2025 Sustainability Report

Contents

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Company Overview

About TierPoint

Headquartered in St. Louis, MO, TierPoint is a leading national operator of data centers providing colocation, connectivity, cloud and managed services, including managed security, disaster recovery, business continuity, and more to a variety of industry verticals. TierPoint has one of the largest and most geographically diversified U.S. footprints, with 40 data centers in 20 markets, coast-to-coast, connected by a highly secure national network. We have built a team of outstanding technology professionals and distinguished ourselves by fostering a culture of superior service that has supported one of the largest customer bases in the industry.

Our Mission

We are security-focused, cloud-forward, and data center-strong, a champion for untangling the hybrid complexity of modern IT, so our clients can free up resources to innovate, exceed customer expectations, and drive revenue.

About this Report

This report covers TierPoint's sustainability performance from January 1 to December 31, 2025, and covers all operations unless otherwise stated. Content is informed by material topics identified through our Sustainability Materiality and Risk Assessment process and is aligned, where appropriate, with the Sustainability Accounting Standards Board (SASB)'s Software and IT Services standard. Where disclosures are not included, omissions are made on the basis of immateriality or relevance to the business. A SASB index is included in the appendix.

Executive Message

As a world-class provider of data center, cloud and managed services, TierPoint is committed to sustainable business practices within our state-of-the-art data centers around the country. Our goal is to help power a green future through efficient and responsible energy consumption.

Promoting continued improvements in these areas supports our and many of our customers' ESG strategies, reduces environmental impact, and supports resiliency and responsible business growth. Our stakeholders also expect us to operate our business with a high degree of responsibility, accountability, and transparency. We are excited to share our inaugural sustainability report to highlight our strong sustainability management, performance, and achievements.

In 2025, we advanced our sustainability program on several fronts. On the environmental side, our near-term greenhouse gas (GHG) emissions target was validated and approved by the Science-Based Targets Initiative (SBTi). We also expanded our GHG emissions measurement program to include material indirect scope 3 emissions, providing a more comprehensive view of our total emissions impacts. To finance ongoing acquisitions and construction of energy-efficient facilities, we have secured nearly $2 billion in financing under our Green Finance Framework.

We are also proud of our employee-driven, community giving program, TierPoint Gives Back, which annually contributes to important causes, including Science, Technology, Engineering, Arts, and Mathematics ("STEAM") programs. Through this program, since 2017 we have donated $540,000 to various organizations.

Our sustainability progress has been recognized through our strong score of 97 in our 2025 GRESB Infrastructure Asset Assessment, which is seven points better than the GRESB average and a 20-point increase from our 2023 starting point.

Looking ahead, we will continue to explore and implement energy efficiency and GHG emission reduction opportunities to help achieve our SBTi targets and partner with our clients to advance sustainable practices across all areas of our business. We thank our ESG committee, employees, and suppliers for continued support and look forward to driving sustainability forward – as partners.

Chris Scaglione
Chief Transformation Officer

Sustainability Strategy

At TierPoint, we recognize the importance of sustainability in our operations and are committed to minimizing our environmental impact while providing high-quality services to our customers. Our program is guided by core objectives to drive environmental, social, and governance (ESG) outcomes.

TierPoint ESG Strategic Pillars and Objectives

Environmental	Social	Governance
Work to improve the efficiency at which we consume energy and natural resources Endeavor to decarbonize our business in line with a net-zero future Improve and maintain the resilience of our business	Support our diverse talent and invest in our people and their wellbeing Stay ahead of customer requirements to ensure industry leading customer satisfaction Provide value to the communities and environments in which we operate	Incorporate our ESG strategy throughout our business to support good governance Incorporate material ESG factors into enterprise risk management systems Maintain industry leading cybersecurity practices and safeguard our customers' data Work with our supply chain partners to advance positive ESG outcomes across our value chain

Composed of representatives from across the business, TierPoint's ESG Committee oversees our sustainability strategy, planning, and execution. It is responsible for integrating, reviewing, and updating TierPoint's key sustainability-related policies and procedures, as well as providing regular updates to TierPoint's Board of Directors.

Our Green Finance Framework integrates environmental considerations with strategic and capital planning. Funds raised via our Framework meet defined eligibility criteria, which focus on achieving energy efficiency objectives as measured by Power Usage Effectiveness (PUE) targets. Our Framework helps facilitate capital allocation toward projects with clear environmental benefits.

Environment

GHG Emissions

To save money, reduce electricity consumption from our operations, and reduce emissions from power usage, we work hard to increase operational efficiency. We account for this in an annual greenhouse gas (GHG) emissions report, prepared in accordance with the internationally recognized Greenhouse Gas Protocol.

Our GHG emissions are driven by data center power consumption, which accounts for over 70% of our total scope 1, 2, and 3 emissions. Comparatively, our direct emissions from fuel consumption and refrigerants are relatively small. Scope 3 forms the largest source of emissions and is largely comprised of energy usage in tenant-controlled spaces and supply chain-related procurement activities. Our emissions sources are categorized as follows:

Scope 1: Emissions generated directly from our operations, including the operation of diesel generators, cooling systems, and company vehicles

Scope 2: Emissions associated with electricity consumption at TierPoint's data centers and offices; this excludes emissions from tenant-controlled colocation services

Scope 3: Emissions associated with TierPoint's supply chain that are not directly controlled by the company; elements include procurement of goods and services, upstream emissions of fuel usage, employee travel, and emissions from tenant-controlled colocation services

In 2025, our total scopes 1, 2, and 3 GHG emissions increased by five-percent on an absolute basis from 2024 and a two-percent decrease on a revenue-intensity basis. This means that we achieved a lower emissions footprint for each dollar of revenue growth.

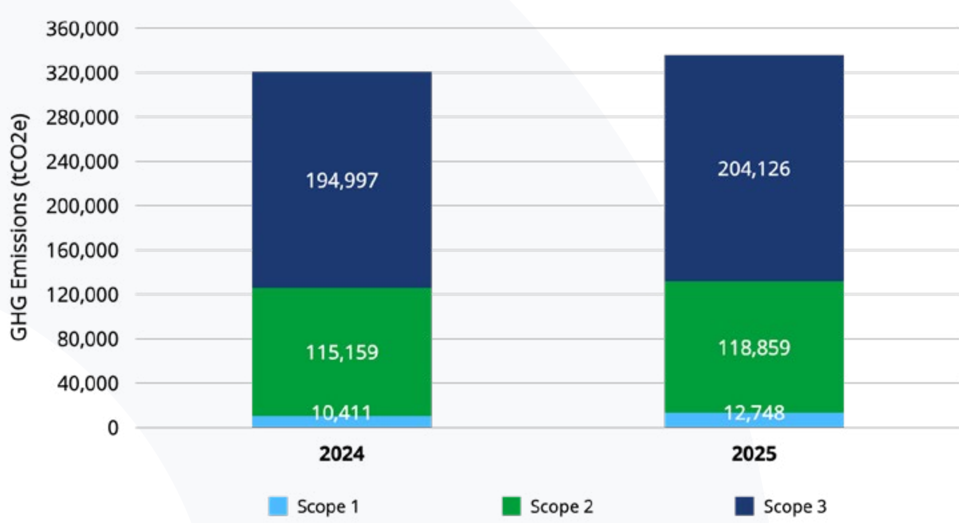
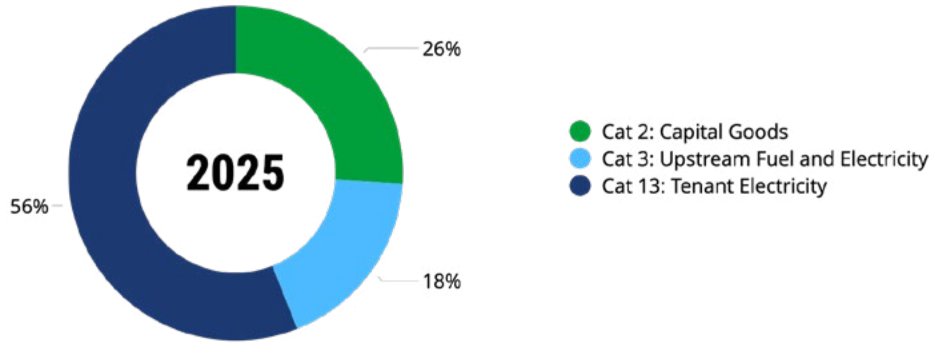


Figure 1: Total GHG Emissions (TCO2E) 2024 and 2025 by Scope[1]

1 GHG emissions intensity expressed in tCO2e/USD reflect tonnes of CO2e per USD 1 million revenues.

Figure 2: Scope 3 Emissions Percent by Category 2025



To guide our efforts, we have set reduction targets that have been validated by the Science Based Targets Initiative (SBTi). Our SBTi commitment covers scope 1, 2, and 3 emissions sources and aims to achieve targeted reductions by 2030, based on a 2024 baseline. For more information about our reduction targets, visit this page on the SBTi website.

Climate Resilience

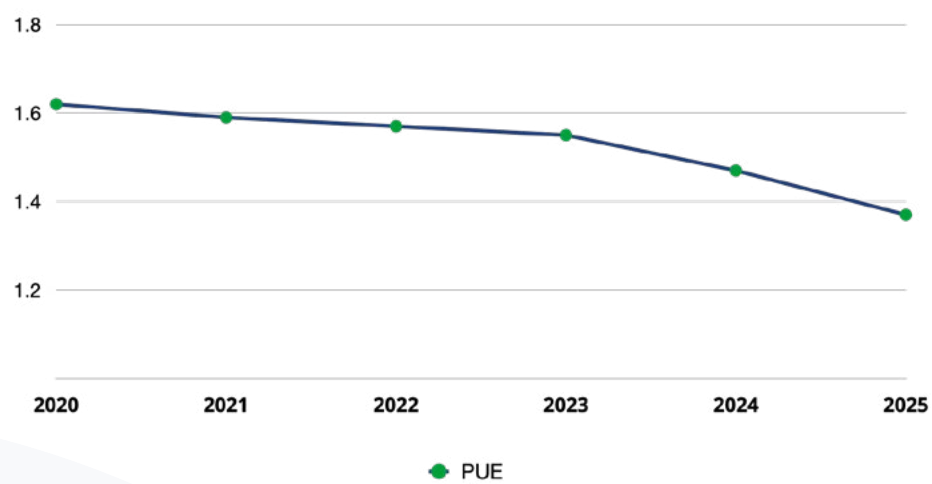
Managing climate-related risk is key to maintaining business continuity and a resilient business. We assess and plan for potential impacts from extreme weather and other climate-related events through our business continuity framework and disaster recovery plan. In collaboration with our investors, we assess exposure to physical hazards and how this may evolve in the future so that we can prepare better.

Energy

Maximizing energy efficiency and power usage effectiveness (PUE) is key for operational and financial success. To achieve energy efficiency gains, we focus on modifying operational controls to increase efficiency in our cooling systems; replacing and retrofitting inefficient cooling and electrical systems and using highly efficient electrical and mechanical equipment on all new builds and expansions.

To understand our power usage and enhance our operational efficiency, we track power usage effectiveness, or PUE for our data centers. Our program has demonstrated continuous improvement. Since 2020, we have seen a 15% improvement in PUE.

Figure 3:Historical PUE Performance from 2020-2025



Our Green Finance Framework stipulates energy efficiency as a core metric for funding, influencing investment decisions. Facilities built before 2020 must meet a 1.5 PUE performance standard, and 1.45 for facilities built after 2020.

Water

Water is an essential resource. We aim to use water responsibly and efficiently across our operations. We design our data centers to minimize water usage. This also contributes to business continuity and operational savings.

Our predominant approach to minimize and reduce water consumption is closed loop systems rather than evaporative systems. We also retrofit data centers with centralized humidification systems where possible and adjust humidification setpoints to lower overall usage.

Waste

Reducing and managing waste aligns with our resource efficiency and responsibility principles. We educate and provide guidance to our workforce and contractors on waste reduction and proper disposal.

We have procedures to address equipment end of life dates and proper disposal and recycling of this equipment in our offices and data centers. Data centers have established Hazardous Material Use and Waste Management Procedures so we can dispose of such materials safely and in accordance with regulations. For general waste, we have waste and recycling management programs for administrative offices and data centers.

Social

Customers

At TierPoint, we strive to exceed customer expectations and deliver the best solutions and experience. Our commitment to customers is codified in our corporate values. Delivering superior customer service is a pillar of our company culture. We support long-lasting customer relationships by staying attuned to changing customer needs and openly communicating on critical business matters.

We measure how well we are doing on customer service through both transactional and relationship surveys. Transactional surveys measure satisfaction on a scale of 0 to 10 (with 10 being best) and are completed monthly by customers who open support tickets. In these surveys, we have maintained satisfaction scores of 9.3 or higher for seven years. Relationship surveys measure our net promoter score or NPS. In these surveys, we've maintained NPS scores in the mid-50s or higher for six years.

To learn more about how we deliver exceptional solutions for our customers, see our [Customer Success Stories] landing page on our corporate website.

Employees

Maintaining a skilled workforce of IT professionals is critical to our business. We invest in the well-being and long-term development of employees to build engagement and retain expertise. Our corporate values codify our commitment to employees across our business, and we have various programs promoting work-life balance and encouraging employees to work on things about which they are passionate.

We continue to recognize our employees' achievements through initiatives like our Game Changer recognition program. We annually conduct an employee satisfaction survey to measure and track engagement across our workforce, and the results show strong positive feedback from our employees.

As part of our workforce strategy, we provide annual training completed by all employees on anti-harassment and diversity and inclusion. All new hires receive a corporate culture package to assist in onboarding. We also provide leadership training annually and 360-degree succession planning for all executives.

To protect our employees, we have established Data Center Safety Protocol and Safety Inspections Procedures providing guidance for operating our facilities safely and responsibly. Our Data Center Safety Policy outlines formalized standards and commitments to health and safety as governed by OSHA. Employees are expected to regularly complete safety training. We monitor our health and safety performance and conduct audits to confirm compliance.

Communities

Our communities are important stakeholders. We partner with prominent local organizations to create mutually beneficial outcomes in the communities where we are present. In particular, we prioritize Science, Technology, Engineering, Arts, and Math Education ("STEAM") related initiatives through the TierPoint Gives Back corporate giving program, which on average donates more than $60,000 annually.

As a part of employee engagement and community relations, we encourage our employees to volunteer and donate. We monitor our impact by tracking number of supported programs, value of donations, local hiring practices, and procurement spend with local vendors.

Governance

Cybersecurity and Data Protection

We maintain industry-leading cybersecurity practices and certifications, build expertise through training and testing, and protect our customer and stakeholder data. Cybersecurity is essential for maintaining customer trust and business continuity. Effective cybersecurity management helps mitigate risk of financial losses from operational disruptions, safeguards company and client data, and protects our reputation.

Our cybersecurity practices include real-time monitoring of threats and vulnerability scans. To monitor our security, we conduct regular penetration testing to determine if additional security measures are needed. We also require employees to complete security and phishing training.

We are working hard to maintain alignment with internationally recognized management standards. Our Privacy and Business Continuity Programs are aligned with ISO 27701 and ISO 22031 respectively. We are developing our AI Management System in alignment with ISO 42001. We maintain our certification of ISO 27001 and undergo annual third-party audits for SOC 1 and 2, SOC 2 + HITRUST, GLBA, and HIPAA, PCI DSS, NIST SP 800-53 through third-party audits.

We maintain a Privacy Policy to protect personal information shared by current and prospective employees and customers. For further details on how we protect your information, see our Privacy Policy on our website.

ESG Risk Management

We prioritize a comprehensive approach to risk management where we also identify and assess ESG-related risks. In 2023, we built our sustainability program based on identified ESG risks and opportunities that were most material for our business. In the materiality assessment we reviewed industry trends, peer practices, and recognized standards, such as SASB and GRESB, to help develop strategic objectives. Each material topic is covered in our ESG Policy, and we update our stakeholders on progress through this report.

To minimize exposure to risk we perform an annual enterprise risk assessment and revise internal control environments as needed to monitor risk across our business. We maintain a dedicated Risk Register, which is regularly reviewed and updated.

With support from key investors, we supplement our analysis with longer-term climate-related risks and opportunities that may pose impacts to our business planning. We are developing our ESG program in alignment with internationally recognized management standards such as ISO 14001 and ISO 26000.

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Appendix

2025 Environmental, Employee, and Community Performance Summary

Metric	Unit	2025	2024
Installed data center capacity	MW	101	58
Energy			
Total energy consumed	MWh	766,927	735,806
Power Usage Effectiveness (PUE)	NA	1.37	1.47
GHG Emissions			
GHG emissions – scope 1	tCO_2e	12,748	10,411
GHG emissions – scope 2 (location-based)	tCO_2e	118,859	115,159
GHG emissions – scope 1 + 2	tCO_2e	131,607	125,570
Scope 3 emissions – category 2: capital goods	tCO_2e	53,335	48,677
Scope 3 emissions – category 3: upstream fuel and electricity	tCO_2e	36,759	35,722
Scope 3 emissions – category 13: tenant electricity	tCO_2e	114,031	110,599
GHG emissions – scope 3[1]	tCO_2e	204,126	194,997
GHG emissions Scope 1, 2 and 3[2]	tCO_2e	335,733	320,567
Employee Health & Safety			
Lost time injury frequency rate (LTIFR)	LTIs/ hrs worked * 1 million hrs	1.6	0.5
Total recordable injury frequency rate (TRIFR)	TRIs/ hrs worked * 1 million hrs	1.6	2.1
Community Development			
Total dollars donated through TierPoint Gives Back	USD	$65,000	$60,000
Number of programs supported through TierPoint Gives Back	Number	31	33

1 Scope 3 emissions includes categories material for TierPoint's SBTi-approved GHG emissions reduction targets that are reported in the performance table, this figure does not include scope 3 emissions from other categories

2 Total scope 1, 2 and 3 emissions include location-based scope 2 emissions

SASB Index Table

The following performance data is disclosed in alignment with the SASB disclosure standards for Software and IT Services. Select indicators are omitted as they are not applicable to TierPoint.

SASB Code	Metric	Unit	Reference
Environmental Footprint of Hardware Infrastructure			
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) Trailing 12-month (TTM) weighted average Power Usage Effectiveness (PUE)	Gigajoules (GJ), Percentage (%), Number (#)	(1) 2,760,940 GJ (2) 97% (3) 1.37
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs	Text	Green Financing Framework (p 7-11)
Data Privacy & Freedom of Expression			
TC-SI-220a.1	Description of policies and practices relating to user privacy	Text	Cybersecurity & Data Protection Privacy Policy
Data Security			
TC-SI-230a.2	Description of approach for identifying and addressing data security risks, including use of third-party cybersecurity standards	Text	Cybersecurity & Data Protection
Recruiting & Managing a Global, Diverse & Skilled Workforce			
TC-SI-330a.2	Employee engagement as a percentage	Percentage (%)	77%
Managing Systemic Risks from Technology Disruptions			
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Text	Cybersecurity & Data Protection Sustainability Risk Management
TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	Petabytes, Percentage (%)	(4) 25.82 PB (5) 0%