipulated as part of planning and permitting. PUE is a helpful metric because it scales with customer demand for power, which predicts the amount of heat generated by IT equipment. This heat is the primary driver of our power usage to provide cooling, in addition to losses in power distribution and other support infrastructure.

The challenge with this metric is that water can be used to lower PUE without recognizing the impact of water consumption, making it "invisible" to the metric. This is why we make a distinction between *wet* and *dry* data centers and also report our facilities' Water Usage Effectiveness (WUE). PUE is also subject to volatility based on how much of a data center's capacity is being used. Facilities that are operating well below their design capacity (such as newly opened facilities) can calculate PUEs that are out of scale with facilities where customers have installed their IT equipment.

## Metric: Standard Dry Design PUE (Design PUE, ISO $dPUE_1$)

Design PUE represents the idealized PUE of a facility running at full capacity based on its design and assumptions about customer IT Equipment. In general, Design PUE will be better (lower) than actual Operating PUE because, to maintain flexible capacity, colocation data centers are almost never run at full capacity.

## Metric: Operating PUE (PUE, ISO $PUE_1$)

Operating PUE represents the measured annualized PUE of our facilities in a given year based on actual conditions.

## ENERGY ORIGINATION METRICS

### *Metric: Percentage of Electricity Procured as Renewable by CyrusOne*

We measure the amount of electricity that we procure as renewable as a percentage of all the electricity that we purchase (including electricity delivered to customers). This includes mechanisms like retail green power offerings, Power Purchase Agreements (PPAs), Virtual Power Purchase Agreements (VPPAs), and the like.

### *Metric: Percentage of Electricity Procured as Nuclear by CyrusOne*

We measure the amount of electricity that we procure as (carbon-free, nonrenewable) nuclear as a percentage of all the electricity that we purchase (including electricity delivered to customers). This includes mechanisms like nuclear Emission Free Energy Certificates (EFECs).

### *Metric: Percentage of Electricity Procured as Renewable by Customers*

We measure the renewable electricity that we have confirmed has been procured by our customers to cover their IT equipment and cooling electricity in our facilities (which we include in our scope 2 reporting) as a percentage of all the electricity that we purchase.

### *Metric: Percentage of Electricity Paired with Unbundled Renewable Certificates*

We measure the amount of electricity that we pair with one-time purchases of unbundled Renewable Energy Certificates (RECs), Guarantees of Origin (GOs), or other certificate mechanisms as a percentage of all the electricity that we purchase (including electricity delivered to customers).

### *Metric: Percentage of Electricity Procured as Renewable in Europe*

We measure the amount of electricity that we procure as renewable in Europe as a percentage of all the electricity that we purchase (including electricity delivered to customers).

### *Metric: Percentage of Facilities with Renewable Option*

This measures how many of our facilities can offer customers some form of renewable electricity through our power provider, as an upgraded service, as a percentage of our total number of facilities.

# CLIMATE IMPACT

## Greenhouse Gas Inventory

*GRI 305-1g, GRI 305-2g*

Our greenhouse gas (GHG) inventory accounts for greenhouse gas emissions from electricity, diesel, natural gas, and refrigerant loss. This includes direct emissions from our operations (scope 1), purchased electricity (scope 2 for both our own operations and our customer IT equipment), and value chain emissions, including those from our energy supply chain, capital goods (including construction and equipment), and purchased goods and services (scope 3). Our scope 1 emissions come from burning diesel in backup generators, natural gas in facility comfort heating (a few facilities only), and refrigerants lost to atmosphere. We do not purchase any scope 2 energy other than electricity (such as district heat or chilled water). To meet reporting deadlines, GHG data was measured for the first nine months of the year and projected for the last three months.

## Consolidation Approach

*GRI 305-1f, GRI 305-2f, GRI 305-3g*

Our scope 1 and 2 GHG inventory data covers all our global facilities where we exercise operational control (directly managed). A few facilities fully operated by our customers are included in assessments of scope 3 accounting for Downstream Leased Assets, but these do not currently meet our reporting threshold. We anticipate that all directly managed facilities built in the future will be included in our scope of operational control, and we will clearly state any exceptions to this rule.

## Greenhouse Gases Evaluated

*GRI 305-1b, GRI 305-2b, GRI 305-3b, GRI 305-4d, TCFD Emissions*

Following the WRI Greenhouse Gas Protocol, our GHG Inventory evaluates the major greenhouse gases: carbon dioxide, methane, nitrous oxide, refrigerants, and sulfur hexafluoride. Sulfur hexafluoride was evaluated and does not apply to our operations. All emissions are reported in carbon dioxide equivalents based on the global warming potential of each gas relative to carbon dioxide, as determined by the US EPA and IPCC.

## Baseline Year

*GRI 305-1d, GRI 305-2d, GRI 305-3d*

Our earliest year of available complete data is 2018, which also serves as the baseline year for the inventory. Targets such as our Science-based targets may have other baseline years, which are stated in the applicable sections of the report.

## Emissions Factor Sources

*GRI 305-1e, GRI 305-2e*

Emissions factors for our GHG Inventory come from the following sources: US EPA Emission Factors Hub, UK DEFRA GHG Conversion Factors, IEA Emission Factors, European Environment Agency (EEA), California Air Resources Board (CARB), and electricity supplier-specific emission factors (if available).

## Controlled vs Uncontrolled emissions

To illustrate the impact of our emissions reduction strategies, we make a distinction between the following functional categories:

- **Internal controlled emissions** (net scope 1 + market-based scope 2) represent our actual emissions including the impact of carbon-free electricity procurement and carbon offsetting.
- **Internal uncontrolled emissions** (gross scope 1 + location-based scope 2) represent the potential emissions of our facilities if we were operating solely on grid electricity and without the benefit of carbon offsetting.

## Scope 1 Methodology

*GRI 305-1e, GRI 305-1g*

Scope 1 includes emissions from diesel, natural gas, and refrigerant loss. We calculate it both as gross scope 1 emissions (only including these operational sources) as well as net scope 1 emissions (also including the impact of carbon offsets). Emission factor sources include US EPA Emission Factors Hub and UK DEFRA GHG Conversion Factors.

### Carbon Offsets

Until better methods for eliminating scope 1 emissions become readily available, we offset residual scope 1 emissions (1-5% of internal uncontrolled emissions) at European facilities that have already achieved 100% renewable electricity. The offsets are used to calculate net scope 1 emissions and are not included in our science-based carbon target performance. We only purchase carbon offsets that have been through a robust validation process, such as Verified Carbon Standard (VCS), Climate Action Reserve (CAR), American Carbon Registry (ACR), or Gold Standard (GS), preferably with the Core Carbon Principles (CCP) label.

## Scope 2 Methodology

*GRI 305-2e, GRI 305-1g*

Scope 2 includes both emissions from customer IT equipment electricity and electricity used to service common areas and data halls, including cooling. Scope 2 emissions are reported in both market-based (including the effect of both carbon-free electricity contracts and supplier-specific emission factors) and location-based methods (using subregional or national grid averages). Emission factor sources include US EPA Emission Factors Hub, UK DEFRA GHG Conversion Factors, IEA Emission Factors, European Environment Agency (EEA), and electricity supplier-specific emission factors (if available).

## Scope 3 Methodology

*GRI 305-3g, GRI 305-3h*

Scope 3 emissions are not directly emitted by CyrusOne. These emissions are from sources indirectly associated with CyrusOne, such as construction (capital goods), fuel and energy-related activities, and purchased goods and services. Note that emissions from customer IT equipment inside facilities that we operate are counted as scope 2.

In 2024, we updated our methodology for scope 3 estimates and re-evaluated which categories to include. Our threshold for inclusion is whether the category reaches 2% of total estimated scope 3 emissions. We now report emissions for purchased goods and services, which we previously did not have the methods to estimate well. With that addition and under current circumstances, downstream leased assets now fall below the reporting threshold, so they are not included. However, there is potential for that category to rise in future years, so we will continue to monitor it. We do not currently expect that the other excluded categories will ever become significant. The table at right shows the reasoning for each category we excluded.

### SCOPE 3 ESTIMATION METHODOLOGY *GRI 305-3d, GRI 305-3f*

| Scope 3 Category | Included? | Method of estimation, or reason for exclusion |
|---|---|---|
| **Upstream** | | |
| 1. Purchased goods and services | Yes | Spend-based estimation using USEEIO Emission Factors |
| 2. Capital Goods | Yes | Spend-based estimation using USEEIO Emission Factors |
| 3. Fuel- and energy-related activities | Yes | Estimated using industry averages for fuel extraction, refinement, and transport (Well-To-Tank or WTT factors), as well as electrical transmission and distribution (T&D factors), such as IEA Life Cycle Upstream Emission Factors. |
| 4. Upstream transportation and distribution | No | *This is included in supplier emissions for Purchased Goods and Services or Capital Goods.* |
| 5. Waste generated in operations | No | *These were evaluated and determined to be de minimis* |
| 6. Business Travel | No | |
| 7. Employee commuting | No | |
| 8. Upstream leased assets | No | |
| **Downstream** | | |
| 9. Downstream transportation and distribution | No | *CyrusOne does not sell products, only services, so downstream impacts of physical goods do not apply* |
| 10. Processing of sold products | | |
| 11. Use of sold products | | |
| 12. End-of-life treatment of sold products | | |
| 13. Downstream leased assets | No | *This was evaluated and determined to be de minimis, but we will monitor in case it increases above our 2% threshold* |
| 14. Franchises | No | *CyrusOne does not have franchises* |
| 15. Investments | No | *We are not a financial institution* |

# CLIMATE IMPACT METRICS AND TARGETS

## Target: Climate Neutral by 2030

Our main target for Climate Impact is our *Climate Neutral* by 2030 commitment. We continue to refine the particulars of how we will draw down our carbon emissions while we grow as a company, but we have committed to operating *climate neutral* by 2030. In this commitment, we include both the carbon emissions from our support infrastructure (cooling, lighting, power distribution, etc.) and those of our customers' IT equipment (servers) for net scope 1 and market-based scope 2 emissions. Overall, our targets are set to contribute to the Earth staying below 1.5°C warming, striving for the SSP1-1.9 scenario (a world of sustainability-focused growth and equality).

## Target: Near Term Science-based Carbon Target (1.5°C by 2030) (SBTi Target)

As validated by the Science Based Targets initiative (SBTi) in 2022, our science-based carbon target is based on the absolute contraction method with a base year of 2021 and target year of 2030. It is a near-term science-based target consistent with a 1.5°C pathway. We commit to reduce gross scope 1 and market-based scope 2 GHG emissions 38% by 2030 from a 2021 base year, and to measure and reduce scope 3 emissions. SBTi's guidance is for the 2030 reduction target to be 37.8%, which we have rounded up to 38%. This guidance also sets annual milestones of 4.2% of absolute reduction per year from our 2021 emissions.

## Metric: Carbon Usage Effectiveness (CUE, ISO $CUE_2$)

GRI 305-4

Carbon Usage Effectiveness (CUE) is the ratio of total carbon emissions (including from electricity, fuels, and refrigerant loss) to the electricity delivered to IT Equipment. In the denominator, electricity delivered to IT Equipment is used as an indicator of activity. Since over 90% of our internal uncontrolled carbon emissions are due to electricity consumption, CUE largely represents the combination of a facility's electricity efficiency (PUE) and energy origination (carbon-free electricity percent).

Using the standard calculations developed by The Green Grid and formalized by ISO 30134 and EN50600, CUE is a measurement that determines how efficiently we provide support services to our customers' IT equipment. $CUE_2$ measures the total carbon from a facility (including all sources and all greenhouse gases) divided by the energy used by customer IT equipment. Thus, CUE has a theoretical minimum of 0 kg $CO_2$e/IT kWh, indicating no carbon is emitted as a result of the facility's operations. When taking averages of this metric, we only include built-out facilities that we manage directly to avoid the volatility of pre-built-out facilities and those out of our operational control.

## Metric: Climate Neutral Data Centers

We track the number of data centers that can be classified as *climate neutral* for net scope 1 and market-based scope 2 GHG emissions. These are facilities that have reached 100% carbon-free electricity procurement. The remaining 1-5% of potential emissions at these data centers (diesel for backup generation and refrigerant loss) come from sources without readily available alternatives, so we have purchased carbon credits to offset the emissions.

# WATER

## *Water Risk Assessment*

Our Water Risk Assessment takes a three-step approach to understanding CyrusOne's specific risks and opportunities associated with water supplies. In our assessment, we evaluate three views into the relationship between water and CyrusOne's operations:

1. **Regional Water Stress**: The balance of regional supplies of water versus regional demand for water, both now and with projections for the future (2030 and 2050 under the *Business as Usual* scenario). This stress is shared by all companies that operate in the region.
2. **Facility Water Use**: How much water CyrusOne facilities use in a year.
3. **Facility Water Risk Exposure**: The combination of Regional Water Stress and Facility Water Use, indicating how much exposure each CyrusOne facility has to the regional risk.

Regional water stress helps us understand which regions are now or will soon be high risk, which is useful for both current facilities and site selection for new facilities. Understanding facility water use can help us focus our attention on the current largest users of water and identify where improvements in water efficiency would be most beneficial. Finally, facility water risk exposure identifies which facilities use significant amounts of water in highly water-stressed regions. Some CyrusOne facilities in high-stress regions do not use much water and thus are not exposed to that region's risk, while other sites might use significant amounts of water in regions where water is plentiful. Neither of these is of particular concern. Instead, it is important to identify high-use sites in high-stress regions.

### Regional Water Stress

Because water stress varies greatly by location and is continually changing, it is important to understand both the current and projected future water stress at each site. The World Resources Institute (WRI), a global research organization focused on sustainable management of natural resources, provides the definitive tool for evaluating water risk in its Aqueduct Water Risk Atlas. In WRI's words, "The Atlas uses a robust, peer-reviewed methodology and the best available data to create high-resolution, customizable global maps of water risk." It is currently in version 4.0.

### Scoping

Our Water Risk Assessment evaluates the current water stress for all facilities and the predicted water stress in 2030 and 2050. We also calculate total water use at the facilities for which we have data (>90% of capacity) to determine each site's exposure to regional water stress. For our leased facilities where water use data is not available (<10% of capacity), we can only monitor the regional stress, not the facility-specific risk. For this assessment, we consider all water withdrawal for our facilities regardless of the end use of the water (evaporation or discharge).

### Facility Water Risk Exposure

To analyze the intersection between water stress and water consumption for each location (the water risk exposure) we create a heat map of locations showing the intersection of regional water stress (current and future) and CyrusOne's facilities' water withdrawal in total gallons.

### Dry Cooling

Throughout the report, we refer to some facilities employing "dry cooling." Specifically, this refers to facilities that do not consume (evaporate) water to reject heat from the facility – they instead use air-cooled chillers. These facilities use a closed water loop to transport heat from the data hall to the chillers, but water is not consumed in this process (it may occasionally be discharged and refilled during maintenance but not consumed). These facilities do consume very small amounts of water to maintain humidity levels in the facility when the outside air is too dry, but this still results in a WUE of less than 0.01 $L/kW_{IT}$ (for comparison facilities that do consume water to reject heat often have a WUE of 1.50 or higher).

# WATER METRICS AND TARGETS

*GRI 303-3d, GRI 303-4e, GRI 303.5d*

This section provides additional detail about the precise methodology and scoping for our primary metrics for water conservation and restoration. The way we interpret the significance of these water metrics is that water withdrawal describes the potential impact of regional water scarcity on our facilities while water consumption describes the impact of our facilities on potential regional water scarcity. To meet reporting deadlines, water data was measured for the first nine months of the year and projected for the last three months.

## Facility Water Use Estimates

*GRI 303-3d, GRI 303-4e, GRI 303.5d*

The majority of our facilities lack submetering for water, so we cannot directly measure consumption and discharge. Our two primary drivers of water consumption are water-consuming cooling and landscape irrigation. Each of these factors is present at some facilities and not others. Therefore, we divide our facilities into four categories:

- **Dry Landscaped (DL)**: does not consume water for cooling, does consume water for landscaping
- **Dry Bare (DB)**: does not consume water for cooling or landscaping
- **Wet Landscaped (WL)**: consumes water for both cooling and landscaping
- **Wet Bare (WB)**: consumes water for cooling, does not consume water for landscaping

For each category, we apply a different percentage of the withdrawal to consumption and discharge, shown in the table at right.

These estimates are based on case studies of our facilities to determine how withdrawn water leaves our facility (either as consumption or discharge). Then for each facility, we apply the listed percentages to its withdrawn water to estimate consumption and discharge.

**FACILITY WATER USE CATEGORIES**

| Category | Consumption | Discharge |
|---|---|---|
| Dry Landscaped | 79% | 21% |
| Dry Bare | 7% | 93% |
| Wet Landscaped | 80% | 20% |
| Wet Bare | 79% | 21% |

## Water Sources

*GRI 303-3c*

All withdrawal is from third-party sources (municipal supplies), with data sourced from utility billing.

## Water Discharge

*GRI 303-4d, GRI 303-2*

All water is discharged to publicly-owned treatment. Wastewater is not required to be treated by CyrusOne prior to discharge.

### *Metric: Percentage of New Data Centers with Dry Cooling*

To focus our efforts on dry cooling at new data centers, we track the percentage of new data centers each year that can operate without consuming water for cooling. Some facilities may be hybrid facilities with the option of consuming water but can fully operate without it — these contribute toward improving this metric since they limit our risk exposure to increased regional water stress without costly retrofits.

### *Metric: Absolute Water Withdrawal*

Withdrawn water is the total water taken in by our facilities, regardless of whether the water goes toward cooling, facility maintenance, or domestic water uses. Net withdrawn water is the total water taken in by our facilities, regardless of how it is used, minus the amount of water restored to the local region, such as by Water Restoration Certificates® (WRCs). All sources of withdrawn water are municipal supply.

### *Metric: Absolute Water Consumption and Discharge*

Once inside our facilities, water is either discharged to water treatment works (such as industrial or domestic wastewater treatment) and returned to the watershed, or it is consumed through evaporative cooling or irrigation. Since our consumption of water removes it from the watershed, this serves as an indication of our impact on potential regional water scarcity. While we have measurement of water withdrawal from our utility invoices, we estimate whether that water goes to consumption or discharge based on cooling method and level of landscaping at the facility (since evaporative cooling and irrigation are the major sources of consumption, with the remainder going to discharge).

### *Metric: Absolute Water Restoration*

This is the total volume of water restored in the region of our facilities through offsite efforts that restore water flows to waterways. This is done in partnership with groups like the Bonneville Environmental Foundation and documented through Water Restoration Certificates® (WRCs).

### *Metric: Absolute Water Withdrawal, Consumption, Discharge, and Restoration in High-Stress Regions*

To focus our attention on areas where water is scarce, we track the total water withdrawal, consumption, and discharge from regions listed as currently in *high* or *extremely high* stress, according to the Aqueduct Water Risk Atlas. This is a helpful metric because it is a risk-based approach that focuses on where we are removing water from regions that have little of it. The limitation of this metric is that it does not account for future water stress and how it is projected to change. We compensate for this limitation by using our water risk assessment to incorporate future water stress into our planning.

### *Metric: Net Positive Water Facility*

We consider a facility to have reached *net positive water* if, after reducing water use onsite through efficiency, we are able to partner with environmental nonprofits to restore water flows in these regions in excess of the water that we use. To ensure that the positive portion is not just a token amount (such as 1 gallon), we consider a facility to be a *net positive water* facility if we can restore at least 20% more water than we use. For example, if a facility uses 5 million gallons of water and we restore at least 6 million gallons of water, we designate it as a *net positive water* facility.

## Water Usage Effectiveness (WUE)

The standard metric for measuring water efficiency in data centers is Water Usage Effectiveness (WUE). This metric was created by The Green Grid specifically for data centers to understand and compare their water impact on an intensity basis. For the purpose of the below metrics, IT Support Water includes water used to cool IT equipment and ensure proper humidification of data halls. It does not include facility or landscape maintenance water such as domestic water and irrigation. WUE is calculated using the standard calculations developed by The Green Grid and formalized by ISO 30134 and EN50600.

### *Metric: Standard Dry Design Onsite Water Usage Effectiveness (Design WUE Site, ISO dWUE$_1$)*

Design WUE Site is the estimated ratio of liters of IT support water use to kilowatt-hours of server energy use and thus is measured in liters per kilowatt-hour (L/kWh). It is calculated assuming a facility is running at full capacity and based on the type of cooling system employed. It has a theoretical minimum value of zero (no water withdrawn for cooling purposes including humidification).

### *Metric: Operating Onsite Water Usage Effectiveness (WUE Site, ISO WUE$_1$)*

WUE Site is a ratio of annual onsite water use to IT equipment energy and is measured in liters per kilowatt-hour (L/kWh). This metric allows us to understand how much water we are using in our facility operations relative to our customers' data operations. Since IT equipment energy use drives the need for cooling, water use in wet facilities is linked with energy use, as an increase in IT equipment energy leads to an increase in water consumption.

### *Metric: Total Water Usage Effectiveness (WUE Source, ISO WUE$_3$)*

In contrast with WUE Site, which measures only the onsite water efficiency of a data center, WUE Source is used to estimate a facility's total regional water burden. If the electricity used by a data center comes from thermoelectric generation sources, large amounts of water are consumed in the production of that electricity. We refer to this indirect water consumption as "energy supply chain water." WUE Source is a ratio of liters of supply chain water plus onsite IT water consumption to kilowatt-hours of server energy use and thus is measured in liters per kilowatt-hour (L/kWh). Supply chain water estimates are based on the World Resource Institute's Guidance for Calculating Water Use Embedded in Purchased Electricity.

# BIODIVERSITY

## *Environmental Site Assessments*

Environmental impact assessments are performed while evaluating a property for purchase. These are conducted to the standards of the countries in which CyrusOne operates, but all share similar components. In the United States, for example, we start with a Phase I Environmental Site Assessment (ESA). The intent of a Phase I ESA is to assess whether current or historical property uses have impacted the soil or groundwater beneath the property and could pose a threat to the environment and/or human health.

A Phase I ESA typically includes the following:

- A site visit to observe current and past conditions and uses of the property and adjacent properties.
- A review of federal, state, tribal, and local regulatory databases including, but not limited to, underground storage tanks (USTs), aboveground storage tanks (ASTs), known or suspected release cases, the storage of hazardous substances, and disposal of hazardous wastes including petroleum products and institutional and engineering controls.
- A review of historical records, such as historical aerial photographs, fire insurance maps (Sanborn maps), historical city directories, and historical topographic maps.
- A review of state and local agency records including, but not limited to, state environmental agencies, building departments, fire departments, and health departments.
- Interviews with current and past property owners, operators, occupants, or others familiar with the property.

If the Phase I ESA identifies a recognized environmental condition, we proceed to a Phase II ESA to collect soil, groundwater, and soil vapor samples from the subsurface to analyze for the presence of contamination.

## *Protected Areas Assessment*

After a property has been purchased and is in operation, we monitor the surrounding region to determine if any areas have become protected since purchase. This assessment is conducted annually using map searches for each facility. Changes in the designation of surrounding areas lead to deeper research into the nature of the change, whether it represents a protected habitat of any sort, and whether we need to make any adjustments to our operations to protect that habitat.

# BIODIVERSITY METRICS

This section provides additional detail about the precise metrics and scoping for our primary metrics for biodiversity.

### *Target: Habitat Networks*

As our facilities are strategically located to primarily improve data networks, we recognize that the same strategic placement can help provide habitat networks as well. Our target is to improve habitat at each of our facilities with landscaping we control, focusing on pollinator-friendly gardens to support local biodiversity.

For us, this means landscaping that uses native and climate-adapted species to provide food, water, shelter, and nesting for pollinators and other wildlife. In addition, we prefer landscape management practices that conserve water, avoid unnecessary disturbance and chemical use, and strive for a natural aesthetic.

### *Metric: Facilities with Improved Habitat*

To measure progress toward our target, we track and report how many of our facilities have improved habitat onsite that supports biodiversity in the area. Since, according to the Wildlife Habitat Council, small spaces can have big impacts, this metric counts a facility if it has at least 100 square feet of improved habitat, such as a pollinator garden or migratory waystation. We report this metric as a percentage of facilities that have landscaping we control, excluding some urban facilities without plantable land and some facilities in which the landlord controls the landscaping. This metric tells us how widespread our habitat network has become rather than the total land area improved.

# CIRCULAR ECONOMY

## *Air Pollution*

*GRI 305-7*

Our assessment of air pollution is based on emissions from emergency backup generators, which largely consume diesel to create backup electricity. In the United States, these generators require air pollution permits to operate and, globally, manufacturers are required to provide emission factors for their equipment per gallon of diesel consumed. In 2021, we used this information to create an inventory of air pollution emissions based on per-equipment diesel consumption that year. Since this case study demonstrated that these emissions are not material, we used it to create a more general global per-gallon emission factor, which we then use to estimate annual air pollution emissions based on total diesel consumption rather than perform the per-equipment calculations each year.

## *Waste*

*GRI 306-1, GRI 306-2c*

To meet reporting deadlines, waste data was measured for the first nine months of the year and projected for the last three months.

### Construction vs Operations Waste

We track waste generated from episodic construction separately from waste generated in ongoing operations. We gather construction recycling rates on a per-project basis, while we have been reporting operations waste for several years. This separation is important to track improvements in our operational waste management without the results being potentially overwhelmed by large amounts of construction waste, which can vary greatly based on the number of construction projects in a given year.

### Regulated vs Non-regulated Waste

In alignment with standards like TRUE Zero Waste, we separate reporting of regulated waste streams (such as lamps, batteries, and paint) from our non-regulated waste (such as cardboard, pallets, and paper).

*Target/Metric: Zero Waste Diversion Rate*

We calculate our zero waste diversion rate as the weight of waste diverted through reduction, reuse, or recycling divided by total waste generated (including that sent to landfill and incineration). Our target diversion rate is based on unregulated waste. It includes only operational waste (not construction waste) from facilities directly managed by CyrusOne and follows the same criteria of operational control used for our climate metrics (thus excluding a few customer-managed facilities). In alignment with the TRUE standard, waste-to-energy incineration is not included in our diverted total.

## Waste Category Descriptions

- **Regulated**: Waste for which the disposal method is prescribed by regulation. All of the regulated wastes we generate fall into low hazard or special category classifications such as Basel Annex II, U.S. Universal Waste, or other specially regulated nonhazardous wastes. These include items such as used lead acid batteries from UPS systems, which are collected for recycling and handled under well-established management practices. We do not generate any wastes that fall into high hazard categories—such as materials with significant toxicity, reactivity, or other characteristics that require full hazardous waste controls.
- **Non-regulated**: The remaining waste categories describe the handling or disposition of wastes that do not have any regulatory requirements.
- **Reduced**: Non-regulated materials that we have eliminated through digitalization, double-sided printing, water refill dispensers, and grasscycling. See Reduce Methodology section below.
- **Reused**: Non-regulated materials where expendable items are used multiple times without first reprocessing (i.e. recycling) them. These materials include wood pallets and metal server containment parts. See Reuse Methodology section below.
- **Recycled**: Non-regulated waste such as cardboard, pallets, and green waste sent to recycling to serve as feedstock for new products.
- **Landfilled**: Non-regulated waste such as breakroom waste sent to landfill for disposal.
- **Incinerated**: Non-regulated waste such as soiled paper and broken wood sent to incineration (including waste-to-energy) for disposal.

## CyrusOne e-Waste vs Customer e-Waste

In our metrics, we only report the electronic waste generated by CyrusOne, such as our office computers and printers, and electronics collected by the third-party recycling services we host for our customers' e-waste such as servers. This optional service makes it easy for customers to recycle their components (included in the Low Hazard Regulated category), but many choose to recycle their components through other means (which are not represented in our metrics).

## Reduce and Reuse Methodology

To calculate reduce and reuse, we follow GBCI's TRUE recommended methodology and categorizations where available. Our first TRUE certified facility, SAT5, was used as a case study and provided standard assumptions that we applied across the remainder of our portfolio to estimate total weight of material reused or reduced. All non-regulated reduce and reuse categories are listed in the waste category descriptions above. Category-specific methodology examples are described below.

### *Reduce Examples*

**Grasscycling (Grass Clippings)**: Reduction results from leaving grass clippings onsite after mowing rather than hauling them away for disposal or composting. A 100% implementation (no grass clippings sent to landfill) was assumed. Total grass clipping weight was estimated using an average clipping generation factor per landscaped area unit (CalRecycle), applied to each site's landscaped area and the number of months mowing services were contracted.

**Double-sided printing (Paper)**: Reduction results from adoption of double-sided printing as the operational standard. While full implementation could reduce paper use by 50%, a conservative 45% reduction was assumed to account for continued limited single-sided printing. This reduction factor was applied to the baseline paper usage estimate, calculated using average employee counts and paper consumption per employee.

### *Reuse Example*

**Wood (Pallets)**: This category of reuse is the result of reusing or repurposing wooden pallets at our sites. A sampled weight of wooden pallets is applied to the number of pallets reused as reported or estimated by on-site teams. In cases where the actual number of pallets reused isn't available, we use an average value based on measured data from our SAT5 case study.

# OCCUPATIONAL SAFETY

*GRI 403-9g*

This section provides additional detail about the precise metrics and scoping for our primary metrics for health and safety.

## *Injury Categories*

- **Fatalities**: A death resulting from a work-related incident or exposure.
- **Recordable Cases**: Any work-related injury or illness that results in a fatality, loss of consciousness, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, work-related diagnosed case of cancer, chronic irreversible diseases, fractured or cracked bones or teeth, and punctured eardrums.
- **Lost Workday Cases**: Any work-related injury or illness that results in one or more days away from work for recovery.
- **Restricted/Transfer of Duty Cases**: Any work-related injury or illness that results in one or more days of restricted work or a job transfer (the injured person returns to work but cannot perform their primary job function).
- **Other Recordable Cases**: Any recordable injury or illness where a worker receives medical treatment beyond first aid, but that does not involve a fatality, one or more days away from work, or one or more days of restricted work or job transfer.
- **First Aid Cases**: Any injury or illness that can be treated with basic first aid treatment or over-the-counter medication.
- **Near Miss Incident**: A reported incident in which no personal injury or property damage is sustained, but which had the potential to do so. We believe finding and recording near miss incidents is an indication of a well-functioning safety management system and key to identifying hazards and preventing actual injuries.

## *Injury Severity Indicators*

- **Days Away from Work**: Total number of days that a worker was unable to work due to work-related injury or illness.
- **Days Restricted/Transfer of Duty**: Total number of days that a worker was on restricted work duty or job transfer due to work-related injury or illness.

## *Injury Intensity Rates*

- **Total Hours Worked**: Total number of hours worked by CyrusOne employees or contractors for each given year. This is typically normalized as rates per 200,000 hours worked (the typical number of hours worked by a full-time employee in one year).
- **Lost Time Injury Rate**: Number of Lost Workday Cases per 200,000 Total Hours Worked.
- **Days Away Restricted or Transferred (DART) Rate**: Number of Lost Workday and Restricted/Transfer of Duty Cases per 200,000 Total Hours Worked.
- **Total Recordable Incident Rate (TRIR)**: Number of Total Recordable Cases per 200,000 Total Hours Worked.

## *Chemical Spill Reporting Metrics*

- **Reportable Spills with Environmental Impact**: Spills significant enough to require reporting to local environmental agencies that were determined to have impacted local soil or water (i.e. spills not contained on pavement or retention).
- **Reportable Spills without Environmental Impact**: Spills significant enough to require reporting to local environmental agencies that did not impact local soil or water (i.e. spills contained on pavement or retention and cleaned up).

# APPENDIX 2: STANDARDIZED METRICS

As described in the Introduction, this report is aligned with three systems of standardized metrics: GRI, SASB, and TCFD. These standardized metrics are organized into the tables below. The metrics are grouped for each standard — duplicate metrics are repeated on each table for easy reference. Since SASB guidance for our industry and the general consensus is that environmental topics have the largest impacts in the data center industry, we have focused on those standardized metrics. Note that all CyrusOne buildings fall within the REIT property subcategory "Data Centers." All numbers represent the data as of the close of 2025 unless otherwise specified.

## GRI METRICS SUMMARY TABLE

| GRI Index | Metrics | Response |
|---|---|---|
| GRI 2: General Disclosures 2021 | | |
| **2-1** | Organizational details<br>a. Legal name<br>b. Nature of ownership and legal form<br>c. Location of headquarters<br>d. Countries of operation | <br>a. CyrusOne LP<br>b. Privately-held company<br>c. 2850 N Harwood St., Suite 2200 Dallas, Texas 75201<br>d. Data Center Locations |
| **2-2** | Entities included in the organization's sustainability reporting | Where We Operate. Data shared includes activities by all subsidiaries of CyrusOne Inc., except where explicitly noted |
| **2-3** | Reporting period, frequency and contact point:<br>a. reporting period and frequency of sustainability reporting<br>b. reporting period for financial reporting<br>c. publication date of report<br>d. point of contact | <br>a. Calendar year 2025, annual<br>b. As a private company, we do not publish a financial report<br>c. June 2026<br>d. Kyle Myers: kmyers@cyrusone.com |
| **2-4** | Restatements of information | Changes in Scope |
| **2-5** | External assurance | Assurance Statement |
| **2-6** | Activities, value chain, and other business relationships | What We Do |
| **2-7** | Employees | Workforce Metrics Disclosure |
| **2-9** | Governance structure and composition<br>a. governance structure<br>b. committees | <br>a. ESG Governance, Board Oversight<br>b. Committee Descriptions |
| **2-11** | Chair of the highest governance body | a. Board Oversight |

## GRI METRICS SUMMARY TABLE

| GRI Index | Metrics | Response |
|---|---|---|
| **2-12** | Role of the highest governance body in overseeing the management of impacts<br>a. role in developing statements, strategies, policies, and goals<br>b. role in due diligence | a. Committee Descriptions<br>b. ESG Governance |
| **2-13** | Delegation of responsibility for managing impacts<br>a. delegating responsibility<br>b. process and frequency of reports | a. Board Infographic, Senior Management Direction, Cross-functional Integration and Coordination<br>a. Cross-functional Integration and Coordination |
| **2-14** | Role of the highest governance body in sustainability reporting | About This Report |
| **2-19** | Remuneration policies<br>a. policies<br>b. relation to sustainability objectives | a. Executive Compensation<br>b. Sustainablity-linked Executive Compensation |
| **2-23** | Policy commitments<br>a. policy commitments for responsible business conduct<br>c. links | a. Code of Business Conduct & Ethics (discussion)<br>c. Code of Business Conduct & Ethics (link) |
| **2-24** | Embedding policy commitment | Code of Business Conduct & Ethics |
| **2-26** | Mechanisms for seeking advice and raising concerns | Code of Business Conduct & Ethics |
| **2-28** | Membership associations | Industry Group Memberships |
| **2-29** | Approach to stakeholder engagement | The stakeholder groups we engage with are: Customers, Employees, Community. We engage with stakeholders that contact us and that we have identified as most closely affected by our business: Customers and Employees. We do not have any group-wide stakeholder engagement governance structure in place. |
| **2-30** | Collective bargaining agreements | Collective Bargaining |

## GRI METRICS SUMMARY TABLE

| GRI Index | Metrics | Response |
|---|---|---|
| GRI 3: Material Topics 2021 | | |
| **3-1** | Process to determine material topics | Priorities and Materiality |
| **3-2** | List of material topics<br>a. material topics<br>b. changes from previous reporting period | <br>a. Materiality Chart<br>b. Changes from 2024 |
| GRI 206: Anti-competitive Behavior 2016 | | |
| **206-1** | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Antitrust Incident Prevention |
| GRI 302: Energy 2016 | | |
| **302-1** | Energy consumption within the organization | Total Energy Consumption, Energy Methodology |
| **302-3** | Energy intensity | Power Usage Effectiveness (PUE) Metrics, Power Usage Effectiveness (PUE) Methodology |
| GRI 303: Water and Effluents 2018 | | |
| **303-1** | Interactions with water as a shared resource<br>a. Description of organization's interaction with water<br>b. Approach to identify water-related impacts<br>c. How water-related impacts are addressed<br>d. Process for setting water-related goals | <br>a. Water Strategy, Plan for Sustainable Future, Risk-based Water Management Program<br>b. Water Risk Assessment<br>c. Target: Net Positive Water in High-Stress Regions<br>d. Water Risk Assessment |
| **303-2** | Management of water discharge-related impacts | Water Methodology |
| **303-3** | Water withdrawal<br>a. Total water withdrawal by source<br>b. Total water withdrawal from areas of water stress, by source<br>c. Freshwater vs. Other water<br>d. Context | <br>a. Water Usage table, Water Methodology<br>b. Water Usage in High-Stress Regions table<br>c. Water Sources<br>d. Water Methodology, Facility Water Use Estimates |
| **303-4** | Water discharge<br>a. Total water discharge by destination<br>c. Total water discharge in areas of water stress<br>d. Treatment of discharge<br>e. Context | <br>a. Water Usage table, Water Methodology<br>c. Water Usage in High-Stress Regions table<br>d. Water Discharge<br>e. Water Methodology, Facility Water Use Estimates |

## GRI METRICS SUMMARY TABLE

| GRI Index | Metrics | Response |
|---|---|---|
| **303-5** | Water consumption<br>a. Total water consumption<br>b. Total water consumption from areas of water stress<br>c. change in water storage<br>d. Context | a. Water Usage table, Water Methodology<br>b. Water Usage in High-Stress Regions table<br>c. No significant water storage<br>d. Water Methodology, Facility Water Use Estimates |
| 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, as verified by a Protected Areas Assessment |
| **304-2** | Significant impacts of activities, products and services on biodiversity<br>a. Nature of impacts on biodiversity<br>b. Significant positive and negative impacts | a. No negative impacts identified, as verified by our Environmental Assessments. Positive impacts are realized by our facilities with improved native habitat installations. See Onsite Habitat Improvement.<br>b. Metric: Facilities with Improved Habitat |
| **304-3** | Habitats protected or restored<br>a. Areas protected or restored<br>b. Partnerships<br>d. Methodology | a. Metric: Facilities with Improved Habitat, Offsite Habitat Improvement<br>b. We partner with Bonneville Environmental Foundation, The Nature Conservancy, and Natural Resource Conservation Service to restore water flows to Texas and Arizona rivers. We participate in NWF's Certified Wildlife Habitat program and Host in Ireland's DCs for Bees program.<br>d. Bonneville Environmental Foundation Water Restoration Certificates® methodology, DCs for Bees methodology, NWF Certified Wildlife Habitat methodology |
| **304-4** | IUCN Red List species and national conservation list species with habitats in areas affected by operations | No listed species have been identified in areas affected by operations, as confirmed by our Environmental Assessments and Protected Areas Assessments. |

## GRI METRICS SUMMARY TABLE

| GRI Index | Metrics | Response |
|---|---|---|
| GRI 305: Emissions 2016 | | |
| **305-1** | Direct (Scope 1) GHG emissions<br>a. Gross Scope 1 emissions<br>b. Gases included<br>c. Biogenic $CO_2$ emissions<br>d. Base year<br>e. Source of emission factors<br>f. Consolidation approach<br>g. Methodology | a. Scope 1 Emissions table<br>b. Greenhouse Gases Evaluated<br>c. Not applicable<br>d. Baseline Year<br>e. Emissions Factor Sources<br>f. Consolidation Approach<br>g. Scope 1 Methodology |
| **305-2** | Energy indirect (Scope 2) GHG emissions<br>a. Gross location-based Scope 2 emissions<br>b. Gross market-based Scope 2 emissions<br>c. Gases included<br>d. Base year<br>e. Source of emission factors<br>f. Consolidation approach<br>g. Methodology | a. Scope 2 Location-based Emissions table<br>a. Scope 2 Market-based Emissions table<br>b. Greenhouse Gases Evaluated<br>c. Baseline Year<br>d. Emissions Factor Sources<br>e. Consolidation Approach<br>f. Scope 2 Methodology |
| **305-3** | Other indirect (Scope 3) GHG emissions<br>a. Gross Scope 3 GHG emissions<br>b. Gases included<br>c. Biogenic $CO_2$ emissions<br>d. Categories and activities included<br>e. Base year<br>f. Source of emission factors<br>g. Consolidation approach<br>h. Methodology | a. Scope 3 Emissions table<br>b. Greenhouse Gases Evaluated<br>c. None<br>d. Scope 3 Methodology<br>e. Baseline Year<br>f. Scope 3 Methodology<br>g. Consolidation Approach, Scope 3 Methodology<br>h. Scope 3 Methodology |
| **305-4** | GHG emissions intensity<br>a. GHG emissions intensity<br>b. Metric (denominator)<br>c. Scopes included in intensity ratio<br>d. Gases included | a. Carbon Usage Effectiveness (CUE), CUE Methodology<br>b. IT Equipment electricity<br>c. Net Scope 1 & Market-based Scope 2<br>d. Greenhouse Gases Evaluated |
| **305-6** | Emissions of ozone-depleting substances (ODS) | Not material |
| **305-7** | Nitrogen oxides ($NO_x$), sulfur oxides ($SO_x$), and other significant air emissions | No significant emissions, see Air Pollution |

## GRI METRICS SUMMARY TABLE

| GRI Index | Metrics | Response |
|---|---|---|
| GRI 306: Waste 2020 | | |
| **306-1** | Waste generation and significant waste-related impacts | Circular Economy, Circular Economy Methodology |
| **306-2** | Management of significant waste-related impacts<br>a. Actions taken to prevent and manage waste<br>b. Processes for third party management of waste<br>c. Waste data collection process | a. Circular Economy Strategy, Construction Circularity, Operations Circularity<br>b. Construction Waste Diversion, General Recycling, Battery Recycling and Waste Reduction, Electronic Waste<br>c. Circular Economy Metrics and Targets |
| **306-3** | Waste Generated | Waste and Diversion table |
| **306-4** | Waste diverted from disposal | Waste and Diversion table |
| **306-5** | Waste directed to disposal | Waste and Diversion table |
| GRI 403: Occupational Health and Safety 2018 | | |
| **403-1** | Occupational health and safety management system<br>a. Implementation of OHS management system<br>b. Scope of OHS management system | a. Employee Occupational Safety, Certifications (ISO 45001)<br>b. Employee Occupational Safety, Contractor Occupational Safety, Customer Safety |
| **403-2** | Hazard identification, risk assessment, and incident investigation<br>a. Identifying hazards and assessing risks<br>d. Investigating incidents and determining corrective actions | a. Hazard Recognition, Evaluation, and Control<br>d. Incident Management |
| **403-5** | Worker training on occupational health and safety | Employee Occupational Safety Training |
| **403-6** | Promotion of worker health | Teammate Compensation and Benefits |
| **403-9** | Work-related injuries<br>a. Employees<br>b. Non-employees<br>e. Basis for rates<br>f. Exclusions<br>g. Context | a. Employee Safety Metrics<br>b. Contractor Safety Metrics<br>e. See "Scope" statements in the footer of each table<br>f. See "Scope" statements in the footer of each table<br>g. Occupational Safety Methodology |
| GRI 405: Diversity and Equal Opportunity 2016 | | |
| **405-1** | Diversity of governance bodies and employees | Workforce Metrics Disclosure |

## SASB METRICS SUMMARY TABLE

| SASB Index | Metric | Response |
|---|---|---|
| General | | |
| **IF-RE-000.A** | Number of operations | Where We Operate |
| **IF-RE-000.B-D** | Quantity of products/services provided | Where We Operate |
| **IF-RE-130a.4** | Percentage of eligible portfolio that has an energy/sustainability rating by property subsector | Green Building and Operations Certifications |
| **IF-RE-130a.4** | Percentage of eligible portfolio that (2) is certified to ENERGY STAR, by property subsector | None in 2025 |
| **TC-IM-130a.3** | Discussion of the integration of environmental considerations into strategic planning for data center needs | The "Big Four", Climate Strategy, Energy Efficiency Strategy, Energy Origination Strategy, Climate Impact Strategy, Water Strategy, Biodiversity Strategy, Circular Economy Strategy |
| Energy | | |
| **IF-RE-130a.2.1-3** | Total energy consumption within the organization, including methods and assumptions in the calculations | Total Energy Consumption table, Metric: Absolute Energy Consumption, Energy Efficiency Metrics Methodology |
| **IF-RE-130a.3** | Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector | Total Energy Consumption table; All data reported is for the Real Estate subsector |
| **IF-RE-130a.5** | Description of how building energy management considerations are integrated into property investment analysis and operational strategy | See Climate section of Environmental Impact chapter, particularly Energy Efficiency |
| **IF-RE-410a.2** | Percentage of tenants that are separately metered or submetered for grid electricity consumption, by property subsector | 100% of tenants' servers are submetered for electricity |
| Climate Risk | | |
| **IF-RE-450a.1** | Area of properties located in 100-year flood zones (flood hazard zones), by property subsector | 51,490 ft² in Real Estate subsector (covered by Building Elevation Certificate to show mitigation measures) |

## SASB METRICS SUMMARY TABLE

| SASB Index | Metric | Response |
|---|---|---|
| **IF-RE-450a.2** | Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks | Climate Risk |
| Water | | |
| **IF-RE-140a.1.1, 1.2** | Water withdrawal data coverage | Water Usage table |
| **IF-RE-140a.2.2, TC-IM-130a.2.** | Total water withdrawal, consumption, and discharge | Water Usage table |
| **IF-RE-140a.3** | Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector | Water Usage table; All data reported is for the Real Estate subsector |
| **IF-RE-140a.4** | Description of water management risks and discussion of strategies and practices to mitigate those risks | Water Strategy, Water Risk Assessment |
| **IF-RE-410a.2** | Percentage of tenants that are separately metered or submetered for water withdrawals, by property subsector | Not applicable (customer servers do not directly use water). |

## TCFD METRICS SUMMARY TABLE

| Metric | Response |
|---|---|
| **General** | |
| A breakdown of reserves and an indication of associated emissions factors to provide insight into potential future emissions | Not applicable |
| Percentage of eligible portfolio that has an energy/sustainability rating by property subsector | Green Building and Operations Certifications |
| **Climate Risk** | |
| Area of properties located in 100-year flood zones (flood hazard zones), by property subsector | 51,490 ft² in Real Estate subsector (covered by Building Elevation Certificate to show mitigation measures) |
| **Emissions** | |
| GHG emissions intensity, including organization specific metric and gases included in the calculation | Metric: Carbon Usage Effectiveness (CUE), Greenhouse Gases Evaluated |
| **Energy** | |
| Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used | Total Energy Consumption table |
| Total energy consumption within the organization, including methods and assumptions in the calculations | Metric: Absolute Energy Consumption, Total Energy Consumption table, Energy Efficiency Metrics Methodology |
| Expenditures (OpEx) for low-carbon alternatives (e.g., R&D, technology, products, or services) | Not Available |
| Investment (CapEx) in low-carbon alternatives (e.g., capital equipment or assets) | Not Available |
| Building energy intensity (by organization specific metric); intensity ratio for the organization | Power Usage Effectiveness (PUE) Metrics |
| **Water** | |
| Total water withdrawal, consumption, and discharge | Water Usage table |
| Building water intensity (by occupants or square area) | Water Usage Effectiveness (WUE) Metrics |

# APPENDIX 3: ASSURANCE STATEMENT

ISOS Group
a division of environ

**Independent Assurance Statement**
Provided by ISOS Group, Inc.

**To the Management Team of CyrusOne:**

ISOS Group, Inc. ["ISOS" or "we"] were engaged by CyrusOne ["Client"] to conduct moderate level type 2 assurance of environmental and social data to be reported in its 2026 Sustainability Report, 2026 CDP Climate Change and Water Questionnaire, Customer Sustainability Reports, SBTi Target, EcoVadis, and for reporting to California's HSC § 38532[1] ["Reported Information"], covering the period beginning January 1, 2025 and ending December 31, 2025 ("CY25"), unless otherwise noted.

We have performed our moderate assurance engagement in accordance with the AccountAbility 1000 Assurance Standard v3 ("AA1000AS"). Our review was limited to the Reported Information[2] comprising of:

- Energy consumption
- GHG emissions
- Water use
- Waste management
- Occupational safety metrics
- Workforce DEI metrics

*Please see detailed metrics in the Appendix – Final Data Parameters*

We have not performed any procedures with respect to other sustainability-related information to be in its2026 Sustainability Report, 2026 CDP Climate Change and Water Questionnaire, Customer Sustainability Reports, SBTi Target, EcoVadis, and for reporting to California's HSC § 38532 and, therefore, no conclusion on information outside of this scope of work is expressed.

## Boundary

| | |
|---|---|
| Organizational Boundary | CyrusOne owns and operates carrier-neutral data centers in North America and Europe, where it provides colocation and peering services. |
| Assurance Boundary | The assurance boundary was limited to the Client's 832 employees and sixty-one (61) operational assets (excluding single data cabinet sites and towers), including five (5) facilities that are downstream leased assets. Facilities under development were reviewed for construction contractor safety. |
| GHG Emissions Consolidation Approach | The GHG emissions boundary followed the operational control methodology specified in the GHG Protocol. The same boundary was applied for energy, water and waste metrics. |

## CyrusOne's responsibilities

The Company's management are responsible for:

- Preparing the data in accordance with generally accepted reporting practices,
- The accuracy and completeness of the information reported,
- The design, implementation and maintenance of internal controls relevant to the preparation of the report to provide confidence that the report is free from material misstatement, whether due to fraud or error,
- Ensuring the data performance is fairly stated in accordance with the applicable criteria and for the content and statements contained therein.

[1] Compliance review aligned with The Climate Corporate Data Accountability Act authorized by Senate Bill (SB) 253 (Wiener, 2023, codified in Health and Safety Code § 38532) was evaluated with guidance received at the time of this statement issuance.
[2] Metrics are listed in detail on Page 4 and 5.



## Methodology and Criteria

The assurance procedures undertaken were to determine the strength of the systems in place and the quality and reliability of the Reported Information. ISOS Group:

- Engaged a sample of individuals responsible for performance measurement,
- Evaluated the organization's sustainability data management and governance systems and adherence to AA1000 AccountAbility Principles, and
- Validated alignment to standard reporting protocols to ensure accurate claims to the methodology and approach used.
- To verify quantitative claims, both at the aggregate level and on a sample basis, and test accuracy, consistency, completeness, and reliability, ISOS Group:
  1. Conducted a portfolio assessment analyzing performance results to uncover any errors, misstatements, gaps, or performance anomalies,
  2. Selected a group of properties for detailed testing and analysis, including cross-reference to source data to uncover variances and address any exclusions and other limitations, and
  3. Brought all findings to the Client's attention to address and confirmed resolution of any material misstatements.

## Limitations and Exclusions

The following limitations and exclusions regarding the Reported Information were observed during the engagement. It was determined that these do not materially impact the performance criteria or assurance conclusion.

- Greenhouse gas quantification is unavoidably subject to inherent uncertainty because of both scientific and estimation uncertainty and for other non-financial performance information the precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time.
- Reviews pertaining to the completeness and capture of all utility meters at properties, particularly those attributed to tenant spaces, is limited to what is disclosed in data management systems.
- No visit to the Client's headquarters or facilities was conducted throughout this engagement.

## Findings and Conclusions

Based on the process and procedures conducted regarding the quality and reliability of the Reported Information, there is no evidence that the Reported Information is not materially correct and provide a fair representation of the Client's environmental and social impacts to stakeholders for the stated period and reporting boundary.

Findings and conclusions concerning adherence to the AA1000 AccountAbility Principles include:

| | |
|---|---|
| Inclusivity | CyrusOne has identified customers, community and employees as the key stakeholder groups with whom it engages and does not have any group-wide stakeholder engagement governance structure in place. Stakeholders are engaged through regular communications and through customer-specific and public sustainability reports. Stakeholder identification and engagement are conducted as part of their materiality assessment process which informs an annual review of their Environmental Policy. CyrusOne should consider the development of a stakeholder map outlining engagement methods, expectations and results of engagement. |
| Materiality | CyrusOne conducted its first double materiality assessment in 2023 and conducted an update to the full assessment in 2025. Details of their materiality assessment process, stakeholders engaged, and results are published in CyrusOne's public 2025 Sustainability Report. They plan to revisit the materiality assessment periodically to incorporate learning and relevant updates. The most material environmental and social topics include climate, water, occupational safety, community engagement and economic impact. |
| Responsiveness | CyrusOne reports their strategy, metrics, targets, and progress on their key material topics in their public 2025 Sustainability Report. Feedback on the topics are collected from customers via Quarterly Business Review meetings, from employees via engagement surveys, from communities via direct contact, and from investors via the ESG Board Committee. |
| Impact | CyrusOne outlines goals and performance measurement within its 2025 Sustainability Report, including the criteria for and progress on its sustainability goals. CyrusOne has an SBTi-validated GHG emissions reductions target in place. |

### Observations and Recommendations

Observations and recommendations include:

- To calculate total waste reductions, CyrusOne applied assumptions to estimate reductions based on actions implemented at each site. ISOS Group recommends obtaining actual site-level data on waste reduction initiatives.
- To ensure timely reporting, CyrusOne's energy, emissions, waste and water reporting is based upon nine months of actual data and three months of projected data. ISOS Group reviewed estimation methodologies and deemed this approach to not have a material impact on the final reported figure.
- CyrusOne's inventory workbooks are complex due to their detailed nature of reporting. ISOS Group suggests simplifying its reporting workbooks to minimize potential for error.

### Restriction of use

This assurance report is provided exclusively to the Client under the terms of our engagement, including agreed disclosure arrangements, and may only be reproduced in its entirety. Our work is intended solely to address the matters outlined in this moderate assurance report and is not intended for any other purpose. Any third party, accessing or relying on this report, does so at its own risk. To the fullest extent permitted by law, we disclaim any responsibility or liability to any party other than the Client for our work, this report, or the conclusions stated herein.

### Statement of Competency and Independence

ISOS Group is an independent professional services firm that specializes in the provision of external assurance services. Our team of experts have the technical expertise and competency to conduct assurance to the AA1000 assurance standard, which meets the criteria for assurance of sustainability information. The assurance team has extensive experience in conducting assurance engagements over sustainability-related information, systems and processes.

No member of the assurance team has any business relationship with the Client, its directors or managers beyond the scope of this assignment. We conducted this assurance independently and, to our knowledge, without any conflicts of interest. ISOS Group upholds a strong code of ethics, ensuring high professional standards in all business activities.

Signed on behalf of ISOS Group: San Diego, California – USA, April 13, 2026.

| Lauren Anderson | Hannah Emery | Kiani Yost |
|---|---|---|
| Sustainability Director, LCSAP | Sustainability Consultant, ACSAP | Sustainability Analyst, ACSAP |

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### Appendix – Final Data Parameters

| Parameter | CY2025 Metric |
|---|---|
| Energy | |
| Total Non-renewable fuels consumed – diesel (MWh) | 42,823 |
| Total Non-renewable fuels consumed – natural gas (MWh) | 4,623 |
| Total Non-renewable grid electricity consumed (MWh) | 1,358,117 |
| Total Renewable electricity consumed (MWh) | 4,861,259 |
| Total Energy (MWh) | 6,266,821 |
| GHG emissions | |
| Total Gross Scope 1 GHG Emissions (MT $CO_2e$) | 36,568 |
| Total Carbon Offsets (MT $CO_2e$) | (2,545) |
| Total Net Scope 1 GHG Emissions (MT $CO_2e$) | 34,023 |
| Total Customer Equipment Electricity – Scope 2 Market-Based Emissions (MT $CO_2e$) | 271,364 |
| Total CyrusOne Support & Admin Electricity – Scope 2 Market-Based Emissions (MT $CO_2e$) | 136,794 |
| Total Scope 2 GHG Emissions (MT $CO_2e$) – Market Based | 408,159 |
| Total Customer Equipment Electricity – Scope 2 Location-Based Emissions (MT $CO_2e$) | 1,324,201 |
| Total CyrusOne Support & Admin Electricity – Scope 2 Location-Based Emissions (MT $CO_2e$) | 667,527 |
| Total Scope 2 GHG Emissions (MT $CO_2e$) – Location Based | 1,991,728 |
| Near Term Science-based Carbon Target (MT $CO_2e$) Total % reduction from 2021 to 2025 | 28.42% |
| Total Scope 3, Category 1 GHG Emissions (MT $CO_2e$) – Purchased Goods | 36,502 |
| Total Scope 3, Category 2 GHG Emissions (MT $CO_2e$) – Capital Goods (Construction Materials) | 528,522 |
| Total Scope 3, Category 3 GHG Emissions (MT $CO_2e$) – Fuel-and-Energy-Related Activities | 239,198 |
| Water | |
| Total Water Withdrawal (kgal) | 365,830 |
| Total Water Consumption (kgal) | 284,874 |
| Total Water Discharge (kgal) | 80,955 |
| Total Water Restoration (kgal) | 27,351 |
| Total Water Withdrawal in High-Stress Regions (kgal) | 284,456 |
| Total Water Consumption in High-Stress Regions (kgal) | 221,387 |
| Total Water Discharge in High-Stress Regions (kgal) | 63,069 |
| Total Water Restoration in High-Stress Regions (kgal) | 27,351 |
| Waste | |
| Total Reduced (MT) | 819 |
| Total Reused (MT) | 280 |
| Total Recycled (Regulated) (MT) | 1,240 |
| Total Recycled (Unregulated) (MT) | 1,142 |
| Total Incinerated (MT) | 32 |
| Total Landfilled (MT) | 723 |

| Parameter | CY2025 Metric |
|---|---|
| Safety | |
| Contractor (Construction) Injury Rate: Total Recordable Incident Rate | 0.76 |
| Contractor (Construction) Injury Rate: Lost Time Injury Rate | 0.20 |
| Contractor (Operations) Injury Rate: Total Recordable Incident Rate | 0.33 |
| Contractor (Operations) Injury Rate: Lost Time Injury Rate | 0.25 |
| Employee Injury Rate: Total Recordable Incident Rate | 0.47 |
| Employee Injury Rate: Days Away Restricted or Transferred (DART) Rate | 0.50 |
| Workforce | |
| Global Gender: Male | 665 |
| Global Gender: Female | 164 |
| Global Gender: Choose not to Identify | 3 |
| Gender at HQ Dallas & London: Male | 154 |
| Gender at HQ Dallas & London: Female | 110 |
| Gender at HQ Dallas & London: Choose not to Identify | 0 |
| US Race & Ethnicity: White | 339 |
| US Race & Ethnicity: Hispanic/Latino | 77 |
| US Race & Ethnicity: Black/African American | 56 |
| US Race & Ethnicity: Asian | 52 |
| US Race & Ethnicity: Choose not to identify | 15 |
| US Race & Ethnicity: Two or more races | 14 |
| US Race & Ethnicity: American Indian/Alaskan Native | 5 |
| US Race & Ethnicity: Native Hawaiian/Pacific Islander | 4 |
| US Race & Ethnicity: Other | 270 |
| Global Generations: Baby Boomers (1946-1964) | 56 |
| Global Generations: Generation X (1965-1976) | 330 |
| Global Generations: Millennial (1977-1995) | 372 |
| Global Generations: Generation Z (1996-Present) | 74 |
| Global Generations: No date of birth | 0 |

| Parameter | CY2021 Metric |
|---|---|
| GHG emissions | |
| Total Gross Scope 1 GHG Emissions (MT $CO_2e$) | 31,492 |
| Total Carbon Offsets (MT $CO_2e$) | 683 |
| Total Net Scope 1 GHG Emissions (MT $CO_2e$) | 30,809 |
| Total Customer Equipment Electricity – Scope 2 Market-Based Emissions (MT $CO_2e$) | 384,846 |
| Total CyrusOne Support & Admin Electricity – Scope 2 Market-Based Emissions (MT $CO_2e$) | 202,108 |
| Total Scope 2 GHG Emissions (MT $CO_2e$) – Market Based | 586,954 |
| Total Customer Equipment Electricity – Scope 2 Location-Based Emissions (MT $CO_2e$) | 685,316 |
| Total CyrusOne Support & Admin Electricity – Scope 2 Location-Based Emissions (MT $CO_2e$) | 359,905 |
| Total Scope 2 GHG Emissions (MT $CO_2e$) – Location Based | 1,045,221 |
| Total Scope 3, Category 1 GHG Emissions (MT $CO_2e$) – Purchased Goods | 31,068 |
| Total Scope 3, Category 2 GHG Emissions (MT $CO_2e$) – Capital Goods (Construction Materials) | 182,009 |
| Total Scope 3, Category 3 GHG Emissions (MT $CO_2e$) – Fuel-and-Energy-Related Activities | 185,564 |

## Management Response to Independent Assurance Observations

**Regarding:** Observations and Recommendations from ISOS Group, Inc. — CY2025 Moderate Level Type 2 Assurance Engagement (AA1000AS)

Management acknowledges the observations and recommendations issued by ISOS Group, Inc. and provides the following responses.

**1. Waste Reduction Estimation Methodology.** ISOS Group noted that CyrusOne applied assumptions to estimate waste reductions and recommended obtaining actual site-level data. Management acknowledges that current estimates rely in part on standardized assumptions. As CyrusOne expands its zero waste program to include reduction and reuse, management has adopted methods from GBCI's TRUE Zero Waste standard utilizing site-specific activity data — such as landscaped acreage and contracted mowing schedules for grasscycling — consistent with CalRecycle methodology and informed by our TRUE-certified SAT5 facility case study. Management will continue to expand the accuracy and specificity of waste reduction reporting, pursuing direct site-level measurement where operationally feasible and refining activity-based estimates where it is not.

**2. Use of Projected Data.** ISOS Group noted that reporting is based on nine months of actual data and three months of projected data and deemed this approach to not have a material impact on reported figures. Management concurs with this determination. The use of projected data is necessary to meet publication and stakeholder disclosure deadlines, primarily Customer Sustainability Reports provided in Q1 and potential regulatory filings under California HSC § 38532. Management will continue to reconcile projected values against actual data as it becomes available and will disclose any material variances identified.

**3. Inventory Workbook Complexity.** ISOS Group observed that CyrusOne's inventory workbooks are complex and recommended simplification to minimize the potential for error. Management recognizes that the breadth of reporting across more than 60 facilities, over 500 customers, and multiple frameworks (GRI, SASB, TCFD, CDP, SBTi, EcoVadis, and California HSC § 38532) inherently requires a detailed data architecture. However, management agrees that unnecessary complexity can increase the risk of errors. In response, management is incorporating specific recommendations from the assurer to streamline workbook structure and is expanding operational controls — including enhanced review and reconciliation procedures — to further reduce error risk in the preparation of reported figures.

Management is committed to maintaining the integrity of its reported sustainability information and will continue to work with its independent assurance provider to address observations in a timely and effective manner.

**Approved by:**

Kyle Myers, VP of EHS & Sustainability — CyrusOne LP — 5/27/2026