

DIGITAL
CORE REIT

POSITIONED
FOR THE
FUTURE

SUSTAINABILITY
REPORT
2024





SUSTAINABILITY REPORT 2024





Corporate Profile

[GRI 2-1, GRI 2-6]

Digital Core REIT is the only pure-play data centre Singapore Real Estate Investment Trust (S-REIT) sponsored by Digital Realty, a global best-in-class pure-play listed data centre owner and operator.

Digital Core REIT is an S-REIT established with the principal investment strategy of investing, directly or indirectly, in a diversified portfolio of stabilised income-producing real estate assets located globally which are primarily used for data centre purposes, as well as assets necessary to support the digital economy.

Digital Core REIT owns a portfolio of high quality, mission-critical freehold facilities that support the underlying businesses of the world's leading technology service providers, valued at US\$1.6 billion as of 31 December 2024, comprising of 10 data centres located across the United States, Canada, Germany and Japan.

Digital Core REIT seeks to create long-term, sustainable value for all stakeholders through ownership and operation of a stabilised and diversified portfolio of mission-critical data centre facilities concentrated in select global markets.

SUSTAINABILITY

Statement from the Chief Executive Officer

[GRI 2-22]

Dear Stakeholders,

I am pleased to present the FY 2024 Sustainability Report for Digital Core REIT. This marks our third report since Digital Core REIT's listing in December 2021, and we are delighted to highlight the progress we have made on our sustainability journey. In the face of global economic challenges and geopolitical uncertainties, we remain resilient and steadfast in our mission to generate sustainable value for our unitholders through strategic growth initiatives.

During the financial year, we implemented various energy enhancement initiatives across our properties, which include transitioning three data centres to operate entirely on renewable energy sources. As a result, 40% of our portfolio is now fully matched with renewable energy sources.

Meanwhile, artificial intelligence ("AI") is becoming increasingly integral to our world, with data centres serving as the backbone of this technology-driven environment. While powering AI's computational capabilities demands substantial energy consumption, AI also presents opportunities in gaining insights into energy consumption patterns and developing solutions for improved energy efficiency. Recognising the risks and opportunities inherent in the AI revolution, we are committed to adopting innovative solutions to enhance operational effectiveness, security, and efficiency, while minimising environmental impact. In collaboration with our Sponsor, Digital Realty, we have successfully integrated an AI

platform that has substantially improved operational efficiency. The platform provides real-time alerts for leakages, allowing local engineers to address them promptly. Looking ahead, we plan to scale our AI solutions in partnership with our Sponsor to achieve greater efficiencies at lower costs.

To further support our sustainability efforts, we have introduced an internal Environmental, Social and Governance ("ESG") policy that sets out the overarching governance framework that guides our investment practices. It also offers clear directives for monitoring and evaluating our ESG performance, reinforcing our commitment to responsible and sustainable business practices.

I am proud of the progress we are making in advancing our sustainability initiatives and will build upon our successes to date to further strengthen our position and deliver on our commitments to stakeholders.

We express our appreciation to everyone who has supported our sustainability efforts and look forward to sharing further progress on our journey in the years to come.

John J. Stewart
Chief Executive Officer



Board Statement

[GRI 2-22]

Dear Stakeholders,

This report outlines Digital Core REIT's approach to sustainability, including our sustainability governance framework, initiatives, milestones and targets. We recognise the importance of effective stewardship in ESG matters and have embedded these considerations into our business strategies and operations.

The Board plays an active role in determining the organisation's material ESG factors and has ultimate oversight of the management and monitoring of these matters. The Board believes that effective stewardship in ESG matters is fundamental to ensuring the future of Digital Core REIT and its stakeholders. To this end, the Board has integrated sustainability and ESG considerations into our business strategies and operations. Together with management, the Board undertook a review of Digital Core REIT's material ESG factors during the year and confirmed the continued relevance of the prior year's topics.

In 2024, we completed a gap assessment on our alignment with the new IFRS Sustainability Disclosure Standards and enhanced our climate-related disclosures. This proactive approach aims to better prepare us for the upcoming Singapore Exchange Regulation ("SGX RegCo") climate reporting rules,

which are based on these standards. We also expanded our reporting scope by incorporating three additional properties into our reporting boundaries, underscoring our commitment to enhancing the quality of our sustainability reporting in response to the evolving landscape.

Data centers and networks currently account for 1% of energy-related emissions, with electricity use expected to double by 2026 due to rising AI power demand¹.

In recent years, technological advancements and the growing use of AI have driven transformation within the data centre industry. In partnership with our Sponsor, we have deployed various AI tools to enhance energy and water efficiency, such as optimising maintenance cycles and focusing on infrastructure improvements. These efforts not only reduce Digital Core REIT's environmental footprint but also position us well by adopting innovative technologies for sustainable growth.

We are committed to proactive and transparent communication with our stakeholders on our challenges, targets, and initiatives as we progress on our sustainability journey. We thank all our employees, partners, customers, and other stakeholders for their support on Digital Core REIT's sustainability journey.

¹ GenAI and data centres, World Economic Forum.

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ABOUT THE REPORT [GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5, GRI 2-6]

Digital Core REIT is pleased to present its annual Sustainability Report, which covers the performance of its portfolio for the period from 1 January 2024 to 31 December 2024, unless otherwise specified. Digital Core REIT’s portfolio consists of 10 properties, including seven located in the United States, one in Canada, one in Germany and one in Japan.

In accordance with the operational control approach as defined by the Greenhouse Gas (“GHG”) Protocol Corporate Standard, properties where Digital Core REIT does not have operational control are excluded from this report. The properties under Digital Core REIT’s operational control include:

United States	Canada	Germany
3011 Lafayette Street 44520 Hastings Drive 8217 Linton Hall Road 3015 Winona Avenue 200 North Nash Street	371 Gough Road	Wilhelm-Fay-Straße 15 and 24

The Manager is a wholly-owned subsidiary of Digital Realty (“Sponsor”). The Sponsor, together with its subsidiaries, is referred to as the “Group”. The Manager is responsible for Digital Core REIT’s overall property and portfolio operations. Digital Core REIT has no employees. References to employees within this report refer to the employees of the Manager.

In FY 2024, properties under Digital Core REIT’s operational control were expanded to encompass three additional data centres (3015 Winona and 200 North Nash in the United States and Wilhelm-Fay-Straße 15 and 24 in Germany), bringing the total number of data centres under Digital Core REIT’s operational control to seven.

Digital Core REIT’s supply chain includes a diverse range of suppliers, including providers of power, cleaning, landscaping, snow removal, pest control, office supplies, security services, general repair and maintenance, waste disposal and recycling as well as third-party engineering services. Downstream entities

associated with Digital Core REIT include IT service providers, cloud providers, social media platforms, colocation providers, and technology solution providers.

This report has been prepared in accordance with the Global Reporting Initiative (“GRI”) Standards 2021. The GRI Standards were adopted as they are the most widely recognised global framework for businesses for disclosing sustainability matters across comparable criteria. Please refer to the GRI Content Index on pages 132 to 137 for more detailed information regarding the disclosures included in this report. In developing this report, Digital Core REIT adhered to the Singapore Exchange Securities Trading Limited (“SGX-ST”) Listing Rules 711A and 711B, the Taskforce on Climate-Related Financial Disclosures (“TCFD”) recommendations, and the Monetary Authority of Singapore (“MAS”) Guidelines on Environmental Risk Management. Digital Core REIT also references the United Nations Sustainable Development Goals (“SDGs”).

In February 2024, the Accounting and Corporate Regulatory Authority (“ACRA”) and SGX RegCo announced mandatory climate reporting requirements for listed issuers and large non-listed companies, aligning with the International Financial Reporting Standards (“IFRS”) Sustainability Disclosure Standards S1 and S2 issued by the International Sustainability Standards Board (“ISSB”). In September 2024, the SGX RegCo provided further updates to the mandatory climate reporting rules for listed companies. In response, the Manager conducted a gap analysis on its FY 2023 Sustainability Report disclosures against the ISSB standards in relation to climate-related disclosures. To progressively align with the climate-related disclosure requirements of the ISSB standards, the Manager made a start towards incorporating various ISSB disclosure requirements into the FY 2024 Sustainability Report and referenced the Sustainability Accounting Standards Board (“SASB”) Real Estate sector-specific standards (Volume 36 – Real Estate). Digital Core REIT is committed to closely monitoring local regulatory developments in sustainability reporting to ensure ongoing compliance with evolving regulations.

Internal review

In accordance with SGX-ST Listing Rule 711B regarding Sustainability Reporting, the Manager has engaged its internal auditors to incorporate a review (in accordance with the International Standards for the Professional Practice of Internal Auditing (or any subsequent framework or standard including the International Professional Practices Framework and the Global Internal Audit Standards replacing such standards) issued by The Institute of Internal Auditors) of the Sustainability Report within the scope and audit plan of the internal audit to ensure their adequacy and effectiveness. Where applicable, this review process also enhances the risk management and governance procedures, as well as internal controls and systems. Although external assurance has not been pursued for this year’s Sustainability Report, the Manager recognises the

value of enhanced transparency provided by an additional layer of external assurance and will consider its implementation in future reporting cycles.

Restatements of information

There were several restatements of environmental data for FY 2022 and FY 2023 resulting from the inclusion of three additional assets in the FY 2024 reporting scope. These restatements include data related to energy consumption (see page 101), GHG emissions (see page 104), and water usage (see page 106).

Additionally, the Scope 2 market-based emissions have been restated due to changes in the emissions measurement approach (see page 104).

Feedback Digital Core REIT is committed to enhancing transparency in its reports and welcomes any suggestions for improvement. Should you have comments or specific questions regarding the Sustainability Report, please contact us at IR@digitalcorereit.com for further clarification.

APPROACH TO SUSTAINABILITY

Sustainability Governance

[GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-17, GRI 2-23]

The Manager’s Board of Directors (“Board”) has ultimate oversight and accountability for Digital Core REIT’s sustainability strategy and performance, including ensuring that climate-related risks and opportunities are integrated into Digital Core REIT’s overall sustainability strategy. The Board is also responsible for approving Digital Core REIT’s relevant sustainability objectives, policies, frameworks, and the Sustainability Report, which encompasses material topics along with targets related to sustainability and climate-related risks and opportunities.

The Board endeavours to incorporate discussions on sustainability issues and climate-related risks and opportunities in Board meetings at least twice a year. In FY 2024, the Board discussed the following sustainability and climate-related risk matters:

1. A reassessment of the material topics for FY 2024 to ensure compliance with reporting standards;
2. The refreshment of Digital Core REIT’s sustainability goals and targets, including an evaluation of its current performance; and
3. A review of the latest reporting standards set by international standard-setting bodies such as the ISSB and the proposed initiatives to adhere to the standards.

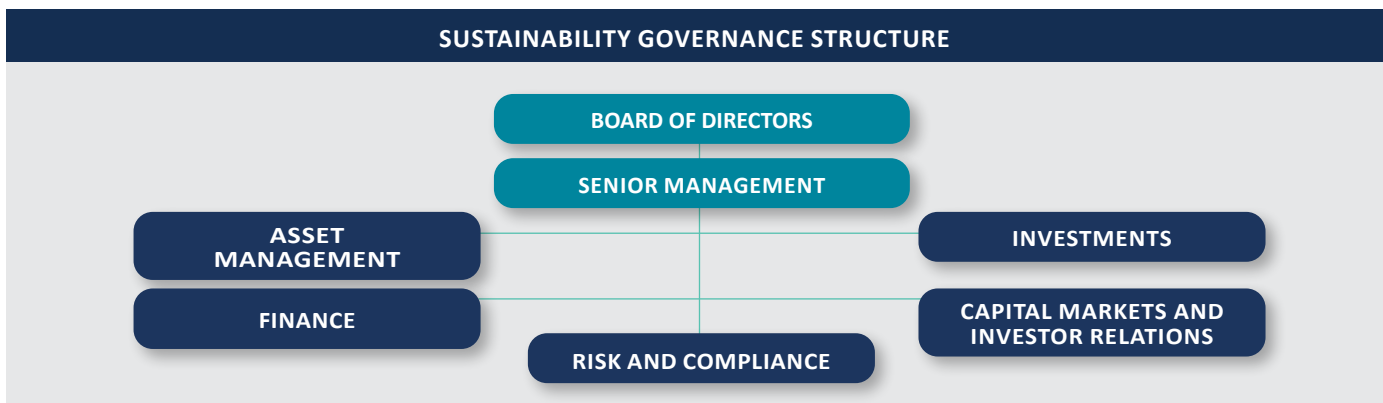
To ensure the Board is well-equipped with the necessary skills and competencies to manage sustainability and climate-related risks, all new directors are required to undergo training upon onboarding. Such training focuses on key sustainability topics, including energy management.

The Board is also supported by Senior Management who has been delegated to:

1. Identify Digital Core REIT’s material sustainability and climate-related issues and formulate its sustainability strategy;
2. Oversee the establishment of appropriate sustainability and climate-related goals and targets, ensuring relevance and prioritisation of material sustainability issues, as well as assessing the nature and magnitude of associated risks and opportunities;
3. Monitor Digital Core REIT’s progress and performance towards achieving sustainability and climate-related goals and targets through regular updates; and
4. Engage with stakeholders and review sustainability performance data progression.

The Manager receives periodic climate-related risk reports from our insurance providers covering the potential climate risks that our properties may face over the short-, medium- and long-term while taking into consideration the various Representative Concentration Pathway (“RCP”) scenarios. The insurance provider conducts annual site visits to evaluate improvements at the sites and build upon the scenario analysis conducted. Each site is given a risk score which benchmarks its resilience and mitigating measures are recommended for each site. Where the measures are implemented, the risk score will improve. The site teams monitor the implementation of the improvement measures. Digital Core REIT is supported by the Sponsor’s ESG team in identifying climate-related opportunities and constantly sources energy-efficient solutions to be implemented across the portfolio.

Digital Core REIT has established various policies that address and reflect its Environmental, Social, and Governance (“ESG”) commitments. These policy commitments¹ are approved by the Group CEO.



¹ Digital Realty (Sponsor) Code of Business Conduct and Ethics: Click [here](#).

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Sustainability Commitments

[GRI 2-24, GRI 2-25]

Digital Core REIT is committed to driving a comprehensive sustainability strategy that balances meeting the needs of its stakeholders with serving a social purpose.

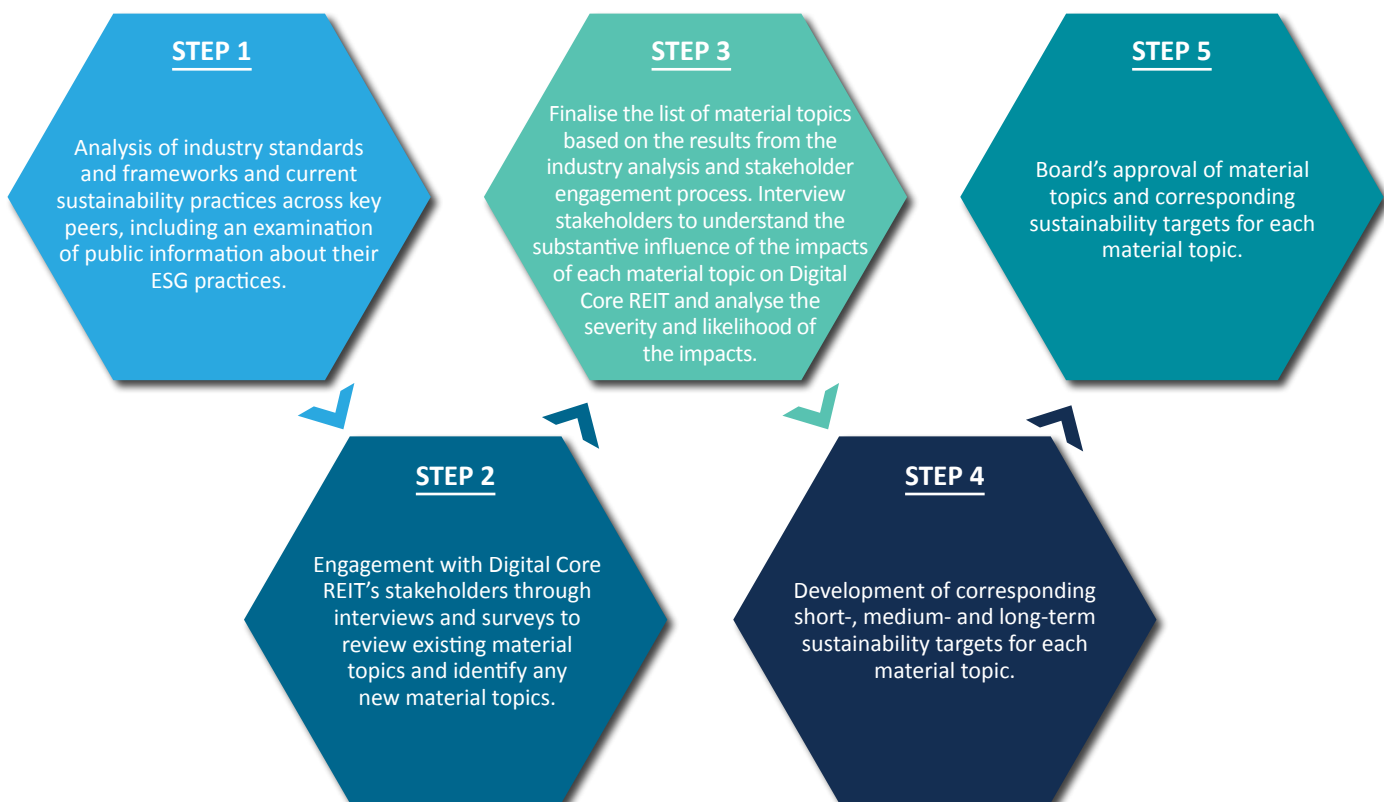
- We seek to deliver leading environmental performance that is sustainable and remain committed to ongoing efforts that benefit the environment and meet the needs of our customers.
- We engage with stakeholders who are key to our business success and reach out to those who may be affected by our business activities to work towards a positive impact.
- We commit to being an active member of our community and giving back to the communities we serve. We encourage and celebrate community involvement and employee engagement.
- We aim to promote health and well-being in the workplace by engaging with and investing in our employees.
- We utilise internal and external resources to remain consistent with the highest standards of business ethics and hold ourselves responsible for displaying organisational integrity, including ethical and lawful behaviour.

Materiality Assessment

[GRI 2-12, GRI 3-1, GRI 3-2]

In FY 2022, the Manager conducted a comprehensive materiality assessment in accordance with the GRI 3: Material Topics 2021 standards. These standards offer step-by-step guidance for organisations on identifying material topics¹ and detail the necessary disclosures for reporting information about the materiality determination process. This includes the list of material topics and the management approach for each. The process described below reflects guidance from the GRI standards.














In FY 2024, the Manager undertook an assessment to identify any significant changes to the materiality of ESG topics identified in FY 2023, considering key internal and external developments affecting Digital Core REIT, amongst other factors. Through this assessment, the Manager determined that there were no material changes to its business activities or relationships. The material topics disclosed in FY 2023 therefore remained relevant to Digital Core REIT’s sustainability priorities for FY 2024. The material topics and targets were presented to and subsequently approved by the Board.



¹ Material topics are topics that represent the organisation's most significant impacts on the economy, environment, and people, including impacts on their human rights.

MATERIAL ESG TOPICS, TARGETS AND PERFORMANCE

The section below details the established targets, and the corresponding progress achieved. Each material topic is mapped to relevant SDGs. The table outlines Digital Core REIT’s material topics, commitments, and associated SDGs.

SDGs	Material Topics	Targets	Performance of Target	Metrics used
ENVIRONMENTAL				
  	Energy Management	Achieve ENERGY STAR® certification for 100% of US and Canadian assets under reporting scope by 2030 (against 2023 baseline).	 One-third of assets under reporting scope are ENERGY STAR® certified.	% of assets certified
		Achieve Leadership in Energy and Environmental Design (“LEED”) Silver or equivalent standard certification for 100% of assets under reporting scope by 2030 (against 2023 baseline).	 Process of pursuing LEED certification for three assets over the next two years.	% of assets certified
		Expand the adoption of sustainability-aligned (green) lease provisions to all customer contracts (against 2023 baseline).	 A top-five customer has adopted green lease provisions. More than 60% of colocation customers have adopted green lease provisions.	% of contracts that have incorporated green lease provisions
		Long-term goal of making 100% renewable energy available to customers (against 2023 baseline).	 40% of data centres ¹ are 100% matched with renewable energy.	% of data centres on renewable energy
	Greenhouse Gas Emissions	Reduce Scope 1 and 2 GHG emissions ² by 30% per square foot by 2030 (against 2018 baseline ⁴) for assets under reporting scope ³ .	 Reduction of Scope 1 and 2 emissions intensity by 60% in 2024 against the 2018 baseline.	% reduction in GHG emissions intensity
	Water Management	Reduce water intensity per square foot ² by 12% by 2030 (against 2018 baseline ⁴) for assets under reporting scope.	 Reduction of water intensity by 44% in 2024 against the 2018 baseline.	% reduction in water intensity
	Physical Impacts of Climate Change	Achieve ISO management certification for all assets under reporting scope by 2030.	 ISO 27001 - three data centres certified. ISO14001 – one data centre certified. ISO50001 –one data centre certified. ISO9001 – one data centre certified.	Number of certifications









Target performance legend:











1 Target measured against entire portfolio.
 2 Digital Core REIT will be reassessing the targets for the upcoming years, as the targets for this material topic for the current year have already been achieved.
 3 GHG emissions targets, calculated on a gross basis, include carbon dioxide (“CO₂”), methane (“CH₄”), and nitrous oxide (“N₂O”). Neither carbon credits nor a sectoral decarbonisation approach was utilised in the process of target-setting.
 4 Digital Core REIT has selected the baseline of 2018 for alignment with the Sponsor in relation to target-setting.

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SDGs	Material Topics	Targets	Performance of Target
SOCIAL			
	Diversity & Inclusion	Maintain a minimum of 20% female representation on the Board.	 Female directors represent 20% of the Board in FY 2024.
		Ensure director appointments are based on merit and contribution they can bring to the Board, while having due regard for the benefits of diversity and needs of the Board.	 Digital Core REIT’s Board has five members with diverse professional backgrounds. The Directors have expertise in areas like accounting, banking, finance, investment, real estate, law, business, and management. The Board also includes a mix of different ages and genders.
 	Employee Engagement	Maintain at least 10 training hours per employee annually.	 Achieved 23 hours training hours per employee in 2024.
	Occupational Health and Safety	Ensure a healthy and safe environment by preventing work-related injury and ill health and maintain zero incidents resulting in permanent disability, fatality or high-consequence injury.	 Zero incidents resulting in permanent disability, fatality or high consequence injury.

SDGs	Material Topics	Targets	Performance of Target
GOVERNANCE			
	Business Ethics	Maintain high standards and best practises in ethical business conduct and compliance with zero incidents of fraud, corruption, bribery and non-compliance with laws and regulations.	 Zero incidents of fraud, corruption, bribery and non-compliance with laws and regulations.
		Maintain 100% successful completion of business ethics annual attestation among all full-time employees.	 Achieved 100% successful completion of business ethics annual attestation among all full-time employees.
	Business Model Resilience	Maintain business model resilience by incorporating social, environmental, and geopolitical considerations into long-term business model planning.	 Developed an internal ESG policy which sets out the overall governance framework over ESG matters and provides guidance on how the Manager monitors and tracks its ESG performance.
	Data Security	Uphold high standards and best practices in cybersecurity and data protection with zero incidents of non-compliance with data privacy laws.	 Zero incidents of non-compliance with data privacy laws.
		Maintain 100% successful completion of Annual Security Awareness Training among all full-time employees.	 Achieved 100% successful completion of Annual Security Awareness Training among all full-time employees.

Target performance legend:









Important ESG Factors	
Social	Critical Incident Risk Management
Governance	Customer Privacy

Alignment with the Sustainable Development Goals

The SDGs serve as a global framework for collaborative policy development and decision-making at the international level. They guide, monitor and support the alignment of development efforts among 193 nations and territories. Through this framework, the SDGs encourage companies to minimise negative impacts while enhancing their positive contributions to sustainable development objectives.

Digital Core REIT aligns efforts with the SDGs by mapping the organisation’s material ESG priorities to eight SDGs most closely aligned with strategic focus areas.

The following table outlines Digital Core REIT’s material topics, the commitments involved, and the relevant SDGs mapped to these material topics.

SDG	Material Topics and Important ESG Factors	Commitments
	Occupational Health and Safety	Digital Core REIT is committed to safeguarding health and safety by ensuring and maintaining zero work-related ill health or high-consequence injury incidents. Digital Core REIT also values the physical and mental well-being of its employees and this is safeguarded through well-being promotion initiatives.
	Employee Engagement	
 	Employee Engagement	Digital Core REIT is committed to ensuring equal and fair employment opportunities for all candidates by promoting accessibility and opportunities for all employees without discrimination on the basis of race, ethnicity, religion, national origin, mental or physical disability, pregnancy, sexual orientation, gender identity or expression, marital status or age. Digital Core REIT is also focused on embodying good governance and high ethical standards and will facilitate a safe workplace that promotes decent work for everyone. The Manager’s employee mix is well diversified, comprising an appropriate mix of skills, knowledge, experience, gender and age, so as to promote the inclusion of different perspectives and to foster constructive debate.
	Diversity and Inclusion	
   	Energy Management	Digital Core REIT is actively pursuing opportunities to make 100% renewable energy available to its customers over the long-term, while also pursuing recognised certification for 100% of assets under its reporting scope by 2030. Digital Core REIT endeavours to support the development of sustainable communities by increasing the availability of clean energy sources, implementing energy-efficient technology, and enhancing energy efficiency in the operation of its data centres. Digital Core REIT also collaborates with its Sponsor on a Global Water Strategy to address water’s strategic role, identify high-risk regions for water quality and scarcity, and develop projects to conserve water and enhance resiliency.
	GHG Emissions	
	Water Management	
	Business Ethics	Digital Core REIT maintains business model resilience by adopting robust and forward-looking policies and by incorporating social, environmental, and geopolitical considerations into long-term business model planning. As part of its business ethics goals, Digital Core REIT also aims to maintain high standards and best practices in ethical business conduct and compliance with zero incidents of fraud, corruption, bribery, and non-compliance with laws and regulations.
	Business Model Resilience	
	Data Security	
	Customer Privacy	
	Critical Incident Risk Management	

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Stakeholder Engagement
[GRI 2-29, GRI 3-1, GRI 3-3]

Digital Core REIT recognises stakeholders as essential to its business operations. The Manager actively engages with stakeholders to understand and address material impacts, mitigate any negative impacts, and enhance organisational performance in areas of shared importance. This engagement process ensures that stakeholder perspectives and interests

are considered in business decisions, materiality assessments, and efforts to promote transparency and accountability. Stakeholders are kept informed through investor and analyst briefings, various investor relations channels, customer surveys and dialogues, and routine updates with employees.

The Manager engages with key stakeholders with the following objectives and engagement methods:

Customers	Employees	Investors	Regulators	Local Communities
OBJECTIVES OF ENGAGEMENT				
Building relationships with customers to better understand their requirements	Upskilling and retaining skilled talent	Ensuring timely and accurate disclosure of information	Working together to achieve mutual interests	Supporting community needs
ENGAGEMENT PLATFORMS				
Onsite meetings	Annual engagement surveys	Annual General Meetings	In-person meetings	Community outreach activities and initiatives
Customer satisfaction surveys	Annual performance assessments	Extraordinary General Meetings	Regulator organised industry sharing sessions	
	Networking and team-building events	Investor conferences, roadshows and meetings	Singapore Exchange ("SGX") Announcements	
		Property tours	Circulars	
		Media releases		
		Financial results and business updates		
		Corporate website and dedicated investor relations contact		
		Annual report		

External Membership
[GRI 2-28]

Digital Core REIT belongs to the REIT Association of Singapore ("REITAS"). REITAS¹ represents the Singapore REIT sector. Through REITAS, Digital Core REIT engages with relevant stakeholders, consults with policymakers on REIT-related issues and participates in education, research and professional development initiatives to collectively strengthen and advance the industry. REITAS also offers regular training to keep members informed about the latest developments in the REIT sector.

As a member of the Securities Investors Association (Singapore) ("SIAS"), Digital Core REIT actively supports SIAS in its initiatives to enhance investor education, corporate governance, and transparency within Singapore's investment community.



¹ REITAS is the representative voice of the Singapore REIT (S-REIT) sector. It provides its members a representation and engagement in consultation opportunities with policymakers on issues affecting S-REITs. The association also organises talks, courses, investor conferences, and retail education events, etc. to promote understanding and investment in Singapore REITs.

ENVIRONMENT



Through energy and water use optimisation and striving to achieve green building certifications, Digital Core REIT is committed to managing its environmental impact. Operating sustainable, energy-efficient data centres is essential to the organisation’s success and helps attract socially responsible customers and investors.

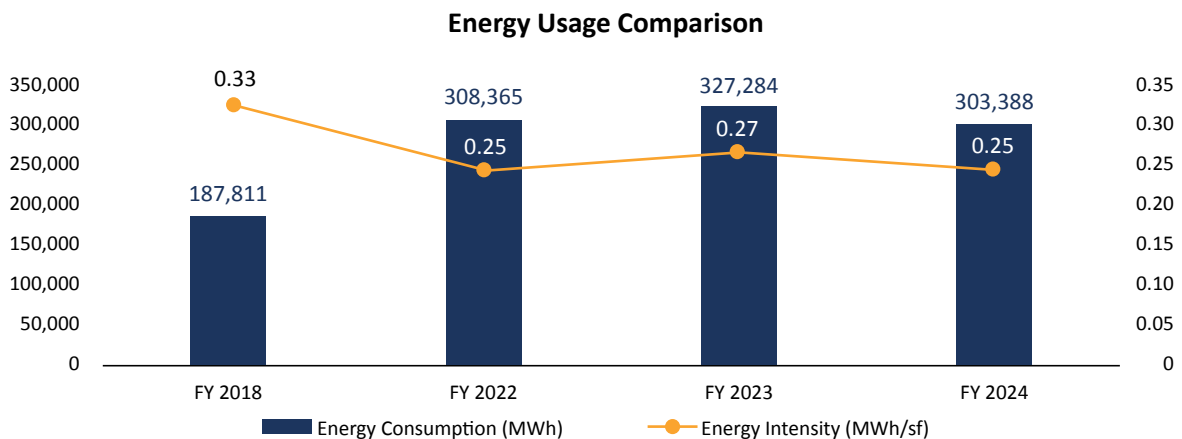
Energy Management

[GRI 2-24, GRI 3-3, GRI 302-1, GRI 302-3, GRI 302-4]

By 2030	Achieve ENERGY STAR® certification for 100% of US and Canadian assets under reporting scope ¹ (against 2023 baseline).	Achieve LEED Silver or equivalent standard certification for 100% of assets under reporting scope (against 2023 baseline).
Long-Term	Expand the adoption of sustainability-aligned (green) lease provisions to all customer contracts (against 2023 baseline).	Make 100% renewable energy available to customers (against 2023 baseline).

The data centre sector continues to see challenges in the growth of new facilities where power supply is constrained. Digital Core REIT is committed to improving energy efficiency in its data centres and continuously explores opportunities with its Sponsor to develop energy-efficient solutions for its data centres.

ENERGY USAGE COMPARISON			
Year	Energy Consumption (MWh ²)	Area (sf ³)	Energy Intensity (MWh/sf)
FY 2018 (Baseline) ⁵	187,811	572,088	0.33
FY 2022 ⁴	308,365	1,218,151	0.25
FY 2023 ⁴	327,284	1,218,151	0.27
FY 2024	303,388	1,218,151	0.25



1 Comprised of six U.S. and Canadian data centres under operational control.
 2 Megawatt hour (MWh)
 3 Square foot (sf)
 4 Total energy consumption in FY 2022 and FY 2023 has been restated to 308,365MWh and 327,284MWh MWh, respectively, due to the inclusion of three additional assets in the reporting scope.
 5 The year 2018 has been selected as the baseline to align with Sponsor.

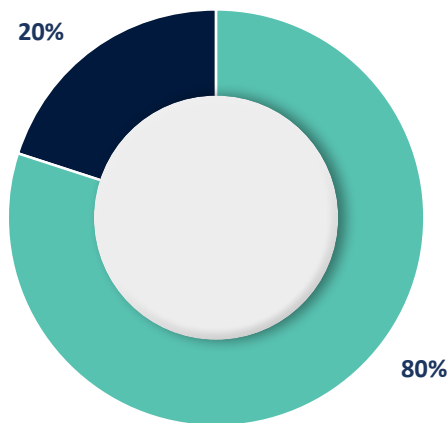
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In FY 2024, the total energy consumption¹ of Digital Core REIT’s properties was 303,388 MWh, reflecting a 7% (23,896 MWh) decrease from the previous year. Correspondingly, energy intensity fell year-on-year by 7%, primarily driven by customer migration.

In FY 2024, Digital Core REIT reported energy consumption of 112,376 megawatt hours (MWh) derived from renewable sources, such as solar energy. Digital Core REIT will also receive customer attestations for coverage of energy consumption of 128,900 MWh sourced from renewable sources such as energy supply contracts, renewable energy certificates and behind-the-meter generation. This adds up to 80% of total energy consumption sourced from renewable energy sources.

Fuel consumption breakdown by renewable and non-renewable sources - FY 2024



Renewable energy Non-renewable energy

The Manager tracks its energy consumption with the utilisation of the Environmental Protection Agency (“EPA”) ENERGY STAR® Portfolio Manager tool and Envizi platform. Upgrades to the metering systems are being implemented to achieve automation and integration with building management systems, enhancing data accuracy and benchmarking. Additionally, the Sponsor’s initiative to digitise energy bill collection aims to improve the tracking and forecasting of energy consumption. The Sponsor’s energy efficiency team (“EEE team”) is responsible for the management of energy consumption across North America, Europe and Asia Pacific.

Looking ahead, Digital Core REIT aspires to provide 100% renewable energy to customers by considering various strategies, including off-site Power Purchase Agreements (“PPAs”), retail power contracts and hedges with renewables, utility green tariffs, Renewable Energy Credits (“RECs”) purchases, community solar panels and solar farms.

Digital Core REIT works with customers to implement additional measures such as procurement of renewable energy certificates on their behalf or the acquisition of commodity renewable energy certificates. Where feasible and appropriate, the infrastructure connects to local heat networks that allow the data centre to redirect waste heat to nearby businesses, hospitals and homes.

Renewable attestations will be received from customers for 44520 Hastings, 3011 Lafayette, and 8217 Linton, covering 100% of the energy consumption. The addition of Wilhelm-Fay-Straße 15 and 24 in Frankfurt to the reporting scope enhances the renewable portfolio, as it operates under a power purchase agreement (“PPA”) sourcing hydroelectric power in Germany. Overall, 40% of the portfolio² is fully matched with renewable energy sources.

Digital Core REIT leverages the Sponsor’s Global Energy Efficiency Policy and Guiding Principles to provide the framework for the optimisation of energy performance and to reduce environmental impact and energy costs.

The objectives of the Global Energy Efficiency Policy and Guiding Principles are:

- To achieve a globally consistent approach to the measurement and management of energy use to drive continuous improvement in energy performance;
- To determine and define roles and responsibilities with respect to the management of energy reporting and performance across the organisation;
- To ensure the availability of reliable Power Usage Effectiveness (“PUE”) data for commercial and energy product management purposes;
- To support the achievement of budgeted energy cost savings;
- To define and/or replicate energy efficiency best practices globally; and
- To further develop new methods, technologies, and tools for global deployment.

¹ Energy consumption in FY 2024 was entirely comprised of electricity.
² Comprised of 10 data centres owned by Digital Core REIT.

Where relevant, the Policy and Guiding Principles are communicated to relevant employees and contractors.

Energy efficiency opportunities are overseen and initiatives proposed by the Sponsor’s Enterprise Energy Efficiency Team (“EEE team”). Digital Core REIT’s data centre managers are responsible for ensuring compliance with the Global PUE Policy as well as implementing any remedial activity to address areas of non-conformance identified. In situations where anomalies in the reported data are detected, the local management and EEE Team will investigate the case.

Property managers consistently monitor and adjust temperature setpoints within data centres to prevent over-cooling, reduce excessive energy use, and optimise the number of chillers and air conditioners for efficient cooling.

The Manager is currently exploring LEED certification for several of Digital Core REIT’s assets with the aim of achieving 100% of assets under reporting scope to be LEED or equivalent standard certified by 2030. As of FY 2024, the Manager is in the process of pursuing LEED certifications for three of its data centres.

A recent lease renewal with a top-five customer incorporated green lease provisions. In addition, more than 60% of colocation contracts signed in 2024 contained green lease provisions. The Manager will continue to reach out to customers and raise awareness of its sustainability goals and efforts.

As at 31 December 2024, 44520 Hastings in Northern Virginia and 3011 Lafayette in Silicon Valley were ENERGY STAR® certified, bringing the total ENERGY STAR® certified properties to one-third of the portfolio under the reporting scope¹.

Leveraging Artificial Intelligence

The Sponsor’s EEE team is spearheading an Artificial Intelligence (“AI”) enabling energy efficiency project where several initiatives are deployed across AI platforms to save energy and water including utilising AI to process a tremendous amount of historical operations data to track and improve power usage effectiveness. The Apollo AI platform was launched in 2019 in Europe and is subsequently being gradually rolled out globally. The AI platform detects subtle temperature changes and other performance variances that suggest problems and then makes recommendations to resolve them.

1 Comprised of six U.S. and Canadian data centres under operational control.

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Greenhouse Gas Emissions

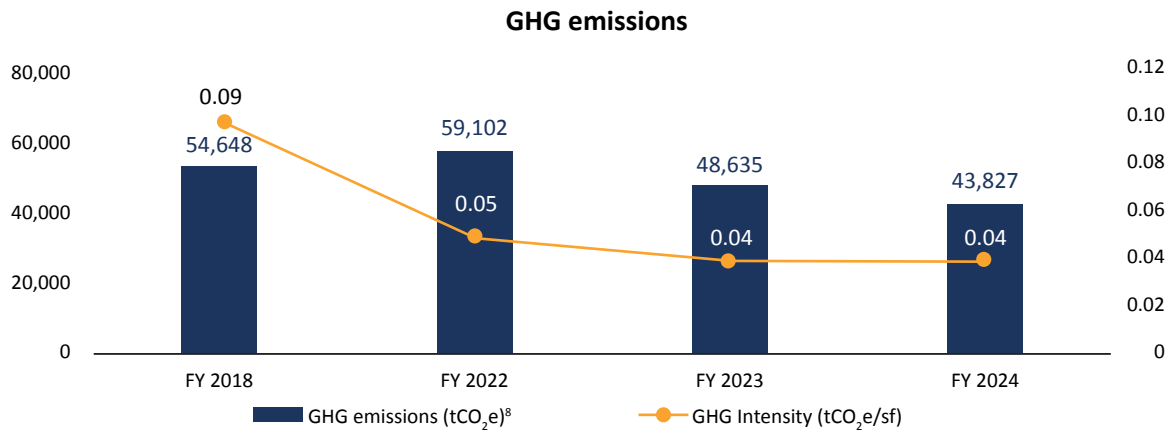
[GRI 2-24, GRI 3-3, GRI 305-1, GRI 305-2, GRI 305-4, GRI 305-5]

By 2030

Reduce Scope 1 and 2 GHG emissions¹ by 30% per square foot by 2030 (against 2018 baseline²)³ for assets under reporting scope⁴.

GHG emissions are released from electricity, natural gas, and diesel. Digital Core REIT strives to optimise the use of energy in powering its data centres, and together with its Sponsor, continuously explores energy-efficient solutions as part of its efforts to contribute to GHG emission reductions globally.

GHG EMISSIONS COMPARISON ⁵					
Year	Scope 1 (tCO ₂ e) ⁶	Scope 2 Location based (tCO ₂ e)	Scope 2 Market based (tCO ₂ e) ⁹	Area (sf)	GHG intensity (tCO ₂ e/sf)
FY 2018 (Baseline)	1,339	53,309	53,309	572,088	0.09
FY 2022 ⁷	700	75,174	58,402	1,218,151	0.05
FY 2023 ⁷	768	71,092	47,867	1,218,151	0.04
FY 2024	650	60,280	43,177	1,218,151	0.04



In FY 2024, Digital Core REIT’s properties reported total GHG emissions⁷ of 43,827 tCO₂e, representing a 10% (4,808 tCO₂e) reduction compared to FY 2023, primarily driven by customer migration. Scope 1 and 2 (market-based) emissions have been reduced by 118 tCO₂e and 4,690 tCO₂e respectively. The year-over-year GHG emissions intensity remained unchanged.

1 GHG emissions targets, calculated on a gross basis, include carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O).
 2 The year 2018 has been selected as the baseline to align with the Sponsor’s commitments in emissions management.
 3 Neither carbon credits nor a sectoral decarbonisation approach was utilised in the process of target setting.
 4 Comprised of seven data centres under operational control.
 5 GHG emissions comprise Scope 1 emissions from diesel consumption for backup generators and natural gas. Scope 2 emissions are primarily electricity use. GHG emissions are calculated in accordance with the operational control approach of the GHG Protocol standard - the most widely accepted international standard for GHG accounting. Gases included in the calculation are carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). Conversion factors for Scope 1 and Scope 2 GHG emissions were based on eGRID sub-regions under the Environmental Protection Agency (“EPA”) Emission Factor Hub website and using the EPA emission calculator tool.
 6 Tons of carbon dioxide equivalent (tCO₂e).
 7 Total GHG emission in FY 2022 and FY 2023 have been restated to 59,102 tCO₂e and 48,635 tCO₂e, respectively, due to the addition of three assets in reporting scope.
 8 The calculation of total GHG emissions is based on the figures for Scope 1 and Scope 2 (market-based) emissions.
 9 The Scope 2 market-based emissions have been restated due to changes in the emissions measurement approach, now accounting for additional greenhouse gases (i.e methane and nitrous oxide), alongside carbon dioxide emissions.

Digital Core REIT remains committed to enhancing energy efficiency within its portfolio. Under the direction set by the Sponsor for the Group, the Manager will track progress towards its target while working towards reducing Scope 1 and 2 emissions by 30% by 2030 (against a 2018 baseline). The Sponsor has committed to Science-Based Targets Initiative (“SBTi”) goals¹ to decrease Scope 1 and 2 emissions by area by 68% and Scope 3 emissions by area by 24% by 2030, from a 2018 baseline. Digital Core REIT hopes to progress and align its target with the Sponsor as the REIT matures in its ESG journey. As of FY 2024, Digital Core REIT has reduced Scope 1 and 2 emissions per square foot by 60%. Moving forward, the Manager aims to start measuring Scope 3 emissions for all appropriate categories in preparation for mandatory Scope 3 emissions reporting.

Renewable attestations will be received from customers for 44520 Hastings, 3011 Lafayette, and 8217 Linton. The addition of Wilhelm-Fay-Straße 15 and 24 in Frankfurt to the reporting scope enhances the renewable portfolio, as it operates under a power purchase agreement (“PPA”) sourcing hydroelectric power in Germany. Overall, 40% of the portfolio² is fully matched with renewable energy sources.

In collaboration with the Sponsor, Digital Core REIT integrates sustainability goals into its operations by engaging with customers to implement energy-efficient solutions, such as procuring renewable energy certificates. Infrastructure is also studied for resiliency and designed to minimise reliance on diesel, further supporting its sustainability objectives.

Through these initiatives, Digital Core REIT aims to optimise energy use in powering its data centres, align itself with the Sponsor and industry best practices, and continue to actively explore energy-efficient solutions to reduce GHG emissions.



¹ Digital Core REIT has yet to establish specific climate targets aligned with any international agreements on climate change. However, it is actively working towards aligning its objectives with the Sponsor’s SBTi target, which is consistent with the Paris Agreement’s goal of limiting global temperature rise to 1.5°C.
² Comprised of 10 data centres owned by Digital Core REIT.

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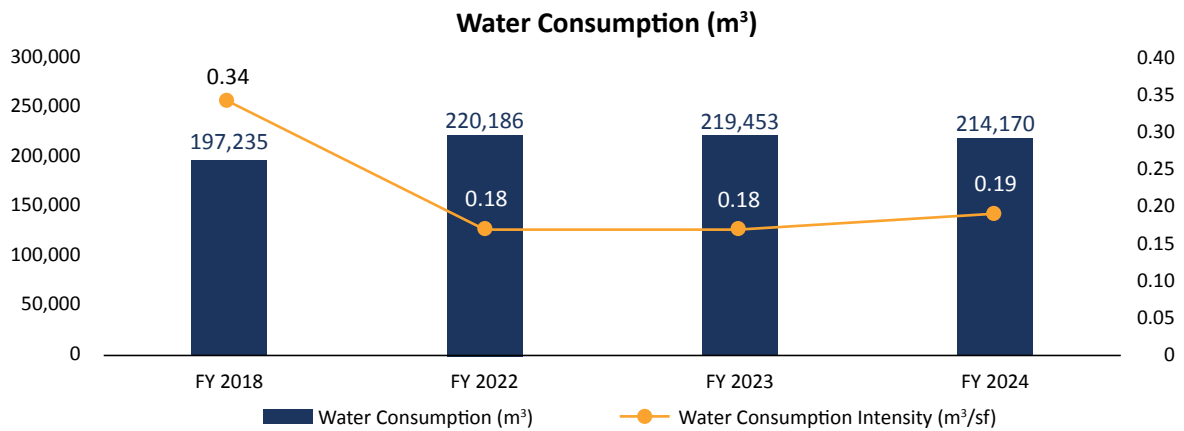
Water Management

[GRI 2-24, GRI 3-3, GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-5]

By 2030 Reduce water intensity per square foot by 12% by 2030 (against 2018 baseline) for assets under reporting scope¹.

Data centres use water for chillers and cooling towers to maintain an ideal operating environment, ensuring that extensive IT equipment and infrastructure function optimally. This is influenced by regional differences in the availability and quality of water resources.

WATER USAGE COMPARISON			
	Water Consumption (m ³) ²	Area (sf)	Water consumption intensity (m ³ /sf)
FY 2018 (Baseline)	197,235	572,088	0.34
FY 2022 ³	220,186	1,218,151	0.18
FY 2023 ³	219,453	1,218,151	0.18
FY 2024	214,170 ⁴	1,104,545 ⁵	0.19



In FY 2024, Digital Core REIT’s properties recorded total water consumption of 214,170m³. Water intensity increased by 6% from the previous year. The increase in water intensity in 2024 is primarily due to changes in the pool of properties under review.

1 Comprised of seven data centres under operational control.
 2 Cubic metre (m³).
 3 Total water consumption in FY 2022 and FY 2023 has been restated to 220,186m³ to 219,453m³, respectively, due to the addition of three assets in the reporting scope.
 4 The total water consumption data reported excludes 200 North Nash Street, as the necessary information was not available at the time of publication.
 5 The area of 200 North Nash Street has been excluded from the FY 2024 figure, as the water consumption data was unavailable at the time of publication.

The Manager is committed to reducing water consumption through water conservation efforts. Digital Core REIT works closely with its Sponsor, who has a Global Water Strategy, to address the strategic role water plays in its operations, identify regions where water quality and scarcity pose the greatest interruption risk to the business, and create a pipeline of projects and opportunities to conserve water and increase resilience throughout its operations. Digital Core REIT's data centres utilise municipal (third-party) water supplies and measure consumption through direct metering. Water stewardship is discussed with stakeholders, including customers and investors. The Group also participates in quarterly business reviews and ad-hoc meetings with customers which include discussions related to water stewardship initiatives.

The Sponsor has a Water Usage Effectiveness ("WUE") Policy that sets annual performance targets and drives continuous improvement in water performance. The policy helps guide decision-making by balancing between energy and water-saving strategies by measuring water use and WUE, particularly in water-stressed regions. Water meters are integrated into the building management systems for better visibility and monitoring. The Manager also utilises the Water Risk Atlas by Aqueduct to assess whether sites are located in water-stressed areas.

Digital Core REIT properties discharge water to local sewer systems and not directly into surface water, groundwater, or sea water bodies. There is typically no need for special treatment, discharge permits, or specific processing of the discharged water. Municipal water systems (third-party water) supply the majority of the water required by Digital Core REIT, with less

than 1% sourced from onsite supplies like wells and rainwater capture. Non-potable water is used where available, primarily in cooling towers for landscape irrigation. Water consumption within high water-stressed areas totalled 54,050m³.

Digital Core REIT actively monitors water usage using EPA's ENERGY STAR® Portfolio Manager tool and Envizi platform, ensuring consistent performance tracking across reporting periods. As of FY 2024, the Manager has exceeded its water management targets and has achieved a 44% reduction in water intensity against the 2018 baseline.

In FY 2024, several initiatives were introduced to address various aspects of water consumption. The Sponsor launched a new program to enhance water treatment by managing the pH value at selected sites. Water irrigation tracking is also being introduced to monitor water consumption through irrigation meters and Google Maps integration for tracking ambient temperature and humidity, providing valuable insights on current water consumption patterns to optimise water usage efficiency and providing greater tracking accuracy. The results of the tracking are used to develop recommendations to improve water consumption. Collaborative efforts with Nalco Water to fine-tune water treatment performance have also driven water conservation.

The Sponsor's EEE team is in the process of deploying an AI platform that will be used to benchmark typical water consumption patterns, involving the use of performance drift flagging to detect any leakage from the mechanical system, with the platform providing real-time alarm warnings when abnormalities occur.

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Physical impacts of climate change
[GRI 2-12, GRI 2-13, GRI 2-24, GRI 3-3]


By 2030 Achieve ISO management certification for all assets under-reporting scope¹ by 2030 (against 2023 baseline).

Digital Core REIT is actively working to enhance its portfolio and operational resilience in response to climate-related risks while also identifying opportunities for potential capitalisation. By 2030, the Manager aims to achieve ISO management certification for all assets within its reporting scope. As of FY 2024, the following assets held the following certifications:

- 44520 Hastings Drive – ISO27001
- 8217 Linton Hall – ISO27001
- Wilhelm-Fay-Straße 15 and 24 – ISO9001, ISO14001, ISO27001, ISO50001

TCFD Disclosure

The Manager is committed to adopting a proactive approach towards the adaptation and mitigation of climate-related risks, including physical and transition risks. The subsequent table² details Digital Core REIT’s TCFD disclosure, showcasing its dedication to progressing its climate transition plan under the four TCFD pillars: Governance, Strategy, Risk Management, and Metrics and Targets.

TCFD Recommended Disclosure	Our Approach
 <p>GOVERNANCE Governance processes, controls, and procedures implemented to monitor, manage, and oversee climate-related risks and opportunities</p>	<p>The Digital Core REIT Board oversees the overall business strategy and objectives of the REIT, including sustainability targets set by the REIT and the review of performance against the targets. Management is the main driver of the initiatives and the performance and achievement of the targets.</p> <p>Within the overall Enterprise Risk Management (“ERM”) Framework, the Board establishes the risk appetite for Digital Core REIT and defines the nature and extent of material risks the organisation is prepared to accept in pursuit of its strategic and business objectives. Environmental risks, including climate-related risks, have been identified as material risks that require ongoing tracking and monitoring.</p> <p>As part of Digital Core REIT’s Sustainability Plan, the REIT has set out emissions reduction and renewable energy targets as well as achievement of various green certifications including LEED certification, Energy Star certification and ISO certifications. Sustainability metrics are incorporated in senior management’s remuneration framework.</p> <p>In FY 2024, the Board was briefed by external sustainability consultants to keep up to date with the latest developments in sustainability reporting requirements such as the International Sustainability Standards Board (“ISSB”). The Board was also updated on the climate scenario analysis performed by the insurance provider and the corresponding climate risks related to the portfolio, as well as performance against the targets through quarterly Board meetings.</p>


¹ Comprised of seven data centres under operational control.
² The purpose of this section is to provide climate-related disclosures which contain information related to climate risks and opportunities, consistent with the TCFD recommendations and IFRS S2 standards. The information and opinions contained in this section are provided as of the date they are made and subject to change. This section contains forward-looking statements and statements of opinion. Forward-looking statements are predictive in character and involve subjective judgement, assumptions and analysis and can be subject to potentially significant risks, uncertainties and other factors, many of which are outside the control of, and are unknown to, Digital Core REIT. Other unpredictable or unknown factors not discussed in this section could also have material adverse effects on forward-looking statements. Digital Core REIT does not undertake any obligation to publicly release the result of any revisions to these forward-looking statements to reflect events or circumstances after the date hereof to reflect the occurrence of unanticipated events. Users of this report are cautioned not to place undue reliance on such statements, particularly in light of the long-term horizon which this report discusses and the inherent uncertainty in possible policy, market and technological developments in the future. Digital Core REIT will continue to publish relevant climate-related disclosures in its future Sustainability Reports and users of this report are advised to check its website for and refer to the latest published report. While Digital Core REIT has prepared the statements in good faith, there are also limitations with respect to climate scenario analysis which was derived from a third-party platform. Scenario analysis is a process for identifying and assessing the potential implications of a range of plausible future states under conditions of uncertainty. Scenarios are hypothetical constructs and not designed to deliver precise outcomes or forecasts. Instead, scenarios provide a way for organisations to consider how the future might look if certain trends continue or certain conditions are met. While every effort was made to provide accurate and complete information, Digital Core REIT does not represent or warrant that the information in this Statement is free from errors or omissions, is complete or is suitable for your intended use.


TCFD Recommended Disclosure	Our Approach
 <p>STRATEGY Strategy for managing climate-related risks and opportunities.</p>	<p>Digital Core REIT identified material ESG issues that are deemed most relevant to the business, operations and stakeholders through feedback obtained from stakeholders and peer benchmarking analyses. Environmental risks, encompassing climate risks, have been identified as material risks to the REIT and are categorised into physical and transition risks. Since FY 2022, the Manager has begun incorporating TCFD recommendations and the Guidelines on Environmental Risk Management set forth by the MAS to better disclose its approach to managing climate-related risks and opportunities.</p> <p>Climate risks are classified into two categories:</p> <ul style="list-style-type: none"> • Physical risks: These arise from climate change and can occur as acute or chronic events, including wildfires, flash floods, freshwater depletion, rising sea levels, and prolonged, intense heat waves. • Transition risks: Arise from the process of shifts towards a low-carbon economy, which may include regulatory changes, disruptive technological developments and shifts in consumer and investor preferences which could increase the cost of operations. <p>Digital Core REIT’s insurance carrier provides in-depth reports that analyse the impacts of climate change on each property within the portfolio. These evaluations consider the geographic location and structural specifications of each property. The reports assess the probability of various climate-related events occurring over the short-, medium- and long-term with consideration of the various RCP scenarios, such as sea level rise and temperature fluctuations, occurring in the vicinity of the property. The insurance provider conducts annual site visits to evaluate improvements at the sites. Each site is given a risk score which benchmarks its resilience and targets will be set for the site. Where the measures are implemented, it will improve the risk score of the sites.</p> <p>Digital Core REIT is supported by the property manager and operations team in monitoring the regulatory requirements on the ground at the sites. The Sponsor’s ESG and EEE team also keep up with developments in energy, water and renewables in ensuring the properties are regularly upgraded to meet energy and water requirements. In pursuit of ISO14001 and ISO9001 standards in the coming years, it serves to monitor transition risks relating to climate regulations via the risk register updates.</p> <p>Climate Scenario Analysis</p> <p>In FY 2024, climate scenario analysis¹ was conducted on most properties to evaluate the resilience of the current strategy and business model against identified climate-related risks. The analysis employs various scenarios from the Intergovernmental Panel on Climate Change (“IPCC”) RCP to evaluate the portfolio’s resilience in the short-term and assess potential impacts over the medium- and long-term as climate conditions evolve.</p> <p>The scenarios selected for the analysis encompass:</p> <ul style="list-style-type: none"> • RCP 2.6: This scenario projects a global temperature increase between 1.5°C and 2°C and is often regarded as the most optimistic pathway for mitigating climate change impacts. Achieving this scenario necessitates significant shifts in climate policies and coordinated global efforts to drastically reduce GHG emissions. • RCP 4.5: This scenario anticipates a global temperature rise between 3.5°C and 5°C. It assumes the stabilisation of GHG emissions by 2050, followed by a rapid decline over the subsequent 30 years, ultimately stabilising at levels approximately half of those recorded in the year 2000. • RCP 8.5: Frequently labelled the ‘worst-case scenario,’ this pathway envisions a global temperature increase of 5°C. It forecasts a significant and continuous rise in emissions throughout the century, particularly during its early and middle stages. <p>The time horizons considered in assessing the anticipated impacts of each climate-related risk and opportunity are as follows:</p> <ol style="list-style-type: none"> 1. Short-term – within next three years 2. Medium-term – by 2030 3. Long-term – by 2050 <p>The following section delineates the potential impacts on Digital Core REIT’s business, highlighting climate-related risks and opportunities that inform its decision-making and financial planning processes. This review also encompasses the strategies implemented to mitigate and address both physical and transition risks. The Manager remains committed to continuously evolving and adapting its approach to ensure long-term resilience².</p>

1 The scenario analysis is neither a forecast nor a prediction, nor does it provide a comprehensive depiction of the future. Instead, it serves as a strategic decision-making tool, enabling the Manager to assess the effectiveness of current strategies and identify measures to enhance portfolio resilience.
 2 Macroeconomic effects of climate change such as changes to consumer demand patterns or distribution of income and industry costs affecting consumer demand are not quantified, given the high uncertainty of the magnitude and timing of these effects.

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TCFD Recommended Disclosure	Our Approach						
 <p>STRATEGY Strategy for managing climate-related risks and opportunities.</p>	MATERIAL PHYSICAL RISKS						
	RISK TYPE	PRIMARY RISK DRIVER	POTENTIAL IMPACTS	RCP 2.6	RCP 4.5	RCP 8.5	MITIGATING MEASURES
	<p>Acute Risk Flooding</p>	<p>Properties situated in areas with a high risk of flooding will be most vulnerable due to rising water levels caused by excessive rainfall or snowmelt.</p>	<ul style="list-style-type: none"> While Digital Core REIT's properties are not located in high-risk flood zones, any form of flooding risks could lead to property damage, operational disruptions, and elevated recovery costs. Disruptions in the operations of Digital Core REIT's customers, leading to revenue downtime and additional recovery expenses. 				<ul style="list-style-type: none"> Appropriate levels of insurance are maintained for the portfolio. Insurance provider delivers reports that identify opportunities to enhance protection for each facility and improve loss expectancy values. These reports also measure reductions in value-at-risk achieved through the implementation of recommended measures. According to the analysis conducted by the insurance provider, Digital Core REIT's data centres are not located in or near coastal environments.
	<p>Acute Risk Hurricanes</p>	<p>Increased frequency of hurricanes, characterised by stronger winds and heavier rainfall.</p>	<ul style="list-style-type: none"> Higher insurance premiums, planning costs, and asset enhancement expenses. Disruptions in the operations of Digital Core REIT's customers, leading to revenue downtime and additional recovery expenses. 				<ul style="list-style-type: none"> Each site has mitigation plans tailored to its specific location and exposure to various climate risks. The operations team actively implements and refines operating procedures to ensure the safety and resilience of data centres. This includes regular updates to emergency response plans and other measures derived from property-specific risk assessments.
<p>Acute Risk Droughts and Wildfires</p>	<p>The rise in wildfires is attributed to extremely dry conditions and strong winds.</p>	<ul style="list-style-type: none"> Damage to property and disruptions to operational resilience result in both insured and uninsured losses, leading to increased operational and recovery costs. Disruptions in the operations of Digital Core REIT's customers, leading to revenue downtime and additional recovery expenses. 				<ul style="list-style-type: none"> Fuel delivery agreements for backup power systems are on par with those held by the Federal Emergency Management Agency ("FEMA"), ensuring power continuity during extended outages. 	

TCFD Recommended Disclosure	Our Approach						
 <p>STRATEGY Strategy for managing climate-related risks and opportunities.</p>	MATERIAL PHYSICAL RISKS						
	RISK TYPE	PRIMARY RISK DRIVER	POTENTIAL IMPACTS	RCP 2.6	RCP 4.5	RCP 8.5	MITIGATING MEASURES
	Chronic Risk	Prolonged periods of extreme heat and elevated temperatures can adversely affect indoor climate conditions and increase cooling costs.	<ul style="list-style-type: none"> Higher energy costs. Potential business disruptions from failing cooling systems. 				<ul style="list-style-type: none"> Continuous review of potential sustainability projects is undertaken to minimise environmental impact and reduce contributions to global carbon emissions, which contribute to climate-related risks. These efforts include, but are not limited to, supporting the development of new renewable energy sources, acquiring more sustainable data centres, and looking into energy and water efficiency initiatives for operational sites. The Sponsor leverages AI platforms that enable energy and water conservation, and tracks and improves PUE.
	Risk levels: ■ Low ■ Medium ■ High						
	The Manager does not expect the impacts of the identified material physical risks to change its financial position given the geographic locations of the assets and the resilient infrastructure, as well as the appropriate levels of insurance in place, and consequently the probability and impact to the properties were not assessed to be of critical risk over the medium term. Digital Core REIT's overall investment and divestment strategies will primarily be influenced by various metrics, contingent on financial position, including regulatory leverage capacity, prevailing financial market conditions, and the feasibility of raising equity capital.						
	In the long term, as part of efforts to enhance geographic and customer base diversification, the Manager will evaluate opportunities to explore regions with naturally cooler climates. This strategic consideration aims to reduce the reliance on man-made cooling, thereby reducing energy costs.						
	MATERIAL TRANSITION RISKS						
	RISK TYPE	PRIMARY RISK DRIVER	POTENTIAL IMPACTS	MITIGATING MEASURES			
	Policy and Legal Risk	There is a growing emphasis on regulatory and reporting requirements, such as Carbon Pricing Mechanisms and Building Codes.	<ul style="list-style-type: none"> Rising regulatory costs related to tracking, reporting, and managing carbon emissions, including compliance with mandatory climate-related disclosures in line with SGX listing requirement. 	<ul style="list-style-type: none"> Digital Core REIT seeks to explore achieving various certifications for its portfolio as set out in its targets. Efforts are made to enhance energy efficiency to reduce compliance costs and burdens. Current adherence to various benchmarking and disclosure regulations is maintained, with ongoing monitoring of evolving requirements. In-house reporting capabilities have been developed to reduce annual reporting expenses. 			

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TCFD Recommended Disclosure	Our Approach			
 <p>STRATEGY Strategy for managing climate-related risks and opportunities.</p>	MATERIAL TRANSITION RISKS			
	RISK TYPE	PRIMARY RISK DRIVER	POTENTIAL IMPACTS	MITIGATING MEASURES
			<ul style="list-style-type: none"> Increased capital expenditures and operating costs due to direct fees and increased energy and raw material prices. Increased development expenses stemming from the adoption of new technologies, which could influence the selection of operational locations. 	<ul style="list-style-type: none"> Our data centres have been built to high standards by the Sponsor’s Design and Construction team, exceeding code requirements where applicable.
	Market Risk	Rising utility expenses and a shift in customer preferences toward low-carbon and renewable energy sources.	<ul style="list-style-type: none"> Rising operational expenses. Reduced demand and challenges with customer retention. 	<ul style="list-style-type: none"> Our Sponsor’s Global Sustainability team actively monitors customer opportunities through direct dialogue, surveys, and various formal and informal feedback mechanisms. Collaborating with third-party consultants, the team concentrates on implementing low- and zero-carbon solutions.
	Technological Risk	Obsolescence of materials replaced with low carbon technologies.	<ul style="list-style-type: none"> An increase in direct costs within operations, primarily attributed to equipment used for end-of-life upgrades in operational facilities. 	<ul style="list-style-type: none"> The EEE team assesses opportunities for enhancing efficiency in existing assets.
Reputational Risk	Growing demand for investments in cleaner renewable energy solutions and low-carbon technologies.	<ul style="list-style-type: none"> Reputational damage. Reduced demand and challenges in customer retention. 	<ul style="list-style-type: none"> Continuous efforts are directed towards enhancing the energy efficiency of operations and expanding access to renewable energy solutions, such as PPAs, green tariffs, and REC acquisitions, to minimise community impact. Initiatives are in progress to secure a range of certifications, consistent with established goals. 	
<p>With the increasing demand for renewable energy solutions and Digital Core REIT’s commitment to achieving 100% renewable energy availability for all customers over the long term, the Manager will continuously refine its strategies and explore investment opportunities in regions that prioritise renewable energy and have easy access to these resources.</p>				

TCFD Recommended Disclosure	Our Approach			
 <p>STRATEGY Strategy for managing climate-related risks and opportunities.</p>	CLIMATE-RELATED OPPORTUNITIES			
	OPPORTUNITY TYPE	OPPORTUNITY DRIVER	TIME FRAME	POTENTIAL IMPACTS
	Resource efficiency	Enhancement of energy efficiency.	Medium- to long-term	The implementation of AI tools, such as the Apollo AI platform developed by the Sponsor, could generate significant cost savings and energy efficiency gains.
	Energy source	Transition to low and zero-emission sources of energy and investing in new renewable solutions.	Medium- to long-term	The Group has been actively exploring and expanding the use of renewable energy solutions across its portfolio, lowering operating expenses and reducing exposure to potential future carbon regulations, fees, or taxes.
	Markets	The Sponsor’s diversified portfolio allows for Digital Core REIT to capitalise on a wide array of utility incentives and emerging renewable and low-carbon energy products.	Short- to medium-term	Positions the REIT more competitively by aligning with shifting consumer preferences, driving revenue growth.
	Resilience	Strengthening resilience of Digital Core REIT’s data centres through strategic site selection, climate mitigation, insurance, green building designs, efficiency improvements, and robust data privacy, cybersecurity, and physical security practices.	Short- to medium-term	Reduce operational disruptions and operating costs, increase customer satisfaction and retention rates.
<p>Digital Core REIT is currently in the process of collecting necessary data regarding the expected financial impact from the potential to generate green rental premiums and the adoption of energy-efficient technologies. At present, obtaining this information would require excessive cost or effort. Consequently, the quantification of the current and projected effects of climate-related opportunities is not disclosed in this report.</p>				

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TCFD Recommended Disclosure	Our Approach				
 <p>STRATEGY Strategy for managing climate-related risks and opportunities.</p>	Digital Core REIT has also conducted a qualitative assessment of the current and anticipated financial impacts of the identified climate-related risks and opportunities as disclosed in the table below:				
	CURRENT AND ANTICIPATED FINANCIAL IMPACTS				
	RISK TYPE	ANTICIPATED FINANCIAL EFFECTS			
		FY 2024	BEYOND FY 2024	TIME FRAME	
	Acute physical risks	There were minimal or no disruptions to operations due to acute climate risks events.	Acute climate risk events can cause property damage and/or operational disruptions, which can impact property valuations. Expected recovery costs from customers may lead to reduced revenue.	Medium- to long-term	
	Chronic physical risks	There were minimal or no disruptions to operations due to chronic climate risks events.	Chronic climate risk events such as rising temperatures can increase demand for cooling which may increase operating costs for the REIT as well as customers. Digital Core REIT incurred approximately US\$3.2 million of CapEx in FY 2024 in relation to equipment upgrades and efficiency improvement projects within the portfolio.	Medium- to long-term	
	Transition risks	There were no fines or penalties arising from climate-related regulations or reporting requirements.	<ul style="list-style-type: none"> Rising regulatory costs related to tracking, reporting, and managing carbon emissions, including compliance with mandatory climate-related disclosures in line with SGX listing requirements. Additional consultancy fees and capital expenditures associated with obtaining green certification for data centres. 	Short- to medium-term	
Climate-related opportunities	Digital Core REIT incurred approx. US\$3.2 million of CapEx in FY 2024 in relation to equipment upgrades and efficiency improvement projects within the portfolio.	<ul style="list-style-type: none"> Digital Core REIT is currently assessing the potential financial impact of generating green rental premiums and adopting energy-efficient technologies. At this time, quantifying these climate-related opportunities is not feasible without incurring undue cost or effort. 	Short- to long-term		
Capital expenditure projects are primarily accounted for in the annual budget and may be financed through the property's operational cash flows or bank loans. In certain instances, the costs may be passed on to customers. Over the long-term, Digital Core REIT will also consider utilising green financing options to support these environmentally sustainable improvements.					

TCFD Recommended Disclosure	Our Approach
 <p>STRATEGY Strategy for managing climate-related risks and opportunities.</p>	<p>Digital Core REIT as part of the Digital Realty Group, aligns with the Group’s overall vision and mission for the delivering sustainable data centre solutions for customers, communities, and the environment.</p> <p>As part of the overall business strategy, Digital Core REIT endeavours to embed its targets into its overall real estate life cycle, from the investment stage to the operational stage, including reviewing sustainability features of each investment, evaluating low carbon solutions and incorporating renewables into the operations of existing assets.</p> <p>The Group set out global goals on the road to net-zero - matching 100% electricity used for all operational and managed sites, matching water with sustainable sources and replenishment projects, reaching net-zero operational scope 1+2 emissions, achieving zero-waste performance for new data centres, preserving and storing as much land in the medium-to long-term. The Group also aspires to develop new net-zero data centres beginning 2030.</p> <p>The route to achieving the global goals includes rolling out marketing programs; education and training for customer, investor, and JV partner awareness; enhancements to data management and systems for global utility data, PUE and WUE dashboards; policy development; development of resources to support stakeholder engagement; undertaking enhancements to operational practices, design standards and underwriting. There will also be shifts in focus from short term CapEx projects to sustainable OpEx support and targeted regional programs to decarbonise through the use of green heat reuse initiatives with clean energy.</p> <p>As part of the clean energy goal, the Group aims to maintain markets with 100% renewable energy coverage while developing roadmaps for 100% renewable for the remaining non-renewable markets. Energy procurement teams will source ‘on-bill’ renewable energy solutions, prioritising cost-effective solutions. The use of clean energy, hydrotreated vegetable oil diesel, lower global warming potential refrigerants, and decommissioning fossil fuel-using equipment at end-of-life will also address emission reduction. Europe has committed to reach climate neutral by 2030 as part of the EU Climate Neutral Data Centre Pact. As part of the water-neutral goal, the Group aims to improve overall portfolio WUE and increase share of water from sustainable sources while also exploring water restoration credit purchases prioritising high water-stress markets. As part of the nature-neutral goal, the Group aims to invest in projects via nationally or locally recognised land trust or conservation organisations that maximise community engagement, public access, and ecosystem benefits. Land preservation projects also support the LEED certification targets.</p>

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TCFD Recommended Disclosure	Our Approach
 <p>RISK MANAGEMENT Processes used to identify, assess, prioritise and manage climate-related risks and opportunities.</p>	<p>Digital Core REIT’s ERM framework is designed to identify, assess, and document material impacts, including but not limited to climate-related impacts and risks, along with key controls and mitigating measures. The Manager employs key indicators and metrics to monitor and evaluate its resilience to the physical impacts of climate change. These metrics encompass instances of business disruption due to climate events, revenue loss resulting from such disruptions, insurance claims filed by customers for climate-related impacts on their assets or equipment, repair and maintenance costs incurred from climate-induced damage to properties, and capital expenditures required to enhance buildings to mitigate climate impacts.</p> <p>In evaluating the financial impacts and risk levels of identified climate-related risks within the broader risk management framework, the assessment typically considers metrics like the percentage of revenue, net property income (“NPI”), or distribution per unit (“DPU”) affected, the percentage impact on net asset value (“NAV”), liquidity ratio effects, service recovery times, compliance costs such as regulatory expenses, and any associated reputational costs.</p> <p>Digital Core REIT receives reports from its insurance provider that provide assessments of the likelihood of climate change events occurring near its sites in the medium and long term, assigning risk levels accordingly. These reports evaluate each site based on its geographic location, considering proximity to coastal areas susceptible to flooding and rising sea levels, or regions prone to wildfires. The insurers also assess the infrastructure of each site, providing an overall resilience risk score that reflects the property’s ability to withstand operational disruptions caused by climate change events, such as flooding or fire, and the readiness of operational teams to respond, benchmarked against industry standards. The insurers utilise a combination of engineering site visits, natural hazard maps and global climate model data from the IPCC for their simulation. Additionally, the reports identify opportunities to enhance protection for each facility and improve loss expectancy values, with reductions in value at risk measured through the implementation of mitigation plans.</p> <p>Digital Core REIT references the World Resources Institute’s Aqueduct Water Risk Atlas to assess water-stress risks based on geographic location.</p> <p>Based on the risks identified in the insurer’s reports, higher-risk areas are prioritised, and mitigation plans are implemented to enhance infrastructure resilience and minimise the impacts of climate change events.</p> <p>All final risk ratings are consolidated into a comprehensive risk report. The Manager reviews material risks as part of the risk profile reporting to the Audit and Risk Committee and the Board during their quarterly meetings.</p>

TCFD Recommended Disclosure	Our Approach
<div style="text-align: center; margin-bottom: 10px;">  </div> <p>METRICS AND TARGETS Metrics and targets used to assess performance concerning climate-related risks and opportunities that are material to the business.</p>	<p>Digital Core REIT discloses energy consumption and intensity, Scope 1 and 2 GHG emissions and intensity, as well as water consumption and intensity, in alignment with globally recognised reporting standards, including the GRI Universal Standards 2021 and the TCFD Framework. For detailed information on the performance indicators monitored and reported, please refer to page 97.</p> <p>Digital Core REIT employs the ENERGY STAR® Portfolio Manager and the Envizi platform that automates the capture and consolidation of hundreds of data types across siloed data sources into a single system of record of robust sustainability data.</p> <p>The Manager has integrated sustainability key performance indicators (“KPIs”) into the remuneration scorecard for key management personnel involved in sustainability initiatives. Please refer to the annual report, pages 80 to 82 for more information.</p> <p>Some mitigation and decarbonisation strategies which Digital Core REIT intends to employ as part of the climate transition plan.</p> <div style="display: flex; justify-content: space-around; margin-top: 20px;"> <div style="width: 18%; border-right: 1px dashed #ccc; padding-right: 5px;"> <p style="text-align: center; color: #00a0c0; font-weight: bold;">1</p> <p style="font-size: 0.8em;">AI Platform detects performance variances and prevents leakages, resulting in savings</p> </div> <div style="width: 18%; border-right: 1px dashed #ccc; padding-right: 5px;"> <p style="text-align: center; color: #00a0c0; font-weight: bold;">2</p> <p style="font-size: 0.8em;">Sustainable design and practices and improvements in building performance</p> </div> <div style="width: 18%; border-right: 1px dashed #ccc; padding-right: 5px;"> <p style="text-align: center; color: #00a0c0; font-weight: bold;">3</p> <p style="font-size: 0.8em; color: #00a0c0;">Involvement and collaboration with customers to allow for sustainability upgrades and CapEx</p> </div> <div style="width: 18%; border-right: 1px dashed #ccc; padding-right: 5px;"> <p style="text-align: center; color: #00a0c0; font-weight: bold;">4</p> <p style="font-size: 0.8em; color: #00a0c0;">Explore opportunities to deploy renewable energy solutions</p> </div> <div style="width: 18%; padding-left: 5px;"> <p style="text-align: center; color: #00a0c0; font-weight: bold;">5</p> <p style="font-size: 0.8em;">Minimise environmental footprint through conservation, and comply with relevant legal requirements</p> </div> </div> <div style="text-align: center; margin-top: 20px;">  </div> <p style="margin-top: 20px;">Some key areas which Digital Core REIT will be looking to enhance over the next few years include extending the reporting to include Scope 3 emissions coverage, expanding the scope of renewables coverage, further collaboration with customers in expanding renewable energy coverage, and investing in better-performing assets to be added to the portfolio.</p>

05 GOVERNANCE

SUSTAINABILITY

SOCIAL



Digital Core REIT prioritises the well-being of both internal and external stakeholders, including customers, property management teams and employees. The Manager is committed to being a valuable member of its communities and encourages its employees to contribute to helping Digital Core REIT do its part.

Employee Engagement

[GRI 2-24, GRI 3-3, GRI 401-1, GRI 401-2, GRI 401-3, GRI 404-1, GRI 404-2, GRI 404-3]

FY 2025

Maintain at least 10 training hours per employee annually.

Digital Core REIT’s employees are fundamental to the sustained development of its business, and the Manager is committed to investing in personnel development to ensure the long-term success, health and wellbeing of Digital Core REIT and its staff. The Manager also aims to support and enhance local communities to achieve a positive impact on society.

In FY 2024, one new female employee belonging to the <30-year-old age group replaced another female employee belonging to the 30 to 50-year-old age group.

Training and Development

Digital Core REIT employs talent development initiatives such as career progression discussions and mentoring programs, Digital University, over 16,000 LinkedIn courses available for general learning, quarterly Learnit webinars on topics relating to company requirements, and a tuition reimbursement scheme to support learning outside of work.

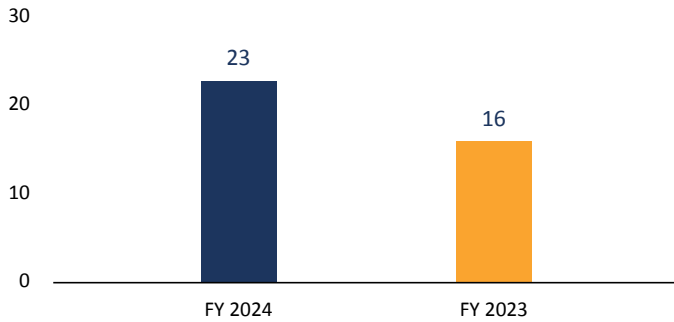
Internal training courses on the Digital University training portal offer training courses to build employees’ knowledge on different business units covering Operations, Legal, Ethics and Compliance, Management and Leadership, Risk Management, Sales, Diversity, Equity & Inclusion, Information Security and Privacy, as well as unconscious bias training and other workplace diversity and inclusion training programmes. Employees were also offered opportunities to attend external training courses conducted by REITAS, MAS and SGX as well as received briefing

on regulatory updates by the external legal counsel. To comply with MAS regulations, Capital Markets Service Licence (CMSL) representatives also undergo REIT Management courses on an ongoing basis organised by REITAS, which contributes to Continuing Professional Development (CPD) training hours.

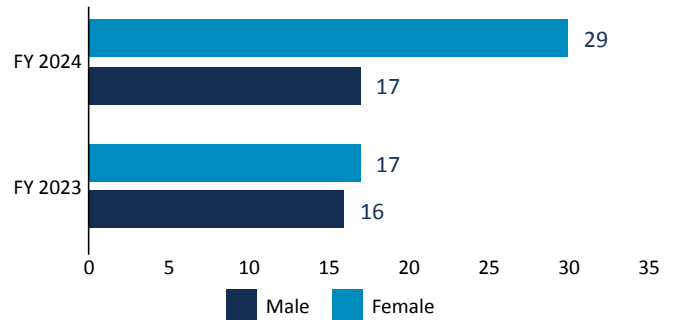
All new hires are required to complete mandatory online trainings on Global Data Privacy, Insider Trading, Anti-Bribery and Corruption, as well as Information Security during their onboarding. At the corporate level, the Group has implemented a leadership building programme that develops managerial capabilities to build high performing teams and retain employees. In FY 2024, the Manager also incorporated more detailed training plans for employees and directors, focused on building foundational knowledge and broadening their understanding of the industry, regulations and sustainability topics. The Board also received training covering topics on regulatory and sustainability updates. In this regard, Digital Core REIT has exceeded the FY 2024 target for employee engagement and achieved 23 training hours per employee.

In FY 2024, the total number of hours of training provided to all employees of the Manager totalled 181 hours, which is approximately a 58% increase from FY 2023. Male employees received an average of 17 hours of training in FY 2024, while female employees received an average of 29 hours. In the long-term, the Manager aims to maintain at least 10 training hours per employee annually.

Average hours of training per employee



Average hours of training per employee, by gender



Average number of training hours per employee, by employee category

	Senior management	Middle management	Entry level
FY 2024	18	113	50
FY 2023	17	82.5	14.5

Employee Wellbeing

To create a positive work environment that attracts, inspires and retains talent, the Manager offers all full-time employees’ competitive compensation and comprehensive benefits. This is exemplified with a 100% completion rate of the employee satisfaction survey where the REIT’s score ranked above the Group’s median score. Employee schemes include life insurance, healthcare and medical coverage, dental coverage, disability and invalidity coverage, as well as leave entitlements and contributions to the local pension fund, i.e., the Central Provident Fund in Singapore. Other employee benefits

include parental leave, flexible work arrangements, fitness reimbursements, mobile allowances and staff engagement activities to promote personal development, health and a work-life balance. Employee benefits are also extended to employees in other location of operations, including the United States where the CEO and assets are based in. Employees are also granted long-term incentives like restricted stock unit plans, remunerating them with REIT units vesting across a four-year period to encourage retention.

Total number of employees entitled to parental leave, by gender

	Male	Female
FY 2024	4	2
FY 2023	3	2

Total number of employees that returned to work after parental leave ended, by gender

	Male	Female
FY 2024	4	2
FY 2023	3	2

Total number of employees that took parental leave, by gender

	Male	Female
FY 2024	4	2
FY 2023	3	2

Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender

	Male	Female
FY 2024	4	2
FY 2023	3	2

05 GOVERNANCE

SUSTAINABILITY

The return-to-work¹ and retention rates² for employees who have taken parental leave have consistently been 100% for both genders in both FY 2023 and FY 2024.

The Manager outsources the Human Resource (“HR”) function to the Sponsor. Employees are assessed during performance reviews outlined by the Group’s performance management framework on their alignment with Digital Core REIT’s overall goals and targets, individual contributions and career development plans.



1 The return-to-work rate is calculated by dividing the total number of employees who returned to work after parental leave by the total number of employees who were due to return after taking parental leave, and then multiplying the result by 100.
2 The retention rate is calculated by dividing the total number of employees retained 12 months after returning to work following a period of parental leave by the total number of employees who returned from parental leave in the prior reporting period(s), and then multiplying the result by 100.

Fostering a healthy work-life balance for employees is a priority at Digital Core REIT. The Group incorporates the Virgin Pulse app, a cloud-based employee wellbeing solution to promote a healthy lifestyle, improve workforce practices and increase engagement among employees. The app features health coaching, medical and condition management, well-being engagement, and digital therapeutic interventions. This seamlessly blends fitness and wellness together, motivates employees to prioritise daily steps while providing a platform to receive valuable wellness tips. Additionally, the Group's Fitness Reimbursement Claim promotes physical well-being by incentivising employees to invest in workout classes or equipment. Digital Core REIT also provides comprehensive healthcare support, including annual health screenings and

paid medical and dental coverage that is also extended through the employee's immediate family members. The Group also has an Employee Assistance Programme that provides round-the-clock mental wellness support. To promote work-life balance, the frequency of meetings on Fridays has been reduced.

Multiple employee wellbeing events were organised over the course of FY 2024, including the Yogatation event, Pink Ribbon Walk, and perfume making workshop at Scentopia. Employee Resource Groups in the Singapore Office also hold weekly running sessions. The Manager also held its first offsite Board meeting in early 2024 where families of employees and directors were invited to join a three-day retreat in Bintan.



Employee Outreach

To ensure employees keep informed about business and operational updates, the Group conducts global and regional all-hands meetings quarterly, and email updates.

Employee surveys are conducted annually to gather valuable feedback and provide managers with insights to enhance workplace satisfaction and engagement. Beyond individual employee welfare, Digital Core REIT values employees' perspectives on business processes. In FY 2024, an engagement survey was conducted ahead of the launch of Digital One – a new platform that integrates the entire sales process from start to end – beginning with customer contact by the sales team all the way to billing management by the accounting team ensuring that employee feedback is incorporated in the platform.

Talent Management and Succession Planning

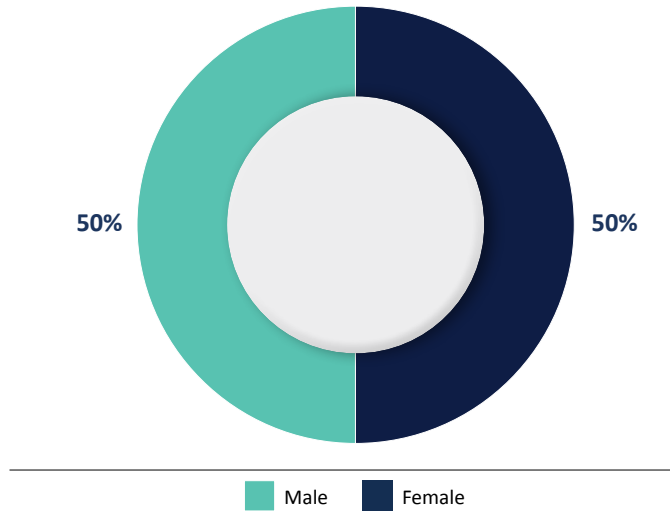
Digital Core REIT prioritises talent development at all levels to address the diverse needs of its business. The Group supports leadership growth and executive development initiatives. Talent development plans are reviewed annually using nine-box talent grid, ensuring a structured approach to track progress and potential.

Succession planning is overseen by the Group Head of HR who conducts regular reviews of the leadership pipeline. Potential candidates are identified, and tailored training and upskilling plans are established to prepare them for future leadership responsibilities. In FY 2024, 100% of employees received regular performance and career development reviews.

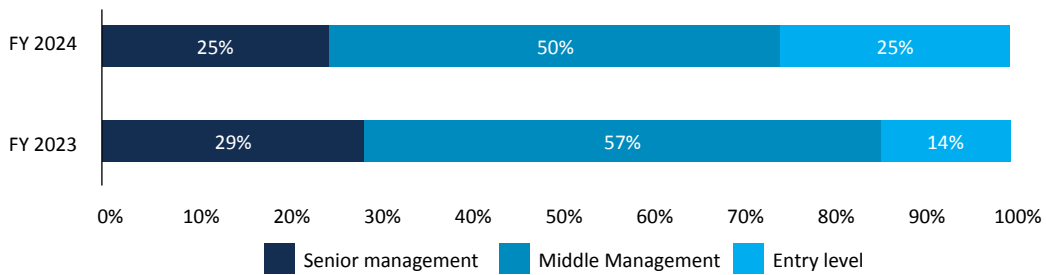
05 GOVERNANCE

SUSTAINABILITY

Percentage of employees receiving regular performance and career development reviews, by gender



Percentage of employees receiving regular performance and career development reviews, by employee category



Talent Acquisition

Digital Core REIT adopts a comprehensive approach to talent acquisition to build a dynamic and innovative workforce. This strategic and proactive approach to talent acquisition enables Digital Core REIT to identify, attract, and retain top-tier professionals. Job postings are available on LinkedIn and Group HR’s recruitment portals, and employee referral fees are provided to incentivise employees to recommend qualified candidates to the company. Talent pipelines are strengthened through internships offered to local university and polytechnic students, and the ITE Work-Study Program which is open to aspiring operations engineers.

Rewards and Recognition

Digital Core REIT is committed to fostering a culture of appreciation and recognition for its employees. The Group’s Employee Recognition Programme allows colleagues to nominate individuals who embody company values, such as Customer Focus, Teamwork, and Results Driven for the Manager Spot Awards, Peer-to-Peer High Five Awards, quarterly team GEM awards, and the annual CEO Circle awards. Long-term incentives in the form of restricted stock units are offered by Digital Core REIT to employees. Long-term incentive plans such as restricted stock units are granted based on tenure with the company to encourage talent retention, and performance-based units are awarded to senior management.

Diversity and inclusion

[GRI 2-7, GRI 2-23, GRI 2-24, GRI 3-3, GRI 405-1, GRI 406-1]

FY 2025	Maintain minimum of 20% female representation on the Board.	Ensure director appointments are based on merit and contribution they can bring to the Board, while having due regard for the benefits of diversity and needs of the Board.
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Recognising the importance of a diverse Board, Digital Core REIT has implemented a Board Diversity Policy to ensure that the Board’s composition and diversity is considered from several angles, including but not limited to gender, age, nationality, ethnicity, cultural background, education, experience, skills, knowledge, independence and length of service. Director appointments are based on meritocracy and determined using an objective criterion that takes into account overall Board diversity and needs. Search firms assisting the Board in headhunting (where applicable) are informed to include diverse candidates. These considerations aim to ensure that the pool for future director appointments is not diminished, at the same time enabling the Manager to assemble a group that best perpetuates the success of the business and represents unitholder interests through the exercise of sound judgement. Implementation of the Board Diversity Policy is overseen by the Nominating and Corporate Governance Committee (“NCGC”) and reviewed periodically to ensure continued effectiveness. The Board reviews any proposed revisions by the NCGC as well as the overall Board composition annually.

Digital Core REIT is committed to promoting diversity, equity, and inclusion (“DEI”), fostering an environment rich in diverse backgrounds, experiences, abilities, knowledge, and creativity, the company drives creativity, innovation, and invention. The success of Digital Core REIT is deeply rooted in the varied perspectives and talents of its workforce, which are essential to its achievements and growth. The Manager strives to create an inclusive workplace that reflects the diversity of the communities in which we live and work, and to build a culture in which everyone can prosper professionally and emotionally. The Manager constantly strives to identify impediments and implement programmes and policies to make opportunities available to all staff. The Manager resolves to create a more harmonious, equitable, and inviting workplace with each step forward.

To support DEI efforts, the Digital Realty DEI Council was established. The DEI Council promotes accessibility and opportunities for all employees without discrimination on the basis of race, ethnicity, religion, national origin, mental or physical disability, pregnancy, sexual orientation, gender identity or expression, marital status or age. During the hiring process, candidates are assessed fairly and the Manager hires talent from a diverse background. Hiring managers undergo an in-house training programme encompassing unbiased selection of candidates and consistent interview questions and assessment. The programme aims to provide hiring managers with knowledge of the recruitment process, how to run effective interviews and improve the candidate’s experience, uncovering unconscious biases and how to reduce them during interviews. To understand the overall and regional Group employee gender mix percentage, a report is prepared and presented to the Sponsor’s leadership team.

In FY 2024, Digital Core REIT reported zero incidents of discrimination and non-compliance with human rights laws, and achieved a balance of 50% male and 50% female mix amongst the employees. The Manager also accomplished its targets for diversity and inclusion. The current Board has attained 20% female representation and comprises members who are professionals with varied backgrounds, expertise and experience in accounting, banking, finance, investment, real estate, legal, business and general management, with a balance of age and gender diversity.

Employee Resource Group

Women’s Leadership Forum (WLF)

The Sponsor organises various Employee Resource Groups, including the Women’s Leadership Forum (“WLF”) which focuses on empowering women across the Group globally. The group organises quarterly events to enable employees to engage, learn together and contribute back to society.

05 GOVERNANCE

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The Manager is committed to developing an organisational culture that protects individuals and groups against human rights violations. The Manager ensures that policies support internationally recognised human rights guidelines such as the principles contained within the Universal Declaration of Human Rights and the International Labour Organisation’s (“ILO”) Declaration on Fundamental Principles and Rights at Work. Digital Core REIT does not use forced labour, including prison labour, indentured labour, bonded labour, or other

forms of forced labour as established by the ILO Forced Labour Convention (No.29) and the Abolition of Forced Labour Convention (No.105).

As of 31 December 2024, the Manager had a total of eight permanent employees, which consisted of four males and four females. All employees were working on a full-time basis. There were no temporary and non-guaranteed hours employees hired in FY 2024.

CORPORATE EMPLOYEE DEMOGRAPHICS

Number and percentage of males and females per employee category

	FY 2024				FY 2023			
	Male		Female		Male		Female	
	Number	%	Number	%	Number	%	Number	%
Board	4	80%	1	20%	4	80%	1	20%
Senior management	2	100%	0	0%	2	100%	0	0%
Non-executive	2	33%	4	67%	2	40%	3	60%

Number and percentage of employees by age group per employee category

	FY 2024						FY 2023					
	<30 years old		30-50 years old		>50 years old		<30 years old		30-50 years old		>50 years old	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Board	0	0%	1	20%	4	80%	0	0%	1	20%	4	80%
Senior management	0	0%	2	100%	0	0%	0	0%	2	100%	0	0%
Non-executive	2	33%	4	67%	0	0%	1	20%	4	80%	0	0%

Total number of employees, by region

	Singapore	US
FY 2024	7	1
FY 2023	5	2

Digital Group works with certified Minority-Owned, Women-Owned, Veteran-Owned, LGBTQIA+-Owned, Disabled-Owned and small businesses as part of its “Committed to Supplier Diversity” initiative. The Group is committed to growing its business with diverse suppliers and developing and mentoring these suppliers to enable stronger supplier partnerships and enhance capabilities.

Supplier diversity is integral to the Group’s global supply chain strategy. It is consistent with our values, enhances competitiveness and capacity-building, and drives market

connectivity. It also creates jobs and economic growth in the communities the Group operates in globally, across six continents, 27 countries and 50+ metro areas.

Social initiatives at a glance

Digital Core REIT engaged in multiple Corporate Social Responsibility related activities in FY 2024. Employees participated in volunteering initiatives organised by charitable foundations, including Food from Heart and Breast Cancer Foundation.

FY 2024	Initiatives
January	Collaboration with Food from Heart to donate Chinese New Year goodies for beneficiaries
February	Befriending Seniors: Bringing seniors from Grace Lodge to Gardens by the Bay
November	Back to School Program: Collecting donations for underprivileged children



05 GOVERNANCE

SUSTAINABILITY

Occupational Health and Safety

[GRI 2-24, GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-8, GRI 403-9, GRI 403-10]

FY 2025
and
beyond

Ensure a healthy and safe environment for employees, customers and contractors by preventing injury and ill health and maintain zero incidents resulting in stakeholder permanent disability, fatality or high consequence injury.

Digital Core REIT prioritises the health and safety of all its employees within its premises which ensures minimal disruptions to operations. This dedication to maintaining stringent safety standards across all facilities was reaffirmed on the 2024 World Safety Day the CEO of Digital Realty, Andy Power to the executive leaders. In FY 2024, Digital Core REIT reported zero incidents or hazards relating to work-related injuries and ill health¹.

The Sponsor’s Operations team oversees the Environmental, Occupational Health and Safety (“EOH&S”) programme, which applies to all stakeholders entering the premises and covers all assets. The EOH&S management system is internally audited, with the aims to minimise incident risks by identifying and addressing hazards in line with ISO 14001:2004, ISO 45001:2016/OHSAS 18001:2007 standards. The programme encompasses hazard recognition, evaluation, and control process, which proactively identifies risks associated with the environment, employees and vendors, equipment and materials, and work processes and practices. To minimise customer and employee exposure to these risks, advanced fire protection systems, airflow, temperature, and humidity sensors, and other measures are deployed. All the jobs in the data centres follow comprehensive methods of procedures (“MOPs”) and standard operating procedures (“SOPs”). These formal MOPs/SOPs are integral to safety programmes, including energised electrical work (“EEW”), control of hazardous energy (“COHE”), and lockout/tagout (“LOTO”). Hazards are systematically identified, prioritised and controlled before the job commences. In the event of a workplace incident, site teams follow a detailed Incident Reporting Process including documenting lessons learned from major incidents such as electrical events or fuel spills to prevent recurrence and enhance safety practices. The process is kept updated and robust with a revamp in the system for reporting safety incidents, near-misses and observations which was rolled out progressively across global regions in 2024.

As part of their corrective and preventive measures, data centres and equipment undergo regular inspections to ensure optimal operating conditions. Emergency drills, such as building evacuation drills to prepare for climate events such as hurricanes, wildfires and floods, are conducted at least once annually to familiarise the Operations team and building occupants with the necessary actions during emergencies. These drills are vital to ensuring all occupants are prepared to respond effectively in real emergencies.

EOH&S practices are embedded within standard operating procedures (“SOPs”) for each job in the data centre. When a safety issue arises, details are reported to the Global Command Centre, where a ticket is generated for follow-up and examination. Investigations identify root causes, and corrective and preventive actions are implemented to minimise the risk of recurrence. Employee involvement is a critical component of the safety programme, with engagement through:

- Safety briefings at data centres
- Active workplace interactions at all levels
- Communications about safety inspections, injury and illness statistics and other safety-related issues
- Feedback on developing, reviewing, and improving the safety programme
- Engagement in informational briefings and active participation in customer interactions
- Training and education
- Personal accountability and responding to unsafe acts or conditions at the data centres

The Operations team tracks incidents within the premises and reports any significant occurrences to the Manager. The data centre managers provide updates on EOH&S concerns and issues through their regular calls. The tracker for action closure is followed up by the regional EOH&S lead for to ensure a timely response. In FY 2024, there were zero fatalities or injuries reported.

1 Excludes customers and contracts. There were no known incidents reported for this demographic.

The Group ensures the safety of its employees in the workplace by providing health and safety training, implementing preventative policies such as the Stop Work Policy and Lone Worker Policy, and equipping all employees with Personal Protective Equipment (“PPE”). The Stop Work Policy specifies situations where employees can halt work to address hazards or incorporate safe practices before resuming work. Incident risk levels are determined based on factors such as near misses, fatalities, severity of injuries, personal or property damage, and regulatory involvement if any.

Incidents are investigated through root cause analysis to address underlying issues effectively. To maintain awareness and compliance with health and safety protocols, the Group provides induction and refresher training for property managers working at data centres. Employees are well-informed about evacuation procedures, designated assembly points, and emergency contact numbers for on-site security.

There are available channels for customers to report safety concerns or incidents, either by emailing the site team or submitting a Facilities Work Order. They are informed of the actions taken to address the issues through the updates from the Global Command Centre. Additionally, attend safety induction courses, and participate in emergency tabletop exercises and fire drills every six months to ensure preparedness.

A comprehensive safety training programme featuring a blended learning approach is in place to support continuous improvement. This training is mandatory for all engineers, remote hands, facility engineering managers, data centre managers, critical managers and essential managers.

All employees including the asset and property managers are covered under the Group medical insurance. The Group ensures the confidentiality of employees’ personal health-related information.

Looking ahead, the Group plans to launch a new global Environment, Occupational Health, and Safety (“EOH&S”) strategy in 2025. This strategy aims to align the safety practices globally across the Group and is built around four key elements: leadership, competence, process, and engagement. Each element will have defined initiatives and KPIs to track progress. The strategy aims to foster a culture of care, creating an environment where a competent workforce feels fully empowered and engaged in the continuous pursuit of improvement. Additionally, a global safety induction will also be rolled out at the Group level in 2025.

05 GOVERNANCE

SUSTAINABILITY

GOVERNANCE



Digital Core REIT remains steadfast in upholding good governance and high ethical standards. Digital Core REIT is committed to the high standards of corporate governance detailed in the Code of Corporate Governance issued by the Monetary Authority of Singapore alongside seeking out best practices from the Sponsor and other industry leaders. The Board is majority independent and oversees the management and monitoring of the overall ESG strategy and performance. The Manager is also committed to timely and accurate disclosure of material information as well as engagement with the investment community.

For more details under the Corporate Governance section, please refer to pages 73 to 90 of the Annual Report.

Business ethics

[GRI 2-23, GRI 2-24, GRI 2-26, GRI 2-27, GRI 3-3, GRI 205-1, GRI 205-2, GRI 205-3]

<p>FY 2025 and beyond</p>	<p>Maintain high standards and best practices in ethical business conduct and compliance with zero incidents of fraud, corruption, bribery and non-compliance with laws and regulations.</p>	<p>Maintain 100% successful completion of business ethics annual attestation among all full-time employees.</p>
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Unethical behaviours can significantly harm a company’s reputation, resulting in financial losses and a decline in stakeholder trust. Digital Core REIT is committed to upholding its obligations to unitholders, customers, suppliers, employees, the community, and business partners by conducting all business activities with fairness and integrity.

Digital Core REIT is committed to conducting its business with high standards of corporate governance and business ethics, observing relevant codes, and maintaining zero tolerance for corruption, bribery, fraud, and unethical business practices. All full-time employees are expected to complete the annual business ethics attestation with 100% success.

The Employee Code of Conduct, rolled out at the Group level and implemented at the Manager’s level, must be adhered to by all employees. According to the Employee Code of Conduct, every employee is expected to disclose any conflicts of interest, protect the privacy of business information, act fairly, declare any gifts or entertainment they receive, comply with legal requirements, protect the environment, adhere to health and safety procedures, provide fair employment practices, and respect human rights. Any violations of the Employee Code of Conduct or any misconduct or inappropriate behaviours will be subject to discipline, including possible termination of employment. The Employee Code of Conduct also provides for confidential reports and retaliation prohibitions where reports

can be made anonymously. The policy commitments are communicated to the employees via the annual attestation, to business partners via the Supplier Code of Conduct, and are publicly available to other relevant parties.

The Group maintains a zero-tolerance policy towards fraud, corruption, bribery and unethical behaviour. Illegal and unethical activities can severely tarnish a company’s image, resulting in financial losses, diminished public trust, jeopardised equitable commerce and erosion of the rule of law. Digital Core REIT adopts the Group’s Anti-Bribery and Anti-Corruption Compliance Policy, applicable to conduct undertaken anywhere in the world. All Board of directors, all employees and relevant stakeholders must comply with anti-bribery and anti-corruption laws and prohibit all forms of bribery and corruption. Any misconduct or inappropriate behaviours will result in disciplinary action, including possible termination of employment. The Whistleblowing Policy provides a trusted avenue for employees and relevant stakeholders to report improprieties relating to the Manager and its employees in confidence and without fear of retaliation. The policy ensures an independent investigation and appropriate follow-up actions to address the reported concern.

The Manager established the Securities Trading Policy which sets out the guidelines for dealing in securities of Digital Core REIT and is applicable to all employees and directors. The policy

lays out the procedure for disclosure of interests, black-out periods, restrictions on insider trading, and liabilities involved in a breach of trust. All employees and directors must abstain from dealing in Digital Core REIT's securities:

- a) for as long as they are in possession of material, unpublished information that could affect price or trade;
- b) for the month immediately before and up until the company's half-year and full-year financial statements are released. An email informing and/or reminding all Digital Core REIT's Directors and employees of the length of each applicable blackout period would be sent out prior to the start of the relevant period.

In FY 2024, Digital Core REIT reported zero incidents of fraud, corruption, bribery and non-compliance with laws and regulations across all operations. Furthermore, no significant risks related to corruption were identified as part of the risk assessment for the REIT. This underscores Digital Core REIT's commitment to maintaining high standards of ethical standards in conducting its business. The Manager will continuously monitor if there are any instances of non-compliance with confirmation from various parties, and the whistleblowing channel also alerts management to any reported instances of bribery or corruption cases.

Additionally, 100% of Digital Core REIT's employees, top management and middle management completed the business ethics annual attestation.

Total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to, by region

	Singapore	United States	Singapore	United States
FY 2024	7	1	88%	12%
FY 2023	5	2	71%	29%

Total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to, by employee category

	Senior management	Middle management	Entry level	Senior management	Middle management	Entry level
FY 2024	2	4	2	25%	50%	25%
FY 2023	2	4	1	29%	57%	14%

Total number and percentage of employees that have received training on anti-corruption, by region

	Singapore	United States	Singapore	United States
FY 2024	7	1	88%	12%
FY 2023	5	2	71%	29%

Total number and percentage of employees that have received training on anti-corruption, by employee category

	Senior management	Middle management	Entry level	Senior management	Middle management	Entry level
FY 2024	2	4	2	25%	50%	25%
FY 2023	2	4	1	29%	57%	14%

05 GOVERNANCE

SUSTAINABILITY

Business Model Resilience

[GRI 2-24, GRI 3-3]

FY 2025
and
beyond

Maintain business model resilience by incorporating social, environmental and geopolitical considerations into long-term business model planning.

Digital Core REIT's business is exposed to risks and opportunities associated with social, environmental and geopolitical transitions which need to be considered in its long-term business model planning. This includes responsiveness to the transition to a low-carbon and climate-constrained economy, as well as growth and creation of new markets among unserved and underserved socioeconomic populations.

Digital Core REIT maintains an ERM Framework, a sound and effective system of risk management and internal controls. The ERM framework provides a holistic top-down and bottom-up approach to overall risk management. The framework establishes Digital Core REIT's reporting structure, risk management processes, monitoring mechanisms, mitigating controls and responsible risk ownership to address and manage key risks. The Manager has identified environmental risks as a material risk and along with other identified material risks, are monitored and reported to the Audit and Risk Committee and Board during the quarterly meetings.

The Operations team maintains a robust Business Continuity Plan, with measures to manage disruptions to operations and ensure the resiliency of data centres. Business continuity management exercises are regularly conducted to train employees in the event of adverse business interruptions. These trainings also aim to prevent and mitigate potential risks through scenario planning and regular drills for events such as fires, severe weather conditions, or floods. The incident reporting process ensures that incidents are investigated and resolved in a timely manner and mitigating measures are implemented to rectify mistakes.

Optimal performance with minimal downtime and maximum physical security is a key aspect of the business model resilience. The Manager implements stringent physical security measures at the properties and an EOH&S programme to enforce a safe and healthy environment for building occupants and visitors. Property maintenance is regularly scheduled and conducted to meet the necessary standards of operation.

Technological advancements and growing use of AI have necessitated the need for transformations in the data centre industry. Digital Core REIT is committed to infrastructure management that addresses the environmental impacts arising from the developments of these new trends and pace of technological change, all while continuing to expand the portfolio. The Manager adopts the Sponsor's Global Cyber Resilience Policy and Privacy Policy, which provides guidance on private data management and data breach protocols. The Group's Information Security team has oversight of overall data security and manages the enterprise-wide

cyber resilience strategy, policy, standards, architecture and processes. The data protection measures safeguard the Group against cyber threats that results from the growing reliance on virtual platforms. Cybersecurity awareness trainings are also conducted annually.

Current labour market conditions accentuate the importance of attracting new and retaining existing skilled talent. Digital Core REIT's employee remuneration is competitively packaged with comprehensive benefits. Beyond recognising monetary benefits, the Manager ensures that employee health and wellbeing are taken care of through various resource group engagement and team bonding and community programmes. The Manager also has in place a succession plan to ensure continuity in key management roles.

Digital Core REIT has made strides in achieving the target set out earlier in the year. The Manager has introduced renewable energy into its portfolio, including the addition of one asset on 100% renewable energy contract, obtaining customer renewable attestations for three assets and seeking to procure hydro renewable contracts at one more site which will come into effect in 2025. With support from the Sponsor, Digital Core REIT will continue to explore more energy efficient solutions and initiatives that can be implemented in our data centres in accordance with the Global Energy Efficiency Policy. An internal ESG policy was also developed which sets out the overall governance framework over ESG matters, provides guidance on the monitoring and tracking of ESG performance, and details sustainable investment practices. Digital Core REIT will continue to develop a long-term sustainable roadmap in line with the growing emphasis on global climate change. In addition to the adoption of TCFD recommendations, the Manager is looking to align practices with ISSB requirements over the next couple of years.

In FY 2024, Digital Core REIT did not face any significant disruptions to its operations that resulted in any fines or penalties from regulators, major complaints from customers, or negative media attention. The REIT also had zero incidents of work-related injuries or data breaches. Digital Core REIT acknowledges the exposure to risks and opportunities associated with ESG and geopolitical transitions and incorporates these considerations in the long-term business model planning.

Having navigated the ever-evolving challenges faced in FY 2024, Digital Core REIT delivered noteworthy results, showing a commitment and ability in delivering sustainable returns to unitholders. Digital Core REIT's long-term strategy steers the way in scaling portfolio growth while managing risks and impacts on returns.

Data security

[GRI 2-24, GRI 3-3, GRI 418-1]

FY 2025 and beyond	Uphold high standards and best practices in cybersecurity and data protection with zero incidents of non-compliance with data privacy laws.
	Maintain 100% successful completion of Annual Security Awareness Training among all full-time employees.

Cyber-attacks threaten data integrity and negatively impact customer confidence, and cause significant operational disruptions and damage the company’s reputation. Cyber resilience plays a crucial role in safeguarding customer data. Although the Manager does not administer, control, or access customer servers or data, it is committed to respecting and protecting the privacy rights of all individuals it interacts with. The Sponsor maintains a Cyber Resilience as a Service (“CRaaS”) programme, featuring a dedicated team, an in-house Security Operations Centre, and a co-sourced partner providing 24/7 managed security services. This team is focused on responding to advanced threats, intelligence correlation and enrichment, active threat hunting, and adversary tracking and disruptions. The Trusted by Design strategy follows guiding principles such as secure by design, identity-based zero trust, and automation, all aimed at safeguarding the company’s assets and customer privacy.

The Manager is dedicated to maintaining high standards and best practices in cybersecurity and data protection, achieving zero incidents of non-compliance with data privacy laws and ensuring 100% successful completion of Annual Security Awareness Training among all full-time employees. Annually, all employees must undergo training on Global Data Privacy and Information Security. In FY 2024, Digital Core REIT’s employees were trained in cybersecurity and enhanced their awareness

of cyber threats through annual cyber training sessions and review of cyber policy attestations. The Information Security team collaborates with vendors and partners to help them improve the security of their products and services and understand how to securely deploy their projects and services within the company. Additionally, customers are educated on how the Group strives to keep their data safe, and encouraged to provide their feedback and advice on security best practices. As of FY 2024, 100% of Digital Core REIT’s employees have completed the Annual Security Awareness Training, and there were zero known instances of non-compliance with data privacy laws.

The Privacy Policy established by the Sponsor ensures that all employees and individuals contracted directly or indirectly by Digital Core REIT, who have access to and process personal data, understand their roles and responsibilities in handling and safeguarding personal data on behalf of Digital Core REIT. The policy outlines guidelines and definitions related to data security rights, disputes concerning data privacy, data collection, retention, and transfer, as well as security measures and breaches. This demonstrates the Manager’s commitment to protecting personal data and the privacy interests of individuals whose personal data is processed by Digital Core REIT. In FY 2024, there were no known instances of identified leaks, thefts, or losses of customer data.

05 GOVERNANCE

SUSTAINABILITY

GRI CONTENT INDEX

Statement of use	Digital Core REIT has reported in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2024
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI Standard	Disclosure	Omission/comments	Section of Report	Page reference
GRI 2: General Disclosures	2-1 Organisational details	Digital Core REIT is externally managed by Digital Core REIT Management Pte Ltd, a wholly-owned subsidiary of Digital Realty, the Sponsor.	Corporate profile	Inside front cover (IFC)
	2-2 Entities included in the organisation's sustainability reporting	Properties where Digital Core REIT does not have operational control over (i.e 43831 Devin Shafron Drive, 1500 Space Park Drive and 6-chome, Ao-kita, Saito, Minoh-city) are excluded from this report.	About the report	4
	2-3 Reporting period, frequency and contact point		About the report Feedback	4
	2-4 Restatements of information		About the report Restatements of information	4
	2-5 External assurance	Currently, Digital Core REIT does not seek external assurance.	About the report Internal review	4
	2-6 Activities, value chain and other business relationships	Digital Core REIT primarily concentrates its business activities on global investments in data centres. The company's supply chain encompasses power suppliers, cleaning services, landscaping, snow removal, pest control, office supplies, security services, general repair and maintenance, waste disposal and recycling, and third-party engineering service providers. Downstream entities associated with the organisation include IT service providers, cloud providers, social media platforms, colocation providers, and technology solutions providers.	Corporate profile About the report	Inside front cover (IFC) 4
	2-7 Employees	Employee data is compiled based on the head count as of 31 December 2024. This head count encompasses all full-time employees, defined as those working a total of 40 hours per week. There were no significant fluctuations in the number of employees during the reporting period.	Diversity and inclusion	34
	2-8 Workers who are not employees	The day-to-day operations of the properties are managed by Property Managers who are outsourced to the Sponsor.	N.A.	N.A.
	2-9 Governance structure and composition		Annual Report Corporate Governance	73-80, 83-85
	2-10 Nomination and selection of the highest governance body		Annual Report Corporate Governance	78-79
	2-11 Chair of the highest governance body		Annual Report Corporate Governance	18, 77-78
	2-12 Role of the highest governance body in overseeing the management of impacts		Approach to Sustainability: Materiality Assessment Sustainability governance, Physical impacts of climate change: TCFD disclosure – Governance pillar	5, 6, 18

GRI Standard	Disclosure	Omission/comments	Section of Report	Page reference
GRI 2: General Disclosures	2-13 Delegation of responsibility for managing impacts		Sustainability Governance, Physical impacts of climate change: TCFD disclosure – Governance pillar	5, 18
	2-14 Role of the highest governance body in sustainability reporting		Sustainability governance	5
	2-15 Conflicts of interest		Annual Report Corporate governance – Conflict of interest	89-90
	2-16 Communication of critical concerns	No critical concerns or whistleblowing cases were reported during the FY 2024.	Annual Report Corporate governance – Whistleblowing	90
	2-17 Collective knowledge of the highest governance body		Sustainability governance	5
	2-18 Evaluation of the performance of the highest governance body		Annual Report Corporate Governance	78-79
	2-19 Remuneration policies		Annual Report Corporate Governance	79-83
	2-20 Process to determine remuneration		Annual Report Corporate Governance	79-83
	2-21 Annual total compensation ratio	The “percentage increase in annual compensation for the organisation’s highest-paid individual” and the “median percentage increase in annual compensation for all employees, excluding the highest-paid individual,” are not disclosed due to confidentiality considerations and to minimise the potential staff movement which could cause undue disruptions in the management team as the competition for talent is very keen for the REIT management industry (For more information please refer to page 82 of the Corporate Governance section)	N.A.	N.A.
	2-22 Statement on sustainable development strategy		Statement from the Chief Executive Officer, Board Statement	2-3
	2-23 Policy commitments	For further information, please refer to the Group’s Code of Business Conduct and Ethics here . This policy has been approved by the Group CEO. The Code of Business Conduct and Ethics Policy encompasses a range of topics, including Conflicts of Interest, Management of Confidential Information, Competition and Fair Dealing, Gifts and Entertainment, Protection and Use of Company Assets, Maintenance of Company Records, Accuracy of Financial Reports and Other Public Communications, Compliance with Laws and Regulations, Compliance with Insider Trading Laws, Public Communications and Regulation Fair Disclosure, Environmental Health and Safety, Employment Practices, and Labor and Human Rights.	Sustainability governance Diversity and inclusion, Business ethics	5, 33-34, 38

05 GOVERNANCE

SUSTAINABILITY

GRI Standard	Disclosure	Omission/comments	Section of Report	Page reference
GRI 2: General Disclosures	2-24 Embedding policy commitments		Sustainability Commitments All material topics	6, 11-41
	2-25 Processes to remediate negative impacts	The Manager is committed to cooperate with stakeholders to remediate negative impacts on the economy, environment, and people, including impacts on their human rights.	Annual Report Corporate governance – Whistleblowing Materiality Assessment	90 6
	2-26 Mechanisms for seeking advice and raising concerns		Annual Report Corporate governance – Whistleblowing, Business ethics	90 38
	2-27 Compliance with laws and regulations	During the reporting period, there were no instances of non-compliance with laws and regulations, and no fines were incurred.	Business Ethics	39
	2-28 Membership associations		External membership	10
	2-29 Approach to stakeholder engagement		Stakeholder Engagement	10
	2-30 Collective bargaining agreements	Not applicable: None of our employees are covered under collective bargaining agreements. Working conditions and terms of employment are based on legal requirements, local and regional practices, EOH&S standards for safe work, and the company's Code of Business Conduct and Ethics.	N.A.	N.A.
GRI 3: Material Topics	3-1 Process to determine material topics		Approach to sustainability: Materiality Assessment, Approach to sustainability: Stakeholder engagement	6, 10
	3-2 List of material topics		Approach to sustainability: Materiality Assessment,	6-8
Energy management				
GRI 302: Energy	3-3 Management of material topics		Stakeholder engagement, Energy management	10, 11-13
	302-1 Energy consumption within the organisation	For FY 2024, Digital Core REIT's energy consumption is predominantly comprised of electricity (303,388 MWh), renewable energy sources (241,276 MWh).	Energy management	11-13
	302-2 Energy consumption outside of the organisation	Digital Core REIT currently does not have control over data availability. The Manager plans to enhance its data collection capabilities related to energy consumption across its value chain as soon as the requisite information becomes accessible.	N.A.	N.A.
	302-3 Energy intensity	Energy intensity for FY 2024 is calculated based on Digital Core REIT's consumption of electricity.	Energy management	11-12
	302-4 Reduction of energy consumption		Energy management	11-13
Water management				
GRI 303: Water and Effluents	3-3 Management of material topics		Stakeholder engagement, Water management	10, 16-17
	303-1 Interactions with water as a shared resource		Water management	16-17
	303-2 Management of water discharge-related impacts		Water management	16-17

GRI Standard	Disclosure	Omission/comments	Section of Report	Page reference
GRI 303: Water and Effluents	303-3 Water withdrawal	Municipal water systems (third-party water supply) supply majority of the water required by Digital Core REIT. Withdrawal sources from third-party is not available. Digital Core REIT's total water withdrawal from areas with water stress, sourced from third party suppliers is 54 megalitres	Water management	16-17
	303-5 Water consumption		Water management	16-17
Greenhouse gas emissions				
	3-3 Management of material topics		Stakeholder engagement, Greenhouse gas emissions	10, 14-15
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	No biogenic carbon emissions.	Greenhouse gas emissions	14-15
	305-2 Energy indirect (Scope 2) GHG emissions		Greenhouse gas emissions	14-15
	305-3 Other indirect (Scope 3) GHG emissions	Digital Core REIT currently does not collect Scope 3 emissions data. Digital Core REIT will continue to explore options of possibly developing a credible data capture of Scope 3 emissions in the future.	N.A.	N.A.
	305-4 GHG emissions intensity		Greenhouse gas emissions	14-15
	305-5 Reduction of GHG emissions		Greenhouse gas emissions	14-15
Physical impacts of climate change				
GRI 3: Material Topics 2021	3-3 Management of material topics		Stakeholder Engagement, Physical impacts of climate change	10, 18-27
Employee engagement				
GRI 401: Employment	3-3 Management of material topics		Stakeholder engagement, Employee engagement	10, 28-32
	401-1 New employee hires and employee turnover	In FY 2024, 1 new female employee belonging to the <30-year-old age group replaced another female employee belonging to the 30 to 50-year-old age group	Employee engagement	28
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Employee engagement	28-31
	401-3 Parental leave		Employee engagement	29-30

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GRI Standard	Disclosure	Omission/comments	Section of Report	Page reference
GRI 404: Training and education	404-1 Average hours of training per employee		Employee engagement	28-29
	404-2 Programs for upgrading employee skills and transition assistance programs	Digital Core REIT currently does not offer any transition assistance programs, but will review where necessary to implement them in the future.	Employee engagement	28-29
	404-3 Percentage of employees receiving regular performance and career development reviews		Employee engagement	32
Occupational health and safety				
GRI 403: Occupational health and safety	3-3 Management of material topics		Stakeholder engagement, Occupational health and Safety	10, 36-37
	403-1 Occupational health and safety management system		Occupational Health and Safety	36-37
	403-2 Hazard identification, risk assessment, and incident investigation		Occupational Health and Safety	36-37
	403-3 Occupational health services		Occupational Health and Safety	36-37
	403-4 Worker participation, consultation and communication on occupational health and safety	Joint committees addressing worker’s health and safety are organised at the Sponsor level.	Occupational Health and Safety	36-37
	403-5 Worker training on occupational health and safety		Occupational Health and Safety	36-37
	403-6 Promotion of worker health		Occupational Health and Safety	36-37
	403-8 Workers covered by an occupational health and safety management system	All employees and property managers are covered under the EOH&S programme that has been internally audited.	Occupational Health and Safety	36-37
	403-9 Work-related injuries	In FY 2024, there were no known work-related fatalities, high-consequence injuries, or recordable injuries.	Occupational Health and Safety	36-37
	403-10 Work-related ill health	In FY 2024, there were no known work-related fatalities, work-related ill health.	Occupational Health and Safety	36-37

GRI Standard	Disclosure	Omission/comments	Section of Report	Page reference
Diversity and inclusion				
GRI 405: Diversity and equal opportunity	3-3 Management of material topics		Stakeholder engagement, Diversity and inclusion	10, 33-35
	405-1 Diversity of governance bodies and employees		Diversity and inclusion: Corporate employee demographics	34
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken		Diversity and inclusion	33
Data security				
GRI 418: Customer privacy	3-3 Management of material topics		Stakeholder engagement, Data security	10, 41
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In FY 2024, there were no known instances of identified leaks, thefts, or losses of customer data, including substantial complaints concerning breaches of customer privacy	Data security	41
Business ethics				
GRI 205: Anti-corruption	3-3 Management of material topics		Stakeholder engagement, Business ethics	10, 38-39
	205-1 Operations assessed for risks related to corruption		Business ethics	38-39
	205-2 Communication and training about anti-corruption policies and procedures	205-2d Information unavailable/incomplete - Digital Core REIT is not currently monitoring the number of governance body members that were provided training on anti-corruption, Digital Core REIT will start monitoring this sub indicator in the near future.	Business ethics	38-39
	205-3 Confirmed incidents of corruption and actions taken	In FY 2024, Digital Core REIT reported zero incidents of fraud, corruption, bribery and non-compliance with laws and regulations across all operations	Business ethics	39
Business model resilience				
GRI 3: Material Topics 2021	3-3 Management of material topics		Stakeholder engagement, Business model resilience	10, 40

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SASB INDEX

Topic	SASB code	Metric	FY 2024
Energy Management	IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property sector (%)	87%
	IF-RE-130a.2	Total energy consumed by portfolio area with data coverage, by property sector (GJ)	1,092,197GJ
		Total energy consumed by percentage grid electricity, by property sector (%)	20.50%
	IF-RE-130a.3	Total energy consumed by percentage renewable, by property sector (%)	79.50%
		Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector (%)	-7.30%
	IF-RE-130a.4	Percentage of eligible portfolio that has an energy rating, by property sector (%)	30%
		Percentage of eligible portfolio that is certified to ENERGY STAR®, by property sector (%)	30%
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Refer to disclosures on material topics for Energy management and Greenhouse gas emissions on page 11-15.	
Water Management	IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area, by property sector (%)	87%
		Water withdrawal data coverage as a percentage of floor area in regions with High or Extremely High Baseline Water Stress, by property sector (%)	72%
	IF-RE-140a.2	Total water withdrawn by portfolio area with data coverage, by property sector (m ³)	214,170m ³
		Total water withdrawn by percentage in regions with High or Extremely High Baseline Water Stress, by property sector (%)	25%
	IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector (%)	-2.4%
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Refer to disclosures on material topics for Water management on page 16-17.	
Management of Tenant Sustainability impact	IF-RE-410a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements, by property subsector (%)	13%
		Associated leased floor area, of new leases that contain a cost recovery clause for resource efficiency-related capital improvements, by property sector (m ²)	10,132m ²
	IF-RE-410a.2	Percentage of tenants that are separately metered or sub-metered for grid electricity consumption, by property sector (%)	For all properties, electricity and water usage are monitored by Digital Realty and billed to the customer based on their total consumption.
	Percentage of tenants that are separately metered or sub-metered for water withdrawals, by property sector (%)		

Topic	SASB code	Metric	FY 2024
Management of Tenant Sustainability impact	IF-RE-410a.3	Discussion of approach to measuring, incentivising and improving sustainability impacts of tenants	Refer to disclosures on material topics for Energy management and Greenhouse gas emissions on page 14-15.
Climate Change Adaptation	IF-RE-450a.1	Area of properties located in 100-year flood zones, by property sector (m ²)	-
	IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Please refer to TCFD disclosure on page 18-27.

Activity Metric	FY 2024
Number of assets, by property subsector	10
Leasable floor area, by property subsector (m ²)	107,651m ²
Percentage of indirectly managed assets, by property subsector (%)	30%
Average occupancy rate, by property subsector (%)	96.70%

DIGITAL CORE REIT



Digital Core REIT Management Pte. Ltd.

10 Collyer Quay
#42-06 Ocean Financial Centre
Singapore 049315

www.digitalcorereit.com

