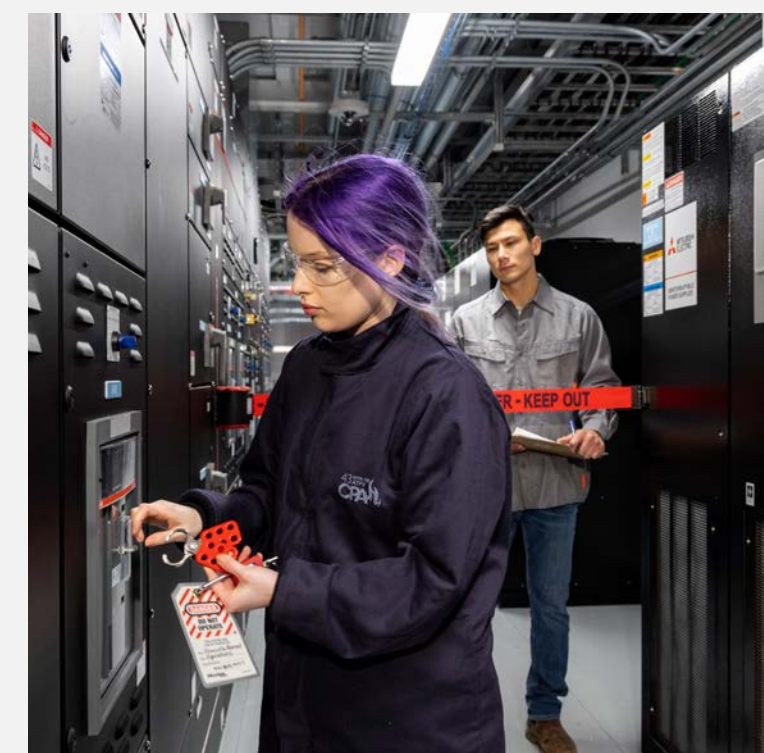


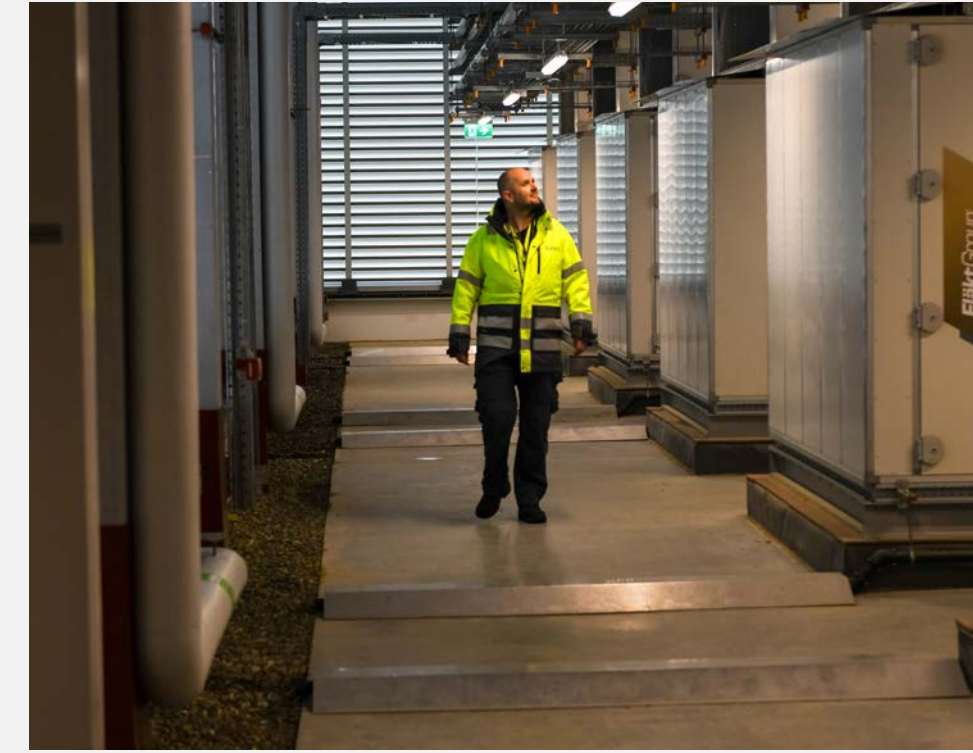
SCALING RESPONSIBLY

2024 ESG Report





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LETTER FROM OUR LEADERSHIP

The publication of STACK Infrastructure’s (“STACK”) inaugural ESG Report comes at a critical moment, not only for the data center industry, but for society. We are at an inflection point: with the imminent proliferation of cloud computing and artificial intelligence, the world’s surging demand for data and connectivity will only grow stronger.

“

Our global ESG strategy informs our path forward, yet how we apply that strategy is informed by our communities and their needs.

”

Our world – and our future – are made possible through connecting people to data. Every day, the human imagination transforms the impossible into reality. We save lives around the globe through breakthroughs in telemedicine. Smart cities provide citizens with transportation, access to food, government services and more. We create memories through photos and videos that we share with our loved ones anytime, anywhere. The possibilities for our shared future are endless, but we need constant and growing access to data to achieve previously unattainable goals.

STACK is growing in lockstep with the intense demand for our industry. Only five years ago, our company did not have a name or a website. Fast-forward to today, and we provide digital infrastructure that underpins vast industries across the globe.

Our company can serve the dynamic, ever-changing needs of our clients because we are united in purpose by our company culture. Since our early days, our team members prioritized having a positive social and environmental impact through our business. Today this commitment continues to drive us as we scale rapidly—and responsibly.

For STACK, scaling responsibly means partnering with communities in the site selection, development, and operation of our data centers. It means thinking about data center design to continually improve our environmental footprint and reduce greenhouse gas emissions, water and energy usage, and waste. For our workforce, it means fostering a company culture that honors integrity, diversity, safety, and innovation. And, as our industry grows and thrives, it means creating educational opportunities for our current and future workforce.

STACK, and indeed the entire digital infrastructure industry, is at the beginning of a new era. Our global ESG strategy informs our path forward, yet how we apply that strategy is informed by our communities and their needs. When we decide to build a data center, we become a part of the community for decades to come.

We succeed by working in collaboration with every STACK community, as we advance the sustainability of our operations and create a beneficial impact. As you’ll read in our first ESG report, this way of doing business is core to who we are today—and it will continue to be as we grow to meet future challenges.



John Eland
CEO, STACK EMEA



Brian Cox
CEO, STACK Americas



Preet Gona
CEO, STACK APAC



ABOUT STACK

STACK provides digital infrastructure to scale the world’s most innovative companies.

With a client-first approach, STACK delivers a comprehensive suite of campus, build-to-suit, colocation, and powered shell solutions in the Americas, EMEA, and APAC regions. With robust existing and flexible expansion capacity in the leading availability zones, STACK offers the scale and geographic reach that rapidly growing hyperscale and enterprise companies need. The world runs on data. Data runs on STACK.

As of the publication of this report, STACK owns, operates, or manages over 37 active facilities globally, with more than 7 gigawatts (GW) of built, in-development, and potential capacity across our global portfolio.

STACK is Sponsored by IPI Partners, LLC (“IPI”), a global investment platform focused exclusively on digital infrastructure and other technology and connectivity-related real assets.

850+

employees globally

37+

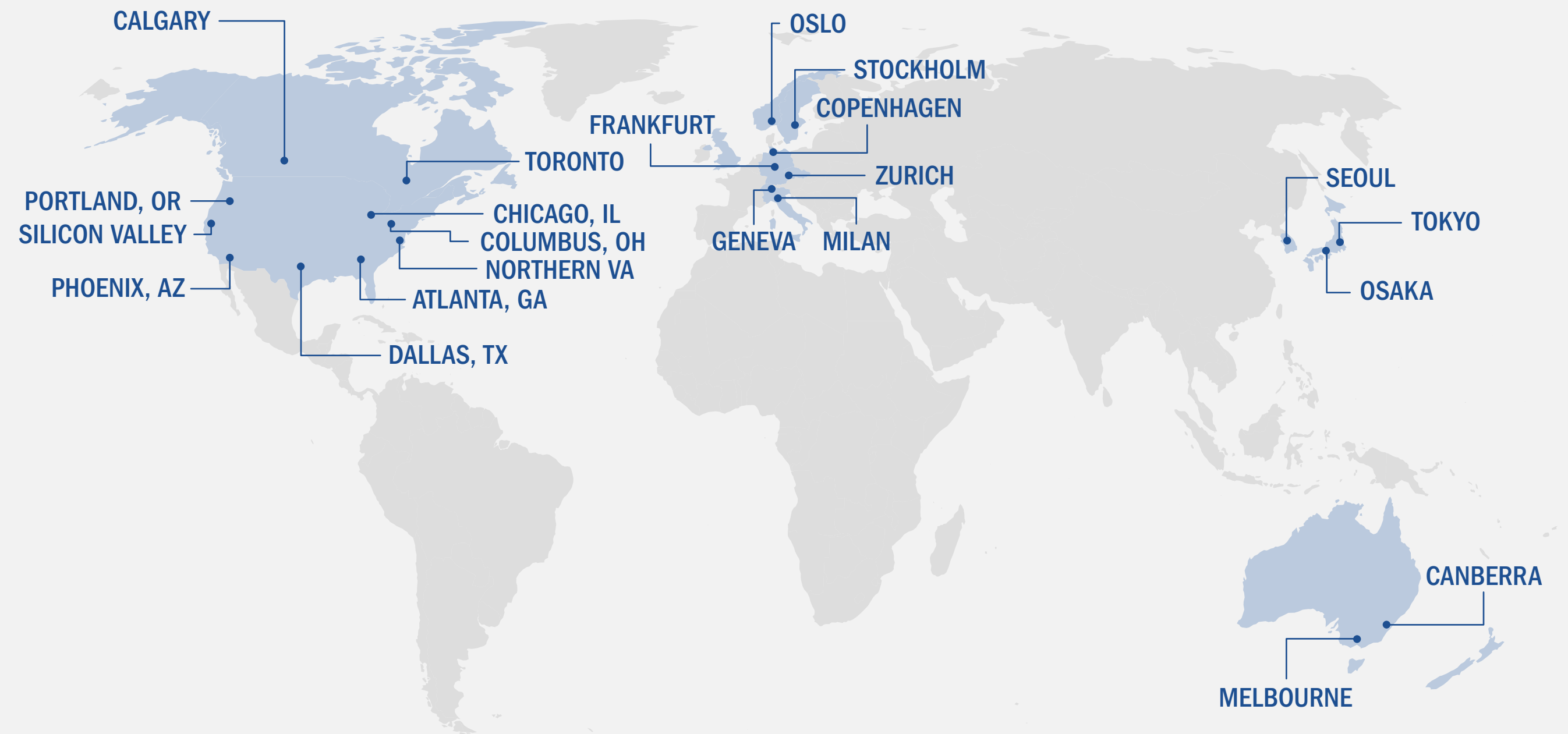
active facilities with more under construction

22

global markets

7GW+

of built, in-development, and potential capacity



About This Report

This is the first Environmental, Social, and Governance (ESG) report published by STACK and provides an overview of our company’s performance on material environmental sustainability and social impact priorities to date. The report shares select initiatives since our company was founded in 2019 that align with our ESG mission, with key quantitative figures demonstrating performance on a 2023 reporting period (January 1, 2023, through December 31, 2023).



A global leader in digital infrastructure



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AT A GLANCE: ESG HIGHLIGHTS



STACK's data center campus in Manassas, Virginia

Environmental Sustainability Highlights



Since December 31, 2021, STACK's global data center portfolio has been covered by 100% renewable electricity.



STACK's newest data centers are designed for a Power Use Effectiveness (PUE) of 1.3 or better, performing roughly 20% more efficiently than the industry average of 1.58.¹



In 2024, STACK committed to the [Science Based Targets initiative \(SBTi\)](#).



To reduce greenhouse gas (GHG) emissions, STACK conducts pilots for low-carbon backup fuels as well as alternatives to conventional steel and concrete.



STACK is a founding member and active participant of the iMasons Climate Accord.

¹ Large data centers are mostly more efficient, Uptime Institute, Feb. 7, 2024



STACK EMEA 2024 Summer Summit

Social Impact Highlights



Women represent 23% of STACK's employees across global operations, nearly three times the 8% industry average.²



STACK is a founding member of the [Data Center Safety Council](#), a consortium focused on the safety and well-being of data center workers.



STACK is a global pioneer of science, engineering, technology and math (STEM) education initiatives, including apprenticeship programs, adjunct teaching, curriculum development, and scholarships.



STACK is certified as a [Great Place to Work](#) in the United Kingdom, Norway, Italy, and Switzerland.



STACK's Heroes of the Sea Charitable Fundraiser, which supports active duty, reservists, and retired U.S. Coast Guard members and their families, has surpassed \$2.1 million in lifetime donations.

² Uptime Institute Global Data Center Survey, July 2023

WHAT ESG MEANS TO STACK

Digital infrastructure is one of the fastest growing industries in the world. STACK is a leading global developer and operator of data centers and a trusted partner to the world's most innovative companies. We understand this role bears great responsibility.

STACK is energized to meet the challenge of scaling to serve the rising global demand for digital infrastructure while reducing our environmental impact and creating a positive social impact.

We view sustainability through the issues of carbon, water, waste, energy, and land use, and we are formalizing our internal systems to measure and understand our environmental footprint. This process will define the most impactful sustainability goals for our company in the long term.

Meanwhile, a shortage of skilled workers and limited educational programs hamper industry-wide growth. In 2022, the Uptime Institute, the industry's leading professional organization, conducted a Global Data Center Survey which revealed that more than half (53%) of respondents face difficulties in finding qualified candidates. This number was up from 47% in 2021 and 38% in 2018.

In response, STACK plays a key role in providing education and training to develop the future workforce. We also work on addressing diversity gaps and supporting strategies for retaining and attracting the best talent.

We are committed to enhancing our social impact through initiatives focused on employee diversity, equity, and inclusion (DEI); supporting education in our communities; and promoting employee engagement, health, and safety.

Our communities are our partners in solving these challenges. We value these partnerships as working relationships that will continue over decades, and they succeed when all parties benefit. We understand that STACK earns our social license to operate in every community.



Global Data Center Survey of respondents facing difficulties in finding qualified candidates



38% 2018

47% 2021

53% 2022



OUR ESG MISSION

STACK supports a sustainable digital future. We aim to design, construct, and operate data centers that scale digital progress, protect the natural world, and strengthen communities.



STACK's data center in Milan, Italy



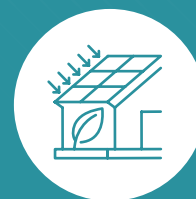
Waste heat reuse system at STACK's data center in Oslo, Norway

Environmental Sustainability Objectives

Throughout each step of the real estate life cycle—design, construction, and operations—we continually refine our work to develop solutions that reduce our environmental impact. We prioritize:



Carbon: We commit to measure and reduce our greenhouse gas emissions.



Energy: We prioritize energy efficiency and sourcing clean electricity.



Water: We conserve potable water through efficiency, onsite reuse, and connecting to reclaimed water systems.



Waste & Circularity: We support landfill and incineration diversion through recycling in construction and operations.



Land Use & Biodiversity: We support natural ecosystems through responsible development and habitat protection.



STACK team and family members participate in a relay marathon in Tokyo, Japan

Social Impact Objectives

STACK engages in initiatives that put people and community first, enables socio-economic benefits, and invests in future generations of the digital economy. We prioritize:



Workplace Health & Safety: We are dedicated to maintaining excellent workplace health and safety standards, prioritizing employee well-being, and minimizing incidents through proactive measures and ongoing improvement efforts.



Diversity, Equity & Inclusion: We are dedicated to a discrimination-free workplace, ensuring fair treatment in all aspects of employment without regard to race, religion, disability, origin, genetic information, age, sexual orientation, gender, marital status, or citizenship status.



Employee Engagement: We are dedicated to cultivating an engaged, diverse, and inclusive culture that attracts, retains, and fully engages top talent, fostering an environment where everyone feels valued and empowered to contribute.



Science, Technology, Engineering, Mathematics (STEM) Education: We support a diverse pipeline of talent into the data center industry through the promotion of industry-relevant STEM education programs.



Community Impact: We aim to positively impact communities through engaging with local governments and community members in support of socially responsible, sustainable development.

STACK'S DEVELOPMENT PRINCIPLES

As our business and real estate portfolio grows, we maintain a community-focused approach to development. To meet this responsibility, we proactively align to the following development principles:

RESPONSIBLE SITING

STACK sites new data center developments in consultation with local governing authorities. Every community is unique, which means it is important for us as the developer to work with representatives of the community to identify the right place to locate a new data center. The site must meet the needs of the developer, the local government, the community, and broader business interests.

COMMUNITY ENGAGEMENT

STACK works with local community, residential, and business stakeholders to understand their needs and how STACK can be a positive force in the community. We aim to establish a productive partnership with the community that begins at site selection and continues for the long term.

ENERGY RESOURCES

STACK commits to a transition to 100% clean energy in all markets in which we operate. We also commit to meeting or exceeding clean energy and sustainability standards across our markets.

ENVIRONMENTAL IMPACTS

STACK commits to meeting or exceeding the rigorous requirements of local, state, and federal environmental regulations. We will work with local, state, and federal governing authorities to improve upon existing environmental protections when possible.

WATERSHED IMPACTS

STACK commits to efficient water practices to reduce the use of potable water for data center operations. We work with local authorities as well as design professionals on strategies such as using industrial reclaimed water systems, properly managing storm water runoff, and onsite rainwater capture to help reduce our negative impacts on local watersheds.

SOUND

STACK commits to meeting or exceeding all local noise ordinances. We work with local governing authorities on site plans to ensure compliance with local noise ordinances. This includes sound studies, sound modeling, and sound mitigation practices.

Our Development Principles in Practice

STACK's site selection begins with understanding the needs and concerns of the community. In locations around the world, we meet with municipal representatives and community members.

We consider the specifics of the area, including the access to water and energy resources needed to operate a data center. We review the potential workforce, ensuring there are qualified personnel to operate the facility. In areas where a skilled data center workforce is lacking, we support training programs to empower these community workforces for the long term.

When STACK builds a data center, we establish a presence in the community for decades to come. In order for this collaboration to thrive, we work to define arrangements that work well for all parties. We find unique opportunities within a community where we can provide added benefit.

Examples of our community partnerships:

- In **Prince William County, Virginia**, STACK hosted educational sessions and facility tours for over 100 local elected officials interested in attracting data center development but wanting a better understanding of the asset class and industry before moving forward.

We also joined educational panels for the [American Planning Association's Virginia Chapter](#) as well as the [Mid-Atlantic Conference of Regional Utility Commissioners](#) to educate and engage with elected officials on the community impacts of our business.

Additionally, STACK is the industry representative for the Prince William County Data Center Ordinance Advisory Group which advises on new policies to resolve challenges between data center development and the community.

- In **Beringen (Zurich), Switzerland and Liederbach (Frankfurt), Germany**, STACK proactively engages with the local community during data center project planning and construction phases. This includes presentations on our ESG priorities as well as open forums with our executive leadership team at townhall events with local residents, businesses, and government officials in attendance.

- In **Siziano (Milan), Italy**, STACK continuously promotes initiatives to foster cooperation with the community such as providing fiber connectivity for the local school, library, and municipal building, as well as the creation of a bike path through the industrial park where several STACK data center campuses are located. STACK also initiated a City of Milan Work Pact in 2023. This agreement formalized our ongoing commitment to fostering technical education of residents and creating local jobs.
- In **Osaka, Japan**, land for industrial uses is minimal and the relationship with the surrounding communities is of the utmost importance. STACK meets with local residents to proactively address their needs and concerns. Solutions we've put forth to date as a result of community engagement include using noise and light barriers during construction, as well as exceeding regulatory noise standards through conducting periodical emergency generator maintenance during the day rather than at night.



BUILDING OUR BUSINESS THROUGH SUSTAINABLE FINANCING

In October 2023, STACK published a Sustainable Finance Framework to align our company's financial instruments with our environmental sustainability and social impact objectives.

Our Sustainable Finance Framework identifies the criteria that deem new development projects compliant with the Green Loan Principles and Social Loan Principles, as defined by the Loan Market Association.

STACK's Sustainable Finance Framework has received Third-Party Opinion to meet the qualification of the [Green Loan](#) and [Social Impact](#)

[Loan](#) Principles. Real estate development projects that adhere to the Green Loan Principles include elements such as renewable energy procurement, energy efficient design, biodiversity support, pollution control, wastewater management, and climate change adaptation. Regarding compliance with the Social Loan Principles, projects can include elements such as providing essential community services, socioeconomic support, and infrastructure.

SECURED \$3.27 BILLION

As of December 31, 2023, STACK has secured \$3.27 billion in green loan financing globally⁴

⁴ Total amount inclusive of refinanced debt



STANDARDS & CERTIFICATIONS

STACK aligns our data center operations with industry best practice.

This includes meeting local codes and regulations, as well as adhering to globally recognized ESG standards where feasible. The following is a select list of relevant third-party certifications with which one or more of STACK's global facilities complies:

- 1. **HIPAA:** Health Insurance Portability and Accountability Act
- 2. **ISAE 3000 & 3402:** International Standard on Assurance Engagement
- 3. **ISO/IEC 27001:2023:** Information Security Management Systems
- 4. **ISO 14001:** Environmental Management
- 5. **ISO 45001:** Health and Safety Management
- 6. **ISO 50001:** Energy Management
- 7. **LEED:** Leadership in Energy and Environmental Design
- 8. **PCI:** Payment Card Industry Data Security Standard
- 9. **SA8000:** Social Accountability Certification
- 10. **SSAE18 Type 2 SOC 1 & SOC 2:** Effectiveness of Controls

STACK Third-Party Certified Facilities:

(as of December 31, 2023)

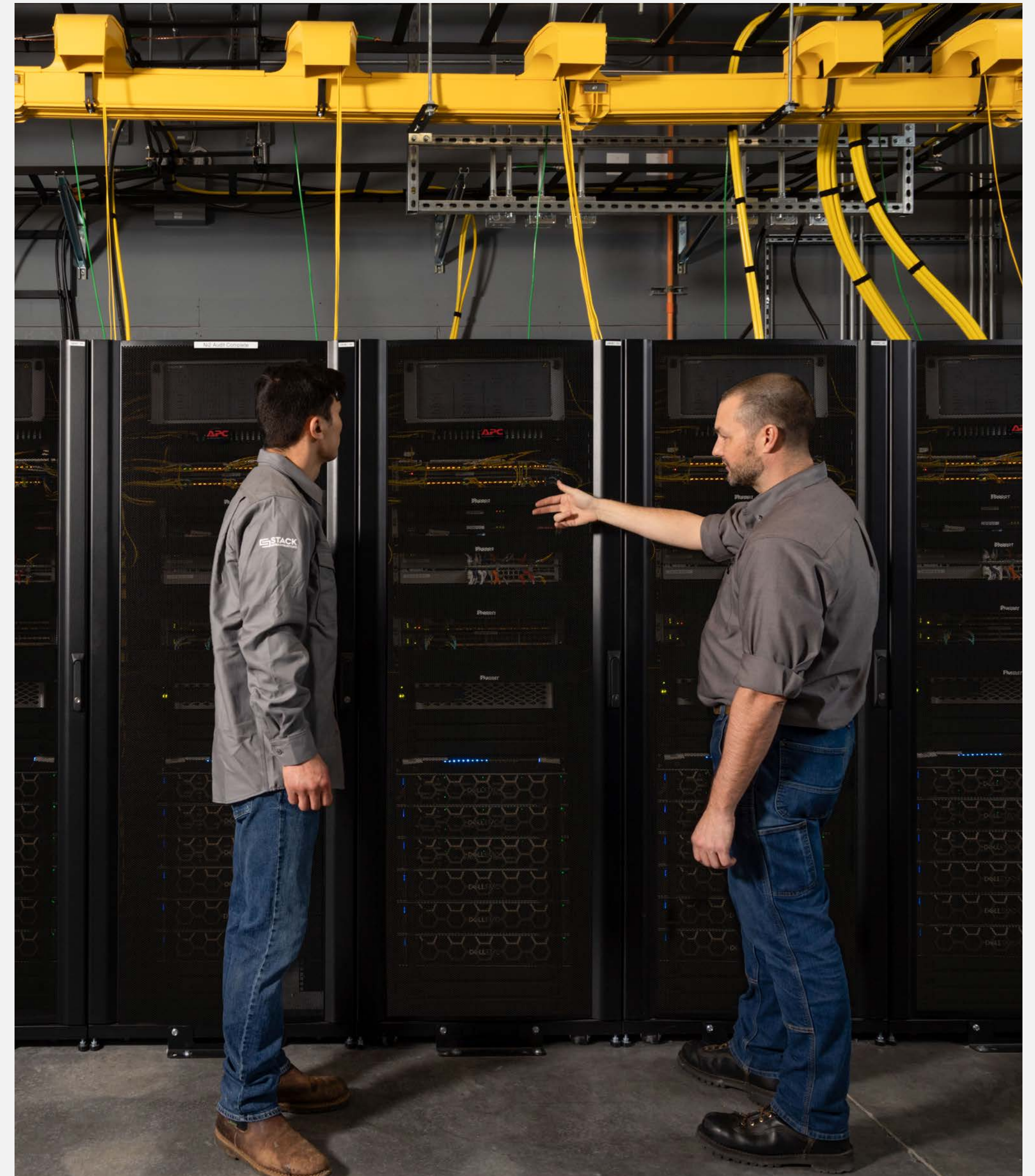


INDUSTRY PARTNERSHIPS

Across our global presence, we proudly align ourselves with various organizations and initiatives that share our vision for a sustainable future. Among these are:

- **Data Center Coalition (DCC):** Showcasing our support for the U.S. data center community through thought leadership and public policy engagement.

STACK sits on the board of the DCC and also serves as Co-Chair for the DCC Policy Council which sets policy and advocacy for the trade association. Additionally, we founded and currently chair the Standards and Commitments Workgroup of the DCC.
- **iMasons Climate Accord:** Demonstrating our dedication to combatting climate change alongside industry leaders.
- **Clean Energy Buyers Alliance:** Supporting efforts to expand access to clean energy procurement options and advance clean energy solutions.
- **Climate Neutral Data Center Pact:** Affirming our pledge to achieve carbon neutrality in our European data center operations, contributing to global efforts to mitigate climate change.
- **EU Code of Conduct for Data Center Energy Efficiency:** Adhering to European Union standards for enhancing energy efficiency in data center operations.
- **AFCOM:** Engaging with industry leaders and professionals to share knowledge and best practices, driving innovation and excellence in data center operations.



STACK'S ESG GOVERNANCE STRUCTURE

STACK and IPI, our private equity sponsor, have an established governance structure to ensure accountability, communication, and progress on ESG initiatives.

Our executive leadership collaboratively designs and iterates upon a cohesive global ESG strategy. The strategy is then executed locally within each of STACK's operational regions: *Americas, APAC, and EMEA.*



ESG execution is ultimately the responsibility of each regional STACK CEO. Each CEO has elected ESG leadership within their respective region to guide the development and execution of environmental sustainability and social impact programs, foster cross-regional collaboration, as well as ensure adequate ESG reporting to measure progress.



IPI's Head of ESG works directly with STACK's regional ESG representatives to ensure alignment with investor expectations and industry best practice.



STACK and IPI appoint one of the regional CEOs to serve as the Executive Sponsor of the global ESG strategy; this role is currently held by John Eland, CEO of STACK EMEA. The Executive Sponsor's duties involve ensuring executive support of ESG objectives, thereby fostering coherence across the organization.



Regional CEOs participate on our ESG Leadership Council, which aims to increase visibility into and alignment on ESG priorities, commitments, and resourcing requirements.



STACK's ESG progress is reported by operational region quarterly to the Board of Directors.

GOVERNANCE

STACK is committed to upholding responsible corporate operations and business ethics throughout our global business operations. Our governance mechanisms are designed to prioritize:

Integrity

Doing business with integrity, enforcing a zero-tolerance policy on ethical violations.

Oversight

Creating a culture of internal oversight, setting in place transparent processes that make reporting issues clear and simple.

Security

Ensuring the protection of sensitive information and infrastructure assets against cyber threats and unauthorized access.

Compliance

Adhering to relevant regulations, standards, and internal policies, mitigating legal and operational risks while upholding transparency and accountability.

Further supporting our commitment to good governance, STACK has anti-corruption, codes of conduct, and data security policies and procedures in place. The below outlined policies vary from region to region as per legal and regulatory requirements.



Employee Code of Conduct



Equal Opportunity & Diversity Policy



Foreign Corrupt Practices Act Compliance Mechanisms



Human Rights Policy



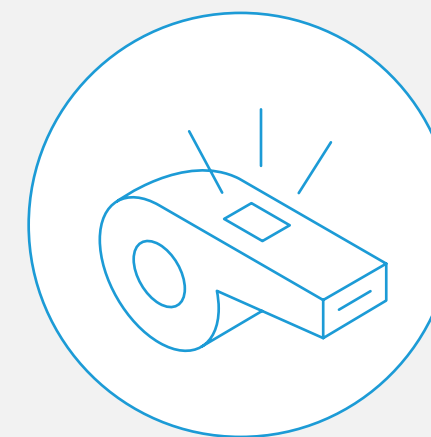
Modern Slavery Policy



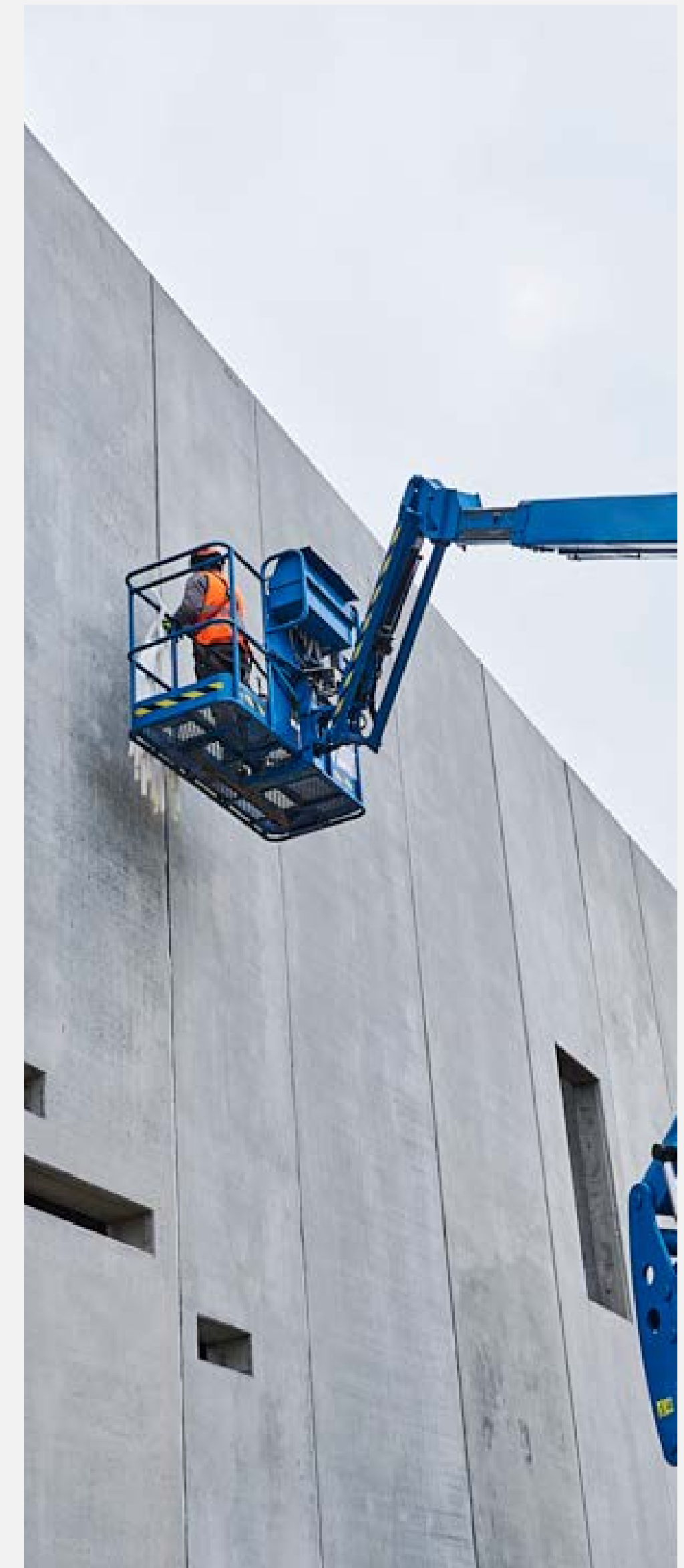
Supplier Code of Conduct



Vendor Ethics Policy



Whistleblower Policy





Environmental Sustainability

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STACK FINDS ITSELF AT THE INTERSECTION OF TWO CRITICAL MISSIONS TODAY:

1. We supply digital infrastructure to support the world's increasingly robust data demands and
2. We must do so as the world confronts global environmental crises. For STACK, sustainability means reducing carbon emissions, energy and water usage, waste, and supporting ecosystem health.

We're excited to share our progress towards these objectives.

STACK's data center in Geneva, Switzerland

CARBON & ENERGY

As of this report, global data centers and data transmission networks are responsible for 1% of energy-related greenhouse gas (GHG) emissions.⁵

Our industry’s primary sources of carbon emissions stem from the building and operating of data centers: embodied carbon associated with building materials and equipment and the operational carbon emitted to generate both primary and backup power.

STACK calculates our global GHG emissions across Scope 1, 2, and 3 in accordance with the [GHG Protocol](#) Corporate Accounting and Reporting Standard on an annual basis. As part of this process, we find ways to refine our GHG accounting methodologies for improved data management and accuracy. It also helps us to identify where to focus our decarbonization efforts.

Pursuing Science-Based Emissions Reduction

STACK has committed to a set science-based emissions reduction target with the [Science Based Targets initiative](#) (SBTi).⁷ SBTi works with companies around the world to set emission reduction targets that align with the goals of the 2015 Paris Agreement.⁸

These targets provide a roadmap for companies like ours to play an active and impactful role in the ambition to restrict global warming to 1.5°C above pre-industrial levels. Our commitment to SBTi underscores our dedication to decarbonizing our business at the pace required to avoid the most disastrous impacts of climate change.

Through this commitment, we pledge to be [Net Zero](#) in operations and value chain by 2050. Due to the inherent nature of the digital infrastructure industry and the growth required to support an AI-driven, digital world, we understand our journey to Net Zero will not be easy or linear. However, we must deliver on this business and societal imperative, and we will utilize innovation, partnerships, and audacity to get there.

We look forward to sharing more about our decarbonization trajectory—including details on our near- and long-term science-based targets (SBTs) once they are validated by SBTi in subsequent ESG reporting.

STACK’s GHG Emissions Footprint

STACK’S 2023 GLOBAL GHG INVENTORY PROFILE⁶

SCOPE 1 - 1%, 3,900 MTCO₂e

SCOPE 2 - 39%, 295,400 MTCO₂e

SCOPE 3 - 60%, 460,300 MTCO₂e



Katie Bachman
Director, Sustainability

This year, we have made significant strides in mapping out our decarbonization trajectory. Looking ahead, we remain dedicated to setting and achieving ambitious goals, investing in sustainable technologies and solutions, and empowering our teams to ideate, innovate, and tackle some of the biggest challenges of our time.

⁵ [Data Centres and Data Transmission Networks](#), International Energy Agency, July 2023

⁶ GHG data included in this section is primarily expressed in metric tons of CO₂e (Carbon Dioxide Equivalent) and is based on STACK’s 2023 greenhouse gas inventory (January 1, 2023 - December 31, 2023). This data has been third-party verified; refer to STACK Infrastructure 2023 GHG Emissions Impact Statement for additional information.

⁷ As of September 5, 2024, STACK has committed to set a near-term target, long-term target, and Net Zero target through SBTi. STACK has not yet submitted target details for validation by SBTi; SBTi has yet to approve STACK’s targets.

⁸ [The Paris Agreement](#), United Nations Climate Action

ADDRESSING & REDUCING DATA CENTER CARBON EMISSIONS

Addressing Scope 1 Emissions

At STACK, Scope 1 emissions accounted for approximately 1% of our company's global emissions in 2023. Our impact in this category is largely a result of backup power fuel use (65% of total Scope 1 emissions in 2023) and refrigerants used in the cooling systems (26% of total Scope 1 emissions in 2023). The remaining 9% is a combination of natural gas use for heating in some data centers and office locations, as well as fuel for company-owned vehicles.

The majority of data centers globally still rely on diesel – a carbon intensive fossil fuel – to power backup generators as a power resiliency solution. STACK is evaluating the use of alternative fuels for backup power, including renewable diesel. To date, we've piloted renewable diesel (specifically Hydrotreated Vegetable Oil) in backup generators at facilities in Portland, Oregon and Oslo, Norway.

Compared to petroleum diesel, renewable diesel has been shown to reduce carbon intensity by 65% on average. We plan to scale our use of renewable diesel to address our Scope 1 emissions impact and to support a transition away from fossil fuel use.

Addressing Scope 2 Emissions

Digital infrastructure is energy-intensive, and powering our data centers makes up roughly 50% of our direct and indirect GHG emissions across Scopes 2 and 3. The very nature of our business makes it imperative to support the transition to clean energy.

To address our Scope 2 emissions to date, our global data center portfolio has been covered by 100% renewable electricity. We accomplish this primarily through the procurement of Renewable Energy Certificates (RECs) or

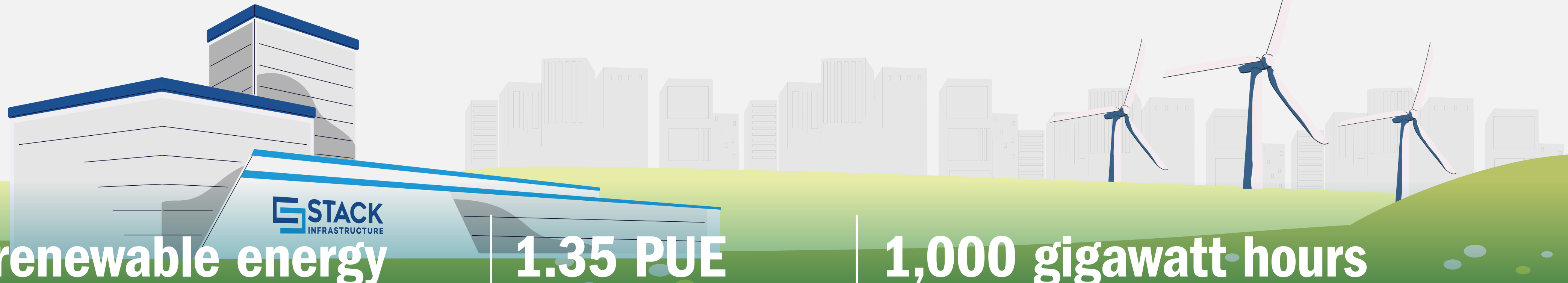
Guarantees of Origin (GOs). In 2023, STACK's renewable energy procurement totaled 1,096,200 MWh.

Beyond renewable energy procurement, we integrate energy efficiency into the design and operations of our data centers. Power Usage Effectiveness (PUE) is the industry-leading metric to measure data center energy efficiency. According to an Uptime Institute study conducted in July 2023, the industry average PUE was 1.58. STACK designs our newest data centers for a PUE of 1.3 or better. In 2023, our average operational PUE across our global portfolio was 1.35. We're well on our way to meeting our latest design PUE target and will continue to optimize energy performance over time.

As of December 31, 2023, two STACK facilities are ISO 50001 Energy Management Certified, both located in Milan, Italy. ISO 50001 provides a framework for organizations to manage, measure, and act on energy data for improved facility performance.

Scope 3 Emissions

In 2023, STACK's Scope 3 emissions accounted for approximately 60% of our overall emissions impact. For STACK, the primary contributors to Scope 3 emissions include the emissions associated with purchased goods and services, construction of new data centers (GHG Protocol category 3.2, Capital Goods), and the upstream impacts of purchased electricity (GHG Protocol category 3.3, Fuel and Energy Related Activities). In reducing Scope 3 emissions, we must work with our business and value chain partners – our suppliers, our customers, and our peers – to scale our collective impact and the transition to a low-carbon economy.



100% renewable energy

Since December 31, 2021, STACK has supported our global data center portfolio with 100% renewable energy.

1.35 PUE

STACK achieved an average operational PUE of 1.35 in 2023.

1,000 gigawatt hours

In 2023, we procured over 1,000 gigawatt hours of renewable energy.

⁹ [Renewable Diesel](#), Alternative Fuels Data Center, U.S. Department of Energy

¹⁰ 50% noted includes emissions associated with Scope 2 Location-Based electricity usage and Scope 3, Category 3 Fuel and Energy Related Activities

¹¹ [Large data centers are mostly efficient](#), Uptime Institute, Feb. 7, 2024

The Role of Embodied Carbon

One of the most direct ways STACK can decrease the environmental impact of our business is through reducing embodied carbon in our data centers.

Accounting for approximately 11% of global emissions, embodied carbon represents the millions of tons of carbon emissions released during the lifecycle of building materials, including extraction, manufacturing, transport, construction, and disposal.¹²

Low-Carbon Steel and Concrete

To produce steel, iron ore must be transformed at extremely high temperatures. This process still largely relies on coal, resulting in high carbon emissions.

In 2020, McKinsey & Co. noted that “every ton of steel produced in 2018 emitted on average 1.85 tons of carbon dioxide, equating to about 8% of global carbon dioxide emissions.”¹³

At some facilities, STACK has replaced structural steel elements with fiber-reinforced polymer (FRP), a strong, lightweight alternative. Due to its strength-to-weight ratio, FRP can reduce a structure’s embodied carbon by upwards of 60%. We have used FRP for items such as screen walls and access platforms, positively impacting our carbon footprint. We also utilize steel with high recycled content, as well as steel manufactured using an Electric Arc Furnace (EAF) process, to decrease the carbon impact of the steel we procure across our global portfolio.

Concrete is the second-highest carbon intensive material used in STACK data center construction. Like steel, the high carbon content of concrete traces back to its production process, particularly that of the cement used as the binding agent within the concrete. According to Scientific American, “Making

STACK performs Life Cycle Assessments (LCAs) of our new data centers to measure and ultimately reduce the embodied carbon impacts of building materials. Through this process, we’ve identified the highest contributors to embodied carbon associated with data center construction: steel and concrete. To address this, our data center design standards include product sustainability criteria aimed at reducing the embodied carbon of these building product types.

one kilogram of cement sends one kilogram of CO₂e into the atmosphere. Worldwide, every year cement and concrete production generates as much as 9% of all human CO₂e emissions.”

STACK is focused on using alternatives to carbon-intensive ordinary Portland cement, such as high percentages of fly ash and slag, in concrete applications including footings, foundation, and topping slabs in lieu of 100% ordinary Portland cement.

At sites in Northern Virginia and Toronto, Canada, we’ve used concrete mix designs where sequestered CO₂e is injected into the concrete. This process not only stores CO₂e that would otherwise be emitted into the atmosphere, but due to the strength of the added CO₂e, reduces the amount of carbon-intensive cement required within the concrete mix.

Further, we’re optimizing our newest design to use less concrete altogether through strategies such as switching to insulated metal wall panels instead of primarily concrete facades. We recognize there is still much work to do to reduce the embodied carbon impact of the materials and equipment used in our data centers. This is a pivotal component of our evolving decarbonization roadmap.



¹² [Embodied Carbon 101](#), Rocky Mountain Institute, March 27, 2023

¹³ [Decarbonization challenge for steel](#), McKinsey & Co, June 3, 2020

¹⁴ [Solving Cement's Massive Carbon Problem](#), Scientific American, Feb. 1, 2023



INDUSTRY PARTNERSHIPS TO SCALE IMPACT

STACK is a founding signatory and active member of the Infrastructure Masons (iMasons) Climate Accord. This coalition works to decarbonize the data center industry with a focus on power, equipment, and materials. We joined dozens of the world's leading technology and digital infrastructure companies to unite and leverage our influence over market-based decisions. We work collaboratively to adopt carbon reduction standards, corporate transparency policies, and industry accountability reporting.

Our clients mandate that we support their sustainability goals. What an incredible opportunity when the people who give you business fully align with your ethics and values. That's what is happening in our industry, and it's our call to action.



Brian Cox
CEO, STACK Americas

STACK's data center in Manassas, Virginia

WATER

As the world increasingly faces water scarcity, it's critical for STACK to use this resource thoughtfully.

We work to minimize potable water use and improve the Water Usage Effectiveness (WUE) of our data centers. Our latest data center designs prioritize an air-cooled chiller system that utilizes zero potable water for cooling. However, many of our legacy facilities still operate with more water-intensive, evaporative cooling systems. To help address this, we utilize municipal reclaimed water systems where available.

STACK is supporting the expansion of an industrial reclaimed water system in Loudoun County, Virginia. This industrial water system allows STACK and other

data center operators to cool data centers with reclaimed water, alleviating stress on the local potable water supply and supporting an additional revenue stream for the local municipality.

STACK's data center campus in San Jose, California also utilizes reclaimed water for its evaporative cooling system, saving an estimated 34,300,000 gallons (130,000 m³) of potable water annually. Additionally, our sites in Oslo, Norway and Geneva, Switzerland utilize rainwater collected onsite to cool the data centers.

34,780,000 gallons saved

We saved 34,780,000 gallons (131,660,000 liters) of potable water through the use of recycled water in 2023. This equates to roughly 53 Olympic-sized swimming pools.

1.08 WUE

STACK achieved an average operational WUE of 1.08 in 2023.

WASTE & CIRCULARITY

Waste Heat Reuse

Data centers generate a vast amount of heat during non-stop operations that maintain optimal indoor environmental conditions for server equipment. In Europe, STACK engineers are advancing ways to reuse waste heat from this process.

At one of our data centers in Oslo, Norway, waste heat is transferred into water and then used to heat 5,000 homes

in a nearby neighborhood. At another site in Norway, we send excess heat to a surrounding business campus where it is used to melt snow and ice, clearing roads and sidewalks for safe passing.

At one of our facilities in Geneva, Switzerland, we supply 4.5 MW of surplus heat to the surrounding industrial park, meeting approximately 75% of the area's heating needs.

315 metric tons saved

We diverted 35% of our operational waste, roughly 315 metric tons, from landfills and incineration facilities in 2023.



LAND USE & BIODIVERSITY

We seek ways to support the natural ecosystems in which our facilities are located.

In San Jose, California, STACK donated roughly 100 trees in support of a larger congressional district effort to reduce the urban heat island effect. This added tree canopy helps to not only naturally reduce heat gain, but also improve air quality, as well as human and ecosystem health.

In Milan, STACK planted a 32,300-square-foot (3,000-square-meter) arboretum for staff and visitors to enjoy nature. It features roughly 40 trees and festuca grass,

a low-water use, native grass that requires little maintenance and thrives in summer heat.

In Oslo, Norway, one of our data centers has a vegetated façade that includes more than 130 native plant species arranged in the outline of the Oslo skyline. In Zurich, another facility includes a vegetated roof with an abundance of plantings to attract pollinators.



Living wall STACK's data center in Oslo, Norway



Arboretum at STACK's data center in Milan, Italy

100 trees planted

In San Jose, California, STACK donated roughly 100 trees in support of a larger congressional district effort to reduce the urban heat island effect.

32,300 ft² of arboretum

In Milan, STACK planted a 32,300-square-foot (3,000-square-meter) arboretum for staff and visitors to enjoy nature.

130+ native plants

In Oslo, Norway, one of our data centers has a vegetated façade that includes more than 130 native plant species arranged in the outline of the Oslo skyline.

PROVIDING A HOME FOR STACK HONEYBEES

To date, we have nine beehives across our data center portfolio. At any given time, each hive can contain up to 60,000 bees. A single honeybee can travel up to 1.86 miles (3 kilometers) from its hive and visit up to 2,000 flowers a day.

Beehives help biodiversity by supporting healthy bee populations, which are essential pollinators for many plants. This pollination process promotes the growth of diverse plant species, which in turn supports a wide range of wildlife, creating a more balanced and resilient ecosystem.



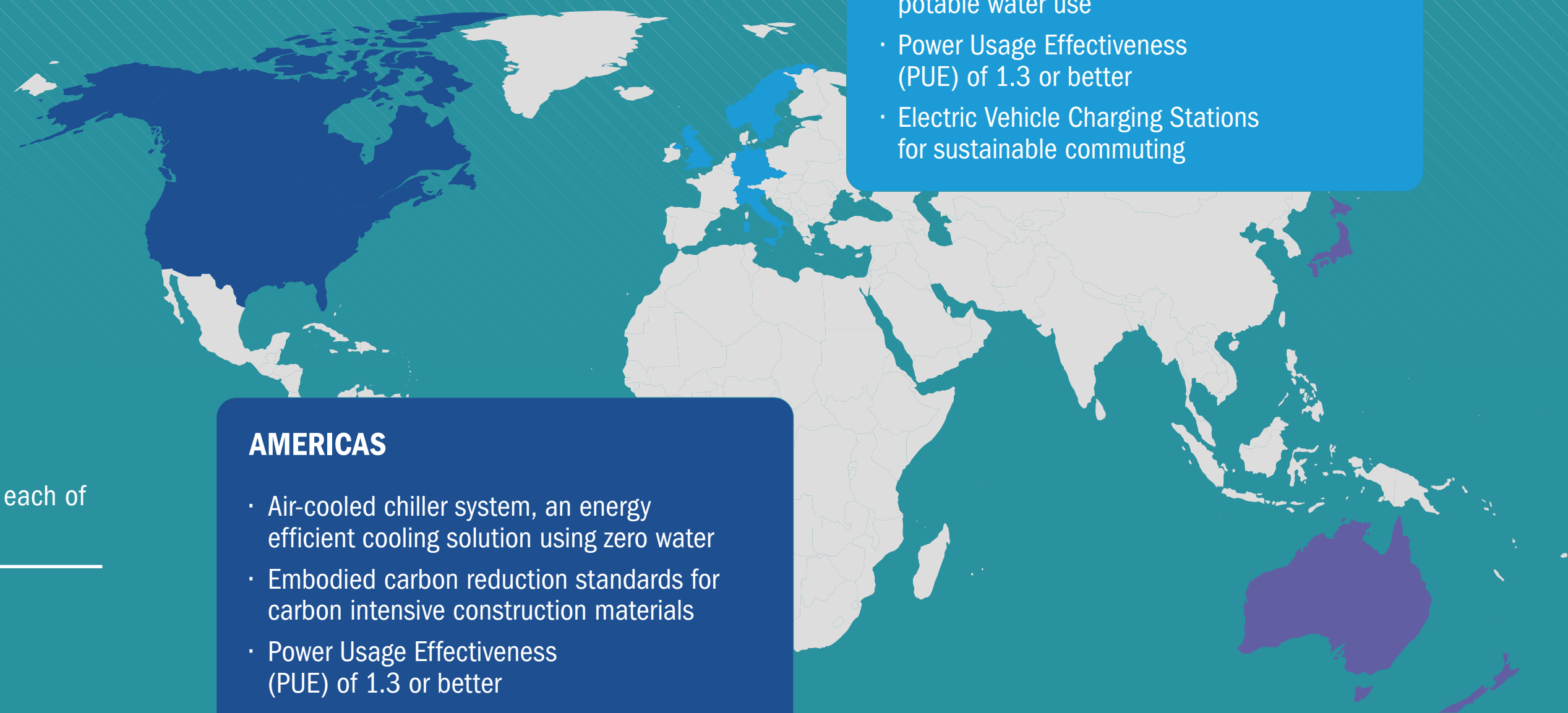
IMPLEMENTING SUSTAINABILITY THROUGH STACK'S BASIS OF DESIGN

The design and engineering teams at STACK address sustainability in part through our Basis of Design (“BOD”) Programs, the fundamental approach behind new STACK data centers. These BOD Programs ensure our facilities are designed to specific standards as we scale our real estate portfolio.

At the core of each STACK BOD is performance, reliability, and efficiency. We continually refine and innovate our design standards and development approach to optimize the efficient use of natural resources.

Regional Sustainable Design Highlights

Our standards have sustainability built in, including these key strategies within each of our development region's latest Basis of Design.



AMERICAS

- Air-cooled chiller system, an energy efficient cooling solution using zero water
- Embodied carbon reduction standards for carbon intensive construction materials
- Power Usage Effectiveness (PUE) of 1.3 or better
- Electric Vehicle Charging Stations for sustainable commuting

EMEA

- Waste heat reuse infrastructure
- Rainwater harvesting to reduce potable water use
- Power Usage Effectiveness (PUE) of 1.3 or better
- Electric Vehicle Charging Stations for sustainable commuting

APAC

- Onsite solar for renewable energy generation
- Rainwater harvesting to reduce potable water use
- Power Usage Effectiveness (PUE) of 1.3 or better
- Electric Vehicle Charging Stations for sustainable commuting



Social impact



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AT STACK, OUR COMMITMENT TO CREATING MEANINGFUL AND POSITIVE IMPACT DRIVES EVERY ASPECT OF OUR BUSINESS.

By upholding the highest standards in workplace health and safety, fostering employee engagement, championing diversity, equity and inclusion, and building lasting community relationships, we ensure that our actions contribute to a better future. Equally important is our dedication to education and developing a robust talent pipeline, empowering our current and future workforce to thrive in an evolving industry.

Through these initiatives, we not only support our workforce but also strengthen our global presence, making a tangible difference in the communities we serve.

We're proud to share initiatives that we've put forth across our global business in support of these objectives.



Grand opening of STACK's first data center in Melbourne, Australia

WORKPLACE HEALTH & SAFETY

Safety is paramount within our organization.

Our safety program depends on a highly engaged workforce and a collaborative relationship with our partners.

Our current workplace safety programs cover three key areas: Safety in Design, Safety in Construction, and Safety in Operations. STACK is committed not only to compliance but also to continuous improvement. Our Environmental Health and Safety (EHS) management system follows the principles outlined within the [ISO 14001 Environmental Management System](#) and [ISO 45001 Occupational Health and Safety](#) standards as a guide for best practice.

Safety in Design

We believe safety begins before construction starts. We have developed a process to evaluate the life-cycle safety impacts of our data center designs. Our goal is to eliminate the need for high-risk activities and deliver a product that is safe and efficient to construct, operate, and maintain.

We work with our architects, engineers, construction partners, and critical operations teams to ensure a collaborative approach to evaluate and execute safe building design.



Safety in Construction

Safety in the construction phase of our projects requires a close relationship with our partners, open and transparent communication, and daily oversight to calibrate and adjust as conditions change. We partner with general contractors to ensure our data center construction activities are organized and conducted to mitigate negative impacts on workers, visitors, and the surrounding community.

We leverage a formal contractor qualification process for the selection of our partners. All partners are expected to not only be compliant with local regulations, but also STACK's additional EHS expectations and requirements. Our safety commitment



extends beyond just providing the safety expectations to our partners; we serve as a resource to help our partners understand, implement, and when needed, improve their plans to meet our expectations.

Leadership engagement is paramount to ensure worker safety on a construction project. STACK sets expectations and measures our partners based on this engagement. Additionally, we expect our partners to provide workers with opportunities to participate and provide feedback on site safety. Examples of mechanisms we use to achieve this include safety walks, morning briefings, training, and inspections.



Safety in Operations

STACK has developed EHS management processes that allow us to not only meet compliance obligations but also create ownership of our safety culture at every level of the organization. Pre-task planning, which includes the development of comprehensive job safety analysis (JSA) and risk assessments, is the foundation for safe execution of preventative and reactive maintenance.

We coordinate in advance with clients and vendors to ensure maintenance and other work activities are planned and executed to ensure the safety of all stakeholders.

Our competency expectations are established within our procedures. We ensure our people complete progressive

training programs and offer an internally developed technician qualification program that enables career growth and advancement.

All STACK employees have a voice and are empowered to lead our safety culture. We run campaigns throughout the year that encourage worker engagement with our safety program. We actively solicit EHS observations and suggestions that can improve safety and reduce risk. Our leadership takes submitted observations seriously and provides appropriate resources to implement corrective action and process improvements where needed. Furthermore, our leadership routinely recognizes and rewards those who make particularly outstanding and impactful observations.

The Data Center Safety Council

STACK is a founding member of the [Data Center Safety Council](#), an industry consortium created to address common safety risks within the industry and standardize solutions.

The goal of the organization is to establish unified approaches for ensuring the safety and well-being of personnel in data center operations.

The group brings together industry professionals with the desire to collaborate and evolve the industry in its quest for continuous safety improvements.



EMPLOYEE ENGAGEMENT

At STACK, our success is driven by the dedication, passion, and care of our employees.

Our ability to achieve current and future business objectives relies on attracting and retaining the best talent globally. We are committed to creating an environment where our people can reach their full potential while upholding our core values and advancing our commitment to ESG principles.

Our employees are at the heart of our progress, continuously pushing our performance on a wide range of ESG topics, from operational efficiency to philanthropic efforts. We believe that employee engagement is a two-way exchange: We support team members in thriving at work and home, and together we work to meet the demand for data and connectivity in the most beneficial way possible for all.

To ensure our employees feel valued, heard, and seen, we have implemented a range of initiatives that align with our core values. Here's how we put our commitment into action.



Certified Great Place to Work

As a testament to our commitment to create a positive and inclusive workplace culture where our employees thrive, as of 2024, STACK has been certified as a Great Place to Work in the United Kingdom, Norway, Italy, and Switzerland. This certification was awarded by [Great Place to Work](#), the global authority on workplace culture.

The award is based entirely on employee feedback about their experience at STACK. Of the 88% of employees who participated in the survey, 92% on average rated STACK as an exceptional workplace. They also expressed confidence in the fair treatment of individuals regardless of their sexual orientation, gender, or race, and affirmed feeling welcome when joining STACK.



SARAH GOMES TALKS ABOUT WHY STACK IS A GREAT PLACE TO WORK



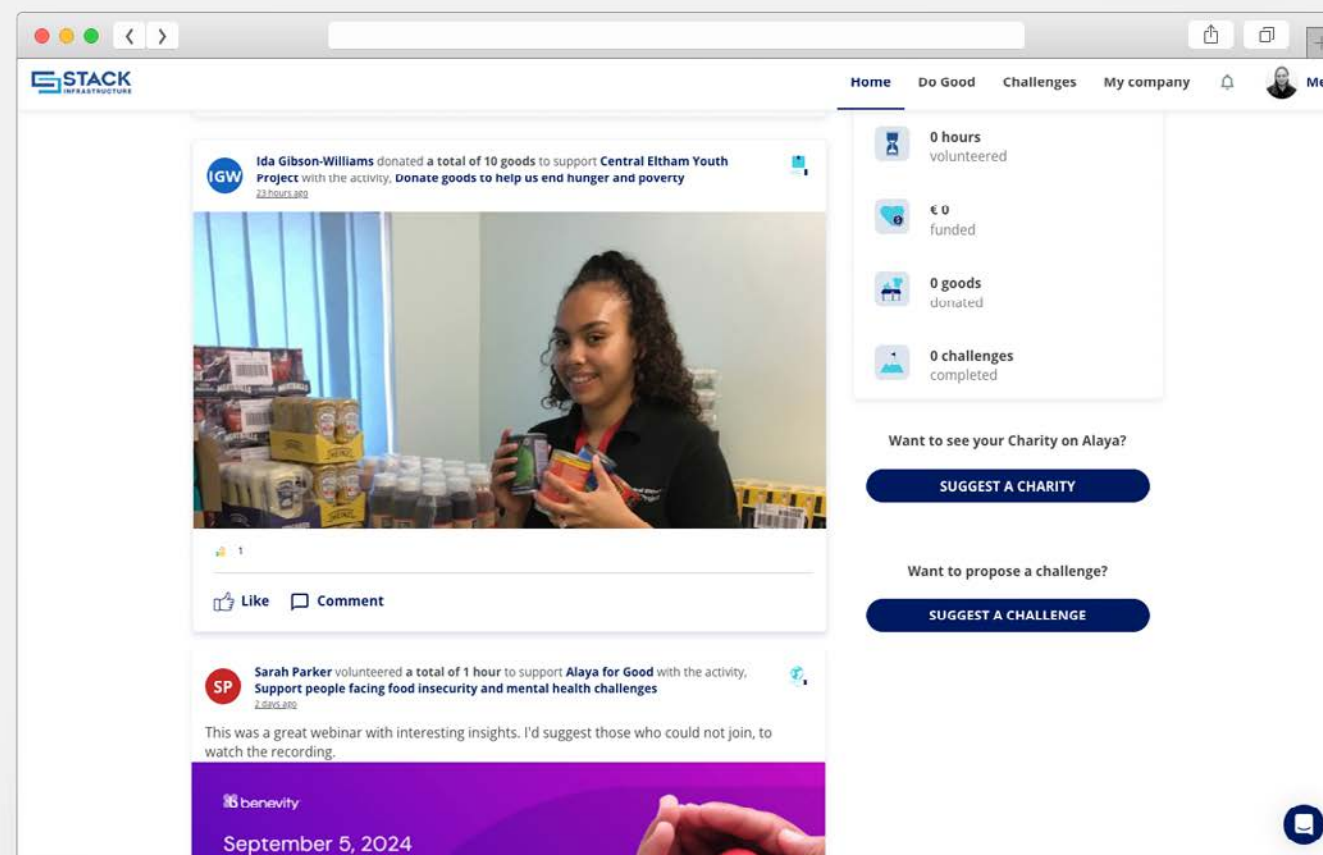
Employee Purpose Platform

We empower our employees to make a meaningful impact on social and environmental issues while strengthening their connection to STACK’s core values of engagement, responsibility, and community. This ultimately enhances both individual fulfillment and collective impact.

In our EMEA operations, STACK launched an Employee Purpose Platform called Alaya by Benevity. This digital platform empowers our employees to make a tangible impact on material social and environmental issues while fostering deeper

connections within teams. This resource makes it easy for employees to volunteer their time and skills towards their favorite causes, promote everyday positive actions to support the planet, enhance diversity and inclusion, and boost personal well-being.

Alaya connects with nearly two million vetted nonprofits worldwide and provides an array of opportunities for engagement and support. Coupled with STACK EMEA’s Volunteering Policy, this initiative not only amplifies our efforts to create a better world, but also aligns with our business values.



Mentorship Programs

Mentorship is a vital component of employee development and retention, offering invaluable opportunities for growth and connection.

In our Americas operations, we have a six-month program where mentees are paired with mentors who are in leadership positions across the business. For the mentees, it is an opportunity to connect with a STACK team member who can provide insight, advice, and opportunity – ultimately supporting career advancement and fostering meaningful relationships.

For the mentors, it is an opportunity to gain new perspectives and contribute to the growth and success of the next generation of talent.

Similarly in our Asia Pacific operations, our NextGen mentorship program emboldens rising talent within the company. Every year, four employees are enrolled into the program, and the group meets quarterly to focus on professional development and leadership skills, ensuring they are well-prepared to take on future challenges.



Preet Gona
CEO, STACK APAC

I believe passionately that talent is the most important commodity that we have, especially in this sector... It's imperative that we develop our talent. We want our employees to understand that STACK stands for teamwork and professional excellence.

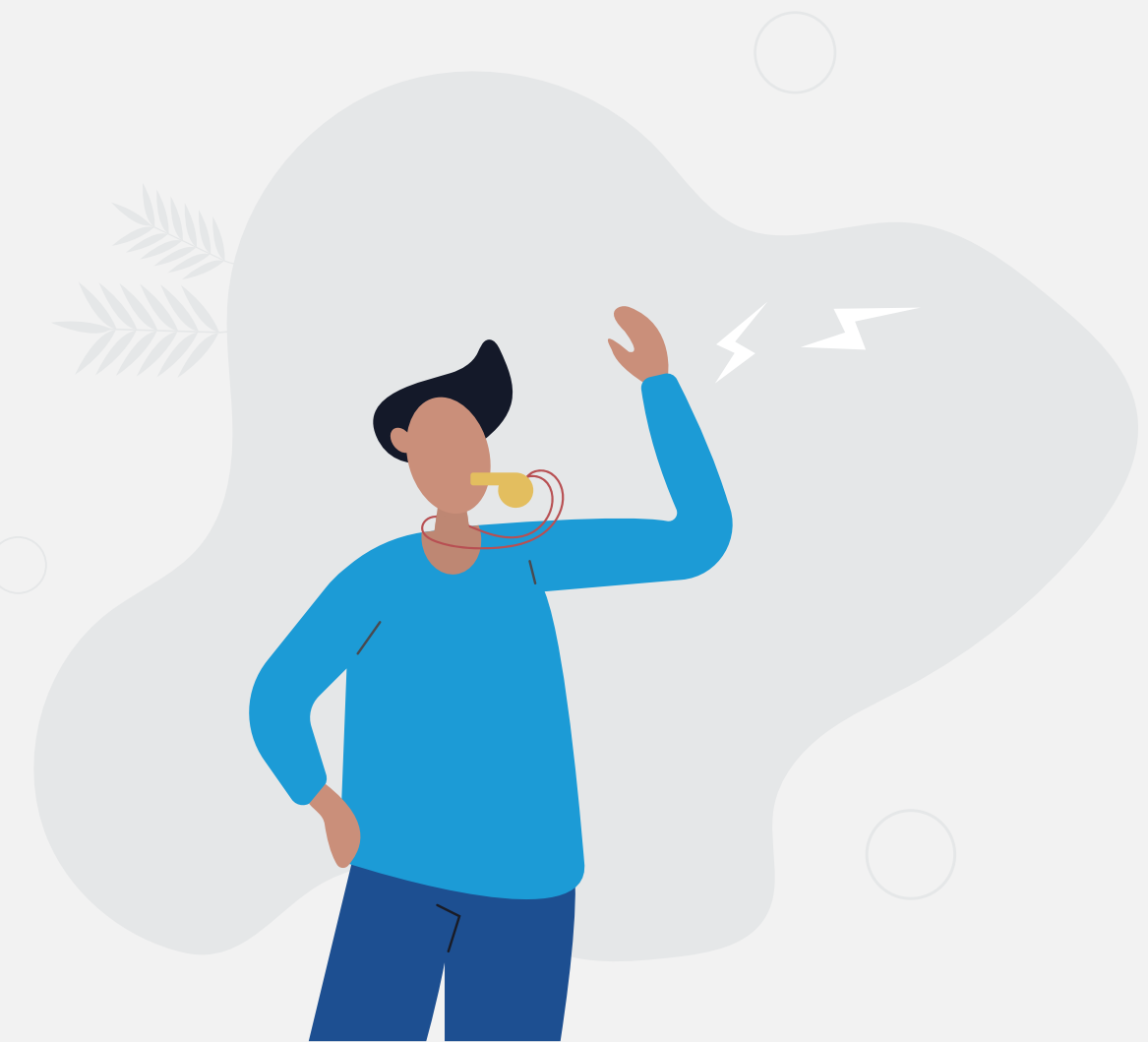
STACK’s Whistleblowing Policy & Channel

At STACK, we recognize that our ethical reputation is a critical asset in building trust with our stakeholders. We expect our employees and business partners to act with integrity, care, and respect for colleagues, communities, and the environment. This commitment to honesty, fairness, and transparency is central to how we conduct business.

To uphold these standards, we provide employees with a safe and confidential

way to report misconduct, ensuring issues are addressed promptly and effectively while protecting our whistleblowers. Our Whistleblowing Policy and third-party platform ensures that everyone at STACK can voice concerns without fear of retaliation.

By encouraging open communication and protecting those who speak up, we reinforce our dedication to safety, transparency, integrity, and accountability.



DIVERSITY, EQUITY & INCLUSION

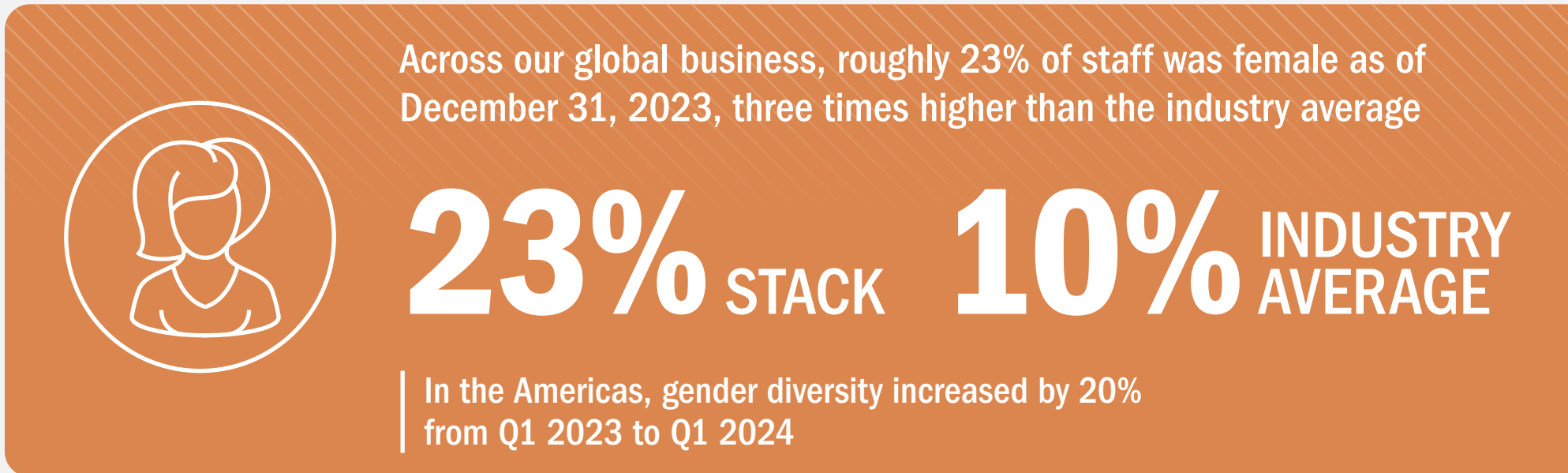
Through embracing and promoting diversity, STACK fosters inclusivity and provides equal opportunities, while actively dismantling any systemic workplace barriers. We promote an inclusive and solutions-oriented working environment that upholds diversity, equal opportunity, and mutual trust.

Growing Our Industry through Gender Equity

In 2023, the 13th Annual Uptime Institute Global Data Center Survey, the largest survey of professionals in our industry, revealed that women comprise only about 8% of the data center workforce.¹⁵

With a 23% female workforce, STACK employs roughly triple the number of women than the industry average. Additionally, women hold 17% of the leadership roles at STACK. Yet, even with this success, we continue to actively pursue new channels to recruit more women and reach parity.

STACK is also attentive to providing equal pay for equal work. In the U.S., we conduct an annual study on gender pay equity. Should the study reveal unequal pay for similar positions, we immediately work to understand and correct the discrepancy.



¹⁵ Uptime Institute's Global Data Center Survey Results 2023

Annual STACK Women's Leadership Summit

Driving global workforce diversity is essential for fostering innovation, enhancing decision-making, and attracting top talent.

Embracing diversity is key to our industry's growth, competitiveness, and ability to effectively serve diverse communities. STACK is committed to advancing diversity across the data center industry worldwide through various initiatives.

In partnership with IPI, STACK hosts an annual Women's Leadership Summit to inspire skill-sharing, networking, and collaboration within our company. Since its launch in 2022, the Summit has addressed key topics for female advancement in the data center industry including negotiation strategies, work-life balance frameworks, and navigating leadership challenges. The event also features teambuilding and networking opportunities centered around a STACK data center location to provide deeper insights into our markets.

The 2024 Summit in Fort Worth, Texas brought together women from STACK, IPI Partners, and affiliated companies, as well as clients,

partners, and local officials. Mattie Parker, Mayor of Fort Worth, gave closing remarks, motivating attendees to actively engage in their communities to promote positive change.

"Fort Worth was honored to host the collective wisdom and passion shared at STACK and IPI's 3rd Annual Women's Leadership Summit. I am inspired by the number of talented women who convened to share their stories of resilience and achievement. Events like these serve as catalysts for positive change in the global leadership landscape," said Mayor Parker.

The event also featured breakout sessions covering a diverse range of industry topics and various panels ranging from a capital markets funding for the next wave of data center demand to a utility panel addressing challenges and opportunities in a dynamic, utility-constrained environment.

As a proud co-sponsor of this year's Women's Leadership Summit, I was thrilled to witness impactful conversations and networking. We united diverse leaders shaping the future of digital infrastructure, demonstrating our commitment to empowering women at all levels in our industry and ensuring they have the support and opportunities to thrive.



Heather Paduck
CFO, STACK Americas



Celebrating International Women’s Day at STACK

At STACK, celebrating International Women’s Day is vital for recognizing and advancing gender equality within our industry.

In March 2024, STACK partnered with Infrastructure Masons (iMasons) Women to sponsor an event in Singapore. The occasion brought together over 60 digital infrastructure professionals, including representatives from cloud service providers and data center operators. The event focused on how the challenges of AI can be transformed into opportunities for female career advancement.

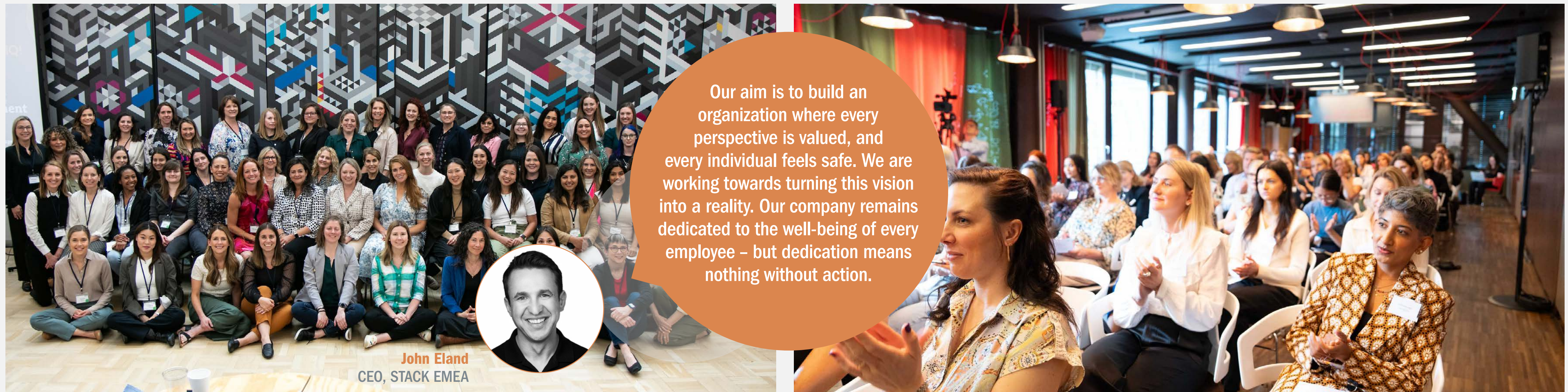
In a similar spirit, in EMEA, STACK hosted a prominent female founder/CEO from the start-up and venture capital arena who has been recognized as one of Forbes 30 under 30 and a Wired UK Innovation Fellow. Her motivational session underscored the importance of creating opportunities for women in the corporate ecosystem. This was complemented by local events across our EMEA locations, including Oslo, Milan, Geneva, and London.

Inaugural DEI Groundworks Conference

In May 2024, STACK hosted our first-ever DEI Groundworks Conference in Zurich, Switzerland.

The event drew roughly 90 attendees who developed the foundation for understanding DEI’s value, scope, and importance in attracting and retaining diverse talent. The conference featured expert speakers from various fields including the first woman deputy speaker of the Afghan Parliament, the president of the Swiss Diversity Association and the European Parliamentarian Minority Caucus, and the founding director of Shades of Noir, a center for race-based social justice. Our speakers covered a wide range of topics, including defining the true meaning and value of DEI, shaping inclusive policy and practice, managing diverse teams, and addressing the talent and skills gap through social mobility.

At the close of the conference, STACK committed to several forward-looking targets, including increasing male attendance at the 2025 DEI conference, boosting investment in scholarships for students from underrepresented groups, launching our DEI policy, expanding our apprenticeship program to target students from diverse backgrounds, and rolling out DEI training across the organization.



Continuing the Conversation on DEI

The Continued Conversations Series on Diversity, Equity, and Inclusion (DEI) at STACK EMEA is an initiative designed to foster ongoing education and raise awareness around the critical pillars of DEI within our organization.

This monthly series, attended by an average of 70 employees, brings together expert speakers and internal employees to discuss various aspects of DEI and belonging. By including a focus on belonging, we ensure that every employee not only feels included but also truly connected and valued as an integral part of our community.

Notably, workplace sense of belonging and mental health are intricately linked. Studies show that employees who feel included and valued are 50% more likely to report better mental health outcomes. Additional research has found that a feeling of high belonging was linked to a 56% increase in job performance, a 50% drop in turnover risk, and a 75% reduction in sick days.¹⁶

Key conversations to date have included:

- During Women's History Month, we hosted a leading female founder in the venture capital arena to discuss the importance of expanding pathways for women in the corporate landscape.
- During Mental Health Awareness Month, we invited a leading mental health specialist and inspirational speaker to share practical tips on maintaining well-being and building supportive cultures within our workplace.
- During Pride Month, we learned from a leading media group representative about the historical significance, ongoing challenges, and ways to support the LGBTQIA+ community.

We believe that expanding our Continued Conversation Series to cover additional topics on awareness and inclusivity is essential, as ongoing dialogue inspires growth, fosters a deeper understanding, and ensures that DEI principles become a living, breathing part of STACK's culture.

Supporting U.S. Veterans

STACK actively cultivates a diverse workforce, and this includes a particular focus on veterans in the United States. Veterans comprise 19% of our total Americas employee base, and 50% of our Critical Operations department - the teams that operate our data centers.

In support of the U.S. veteran community, STACK is a proud member of the U.S. Department of Defense SkillBridge Program, which provides training and employment access for veterans. The SkillBridge Program connects career opportunities with veterans departing from military service to better prepare them for entering the civilian workforce.¹⁷



As of 2024, approximately 19% of the workers in STACK's Americas operations are U.S. Military Veterans.

People who serve in the U.S. military receive critical operations training that strongly translates to the data center industry. The CEO of STACK Americas, Brian Cox, is an Army Veteran himself.



Michillay Brown
Vice President, ESG

Leading STACK's inaugural DEI conference was a pivotal moment, addressing key discussions that will shape our future. We emphasised how crucial DEI is to our success. Acknowledging past underrepresentation, we're committed to closing these gaps and ensuring everyone has the opportunity to thrive. This conference marks the beginning of our ongoing effort to drive meaningful change.



¹⁷ [The Value of Belonging at Work](#): New Frontiers for Inclusion in 2021 and Beyond, BetterUp.

¹⁶ Note: Although STACK has programs to actively recruit and support women, veterans, and other underrepresented populations, STACK is an equal opportunity employer that supports diverse, inclusive, and unbiased hiring practices. All interested applicants are always encouraged to apply to work with us.

STEM EDUCATION

Education in Science, Technology, Engineering, and Mathematics (STEM) is the foundation for many roles at STACK as well as the broader digital infrastructure industry, from design to operations.

We see the opportunities ahead for our industry, and we want the people in our communities to know that they can have a bright future in this field.

A New Patch for the Girl Scouts of Colorado

In 2024, together with IPI, STACK initiated a new partnership with [Girl Scouts of Colorado](#), offering a program for Girl Scouts to learn STEM-related skills and gain insight into the data center industry.

The program consists of three learning modules that bridge the connection between everyday applications and data centers. To expand their technical skills, Girl Scouts are able to tap into critical and creative thinking as they develop their own software applications and design their own server layouts for data centers.

Upon completion of this comprehensive learning experience, participants earn a STACK and IPI-sponsored patch exclusive to Girl Scouts of Colorado.



“

We believe in the potential of every girl to change the world, and this partnership opens up new avenues for our Girl Scouts to understand the critical role data centers serve. Through this program, we aim to inspire the next generation of tech enthusiasts who will soon inherit this rapidly transforming world of technology.

Leanna Clark
CEO, Girl Scouts of Colorado

”

Promoting STEM in Partnership with the Women’s Forum

STACK advances STEM education in Europe through serving as a global meeting partner at the Women’s Forum for the Economy and Society’s “Women’s Forum”) Global Meeting, an annual conference that highlights women’s voices and perspectives on pressing global issues, ranging from sustainable development and economy to culture and media. The event provides a platform for discussing issues that impact women’s professional and educational development, plus opportunities for networking.

In 2022, STACK sponsored the “Tech4Women” virtual hackathon as part of the forum. The contest took place from September to November and was open to people from 16 to 25 years old across Europe. Teams of two to five young adults submitted ideas for a technological solution to foster equality and challenge the status quo in four areas: climate, health, entrepreneurship, and STEM.

At the 2023 Women’s Forum, John Eland, CEO of STACK EMEA, took the stage with fellow global business leaders at a plenary session entitled, “Closing the Gap: Innovative Solutions for Addressing the STEM Pipeline Problem.”



Critical Operations Apprenticeship Programs

STACK's U.S. Apprentice Critical Operations Technician Program is a paid apprenticeship program in the U.S. for women to receive critical operations training and ultimately employment in the data center industry.

The program has two goals: recruit more women into the data center industry and welcome prospective talent with little to no data center operations experience. Participants have ranged from recent college graduates to mid-career workers.

While apprentices are enrolled in the year-long training, they receive approximately 75% of the average salary for a Critical Operations Technician with full benefits. Many of the program apprentices become full-time STACK employees for years to come.

Similarly, STACK's Critical Operations Apprenticeship Program in Italy invites technical

school graduates and tradespeople from outside the industry to learn on-the-job as data center technicians. In collaboration with educational institutions and training experts, the apprenticeship offers valuable, hands-on experience and a targeted, progressive entry into the industry.

Critical Operations Apprenticeship Programs are essential to the data center industry. These programs develop skilled professionals with hands-on experience, ensuring a robust talent pipeline to support the complex, high-stakes operations that keep data centers running smoothly.

As we continue to grow, STACK is committed to expanding the programs to meet the increasing demand for qualified talent, ensuring the sustainability and reliability of our data center operations well into the future.

Providing Access to Education

Providing access to education for students is crucial for STACK, as it promotes social mobility, fosters inclusion, and helps develop the next generation of talent essential for the digital future. The following examples illustrate how we are achieving this.

Northern Virginia Community College (NVCC) Student Success Fund

STACK supports the [Northern Virginia Community College \(NVCC\) Student Success Fund](#), which enables students who encounter unexpected hardships to continue pursuing their educational and professional endeavors.

We are a member of NVCC's Student Success Collective and provide financial support to students and local academic support through access to STACK data centers for educational purposes.

This commitment is in addition to STACK's ongoing efforts as an active Northern Virginia community member and involvement with NVCC's Data Center Operations Management Program since its inception.

Upon receipt of STACK's donation in 2023, the NOVA Educational Foundation noted, "The Student Success Fund provides support for scholarships, food insecurity, housing instability, books, medical bills, transportation, and opens opportunities that may be otherwise unattainable."

STACK also sponsors two internships in the [AFCOM](#) Internship Program to connect students to opportunities in the data center industry. We also contribute to AFCOM's Wendy Darling Memorial Scholarship, which funds tuitions for the NVCC Data Center Operations Management class. Additionally, TJ Ciccone, Vice President of Critical Operations at STACK Americas, serves as a professor in this class.

Blackbullion Scholarship

In 2024, STACK partnered with Blackbullion to launch a university scholarship for female students from lower socioeconomic backgrounds, as defined by the Social Mobility Commission.

The scholarship is open to young women who are planning to study a STEM subject at university in the U.K.

Beginning with the 2024-2025 academic year, STACK will fund the recipients' entire academic studies, including the full cost of tuition fees and living expenses. The 10 individually selected scholars will also be given access to mentorship and internship opportunities and

invited to the leading data center industry events.

The scholarship program supports STACK's commitment to helping underserved communities, promoting social mobility, and developing the next generation of diverse industry leaders who otherwise may not have been able to fund a university education.



Polytechnic University of Milan Scholarships

Additionally, STACK has partnered with the Polytechnic University of Milan in support of the “Girls@Polimi” Project. We donated two scholarships for female bachelor’s degree students who enroll in the engineering programs currently with the highest gender gap. For the 2025 academic year, these programs include:

- Electronics Engineering
- Computer Sciences and Engineering
- Mechanical Engineering
- Electrical Engineering
- Automation and Control Engineering
- Engineering Physics

These scholarships not only help STACK change lives for the better, but foster the skills required for our industry’s future workforce.

Advancing Partnerships with Educational Institutions

STACK is dedicated to fostering educational growth through strategic partnerships with institutions across EMEA. In Schaffhausen (Zurich), the Go Tec! Student STEM Laboratory offers students hands-on learning in computer science, natural sciences, robotics, and technology. As a platinum partner, STACK provides significant funding and a tailored data center program for primary school children.

In Italy, STACK collaborates with the University of Pavia, the Polytechnic University of Milan, and other institutions to enhance engineering curricula and postgraduate programs. Our involvement extends to supporting master’s programs in Cybersecurity and Digital Sustainability at Bocconi University and the 24ORE Business School. Additionally, our engagement with technical high school students in Milan includes classroom visits, data center tours, and summer internships, impacting over 200 students annually.



John Eland
CEO, STACK EMEA

The STACK Scholarship Program is a groundbreaking initiative which we are proud to add to our growing list of meaningful and impactful education programs across EMEA.



COMMUNITY IMPACT

At STACK, we live our values by forming partnerships that truly make a difference in the communities we serve. Through volunteer initiatives and charitable giving, we actively contribute to the well-being and development of these communities. Our commitment to social responsibility ensures that our success is shared, creating a positive impact that reaches far beyond our operations.

Heroes of the Sea

In 2024, STACK raised \$840,000 at our annual Heroes of the Sea Charitable Fundraiser and Salmon Fishing Derby, surpassing \$2.1 million in lifetime contributions.

The event in Astoria, Oregon benefits the [Pacific Northwest Chief Warrant Officers Association](#) (CWOA), a 501(c)(3) non-profit, community-based organization that represents active duty, reservist, and retired Chief Warrant Officers of the U.S. Coast Guard.

U.S. Coast Guard members do essential work in seaside communities but with limited resources, making unexpected life events fiscally challenging. Using the funds raised through Heroes of the Sea, the CWOA can offer services including emergency support, service member advocacy, educational aid, and legal assistance to community members.



Supporting World AIDS Day in Geneva

In 2023, STACK developed a fundraising campaign for the Geneva Health Group in remembrance of World Aids Day.

The Geneva Health Group is dedicated to HIV and AIDS prevention and support as well as to developing better health for all. To raise money for this cause, employees took part in walking and running the Course du Duc and the Escalade in Geneva.



Running to Fight Cancer in Milan

In April 2024, almost 50 team members from STACK ran the Milano Marathon in support of the AIRC Foundation for Cancer Research.

The foundation's mission is "to understand, prevent and cure cancer through research and outreach activities." The organization works towards this mission by awarding grants and training fellowships to people and institutions doing impactful work in the fight against cancer.



Battling Homelessness in London

As part of the "Fight The Tower, Fight Homelessness" campaign, STACK EMEA colleagues raised funds and raced up 42 floors at Tower 42 to support Shelter, a UK-based charity, and their mission for safe, secure housing.

With housing concerns affecting 66% of adults in England in 2023, our London-based team's effort highlights STACK's commitment to tackling critical social issues.



LOOKING FORWARD

STACK's 2024 ESG Report demonstrates our company's commitment and progress towards material environmental sustainability and social impact issues to date. While we are proud of the work we've done, this is only the beginning of our story.

Moving forward, we will continue to formalize our ESG performance indicators and policies, as well as further define and report progress towards our goals.

Our company understands that decarbonization, inclusivity, and holistic employee and societal health are business imperatives. We are not alone in this thinking. Our clients, peers, suppliers, and employees push us to scale our business responsibly for the betterment of our shared environment and communities.

As we have always done, STACK will rise to meet future challenges by working together, united in our company culture. It's a culture that encourages innovation, values integrity and

respect, and prioritizes safety. We are committed to operating as a world-class organization that embraces new methods and technology to solve some of the biggest issues of our time.

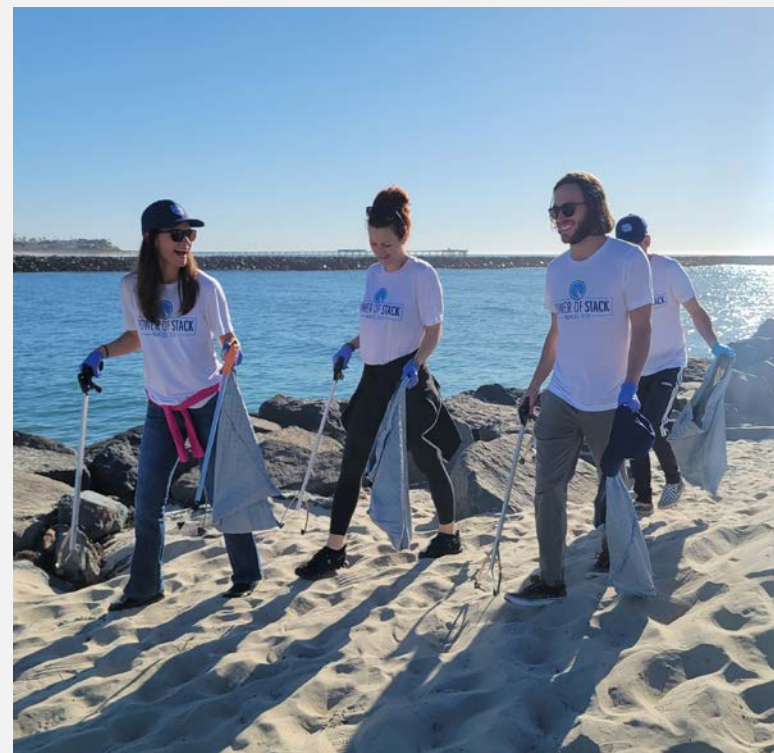
We are optimistic about the future – the future of our company, our industry, and the world. As the global demand for digital infrastructure increases, STACK will continue to innovate for the dynamic market. In the process, we will further enhance our communities, support our employees, and foster a healthy environment. The digital infrastructure we design, build, and operate will keep connecting people around the globe, creating unlimited possibility for generations to come.



Brian Cox
CEO, STACK Americas

I look forward to stepping on the accelerator and continually improving STACK's environmental and social impact as we grow this company. I know we are all dedicated to the adventure ahead.





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