

SUSTAINABILITY REPORT 2025

This page has been intentionally left blank.



Corporate Profile

[GRI 2-1, GRI 2-6]

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

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

Digital Core REIT owns a portfolio of high-quality, mission-critical freehold facilities that support the underlying businesses of the world’s leading technology service providers, valued at US\$1.8 billion (at share) as at 31 December 2025, comprising 11 data centres located across the United States, Canada, Germany and Japan.

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

SUSTAINABILITY

Statement from the Chief Executive Officer

[GRI 2-22]

Dear Stakeholders,

I am pleased to present Digital Core REIT's FY 2025 Sustainability Report. We look forward to showcasing the progress we have made in our sustainability journey, from strengthening our environmental and social initiatives, to reinforcing sound corporate governance practices.

We have made important progress towards our environmental objectives. Digital Core REIT is committed to achieving its long-term goal of making 100% clean and renewable energy available to customers to reduce the environmental impact of our data centres' energy consumption. At the same time, we continue to work closely with our Sponsor to explore energy-efficient solutions to reduce energy consumption across our portfolio. We are pleased to share that 100% of the portfolio within our reporting scope are matched with renewable energy, a notable increase from 57% in the previous year.

In 2025, Digital Core REIT achieved meaningful progress towards our ESG targets and further advanced our goal of reducing our environmental impact. Additionally, we refreshed our list of material ESG topics by conducting a double materiality assessment, taking into account the current industry landscape and developments, as we continue to sharpen our focus on key sustainability priorities. As a result of the double materiality assessment, we have added a new material topic on "Other work-related rights" to address our continuing efforts and commitment towards upholding labour rights in our workplace and throughout our value chain.

Furthermore, despite the extension of sustainability reporting timelines for companies by the Singapore Exchange Regulation ("SGX RegCo"), Digital Core REIT remains committed to adopting global reporting standards and best practices. We continued on our journey to enhance our sustainability reporting in alignment with the International Financial Reporting Standards ("IFRS") S2 Climate-Related Disclosures, staying ahead of industry expectations and regulatory requirements.

As artificial intelligence ("AI") becomes increasingly embedded in our daily operations, data centres are uniquely positioned to



This year, Digital Core REIT achieved meaningful progress towards our ESG targets and further advanced our goal towards reducing our environmental impact while transitioning to a low-carbon portfolio.

both drive and benefit from its transformative potential. While the engineering of AI functions can demand substantial energy consumption, AI has also enabled us to develop innovative solutions to increase operational efficiency. For example, all of our assets in North America have utilised the Nalco Water AI tool to help detect abnormal water consumption, which has improved our water use efficiency.

I am proud of the progress we have made toward our sustainability goals and remain committed to building on these achievements. By leveraging our successes, we aim to strengthen our leadership position in the industry while delivering on our responsibilities to stakeholders by driving meaningful, long-term impact.

We extend our sincere gratitude to all who have supported our sustainability efforts and look forward to sharing further progress on our journey in the future.

John J. Stewart
Chief Executive Officer



Board Statement

[GRI 2-22]

Dear Stakeholders,

At Digital Core REIT, we aim to advance sustainable business practices that create long-term value for our stakeholders and the communities we serve. This report reflects our progress, challenges, and commitments as we work towards a future that balances growth with stewardship.

The Board is actively engaged in determining the organisation's material ESG factors and maintains ultimate oversight of the management and monitoring of these matters. The integration of sustainability and ESG considerations into Digital Core REIT's business strategies and operations reflects the Board's conviction that effective stewardship and management drives value-creation for our stakeholders and is key to the long-term success of our business.

During the year, we refreshed our materiality assessment using a double materiality approach to gain a more holistic prioritisation of key ESG topics relevant to Digital Core REIT. Following our engagement with key stakeholders to validate the assessment, we are pleased to present an updated list of material topics in this year's sustainability report.

In 2025, Digital Realty launched its health and safety strategy, "Safely Powering Progress", which advocates a culture that empowers employees to maintain a safe and conducive workplace. The response rate to our 2025 Annual Employee Survey was 100%, and we continued to achieve high satisfaction scores from our employees.

AI is reshaping the data centre landscape, enabling smarter and more sustainable operations. Building on the progress from previous years, we continue to work in tandem with our Sponsor to further advance the integration of AI-driven capabilities to improve resource efficiency, streamlining maintenance schedules and strengthening infrastructure performance. These initiatives have significantly lowered Digital Core REIT's environmental footprint while reinforcing our strategic commitment to innovation and long-term sustainable growth.

Going forward, we remain committed to proactive engagement and transparency with our stakeholders in communicating our sustainability progress. We thank all our employees, partners, customers, and other stakeholders for their continued support on Digital Core REIT's sustainability journey.

SUSTAINABILITY

ABOUT THE REPORT [GRI 2-1, GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5, GRI 2-6]

This sustainability report covers the performance of Digital Core REIT’s portfolio and sustainability strategy in managing key ESG factors for the period from 1 January 2025 to 31 December 2025, unless otherwise specified. Digital Core REIT’s portfolio consists of 11 properties, with seven located in the United States, one in Canada, one in Germany and two in Japan.

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

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

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

Digital Core REIT’s supply chain includes a diverse mix of suppliers, including providers of power, cleaning, landscaping, snow removal, pest control, office supplies, security services, general repair and maintenance, waste disposal and recycling as well as third-party engineering service providers. Downstream entities associated with Digital Core REIT include IT service providers, cloud providers, social media platforms, colocation providers, and technology solution providers.

This report has been prepared in accordance with the Global Reporting Initiative (“GRI”) Standards 2021. The GRI Standards were adopted as they are the most widely recognised global framework for businesses for disclosing sustainability matters across comparable criteria. Please refer to the GRI Content Index on pages 46-52 for more detailed information regarding the disclosures included in this report. In developing this report, Digital Core REIT adhered to the Singapore Exchange Securities Trading Limited (“SGX-ST”) Listing Rules 711A and 711B, and the Monetary Authority of Singapore (“MAS”) Guidelines on Environmental Risk Management. Digital Core REIT also references the United Nations Sustainable Development Goals (“SDGs”).

In FY 2024, the Manager conducted a gap assessment and began incorporating various IFRS S2 Climate-related Disclosures requirements into the FY 2024 Sustainability Report to progressively align with the standards. In 2025, the Manager continued to build on these efforts and further enhanced its disclosures, incorporating the requirements of the IFRS Sustainability Disclosure Standards where possible. Digital Core REIT is dedicated to closely monitoring local regulatory developments in sustainability reporting to ensure continuous compliance with evolving regulations.

Internal Review

In accordance with SGX-ST Listing Rule 711B regarding Sustainability Reporting, the Manager has engaged its internal auditors to incorporate a review (in accordance with the International Standards for the Professional Practice of Internal Auditing (or any subsequent framework or standard including the International Professional Practices Framework and the Global Internal Audit Standards replacing such standards) issued by The Institute of Internal Auditors) of the Sustainability Report within the scope and audit plan of the internal audit to ensure their adequacy and effectiveness. Where applicable, this review process also enhances risk management and governance procedures, as well as internal controls and systems.

Restatements of Information

In the 2025 Sustainability Report, the social data was restated to reflect the accurate number of training hours per employee, by employee category, for FY 2024 (page 29).

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

APPROACH TO SUSTAINABILITY

Sustainability Governance

[GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-17, GRI 2-18, GRI 2-23, GRI 2-24]

The Manager's Board of Directors ("Board") has ultimate oversight and responsibility for Digital Core REIT's sustainability strategy and performance. This includes ensuring that climate-related risks and opportunities are integrated into Digital Core REIT's overall sustainability strategy. The Board also approves Digital Core REIT's relevant sustainability objectives, policies, frameworks, and the sustainability report, which encompasses material topics along with targets related to sustainability and climate-related risks and opportunities.

Digital Core REIT maintains an Enterprise Risk Management ("ERM") Framework, a sound and effective system of risk management and internal controls. The ERM framework provides a holistic top-down and bottom-up approach to overall risk management. The framework establishes Digital Core REIT's reporting structure, risk management processes, monitoring mechanisms, mitigating controls and responsible risk ownership to address and manage key risks. Within the overall ERM Framework, the Board establishes the risk appetite for Digital Core REIT and defines the nature and extent of material risks the organisation is prepared to accept in pursuit of its strategic and business objectives. The Manager has identified environmental risks, including climate-related risks, as a material risk and along with other identified material risks, are regularly tracked, monitored and reported to the Audit and Risk Committee ("ARC") and Board during the quarterly meetings.

In line with Digital Core REIT's Sustainability Plan, the REIT has set targets for reducing emissions and increasing the use of clean and renewable energy. It has also committed to achieving key green certifications, including Leadership in Energy and Environmental Design ("LEED") certification, Energy Star certification and International Standards Organisation ("ISO") certifications. Sustainability metrics are embedded within the remuneration framework for senior management.

In FY 2025, the Board was briefed on the latest developments in sustainability reporting such as the IFRS Sustainability Disclosure Standards. The Board was also updated on the performance of ESG targets through quarterly Board meetings.

The Board addresses sustainability issues and climate-related risks and opportunities in Board meetings at least twice a year. In FY 2025, sustainability and climate-related matters discussed at these meetings included:

1. A reassessment of the material topics based on the double materiality framework;
2. The refreshment of Digital Core REIT's sustainability goals and targets; and
3. Evaluation of Digital Core REIT's current performance.

To ensure the Board is well-equipped with the necessary skills and competencies to manage sustainability and climate-related risks, all new directors are required to undergo training upon onboarding, as prescribed by SGX-ST. Such training focuses on key sustainability topics, including energy management. In addition to this mandatory induction, directors also receive ongoing training and updates on relevant sustainability matters.

SUSTAINABILITY GOVERNANCE STRUCTURE



SUSTAINABILITY

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

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

Digital Core REIT has established various policies that address and reflect its ESG commitments. These policy commitments are approved by the Group CEO.

Materiality Assessment

[GRI 2-12, GRI 2-24, GRI 3-1, GRI 3-2]

In FY 2025, the Manager updated its materiality assessment to refresh some of the material topics and to align with evolving stakeholder expectations. This process entailed a double materiality approach, incorporating the consideration of both impact and financial materiality for a more holistic assessment.

Impact materiality refers to sustainability issues that relate to Digital Core REIT's actual or potential positive or negative

Sustainability Commitments

[GRI 2-12, GRI 2-24]

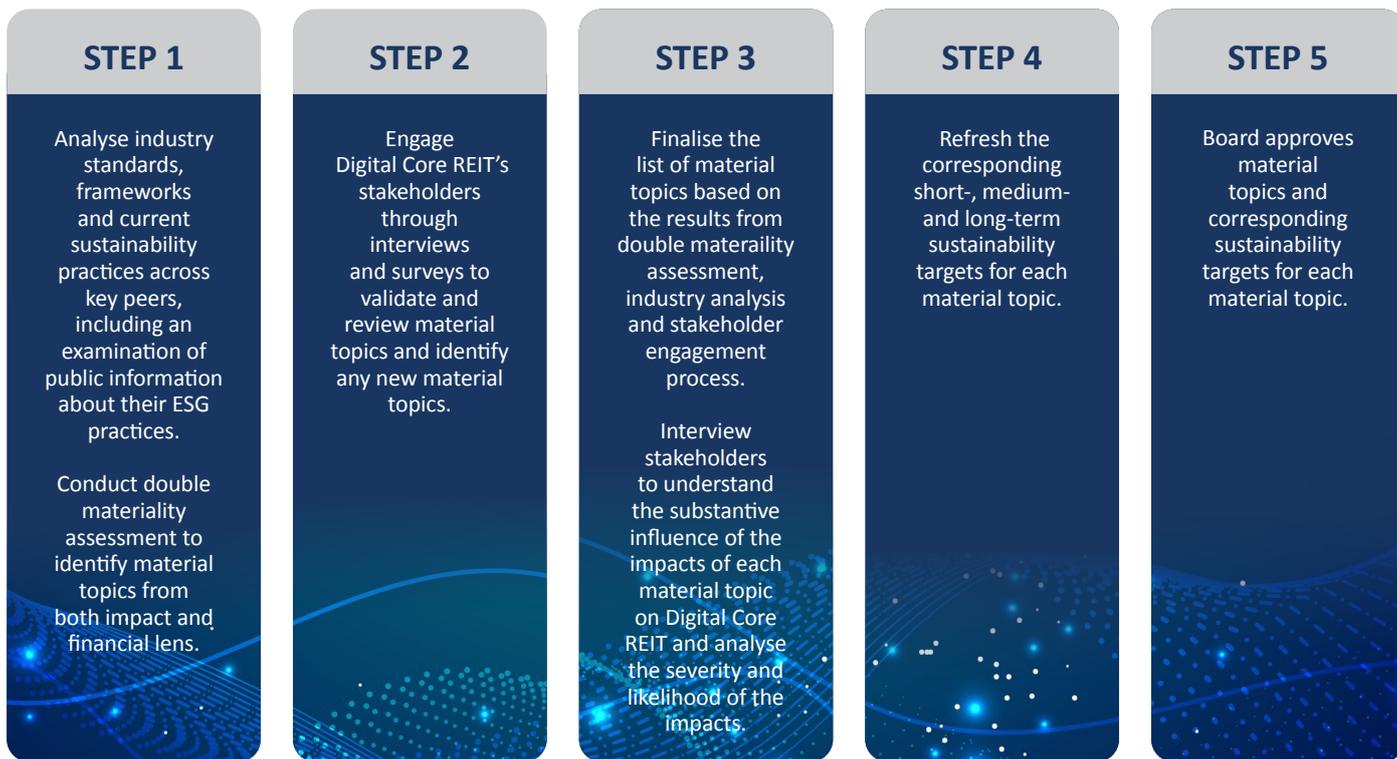
Digital Core REIT is committed to driving a comprehensive sustainability strategy that balances meeting the needs of its stakeholders with serving a social purpose.

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

effects on environment, people and the economy. Financial materiality refers to sustainability issues that could lead to significant financial impacts on Digital Core REIT, creating risks or opportunities that could affect its financial performance.

Digital Core REIT reviewed the full list of 10 European Sustainability Reporting Standards ("ESRS") topics to be aligned with the Sponsor's materiality approach, and a total of 37 subtopics were evaluated for their potential impacts, risks and opportunities and scored accordingly.

The results of the assessment were further validated through stakeholder engagement, which included interviews with relevant department representatives and a survey of Digital Core REIT’s key stakeholders, addressing both impact and financial materiality and aligning with industry best practices. The results were consolidated and the final list of topics was presented to and approved by the Board.



Final list of material ESG topics

 Environment	 Social	 Governance
<ul style="list-style-type: none"> • Energy Management • Greenhouse Gas Emissions • Physical Impacts of Climate Change • Water Management 	<ul style="list-style-type: none"> • Occupational Health and Safety • Employee Engagement • Diversity and Inclusion • Other Work-Related Rights 	<ul style="list-style-type: none"> • Business Ethics • Data Security

Due to the correlation between “Energy management”, “Greenhouse gas emissions” and “Physical impacts of climate change”, these topics have been combined into a single overarching topic as “Climate change”. The material topic of “Business Model Resilience” has been removed as a standalone material topic and is now integrated throughout the Sustainability Report.

SUSTAINABILITY

MATERIAL ESG TOPICS, TARGETS AND PERFORMANCE

This section outlines the targets that have been set and the progress achieved during the year. The table covers Digital Core REIT’s material topics, commitments, and the relevant SDGs.

SDGs	Material Topics	Targets	Performance of Target	Metrics used
ENVIRONMENTAL				
	Climate change: Energy Management	Achieve ENERGY STAR® certification for 100% of US and Canadian assets under reporting scope by 2030.	 67% of US and Canadian assets under reporting scope are ENERGY STAR® certified.	% of assets certified
		Achieve LEED Silver or equivalent standard certification for 100% of assets under reporting scope by 2030.	 Process of pursuing LEED certification for three assets over the next two years.	% of assets certified
		Expand the adoption of sustainability-aligned (green) lease provisions to all customer contracts.	 A top-five customer has adopted green lease provisions. 35% of new colocation leases in FY 2025 included green lease provisions.	% of contracts that have incorporated green lease provisions
		Long-term goal of making 100% clean and renewable energy available to customers for properties under the reporting scope ¹ .	 100% of data centres are fully matched with renewable energy ² .	% of data centres on clean and renewable energy
 	Climate change: Greenhouse Gas Emissions	Reduce Scope 1 and 2 GHG emissions intensity by 30% by 2030 (against 2018 baseline) for assets under reporting scope.	 Reduction of Scope 1 and 2 emissions per square foot by nearly 100% in FY 2025 against the 2018 baseline ³ .	% reduction in GHG emissions intensity
			Climate change: Physical Impacts of Climate Change	Achieve ISO management certification for all assets under reporting scope by 2030.
	Water Management			Reduce water intensity per square foot by 12% by 2030 (against 2018 baseline) for assets under reporting scope.

Target performance legend:



1 This target has been refined from “Long-term goal of making 100% renewable energy available to customers (against 2023 baseline)” to ensure consistency and alignment with the Group’s renewable energy target.
 2 The performance of target disclosed is measured against previously set target, which is “Long-term goal of making 100% renewable energy available to customers.” As of the reporting date, Digital Core REIT is in the process of receiving renewable energy attestations from customers.
 3 The GHG emissions intensity target performance is on track to meet the 2030 target, considering that the GHG emissions data includes 8217 Linton Hall which was vacant and not operational for six months in 2025 due to the ongoing refurbishment project.
 4 The water intensity target performance is on track to meet the 2030 target, considering that the water data includes 8217 Linton Hall which was vacant and not operational for six months in 2025 due to the ongoing refurbishment project.

MATERIAL ESG TOPICS, TARGETS AND PERFORMANCE

This section outlines the targets that have been set and the progress achieved during the year. Each material topic is mapped to relevant SDGs. The table covers Digital Core REIT's material topics, commitments, and the relevant SDGs.

SDGs	Material Topics	Targets	Performance of Targets
SOCIAL			
  	Employee Engagement	Maintain at least 10 training hours per employee annually.	 Achieved average of 21 hours of training per employee in FY 2025.
 	Diversity & Inclusion	<p>Maintain a minimum of 20% female representation on the Board.</p> <p>Ensure director appointments are based on merit and contribution they can bring to the Board, while having due regard for the benefits of diversity and needs of the Board.</p>	<p> Female directors represent 20% of the Board in FY 2025.</p> <p> Digital Core REIT's Board has five members with diverse professional backgrounds. The Directors have expertise in accounting, banking, finance, investment, real estate, law, business, and management. The Board also includes a mix of different ages and genders.</p>
	Occupational Health and Safety	Ensure a healthy and safe environment by preventing work-related injury or ill health and maintain zero incidents resulting in permanent disability, fatality or high-consequence injury.	 Zero incidents resulting in permanent disability, fatality or high consequence injury.
	Other Work-related Rights	Maintain zero instances of child labour and/ or forced labour.	Not applicable for FY 2025, as this is a new material topic.

SDGs	Material Topics	Targets	Performance of Targets
GOVERNANCE			
	Business Ethics	<p>Maintain high standards and best practices in ethical business conduct and compliance with zero incidents of fraud, corruption, bribery and non-compliance with laws and regulations.</p> <p>Maintain 100% successful completion of business ethics annual attestation among all full-time employees.</p>	<p> Zero incidents of fraud, corruption, bribery and non-compliance with laws and regulations.</p> <p> Achieved 100% successful completion of business ethics annual attestation among all full-time employees.</p>
	Data Security	<p>Uphold high standards and best practices in cybersecurity and data protection with zero incidents of non-compliance with data privacy laws.</p> <p>Maintain 100% successful completion of Annual Security Awareness Training among all full-time employees.</p>	<p> Zero incidents of non-compliance with data privacy laws.</p> <p> Achieved 100% successful completion of Annual Security Awareness Training among all full-time employees.</p>

Target performance legend:



SUSTAINABILITY

Alignment with the Sustainable Development Goals

The SDGs provide a global framework for collaborative policy development and decision-making at the international level. They help to guide and support the development efforts among 193 nations and territories. The SDGs encourage companies to minimise negative impacts while enhancing their positive contributions to sustainable development objectives.

Digital Core REIT highlights its efforts by mapping its material ESG priorities to nine SDGs most closely aligned with its strategic focus areas. In FY 2025, Digital Core REIT conducted a review and updated its SDGs to reflect the changes in the finalised list of material topics for this year. This ensures the continued relevance of each SDG to its respective material topic.

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

SDG	Material Topics and Important ESG Factors	Commitments
	Climate Change: Energy Management	Digital Core REIT is actively pursuing opportunities to make 100% clean and renewable energy available to its customers over the long-term, while also pursuing recognised certification for 100% of assets under its reporting scope by 2030. Digital Core REIT endeavours to support the development of sustainable communities by increasing the availability of clean energy sources, implementing energy-efficient technology, and enhancing energy efficiency in the operation of its data centres.
 	Climate Change: GHG Emissions	
	Climate Change: Physical Impacts of Climate Change	
	Water Management	Digital Core REIT collaborates with its Sponsor on a Global Water Strategy to address water’s strategic role, identify high-risk regions for water quality and scarcity, and develop projects to conserve water and enhance resiliency.
  	Employee Engagement	Digital Core REIT is committed to hiring highly-skilled employees and ensuring that the benefits offered are appropriate to retain the talent and encourage productivity and employee engagement. Digital Core REIT is committed to investing in the development of its people, supporting and enhancing local communities, and having a positive impact on society. Employees are at the forefront of Digital Core REIT’s business and Digital Core REIT does its best to ensure their long-term success, health and well-being.
 	Diversity and Inclusion	Digital Core REIT is committed to ensuring equal and fair employment opportunities for all candidates by promoting accessibility and opportunities for all employees without discrimination on the basis of race, ethnicity, religion, national origin, mental or physical disability, pregnancy, sexual orientation, gender identity or expression, marital status or age. Digital Core REIT is also focused on embodying good governance and high ethical standards and will facilitate a safe workplace that promotes decent work for everyone. The Manager’s employee mix is well diversified, comprising an appropriate mix of skills, knowledge, experience, gender and age, to promote the inclusion of different perspectives and foster constructive debate.
	Occupational Health and Safety	Digital Core REIT is committed to safeguarding health and safety by ensuring and maintaining zero work-related ill health or high-consequence injury incidents. Digital Core REIT also values the physical and mental well-being of its employees, which it promotes through well-being initiatives.

SDG	Material Topics and Important ESG Factors	Commitments
	Other Work-Related Rights	Digital Core REIT is committed to cultivating an organisational culture that adheres to internationally recognised human rights standards and actively seeks to prevent complicity in human rights abuses.
	Business Ethics	As part of its business ethics goals, Digital Core REIT aims to maintain high standards and best practices in ethical business conduct and compliance with zero incidents of fraud, corruption, bribery, and non-compliance with laws and regulations.
	Data Security	Digital Core REIT is committed to upholding standards and best practices in cybersecurity and data protection with zero incidents of non-compliance with data privacy laws, and maintaining 100% successful completion of Annual Security Awareness Training among all full-time employees.

Stakeholder Engagement

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

The Manager regularly engages key stakeholders to understand and address material impacts, mitigate negative impacts, and enhance organisational performance in areas of shared importance. This active engagement process ensures that stakeholder perspectives and interests are considered in

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

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

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

SUSTAINABILITY

External Membership

[GRI 2-28]

Digital Core REIT actively participates in industry organisations to strengthen relationships with key stakeholders. Digital Core REIT has been a member of the REIT Association of Singapore (“REITAS”)⁵ since 2021. Through REITAS, Digital Core REIT engages with relevant stakeholders, consults with policymakers on REIT-related issues and participates in education, research and professional development initiatives to collectively strengthen and advance the industry. REITAS also offers regular training to keep members informed on the latest developments in the REIT sector.

Digital Core REIT is also a member of the Securities Investors Association (Singapore) (“SIAS”), where it actively supports SIAS in its initiatives to promote investor education, corporate governance, and transparency within Singapore’s investment community.



⁵ REITAS is the representative voice of the S-REIT sector. It provides its members a representation and engagement in consultation opportunities with policymakers on issues affecting S-REITs. The association also organises talks, courses, investor conferences, and retail education events, etc. to promote understanding and investment in Singapore REITs.



ENVIRONMENT



Digital Core REIT is dedicated to reducing its environmental impact by optimising energy and water use and pursuing green building certifications. Operating sustainable, energy-efficient data centres is essential to the organisation’s success and helps attract socially responsible customers and investors. This pillar covers two topics: Climate Change and Water Management.

CLIMATE CHANGE

Given the interconnectedness of the topics on ‘Energy management’, ‘Greenhouse gas emissions’, and the ‘Physical impacts of climate change’, the Company has grouped these topics together under the single overarching topic of ‘Climate Change’.

Energy Management

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

By 2030	Achieve ENERGY STAR® certification for 100% of U.S. and Canadian assets ⁶ under reporting scope.	Achieve LEED Silver or equivalent standard certification for 100% of the assets under reporting scope ⁷ .
By 2050	Expand the adoption of sustainability-aligned (green) lease provisions to all customer contracts.	Make 100% clean and renewable energy available to customers for properties under the reporting scope.

The continuous operation of data centres significantly contributes to energy consumption, which can have environmental impacts related to energy mix management, efficiency and reliance on the power grid. As the data centre industry continues to encounter challenges in expanding its facilities due to power supply constraints, Digital Core REIT

remains committed to improving energy efficiency across its portfolio, and is actively exploring opportunities for energy-efficient solutions in collaboration with the Sponsor. The Sponsor’s operations team is focused on identifying ways to enhance Power Usage Effectiveness (“PUE”) throughout the portfolio.

ENERGY USAGE COMPARISON			
Year	Energy Consumption (MWh ⁸)	Area (sf ⁹)	Energy Intensity ¹⁰ (MWh/sf)
FY 2018 (Baseline) ¹¹	187,811	572,088	0.33
FY 2023	327,284	1,218,151	0.27
FY 2024	303,388	1,218,151	0.25
FY 2025	355,731	1,218,151	0.29

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

7 Comprised of seven data centres under operational control.

8 Megawatt hour (“MWh”)

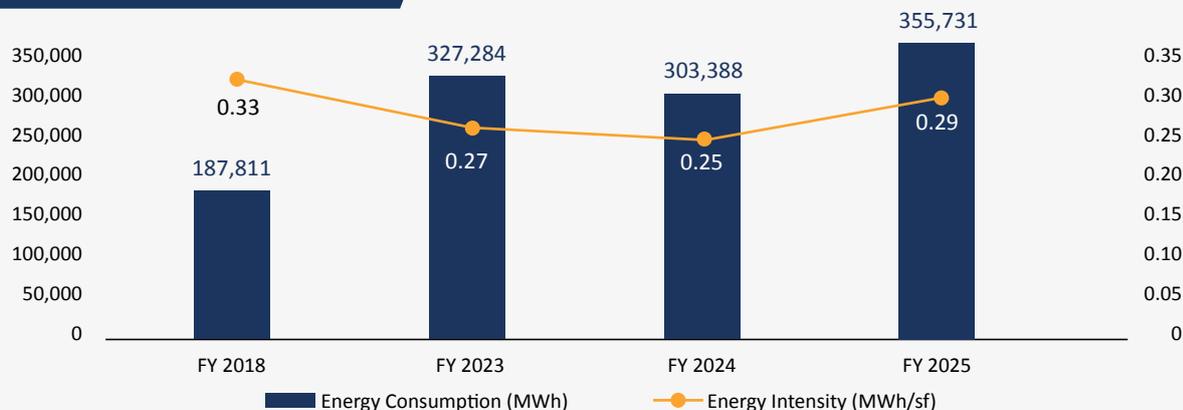
9 Square foot (“sf”)

10 The type of energy included in the energy intensity ratio is electricity, and the ratio uses energy consumption within the organisation.

11 The year 2018 has been selected as the baseline in alignment with the Sponsor.

SUSTAINABILITY

ENERGY USAGE COMPARISON



In FY 2025, the total energy consumption¹² of Digital Core REIT’s properties was 355,731 MWh¹³, representing a 17% increase (52,343 MWh)¹⁴ compared to the previous year. This increase was driven by higher occupancy and the move-in of several large customers.

In FY 2025, 100% of Digital Core REIT’s assets under reporting scope are matched with renewable energy¹⁵, primarily consisting of solar and wind energy. Digital Core REIT will also receive customer attestations for coverage of energy consumption of 124,498 MWh sourced from renewable sources such as energy supply contracts, renewable energy certificates and behind-the-meter generation.

The Manager implements various energy efficiency initiatives, including monitoring temperature settings in data centres to reduce energy waste as well as deploying the Sponsor’s AI-driven energy efficiency solutions across multiple sites to optimise energy use and enhance infrastructure performance. For example, two units at 44520 Hastings Drive were retrofitted with HITEC Uninterruptible Power Supply (“UPS”) systems, resulting in an energy reduction of 1,064 MWh¹⁶ for the property.

The Manager tracks energy consumption using the Environmental Protection Agency (“EPA”) ENERGY STAR® Portfolio Manager tool and Envizi platform. Upgrades to the metering systems are being implemented to enable automation and integration with building management systems, improving data accuracy and benchmarking. In addition, the Sponsor’s initiative to digitise energy bill collection helps to enhance the tracking and forecasting of energy consumption.

The Sponsor’s energy efficiency team (“EEE team”) oversees the management of energy consumption across North America, Europe and Asia Pacific, identifies energy efficiency opportunities and proposes potential initiatives. As part of these efforts, the EEE team is also reviewing ways to streamline the emergency refuelling process by reducing reliance on refuelling truck availability and improving fuel oil storage and inventory management. Digital Core REIT’s data centre managers are responsible for ensuring compliance with the Global PUE Policy as well as implementing any remedial activity to address areas of non-conformance identified. In situations where anomalies in the reported data are detected, the local management and EEE team will investigate the case.

Moving forward, Digital Core REIT aims to maintain 100% availability of clean and renewable energy to customers by considering various opportunities, such as off-site Power Purchase Agreements (“PPAs”), retail power contracts and hedges with renewables, utility green tariffs, Renewable Energy Credit (“REC”) purchases, community solar panels and solar farms.

Where suitable, the infrastructure is connected to local heat networks, enabling the data centre to redirect waste heat to nearby businesses, hospitals and homes. Digital Core REIT also partners with customers to explore additional sustainability measures, such as acquiring renewable energy certificates on their behalf or purchasing commodity renewable energy certificates.

¹² Energy consumption in FY 2025 was entirely comprised of electricity.

¹³ This is equivalent to 1,280,632 gigajoules (GJ).

¹⁴ This is equivalent to 188,435 GJ.

¹⁵ As of the reporting date, Digital Core REIT is in the process of receiving renewable energy attestations from customers.

¹⁶ This is equivalent to 3,830 GJ.

Digital Core REIT will receive customer renewable attestations for three sites: 44520 Hastings Drive, 3011 Lafayette Street and 8217 Linton Hall Road. In addition, renewable energy contracts were successfully procured for 371 Gough Road and 200 North Nash through a renewable energy service provider, covering the sites' full energy consumption. The facility at Wilhelm-Fay-Straße 15 and 24 in Frankfurt operates on 100% renewable energy under a PPA, sourcing electricity from a solar farm in Germany. In addition, off-site PPAs are in place for 3015 Winona Avenue.

Guided by the Sponsor's Global Energy Efficiency Policy and Guiding Principles, Digital Core REIT structures its approach to optimising energy performance to reduce its environmental impact and energy costs. The Policy and Guiding Principles are communicated to relevant employees and contractors.

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

- To achieve a globally consistent approach to the measurement and management of energy use to drive continuous improvement in energy performance;
- To determine and define roles and responsibilities with respect to the management of energy reporting and performance across the organisation;

- To ensure the availability of reliable PUE data for commercial and energy product management purposes;
- To support the achievement of budgeted energy cost savings;
- To define and/or replicate energy efficiency best practices globally; and
- To further develop new methods, technologies, and tools for global deployment.

Property managers regularly review and adjust temperature setpoints within Digital Core REIT's data centres to avoid over-cooling, minimise excessive energy consumption, and ensure that chillers and air-conditioning units operate at optimal efficiency.

The Manager is actively pursuing LEED certification for several facilities with the aim of achieving LEED or equivalent standard certification for 100% of properties under reporting scope by 2030.

As of 31 December 2025, 44520 Hastings Drive in Northern Virginia, 3011 Lafayette Street in Silicon Valley, 3015 Winona Avenue and 200 North Nash Street in Los Angeles have achieved ENERGY STAR® certification, bringing the total ENERGY STAR® certified properties to 67% of Digital Core REIT's US and Canada assets under reporting scope.

Leveraging Artificial Intelligence

The Sponsor's EEE team is spearheading an energy efficiency project in which multiple AI initiatives are deployed across various platforms to save energy and water, including utilising AI to optimise white space and focus on infrastructure.

SUSTAINABILITY

Greenhouse Gas Emissions

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

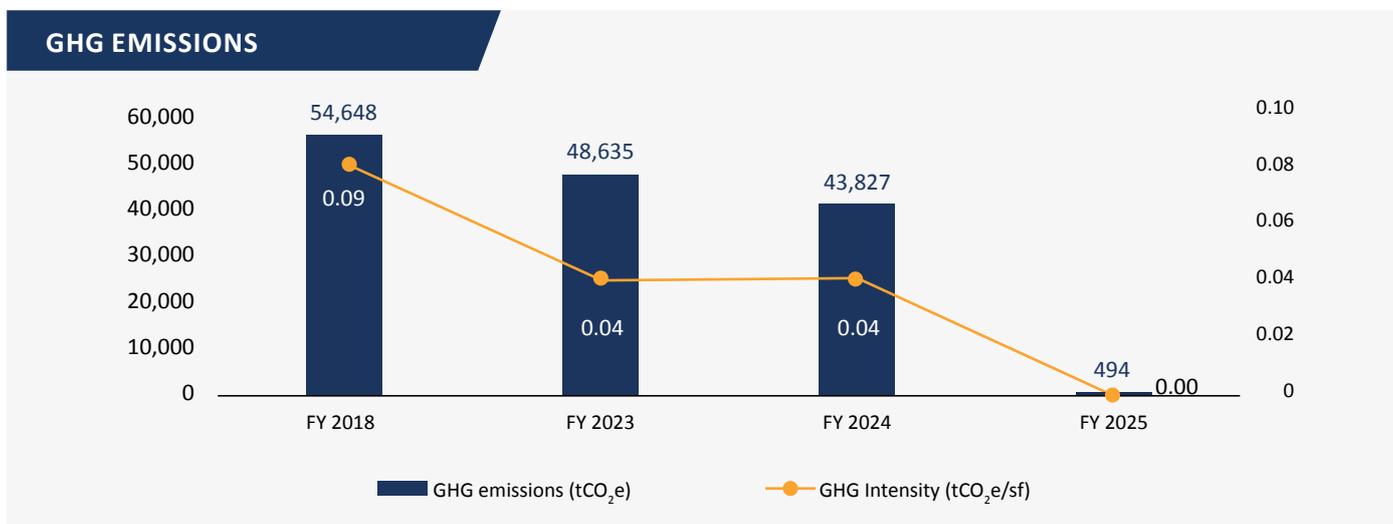
By 2030



Reduce Scope 1 and 2 GHG emission¹⁷ intensity by 30% by 2030 (against 2018 baseline¹⁸)¹⁹ for assets under reporting scope²⁰.

GHG emissions are released from electricity, natural gas, and together with its Sponsor, Digital Core REIT seeks to optimise energy consumption across its portfolio by continually exploring energy-efficient solutions as part of its efforts to contribute to GHG emission reductions globally.

GHG EMISSIONS COMPARISON ²¹						
Year	Scope 1 (tCO ₂ e)	Scope 2 Location based (tCO ₂ e)	Scope 2 Market based (tCO ₂ e)	Total GHG emissions (tCO ₂ e) ²²	Area (sf)	GHG intensity (tCO ₂ e/sf) ²³
FY 2018 (Baseline)	1,339	53,309	53,309	54,648	572,088	0.09
FY 2023	768	71,092	47,867	48,635	1,218,151	0.04
FY 2024	650	60,280	43,177	43,827	1,218,151	0.04
FY 2025	494	174,627	0	494	1,218,151	0.00



In FY 2025, Scope 1 and 2 (market-based) emissions were reduced by 156 tCO₂e and 43,177 tCO₂e respectively. Total GHG emissions were 494 tCO₂e, in 2025, representing a 99% (43,333 tCO₂e) reduction compared to FY 2024. This can be attributed to lower Scope 1 emissions, driven by a 38% reduction in diesel usage in FY 2025, and to Scope 2 market-based emissions being reduced to zero, as all properties under the reporting scope were fully matched with renewable energy in FY 2025, in addition to continued implementation of energy efficiency initiatives.

17 GHG emissions targets, calculated on a gross basis, include carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O).

18 The year 2018 has been selected as the baseline to align with the Sponsor's commitments in emissions management.

19 Neither carbon credits nor a sectoral decarbonisation approach was utilised in the process of target setting.

20 Comprised of seven data centres under operational control.

21 GHG emissions comprised Scope 1 emissions from diesel consumption for backup generators and natural gas. Scope 2 emissions are primarily electricity use. GHG emissions are calculated in accordance with the operational control approach of the GHG Protocol standard - the most widely accepted international standard for GHG accounting. Gases included in the calculation are carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). Conversion factors for Scope 1 and Scope 2 GHG emissions were based on the International Energy Agency ("IEA") emissions factors and eGrid subregions under the EPA Emission Factor Hub website, using the EPA emission calculator tool.

22 Total GHG emissions comprised of the sum of Scope 1 and Scope 2 market-based emissions.

23 The type of GHG emissions included in the intensity ratio is Scope 1 and Scope 2 market-based emissions.



Infrastructure is assessed for resiliency and designed to minimise reliance on diesel, further supporting sustainability objectives.

In collaboration with the Sponsor, Digital Core REIT integrates sustainability goals into its operations by engaging customers to implement energy-efficient solutions, such as procuring renewable energy certificates. Infrastructure is assessed for resiliency and designed to minimise reliance on diesel, further supporting sustainability objectives. Digital Core REIT will receive customer renewable attestations in FY 2025 for three properties²⁴.

Digital Core REIT remains committed to improving energy efficiency within its portfolio. In 2025, Digital Core REIT reduced its Scope 1 and 2 (market-based) emissions intensity by nearly 100% from both the previous year (FY 2024) and the 2018 baseline.

Looking ahead, the Manager intends to begin measuring Scope 3 emissions across all relevant categories in preparation for mandatory Scope 3 emissions reporting requirements. With the Sponsor's efforts in providing direction for the Group through target-setting and providing strong support the Manager aspires to better align its targets with the Sponsor as Digital Core REIT progresses on its ESG journey.

By aligning with the Sponsor and industry best practices, Digital Core REIT continues to pursue energy-efficient solutions that help to reduce GHG emissions, while also working to optimise energy use across its data centres.

²⁴ For further information on customer renewable attestations, please refer to page 15.

SUSTAINABILITY

Physical Impacts of Climate Change

[GRI 2-24, GRI 3-3]

By 2030



Achieve ISO management certification for all properties under reporting scope²⁵.

Digital Core REIT continues to enhance its portfolio and operational resilience by addressing climate-related risks and opportunities for future value creation. The Manager has set a target for all properties under reporting scope to achieve ISO management certification by 2030. As of FY 2025, Digital Core REIT has made notable progress in securing ISO certifications for its properties, with the respective certification(s) for each facility highlighted below:

Property Name	ISO Management Certification
44520 Hastings Drive	ISO27001
8217 Linton Hall Road	ISO27001
3011 Lafayette Street	ISO27001, ISO14001, ISO9001
3015 Winona Avenue	ISO27001, ISO14001, ISO9001
200 North Nash Street	ISO27001, ISO14001, ISO9001
371 Gough Road	ISO27001, ISO14001, ISO9001
Wilhelm-Fay-Straße 15 and 24	ISO27001, ISO14001, ISO9001, ISO50001

Climate related risks and opportunities

The Manager aims to adopt a proactive approach towards adaptation and mitigation of climate-related risks, including physical and transition risks. The following section details Digital Core REIT’s climate-related disclosures based on the four IFRS S2 pillars: Governance, Strategy, Risk Management, and Metrics and Targets. As the topic of Governance has been covered under the ‘Sustainability Governance’ section earlier in the report, the subsequent sections will explore the remaining three pillars: Strategy, Risk Management, and Metrics and Targets.

STRATEGY

In 2025, Digital Core REIT conducted its inaugural double materiality assessment and identified material ESG issues deemed most relevant to the business, operations and stakeholders through feedback obtained from stakeholders and peer benchmarking analyses.

²⁵ Comprised of seven data centres under operational control.

²⁶ This scenario analysis is neither a forecast nor a prediction, nor does it provide a comprehensive depiction of the future. Instead, it serves as a strategic decision-making tool, enabling the Manager to assess the effectiveness of current strategies and identify measures to enhance portfolio resilience.

Environmental risks, encompassing climate risks, that have been identified as material to the Company are categorised into physical and transition risks. Digital Core REIT works with the Sponsor’s ESG team in identifying climate-related risks and opportunities, while actively seeking energy-efficient solutions to be implemented across the portfolio.

The Manager has begun incorporating ISSB S2 recommendations and the Guidelines on Environmental Risk Management set forth by the MAS to enhance its approach to managing climate-related risks and opportunities.

Climate risks are classified into two categories:

- **Physical risks:** These arise from climate change and can occur as acute or chronic events, including wildfires, flash floods, freshwater depletion, rising sea levels, and prolonged, intense heat waves.
- **Transition risks:** Arise from the process of shifts towards a low-carbon economy, which may include regulatory changes, disruptive technological developments and shifts in consumer and investor preferences which could increase the cost of operations.

Climate Scenario Analysis

During FY 2025, Digital Core REIT refreshed its climate scenario analysis²⁶ for all properties as reflected in the financial statements (classification as guided by the IFRS) to evaluate the resilience of its current strategy and business model against climate-related risks. Using different scenarios from the Intergovernmental Panel on Climate Change (“IPCC”) Representative Concentration Pathway (“RCP”), the analysis reviewed portfolio resilience in the short-term and assessed potential impacts over the medium- and long-term as climate conditions evolve.

Digital Core REIT’s climate scenario analysis looks at how the portfolio may perform under both low-carbon and high-carbon global warming scenarios. It also highlights relative exposure to climate events, helping to prioritise mitigation measures that can minimise potential adverse impacts.

The scenarios selected for the analysis encompass:

- **RCP 2.6:** This scenario projects a global temperature increase between 1.5°C and 2°C and is often regarded as the most optimistic pathway for mitigating climate change impacts. Achieving this scenario necessitates significant shifts in climate policies and coordinated global efforts to drastically reduce GHG emissions.
- **RCP 4.5:** This scenario anticipates a global temperature rise between 3.5°C and 5°C. It assumes the stabilisation of GHG emissions by 2050, followed by a rapid decline over the subsequent 30 years, ultimately plateauing at levels approximately half of those recorded in the year 2000.
- **RCP 8.5:** Frequently labelled the ‘worst-case scenario,’ this pathway envisions a global temperature increase of 5°C. It forecasts a significant and continuous rise in emissions throughout the century, particularly during its early and middle stages.

The time horizons considered in assessing the anticipated impacts of each climate-related risk and opportunity are as follows:

1. Short-term – within next three years
2. Medium-term – by 2030
3. Long-term – by 2050

The following section outlines how climate-related risks and opportunities may affect Digital Core REIT’s business, describing the actions taken to manage and reduce both physical and transition risks. These insights help to guide Digital Core REIT’s financial planning and overall decision-making processes. Looking ahead, the Manager remains committed to updating and improving its approach to maintain long-term resilience²⁷.

MATERIAL PHYSICAL RISKS						
RISK TYPE	PRIMARY RISK DRIVER	POTENTIAL IMPACTS	RCP 2.6	RCP 4.5	RCP 8.5	MITIGATING MEASURES
Acute Risk Flooding	Properties situated in areas with a high risk of flooding will be most vulnerable due to rising water levels caused by excessive rainfall or snowmelt.	<ul style="list-style-type: none"> • While Digital Core REIT’s properties are not located in high-risk flood zones, flooding events in the longer term could cause property damage and impact operational resilience, resulting in both insured and uninsured losses, as well as increased operational and recovery costs. • Property damages and operational disruptions affect Digital Core REIT’s customers’ operations, resulting in revenue downtime and recovery expenses. 				<ul style="list-style-type: none"> • Appropriate levels of insurance are maintained for the portfolio. Insurance provider delivers reports that identify opportunities to enhance protection for each facility and improve loss expectancy values. These reports also measure reductions in value-at-risk achieved through the implementation of recommended measures. According to the analysis conducted by the insurance provider, Digital Core REIT’s data centres are not located in or near coastal environments. • Each site has mitigation plans tailored to its specific location and exposure to some of the climate risks.

Risk Levels:
 LOW
 MEDIUM
 HIGH

27 Macroeconomic effects of climate change such as changes to consumer demand patterns or distribution of income and industry costs affecting consumer demand are not quantified, given the high uncertainty of the magnitude and timing of these effects.

SUSTAINABILITY

MATERIAL PHYSICAL RISKS						
RISK TYPE	PRIMARY RISK DRIVER	POTENTIAL IMPACTS	RCP 2.6	RCP 4.5	RCP 8.5	MITIGATING MEASURES
Acute Risk Hurricanes and Cyclones	Increased frequency of hurricanes and cyclones, characterised by stronger winds and heavier rainfall.	<ul style="list-style-type: none"> Higher insurance premiums, planning costs, and asset enhancement expenses. Disruptions in the operations of Digital Core REIT's customers, leading to revenue downtime and additional recovery expenses. 				<ul style="list-style-type: none"> The operations team actively implements and refines operating procedures to ensure the safety and resilience of data centres. This includes regular updates to emergency response plans and other measures derived from property-specific risk assessments. Fuel delivery agreements for backup power systems are on par with those held by the Federal Emergency Management Agency ("FEMA"), ensuring power continuity during extended outages. Continuous review of potential sustainability projects is undertaken to minimise environmental impact and reduce contributions to global carbon emissions, which contribute to climate-related risks. These efforts include, but are not limited to, supporting the development of new renewable energy sources, acquiring more efficient sustainable data centres, and evaluating energy and water efficiency initiatives for operational sites. The Sponsor leverages AI platforms that enable energy and water conservation, and tracks and improves energy efficiency.
Acute Risk Wildfires	The rise in wildfires is attributed to extremely dry conditions and strong winds.	<ul style="list-style-type: none"> Damage to property and disruptions to operational resilience result in both insured and uninsured losses, leading to increased operational and recovery costs. Disruptions in the operations of Digital Core REIT's customers, leading to revenue downtime and additional recovery expenses. 				
Chronic Risk Rising temperature	Prolonged periods of extreme heat induce thermal stress on outdoor equipment, increases cooling demand, and may overwhelm power grid infrastructure, thereby elevating the risk of physical damage and business interruptions.	<ul style="list-style-type: none"> Higher energy costs. Potential business disruptions from failing cooling systems. Increased insurance premiums and additional costs related to adaptation and mitigation. 				

Risk Levels:
■ LOW
■ MEDIUM
■ HIGH

Considering the current financial impacts, the Manager does not expect the material physical risks identified to change its financial position.

Given the geographic locations of the properties, the resilient infrastructure, and appropriate levels of insurance in place, the probability and impact to the properties were not assessed to be of critical risk over the medium term.

MATERIAL TRANSITION RISKS				
RISK TYPE	PRIMARY RISK DRIVER	POTENTIAL IMPACTS	MITIGATING MEASURES	TIME FRAME
Policy and Legal Risk	Increasing regulatory and reporting requirements including carbon pricing mechanism and building codes.	<p>Increase in regulatory costs associated with tracking, reporting, reducing or offsetting carbon emissions, including meeting mandatory climate-related disclosures in line with recommendations from the SGX Sustainability Reporting Advisory Committee.</p> <p>Increase in CapEx and operating costs through direct fees, higher energy and raw material prices.</p>	<ul style="list-style-type: none"> Digital Core REIT seeks to explore achieving the various certifications for its assets as set out in its targets. Efforts are made to enhance energy efficiency to reduce compliance costs and burdens. Disclosure regulations are adhered to, with ongoing monitoring of evolving requirements. In-house reporting capabilities have been developed to reduce annual reporting expenses. The data centres have been built to high standards by the Sponsor's Design and Construction team, exceeding code requirements where applicable. 	Short-to medium-term
Market Risk	Rising utility costs.	<p>Rising operational expenses.</p> <p>Reduced demand and challenges with customer retention.</p>	<ul style="list-style-type: none"> The Sponsor's Global Sustainability team actively monitors customer opportunities through direct dialogue, surveys, and various formal and informal feedback mechanisms. Collaborating with third-party consultants, the team concentrates on implementing low- and zero-carbon solutions. 	Short-to medium-term
Technological Risk	Equipment obsolescence.	Increase in direct costs within operations, primarily attributed to equipment used for end-of-life upgrades in operational facilities.	<ul style="list-style-type: none"> The EEE team assesses opportunities for enhancing efficiency within the existing portfolio. 	Short-to medium-term
Reputational Risk	Increasing demand for investments in cleaner renewable energy solutions and low carbon technologies.	Reduced demand and customer retention.	<ul style="list-style-type: none"> Continuous efforts are geared towards enhancing the energy efficiency of operations and expanding access to renewable energy solutions, such as PPAs, green tariffs and REC purchases to minimise community impact. Initiatives are currently underway to secure a range of certifications, consistent with established goals. 	Short-to medium-term

SUSTAINABILITY

With the increasing demand for renewable energy solutions and Digital Core REIT's commitment to achieving 100% clean and renewable energy availability for all customers in the long term, the Manager will continuously refine its strategies and explore investment opportunities in regions that prioritise renewable energy and offer easy access to these resources.

CLIMATE-RELATED OPPORTUNITIES			
OPPORTUNITY TYPE	OPPORTUNITY DRIVER	TIME FRAME	POTENTIAL IMPACTS
Resource efficiency	Enhancement of energy efficiency.	Medium- to long-term	With the implementation AI tools such as Apollo AI by the Sponsor, the platform is expected to have 18 gigawatt-hours of savings across the Group, enough energy to power 1,600 homes in the U.S. for a year, reducing overall operating costs and strengthening customer retention.
Energy source	Transition to low and zero-emission sources of energy and investing in new clean and renewable solutions.	Medium- to long-term	The Sponsor has been actively exploring and expanding the use of clean and renewable energy solutions across its portfolio, lowering operating expenses and reducing data centres' exposure to potential future carbon regulations, fees, or taxes.
Markets	The Sponsor's diversified portfolio allows for Digital Core REIT to capitalise on a wide array of utility incentives and emerging renewable and low-carbon energy products.	Short- to medium-term	Positions the REIT more competitively by aligning with shifting consumer preferences, driving increased revenue.
Resilience	Strengthening resilience of Digital Core REIT's data centres through strategic site selection, climate mitigation, insurance, green building designs, efficiency improvements, and robust data privacy, cybersecurity, and physical security practices.	Short- to medium-term	Reduces operational disruptions and operating costs, increases customer satisfaction and retention rates.

The quantification of current and anticipated efforts of climate-related risks and opportunities is not disclosed in this year's report. At present, obtaining the relevant information would require significant expense or effort.

The table below shows the qualitative assessment on the current and anticipated financial impacts of the identified climate-related risks and opportunities:

CURRENT AND ANTICIPATED FINANCIAL IMPACTS			
RISK TYPE	CURRENT FINANCIAL EFFECTS	ANTICIPATED FINANCIAL EFFECTS	
	FY 2025	BEYOND FY 2025	TIME FRAME
Acute physical risks	In the current period, no climate change events occurred near Digital Core REIT's properties that caused any disruptions in operations.	<ul style="list-style-type: none"> Flooding, hurricanes or wildfires, could cause property damage and operational disruptions which could impact property valuations. 	Medium- to long-term
Chronic physical risks	There were no disruptions to operations due to chronic physical risk-related events.	<ul style="list-style-type: none"> Chronic climate risk events such as rising temperatures could increase demand for cooling which could increase operating costs for the REIT as well as customers. 	Medium- to long-term
Transition risks	There were no fines or penalties arising from climate-related regulations or reporting requirements.	<ul style="list-style-type: none"> Rising regulatory costs related to tracking, reporting in the near term. Additional consultancy fees and capital expenditures associated with obtaining green certification for data centres. 	Short- to medium-term
Climate-related opportunities	Digital Core REIT incurred approximately US\$3.3 million of CapEx in FY 2025 in relation to equipment upgrades and efficiency improvement projects.	<ul style="list-style-type: none"> Digital Core REIT is currently assessing the potential financial impacts of generating green rental premiums and adopting energy-efficient technologies. At this time, quantifying these climate-related opportunities is not feasible without incurring undue cost or effort. 	Medium- to long-term

As part of its broader sustainability strategy, Digital Core REIT integrates environmental considerations across the entire real estate lifecycle from evaluating sustainability features during the investment stage to adopting low-carbon technologies and incorporating clean and renewable energy solutions in the operations of the existing portfolio.

To support these initiatives, capital expenditure projects are planned as part of the annual budgeting process and are typically financed through the property's operational cash flows or borrowings. In some cases, these costs may be passed on to customers.

The Group has established global goals on the path to achieving net zero, by matching 100% electricity used for all operational and managed sites, matching water with sustainable sources and replenishment projects, reaching net zero operational Scope 1 and 2 emissions and achieving zero waste performance for new data centres. The Group also aspires to develop new net zero data centres starting from 2030.

To achieve these global objectives, the Group plans to implement several strategies: launching marketing programs; education and training for customer, investor, and joint venture partner awareness; enhancements to data management and systems for global utility data, PUE & Water Usage Effectiveness ("WUE") dashboards; policy development; resource development to support stakeholder engagement; undertaking enhancements to operational practices, design standards and underwriting. There will also be a shift in focus from short-term capital expenditure projects to sustainable operating expenditure support and targeted regional programs to decarbonise through green heat reuse initiatives using clean energy.

As part of its clean energy goal, the Group aims to maintain markets with 100% renewable energy coverage. To support these efforts, energy procurement teams will source 'on-bill' renewable energy solutions, prioritising cost-effective solutions. The use of clean energy, hydrotreated vegetable oil

SUSTAINABILITY

diesel, lower Global Warming Potential (“GWP”) refrigerants, and decommissioning fossil fuel-using equipment at end-of-life will also address emission reduction. Additionally, properties in Europe are committed to achieve climate neutrality in 2030 as part of the EU Climate Neutral Data Centre Pact. As part of its water-neutral goal, the Group aims to improve overall portfolio WUE and increase the share of water from sustainable sources while also exploring water restoration credit purchases, prioritising high water stress markets. As part of its nature-neutral goal, the Group aims to invest in projects via nationally or locally recognised land trust or conservation organisations within the same EPA Level III ecoregion. For U.S. projects, the land trust must be accredited by the Land Trust Alliance, or equivalent outside the U.S. that maximise community engagement, public access, and ecosystem benefits. Land preservation projects will also support the Group’s LEED certification targets.

RISK MANAGEMENT

Digital Core REIT’s ERM framework is structured to systematically identify, assess, and document material impacts, including but not limited to climate-related impacts and risks, along with key controls and mitigating measures. In order to evaluate its resilience to physical impacts of climate change, the Manager employs key indicators and metrics, which include instances of business disruptions due to climate events, revenue loss resulting from such disruptions, insurance claims filed by customers for climate-related impacts on their assets or equipment, repair and maintenance costs incurred from climate-induced damage to properties, and capital expenditures required to enhance buildings and mitigate climate impacts.

Digital Core REIT is supported by the property manager and operations team in monitoring the regulatory requirements on the ground at the sites. The Sponsor’s ESG and EEE team also keep up with developments in energy, water and renewables in ensuring the properties are regularly upgraded to meet energy and water requirements. With the ISO14001 and ISO9001 certifications in place, they serve to monitor transition risks relating to climate regulations via the risk register updates.

Digital Core REIT’s risk management framework utilises metrics such as impact to revenue, net property income (“NPI”), distribution per unit (“DPU”), as well as the percentage

impact on net asset value (“NAV”) and liquidity ratios. On the operational front, impacts are determined based on service recovery time, compliance costs, or reputational costs.

Digital Core REIT receives reports from its insurers that identify the potential climate change events occurring near its sites in the medium and long term, considering the various RCP scenarios and allocating risk levels accordingly. These reports review sites based on geographical location, and proximity to coastal or wildfire regions that may be vulnerable to flooding and rising sea levels, or conflagration. In addition to the scenario analysis conducted, insurers also review the infrastructure of each site and provide an overall resilience risk score, which reflects the property’s ability to withstand operational disruptions that could be caused by climate change events such as flooding or fire, and the preparedness of operation teams in responding to such events. This score benchmarks the resilience of each site against similar properties within the industry, assisting in target-setting for each respective site as well.

In addition to risk assessment, the reports identify opportunities to strengthen facility protection and improve loss expectancy values. They also measure the reductions in value-at-risk achieved through the implementation of these mitigation plans. In FY 2025, Digital Core REIT experienced no business disruptions or revenue loss from climate change events and did not receive any insurance claims from customers for climate change-related impacts on any assets or equipment. Digital Core REIT references the World Resources Institute’s Aqueduct Water Risk Atlas to assess water-stress risks based on geographic location.

Based on the risks identified in the reports, areas classified as higher-risk are prioritised, and targeted mitigation plans are developed and implemented. These measures ensure that the properties situated in these locations have the necessary enhancements to improve infrastructure resilience and minimise the potential impacts occurring from climate change events.

All final risk ratings are consolidated into a comprehensive risk report. The Manager reviews material risks as part of the risk profile reporting to the ARC and the Board during their quarterly meetings.

METRICS AND TARGETS

Digital Core REIT aligns its sustainability disclosures with globally recognised reporting standards, such as the GRI Universal Standards 2021 and the IFRS Sustainability Disclosure Standards. As part of this commitment, the REIT reports on energy consumption and intensity, Scope 1 and 2 GHG emissions and intensity, and water consumption and intensity. Further details on the performance indicators monitored and reported can be found on page 8.

To support accurate and consistent data management, Digital Core REIT leverages the ENERGY STAR® Portfolio Manager and

the Envizi platform to automate the capture and consolidation of hundreds of data points across siloed data sources into a single system of record of robust sustainability data.

In addition, the Manager has integrated sustainability key performance indicators (“KPIs”) into the remuneration scorecard for key management personnel with sustainability responsibilities. More information is available on pages 81-82 of the annual report.

Below are some mitigation and decarbonisation strategies which Digital Core REIT intends to employ as part of the climate transition plan.



SUSTAINABILITY

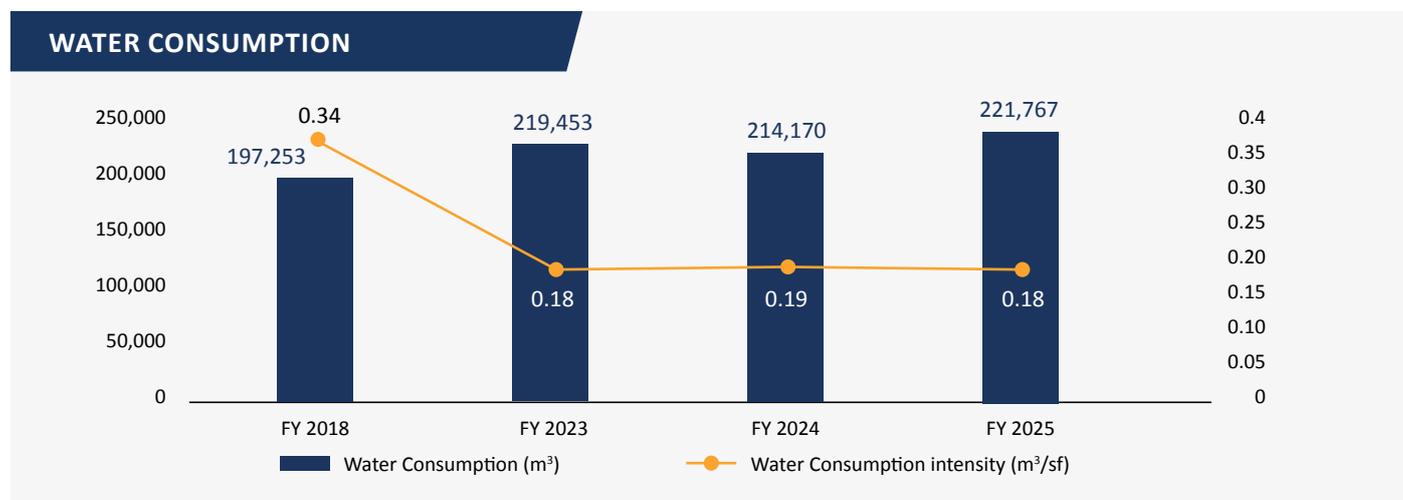
Water Management

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

By 2030  **Reduce water intensity per square foot by 12% by 2030 (against 2018 baseline) for properties under reporting scope²⁸.**

In FY 2025, Digital Core REIT’s properties recorded total water consumption of 221,767 m³ ²⁹, reflecting a slight increase compared with 214,170 m³ in FY 2024. This increase was attributable to higher occupancy levels and the onboarding of large customers.

WATER USAGE COMPARISON			
Year	Water Consumption (m ³)	Area (sf)	Water consumption intensity (m ³ /sf)
FY 2018 (Baseline)	197,235	572,088	0.34
FY 2023	219,453	1,218,151	0.18
FY 2024	214,170	1,104,545	0.19
FY 2025	221,767	1,218,151	0.18



Data centres rely on water in chillers and cooling towers to maintain optimal operating condition for critical IT equipment and infrastructure. Within Digital Core REIT’s portfolio, water consumption is mostly dedicated to evaporative cooling, with secondary applications for landscape irrigation and restroom facilities. Any water not evaporated or utilised for irrigation is subsequently redirected to the local municipal wastewater system. Water use and efficiency vary by region, depending on the local water availability and quality. Water utilised within the portfolio is primarily sourced from municipal water systems, with non-potable water employed where available, mainly in cooling towers and for landscape irrigation.

The Manager is committed to reducing water consumption through its water conservation efforts. Digital Core REIT works closely with its Sponsor to address the strategic role water plays in its operations, identify regions where water quality and scarcity pose the greatest interruption risk to the business, and create a pipeline of projects and opportunities to conserve water and increase resilience throughout its operations. Currently, two sites with evaporative cooling systems use recycled water to reduce impacts on local water supplies and watersheds, with one of these sites currently undergoing an upgrade to improve water conductivity monitoring to enhance water management.

²⁸ Comprised of seven data centres over which Digital Core REIT has operational control.
²⁹ This is equivalent to 221.767 megaliters (“ML”).

Water stewardship is a key focus area. Digital Core REIT measures water consumption through direct metering and engages stakeholders, including customers and investors, to discuss water-related initiatives through quarterly business reviews and ad-hoc meetings.

The Sponsor sets annual performance targets and drives continuous improvement in water performance. The policy assists in guiding decision-making through balancing between energy and water-saving strategies by measuring water use and WUE, particularly in water-stressed regions. Water meters are integrated into building management systems for better visibility and monitoring. The Manager also utilises the Water Risk Atlas by Aqueduct to assess whether sites are located in water-stressed areas. As most of Digital Core REIT's properties are

not located in high water-stressed regions, water consumption within these regions totaled 24,625 m³³⁰.

The properties discharge water to local sewer systems and not directly into surface water, groundwater, or seawater bodies. There is typically no need for special treatment, discharge permits, or specific processing of the discharged water.

Digital Core REIT actively monitors water usage using EPA's ENERGY STAR® Portfolio Manager tool, ensuring consistent performance tracking across reporting periods. As of FY 2025, the Manager has exceeded its water management targets and has achieved a 47% reduction in water intensity against the 2018 baseline.

³⁰ This is equivalent to 24.625 ML.

SUSTAINABILITY

SOCIAL



Digital Core REIT believes that the well-being of both internal and external stakeholders, including customers, property management teams and employees is vital to business success. The Manager is committed to being an integral part of its communities, actively encouraging employees to engage in initiatives that further Digital Core REIT's commitment to social responsibility. This pillar covers four topics: Employee engagement, Diversity and inclusion, Occupational health and safety and Other work-related rights.

Employee Engagement

[GRI 2-24, GRI 3-3, GRI 401-2, GRI 401-3, GRI 404-1, GRI 404-2, GRI 404-3, GRI 403-6]

FY 2025

Maintain at least 10 training hours per employee annually.

Digital Core REIT recognises that its employees are essential to the long-term growth of the business, and the Manager is committed to investing in personnel development to ensure the long-term success, health and well-being of Digital Core REIT and its staff. The Manager also aims to support and enhance local communities to achieve a positive impact on society.

Training and Development

All employees are provided with various training and development opportunities to enhance their skills, stay abreast of industry trends, and contribute to the organisation's success. All new hires are required to complete mandatory online trainings on Global Data Privacy, Insider Trading, Anti-Bribery and Corruption, as well as Information Security during their onboarding.

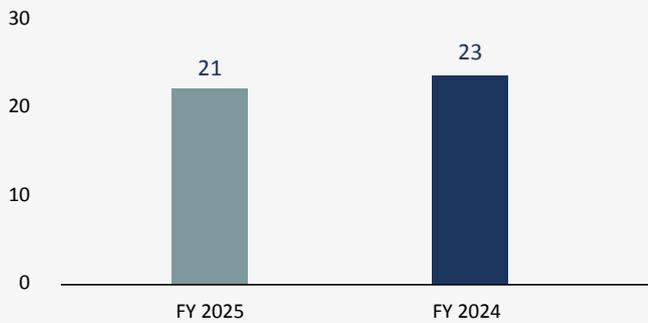
Digital Core REIT employs talent development initiatives such as career progression discussions and mentoring programs, Digital University, over 16,000 LinkedIn courses available for general learning, quarterly Learnit webinars on topics relating to company requirements, and a tuition reimbursement scheme to support learning outside of work. Internal training courses on the Digital University training portal offer training courses to build employees' knowledge on different business units covering Operations, Legal, Ethics and Compliance,

Management and Leadership, Risk Management, Sales, Diversity, Equity & Inclusion, Information Security and Privacy, as well as Unconscious Bias training and other workplace diversity and inclusion training programmes.

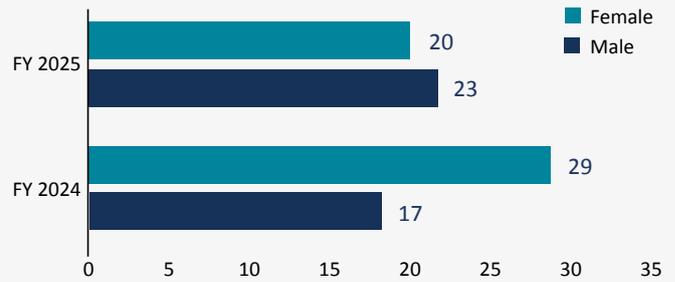
Employees were also offered opportunities to attend external training courses conducted by REITAS, MAS and SGX in addition to regulatory updates from external legal counsel. To comply with MAS regulations, Capital Markets Service Licensed ("CMSL") representatives also undergo REIT Management courses on an ongoing basis organised by REITAS, which contributes to Continuing Professional Development ("CPD") training hours. In FY 2025, employees attended training on sustainability-related topics conducted by REITAS.

At the corporate level, the Group has implemented a leadership building programme that develops managerial capabilities to build high-performing teams and retain employees. In FY 2025, Digital Core REIT implemented comprehensive training plans for employees, emphasising foundational knowledge and expanding understanding of industry, regulatory, and sustainability topics. Digital Core REIT has exceeded its target of an average of 10 training hours per employee and extended training to the Board, covering regulatory and sustainability updates, including climate-related risks and opportunities.

AVERAGE HOURS OF TRAINING PER EMPLOYEE



AVERAGE HOURS OF TRAINING PER EMPLOYEE (BY GENDER)



AVERAGE NUMBER OF TRAINING HOURS PER EMPLOYEE, BY EMPLOYEE CATEGORY

	Senior management	Middle management	Entry level
FY 2025	15.5	32	10.5
FY 2024 ³¹	9	32.5	26

Employee Well-being

To create a positive work environment that attracts, inspires and retains talent, the Manager offers all full-time employees competitive remuneration, transparent career development opportunities, and a supportive work environment prioritising employee well-being. This is exemplified with a 100% completion rate of the employee satisfaction survey where Digital Core REIT's score ranked above the Group's median score. All full-time employees receive competitive compensation and comprehensive benefits.

Employee benefits at Digital Core REIT include life insurance, healthcare and medical coverage, dental coverage, disability and invalidity coverage, as well as leave entitlements and contributions to the local pension fund, i.e., the Central

Provident Fund in Singapore. Healthcare support, including annual health screenings, medical and dental benefits is also extended to employees' immediate family members. Additional benefits include parental leave, flexible work arrangements, fitness reimbursements, mobile allowances and staff engagement activities that promote personal development, well-being and a work-life balance. These benefits are also provided to employees in other operating location, including the United States, where the CEO and certain assets are based in. Employees are further granted long-term incentives like restricted stock unit plans, remunerating them with REIT units vesting across a four-year period to encourage retention. Digital Core REIT also maintains an open-door policy to promote transparency, allowing employees to share feedback and raise concerns freely.

31 The data for FY 2024 has been restated to reflect the accurate number of average training hours per employee, by employee category.

SUSTAINABILITY



Total number of employees entitled to parental leave, by gender

	Male	Female
FY 2025	4	3
FY 2024	4	2

Total number of employees that took parental leave, by gender

	Male	Female
FY 2025	4	3
FY 2024	4	2

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

	Male	Female
FY 2025	4	3
FY 2024	4	2

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

	Male	Female
FY 2025	4	3
FY 2024	4	2

The return-to-work³² and retention rates³³ for employees who have taken parental leave have consistently been 100% for both genders in FY 2025.

The Human Resources (“HR”) function is outsourced to the Sponsor, which utilises a performance management framework for regular performance reviews to align individual contributions with the Company’s goals and facilitate career development.

Fostering a healthy work-life balance is a priority at Digital Core REIT. The Group CEO and regional managing directors advocate for a “work smart, not hard” approach, and encourage employees to decline meeting schedules that do not accommodate their time zones. The Group also offers a Fitness Reimbursement Claim to encourage employees to invest in workout classes or fitness equipment and has an Employee Assistance Programme that provides round-the-clock mental wellness support.

In 2025, Digital Realty sponsored two relay teams for the Hyrox competition, providing intensive training for team members across different ages, genders, and business units. In addition, a range of employee well-being activities were organised, including a virtual event “Banishing Burnout” and a Mandala workshop focused on “Letting Go of Perfectionism through Mandala Drawing”. Families of employees and directors were also invited to join a three-day retreat for the second-quarter Board meeting.

Employee Outreach

To keep employees informed about business and operational updates, company-related changes are primarily communicated through emails, video reels, and business unit town halls, such as the Quarterly Global All Hands and APAC All Hands meetings. Employee surveys are conducted annually to gather valuable feedback and provide managers with insights to enhance workplace satisfaction and engagement.

Management actively addressed concerns by introducing integrated platforms to streamline execution and promoting work-life balance by reducing Friday meetings.

Talent Management and Succession Planning

Current labour market conditions underscore the importance of attracting new talent and retaining existing skilled employees. Digital Core REIT prioritises talent development at all levels to address the diverse needs of its business.

The Manager has implemented a succession plan to ensure continuity in key management positions. Succession planning is overseen by the Group’s Head of Human Resources who conducts regular reviews of the leadership pipeline. Potential candidates are identified, and tailored training and upskilling plans are established to prepare them for future leadership responsibilities.



Hyrox competition.



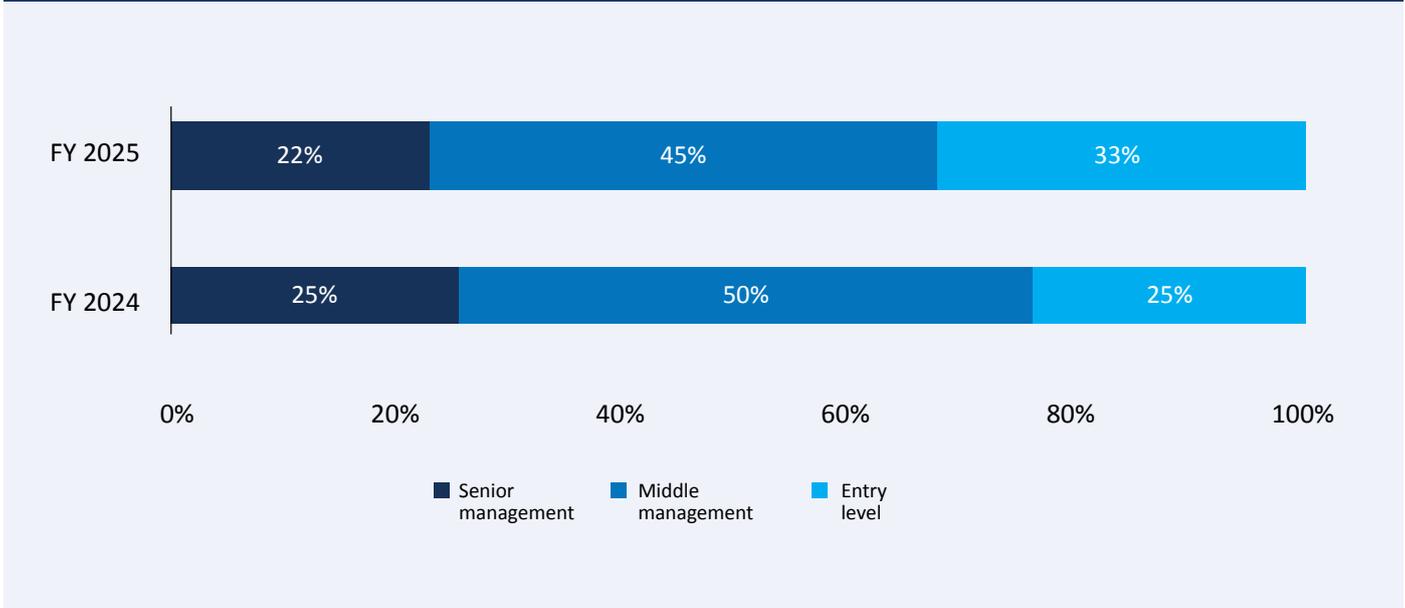
Offsite Board meeting.

32 The return-to-work rate is calculated by dividing the total number of employees who returned to work after parental leave by the total number of employees who were due to return after taking parental leave, and then multiplying the result by 100.

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

SUSTAINABILITY

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS, BY EMPLOYEE CATEGORY



Various leadership development programs are implemented to enhance the skills of leaders and people managers, recognising that strong leadership is essential for retaining talent. Digital Core REIT leverages the Group’s resources and talent management platform to enhance leadership and executive development. The HR team employs a robust nine-grid talent assessment to identify high-potential leaders, with findings presented to the Group’s Board for approval, thereby creating a transparent succession pipeline. The Group CEO and the

Head of HR, as part of the executive management team, will identify key candidates prepared to assume leadership roles. Subsequently, training and upskilling plans will be developed for these candidates to ensure they are well equipped for their future responsibilities. The in-house leadership program is designed to empower managers in building high-performing teams, thereby fostering a culture of excellence throughout the organisation. In FY 2025, 100% of employees received regular performance and career development reviews.

Talent Acquisition

Digital Core REIT adopts a comprehensive approach to talent acquisition to build a dynamic and innovative workforce. This strategic and proactive approach to talent acquisition enables Digital Core REIT to identify, attract, and retain top-tier professionals.

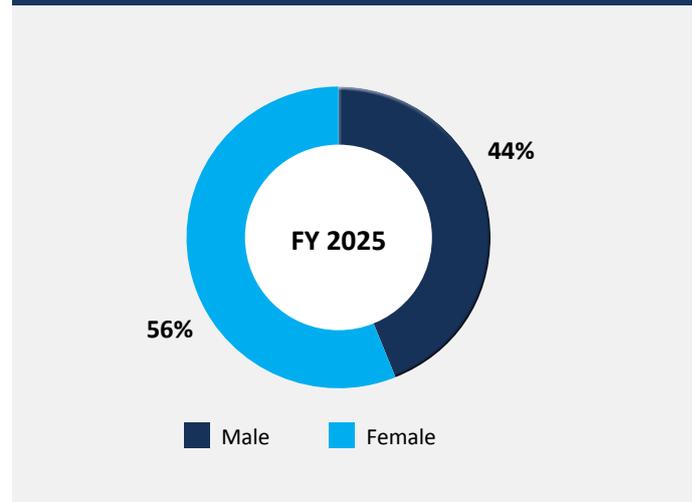
Hiring and attracting skilled talent, particularly data centre engineers, remains a global challenge due to competition for experienced data centre professionals. To address this challenge at the data centre operational level, talent pipelines are strengthened by partnering with local educational institutions, including universities, polytechnics, and programs like the Institute of Technical Education (“ITE”) Work Study Programme. This initiative involves financing students’ education and providing on-the-job training, along with structured internship programs. Graduates are then offered full-time positions as Data Centre Engineers.

Job postings are available on LinkedIn and the Group’s HR recruitment portals, and employee referral fees are provided to incentivise employees to recommend qualified candidates.

Rewards and Recognition

At Digital Core REIT, the Manager aims to foster a culture of appreciation and recognition for its employees. The Group’s Employee Recognition Programme allows colleagues to nominate individuals who embody company values, including Customer Focus, Teamwork, and Results-Driven for Manager Spot Awards, Peer-to-Peer High Five Awards, quarterly Going the Extra Mile (“GEM”) awards, and the annual CEO Circle awards.

PERCENTAGE OF TOTAL EMPLOYEES BY GENDER WHO RECEIVED A REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEW DURING THE REPORTING PERIOD



The Achievers platform facilitates recognition among colleagues for their support in completing tasks, while the Global GEM Awards provide individual and team nominations for outstanding contributions, with winners receiving recognition from executive leaders at the annual CEO Circle Award ceremony. The platform also tracks and acknowledges years of service.

SUSTAINABILITY

Diversity and Inclusion

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

FY 2025	Maintain minimum of 20% female representation on the Board.	Ensure director appointments are based on merit and contribution they can bring to the Board, while having due regards for the benefits of diversity and needs of the Board.
---------	--	---

Digital Core REIT is committed to, fostering an environment that embraces diverse backgrounds, experiences, and perspectives. This commitment drives creativity, innovation, and growth, as the various talents of its workforce are essential to success. The Manager strives to create an inclusive workplace that reflects the diversity of the communities served and fosters professional

and emotional well-being for all employees. By learning from and listening to the diverse needs of stakeholders, the Manager aims to identify impediments and implement programs and policies that ensure equal opportunities for everyone to foster a more harmonious, equitable, and welcoming workplace.

CORPORATE EMPLOYEE DEMOGRAPHICS

Number and percentage of males and females per employee category

	FY 2025 ³⁴				FY 2024			
	Male		Female		Male		Female	
	Number	%	Number	%	Number	%	Number	%
Board	4	80%	1	20%	4	80%	1	20%
Senior management	2	100%	0	0%	2	100%	0	0%
Non-executive	2	29%	5	71%	2	33%	4	67%

Number and percentage of employees by age group per employee category

	FY 2025						FY 2024					
	<30 years old		30-50 years old		>50 years old		<30 years old		30-50 years old		>50 years old	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Board	0	0%	1	20%	4	80%	0	0%	1	20%	4	80%
Senior management	0	0%	2	100%	0	0%	0	0%	2	100%	0	0%
Non-executive	1	0%	6	100%	0	0%	2	33%	4	67%	0	0%

Total number of employees, by region

	Singapore	US
FY 2025	8	1
FY 2024	7	1

³⁴ As of 31 December 2025, the Manager had a total of nine permanent employees, which consisted of four males and five females. All employees were working on a full-time basis. There were no temporary and non-guaranteed hours employees hired in FY 2025.

Recognising the importance of a diverse Board, Digital Core REIT has established a Board Diversity Policy to consider a variety of factors in Board composition, including gender, age, nationality, ethnicity, cultural background, education, experience, skills, knowledge, independence, and length of service. The Nominating and Corporate Governance Committee (“NCGC”) oversees the implementation of the Board Diversity Policy and conducts periodic reviews to maintain its effectiveness. The Board evaluates any proposed changes by the NCGC and reviews the overall Board composition annually.

In 2022, the Board had set a target of having female representation forming 15% of the Board composition by 2025; this target was achieved in 2023, two years ahead of the timeline. Beyond FY 2025, the Manager is reviewing and considering the appropriate diversity targets for adoption and will provide further details on its selection of diversity targets, plans and timelines in future Annual Reports.

Director appointments are made based on merit and objective criteria that reflect the needs of the Board and promote diversity. When search firms are used for recruitment, they are instructed to include diverse candidates in their searches. These steps ensure that the pool of potential directors remains broad, allowing the Manager to create a group that supports business success and reflects unitholder interests through sound judgement.

The hiring process at Digital Core REIT ensures that candidates are evaluated fairly while prioritising talent from diverse backgrounds. In-house hiring managers undergo training focused on unbiased candidate selection, consistent interview questions, and effective assessments. This program equips them with knowledge on the recruitment process, interview techniques, and enhancing the candidate experience, while also addressing and reducing unconscious biases.

To support DEI efforts, the Digital Realty DEI Council was established to promote accessibility and equal opportunities for all employees, free from discrimination based on race, ethnicity, religion, national origin, mental or physical disability, pregnancy, sexual orientation, gender identity or expression, marital status, or age. Additionally, a report detailing the overall and regional Group employee gender mix percentage is prepared and presented to the Sponsor’s leadership team.

In FY 2025, Digital Core REIT reported zero incidents of discrimination and non-compliance with human rights laws and has achieved a gender mix of 44% male and 56% female employees. The Manager has also maintained its targets for diversity and inclusion. The current Board has attained 20% female representation and comprises members who are professionals with varied backgrounds, expertise, and experience in accounting, banking, finance, investment, real estate, legal, business, and general management, ensuring a balance of age and gender diversity.

SUSTAINABILITY

FY 2025	Initiatives
September	Volunteering at Willing Hearts
September	Dollar-for-Dollar Match, Donation Drive at Willing Hearts
October	Gardening and Volunteering at City Sprouts

Social Initiatives at a Glance

Digital Core REIT actively supports community development programs that provide meaningful socio-economic benefits and encourages employees to participate in volunteering initiatives, thereby fostering a culture of social responsibility and engagement with the communities it serves.

Supplier Diversity

Supplier diversity is integral to the Group’s global supply chain strategy. The Sponsor Group spearheads the “Committed to Supplier Diversity” initiative, which focuses on partnering with certified minority-owned, women-owned, veteran-owned, LGBTQIA+-owned, disabled-owned, and small businesses. This initiative aims to expand engagement with diverse suppliers while developing and mentoring them to strengthen partnerships and enhance capabilities.



Gardening and Volunteering at City Sprouts.



Willing Hearts Event and Donation Drive.

Occupational Health and Safety

[GRI 2-24, GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10]

FY 2025

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

The health and safety of stakeholders within the premises are of utmost importance to Digital Core REIT and essential for the continuity of operations. Digital Core REIT adheres to applicable laws and codes regarding occupational health and safety, maintaining high standards of safety within its premises. In FY 2025, Digital Core REIT reported zero incidents or hazards relating to work-related injuries or ill health.

The Sponsor's Operations team oversees the Environmental, Occupational Health and Safety ("EOH&S") programme, which applies to all stakeholders entering the premises and covers all properties. The EOH&S management system is internally audited, and aims to minimise incident risks by identifying and addressing hazards in line with ISO 14001:2004, ISO 45001:2016/OHSAS 18001:2007 standards. The programme includes a hazard recognition, evaluation, and control process that proactively identifies risks associated with the environment, employees, vendors, equipment, materials, and work processes.

The Group also launched its health and safety strategy, "Safely Powering Progress," in April 2025, with the vision to foster a culture of care where empowered colleagues are actively engaged in the relentless pursuit of safe work. This strategy aims to align safety practices globally across the Group and is built around four key elements: leadership, competence, process, and engagement. Each element will have defined initiatives and corresponding KPIs.

Digital Core REIT's commitment to a safe and secure environment for all stakeholders is reinforced through its InSite platform, which provides all employees with a company email account to access and report information. This commitment was further strengthened with the launch of The Safely Powering Process Cards in November 2025. Each card includes a QR code that directs users to the InSite portal for reporting safety observations.

All jobs within the data centres adhere to comprehensive methods of procedures ("MOPs") and standard operating procedures ("SOPs"). These formal MOPs and SOPs are integral to safety programmes, including energised electrical work, control of hazardous energy and lock-out/tag-out procedures.

Hazards are systematically identified, prioritised, and controlled before work commences. All contractors are required to complete a site induction prior to starting work at the data centre. This involves submitting a risk assessment and the method of procedures for their work. Any reported unsafe behaviour is documented in the InSite system and tracked as part of the contractor's performance evaluation. Similarly, all reported incidents are logged in the InSite reporting system and must be fully addressed before work can resume. Monthly reports on safety observations from the system are compiled and included in internal performance updates and the number of reported incidents in 2025 will establish a baseline for targets in 2026. For tasks requiring specialised training or certification, such as working at heights or confined space entry, contractors' certifications are verified before work begins.

During the site induction, contractors are informed of their responsibility to report safety incidents and their authority to stop work if they observe unsafe conditions or abnormalities. They are also provided direct access to data centre engineers to report any safety concerns promptly. This is supported by the Group's Stop Work Policy which specifies situations where employees can halt work to address hazards or incorporate safe practices before resuming work. Incident risk levels are determined based on factors such as near misses, fatalities, severity of injuries, personal or property damage, and regulatory involvement.

In the event of a workplace incident, site teams follow a detailed Incident Reporting Process where details are reported to the Global Command Centre, which assigns a ticket for tracking and investigation. Following the investigation, root causes will be identified, and corrective and preventive measures will be implemented to reduce the risk of similar incidents in the future. The process is regularly updated, and a revamped system for reporting safety incidents, near misses, and observations has been progressively rolled out across global regions.

SUSTAINABILITY

Leadership site visits and engagement activities are conducted once a month. The Operations team monitors incidents on the premises and reports significant occurrences to the Manager. Data centre managers provide updates on EOH&S concerns during regular calls. The regional EOH&S lead follows up on the action closure tracker to ensure timely responses. As part of corrective and preventive measures, data centres and equipment undergo regular inspections through its corrective actions and assurance mechanisms to ensure optimal operational conditions.

The Operations team maintains a robust Business Continuity Plan to manage operational disruptions and ensure the resilience of data centres. Regular business continuity management exercises are conducted to prepare employees for adverse business interruptions and focus on preventing and mitigating risks through scenario planning and drills for events such as fires, severe weather, and floods. Emergency drills are conducted at least once annually to ensure that the operations team and building occupants are familiar with the appropriate actions to take during an emergency. Each data centre has its own emergency response plan that outlines potential scenarios, response procedures, and the roles and responsibilities of key personnel.

Employees engage in the safety programme and processes through:

- Safety briefings at data centres.
- Active workplace interactions at all levels.
- Communications about safety inspections, injury and illness statistics and other safety-related issues.
- Feedback on developing, reviewing, and improving the safety programme.
- Engagement in informational briefings and active participation in customer interactions.

- Training and education.
- Personal accountability and responding to unsafe acts or conditions at the data centres.

A monthly training program through Digital University was implemented, focusing on different health and safety topics for employees, with a target completion rate of 80%. Completion rates were tracked and reported in the monthly performance updates.

To uphold safety standards in construction, a new Global Construction Safety Standard was launched for General Contractors under Design, Engineering and Construction. Audits are performed against this standard, and the closure of audit observations is systematically tracked to ensure compliance.

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

Customers have multiple channels to report safety concerns or incidents, either by emailing the site team or submitting a Work Order. They receive updates on actions taken to address these issues from the Global Command Centre. Customers also participate in safety induction courses and engage in emergency tabletop exercises and fire drills every six months to ensure preparedness.

All employees, including the asset and property managers, are covered under the Group medical insurance, with the Group ensuring the confidentiality of their personal health-related information.

Other Work-related Rights

[GRI 2-23, GRI 2-24, GRI 3-3, GRI 408-1, GRI 409-1]

FY 2025



Maintain zero instances of child labour and/ or forced labour.

The world is increasingly leveraging the economic and social value of being connected via the global digital marketplace. Data centres are home to the physical infrastructure powering this transformation. Hence, the industry has a unique opportunity to deliver highly efficient and productive solutions that uphold high standards for organisational culture related to human rights, labour practices, working conditions, and community impact.

Digital Core REIT remains steadfast in cultivating an organisational culture that adheres to internationally recognised human rights standards and actively seeks to prevent complicity in human rights abuses. The Group upholds the principles set forth in the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the Global Network Initiative Principles, and the International Labour Organization's ("ILO") Declaration on Fundamental Principles and Rights at Work. Digital Core REIT will not utilise forced labour in any form, including prison labour, indentured labour, or bonded labour, in accordance with the ILO Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105). These requirements are also part of the Group's Supplier Code of Conduct and vendors are expected to acknowledge and commit to upholding these principles.

As part of the Group's Human Rights Policy, Digital Core REIT is committed to the following:

- **Equal Treatment and Dignity:** All individuals, including employees, agents, and representatives, are selected based on merit and treated equitably, with respect and without discrimination. The Company and its suppliers prohibit the use of any form of forced labour, including prison, indentured, or bonded labour.
- **Protection from Discrimination and Harassment:** All employees, agents, and representatives should be treated with respect and dignity, free from unlawful harassment or discrimination as required by law. Work environments must be free from physical, sexual, psychological, or verbal harassment, intimidation or unfair treatment based on any legally protected characteristic.
- **Voluntary Employment and Appropriate Age:** Employment must be voluntary, with zero tolerance for any forced labour, servitude, slavery, or human trafficking. Suppliers are required to prevent the employment of workers below the minimum legal age for work or compulsory education.
- **Fair Compensation and Reasonable Working Hours:** Representatives, directors, employees, contractors, and agents must receive fair compensation that complies with legal standards or industry norms. Working hours may not exceed the maximum limits established by applicable law.

SUSTAINABILITY

Apart from Digital Core REIT's internal operations, the Company also considers the individuals and processes in the value chain that contribute to its products and services.

Regions identified in public reports as having a higher risk for forced labour or child labour include parts of South and Southeast Asia, as well as some low- and middle-income countries with limited labour oversight. Public investigations and analyses, including those from financial media and ESG risk reports, have highlighted that battery supply chains and specific manufacturing areas are identified as critical for screening.

Digital Core REIT identifies several links in the supply chain as being at risk of incidents of forced or compulsory labour, child labour, and exposure of young workers to hazardous work. These include:

- **Battery Manufacturers / Cell Suppliers:** These suppliers often have complex upstream supply chains, which create risks associated with the mining and sourcing of raw materials as well as the manufacturing of components.
- **Large Electrical Component Manufacturers (Transformers / Switchgear):** These companies typically operate with extensive global supply networks, making it challenging to monitor labour practices throughout their multi-tier supply bases.
- **Facilities Services (Cleaning, Landscaping, Security):** This sector often relies on low-wage workers, some of whom are subcontracted through labour brokers, increasing the risk of unsafe working conditions and labour violations.

Measures undertaken to mitigate forced or compulsory labour, as well as child labour and the exposure of young workers to hazardous conditions, include the following:

- **Supplier Code of Conduct and Contractual Requirements:** Suppliers are required to comply with labour laws, prohibit forced and child labour, and adhere to health and safety regulations, as outlined in Digital Realty's Supplier Code.
- **Supplier Communication and Policy Alignment:** Expectations for human rights and supplier conduct are conveyed through an active training and communication platform, ensuring suppliers understand and adhere to the Supplier Code.
- **High-level Due Diligence and Risk Screening:** Digital Realty conducts risk-based supplier screening, verifying compliance with company standards through mechanisms such as dialogue, audits, assessments, worker surveys, and other assurance methods. Identified non-conformities are actively addressed through corrective action and key performance indicator programs.
- **Whistleblowing and Reporting Channels:** The Group's Code outlines guidelines for expected business conduct from employees and provides avenues for reporting concerns or violations related to adverse human rights impacts. Suppliers must promptly report any suspected or confirmed breaches of this Code to the Digital Ethics Action Line. The Company will address these reports in accordance with applicable laws and, when appropriate, conduct thorough investigations into the reported conduct.



GOVERNANCE



Digital Core REIT is committed to upholding good governance and high ethical standards. The Company adheres to the corporate governance detailed in the Code of Corporate Governance issued by the MAS, while seeking best practices from the Sponsor and other industry leaders. The Board comprises a majority of independent members and oversees the management and monitoring of the overall sustainability strategy and performance. Additionally, the Manager is committed to timely and accurate disclosure of material information as well as engagement with the investment community. This pillar covers two topics: Business ethics and Data security.

For more details under the Corporate Governance section, please refer to pages 75-90 of the Annual Report.

Business Ethics

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

FY 2025	Maintain high standards and best practices in ethical business conduct and compliance with zero incidents of fraud, corruption, bribery and non-compliance with laws and regulations.	Maintain 100% successful completion of business ethics annual attestation among all full-time employees.
----------------	--	---

A strong reputation, built on ethical practices, is essential. Unethical behaviours can significantly harm a company’s reputation, resulting in financial losses and a loss of stakeholder trust. Digital Core REIT is committed to upholding its obligations to unitholders, customers, suppliers, employees, the communities it serves, and its business partners by conducting all business activities with fairness and integrity.

Digital Core REIT aims to conduct its business with high standards of corporate governance and business ethics, with a zero-tolerance policy for corruption, bribery, fraud, and unethical practices.

The Group launched a comprehensive annual attestation and training programme covering topics such as the Anti-Bribery and Anti-Corruption Compliance Policy, the Whistleblower and Confidentiality Reporting Policy, the Code of Business Conduct and Ethics, the Insider Trading Policy, the Global Cyber Resilience Policy, and the Harassment, Discrimination, and Retaliation Prevention Policy. The annual training also includes Cyber Security Awareness, Business Continuity and Risk Management, Data Privacy, Insider Trading, Anti-Bribery and Corruption, and Conflicts of Interest, with all employees expected to complete this training within the financial year.

SUSTAINABILITY

Each year, all employees must attest that they have read and acknowledged the Code of Business Conduct and Ethics, as well as complete training on related ethical topics, including Anti-Bribery and Corruption, Conflicts of Interest, and Insider Trading. In FY 2025, the Group revised its Code of Conduct and Business Ethics to include guidelines for the responsible and ethical use of AI, ensuring compliance with regulatory requirements. All full-time employees are expected to complete the annual business ethics attestation with a 100% success rate.

Every employee plays a vital role in upholding the Company's reputation by conducting business with integrity, transparency, and accountability. The Code of Business Conduct and Ethics, rolled out at the Group level and implemented at the Manager's level, must be adhered to by all employees. It serves as a guiding framework for navigating complex business decisions, outlining the principles that define the culture while safeguarding the organisation and supporting long-term growth and sustainability. According to the Code of Business Conduct and Ethics, every employee is expected to disclose any conflicts of interest, protect the privacy of business information, act fairly, declare any gifts or entertainment received, comply with legal requirements, protect the environment, adhere to health and safety procedures, ensure fair employment practices, and respect human rights. Any violations of the Code of Business Conduct and Ethics, including any misconduct or inappropriate behaviours, will be subject to discipline, including possible termination of employment. The Code of Business Conduct and Ethics also allows for confidential reporting of concerns with protections against retaliation, enabling reports to be made anonymously. The policy commitments are communicated to the employees through annual attestation, to business partners via the Supplier Code of Conduct, and are publicly available to other relevant parties.

Digital Core REIT adopts the Group's Anti-Bribery and Anti-Corruption Compliance Policy, which applies to all activities undertaken by the Company worldwide. All Board of directors, employees and relevant stakeholders must comply with anti-bribery and anti-corruption laws and prohibit all forms of bribery and corruption. Any misconduct or inappropriate behaviours will result in disciplinary action, including possible termination of employment.

The Whistleblowing Policy provides a trusted avenue for employees and relevant stakeholders to report any improprieties related to the Manager and its employees without fear of retaliation. The policy ensures independent investigation and appropriate follow-up actions to address reported concerns and grievances.

The Manager has established a Code of Best Practices on Securities Transactions which sets out the guidelines for dealing in Digital Core REIT's securities, applicable to all employees and directors. The policy lays out the procedures for the disclosure of interests, blackout periods, restrictions on insider trading, and the liabilities associated with breaches of trust. All employees and directors must refrain from trading in Digital Core REIT's securities:

- a) While in possession of material, unpublished information that could affect the price or trade;
- b) For the month immediately preceding and continuing until the Company's half-year and full-year financial statements are released.

An email reminder is sent out to inform or remind all directors and employees of the duration of each applicable blackout period prior to the start of the relevant period.

In FY 2025, Digital Core REIT reported zero incidents of fraud, corruption, bribery or non-compliance with laws and regulations across all business operations. Furthermore, no significant risks related to corruption were identified as part of the risk assessment for Digital Core REIT. This achievement underscores Digital Core REIT's commitment to maintaining high ethical standards in its business operations. The Manager will continuously monitor for instances of non-compliance through confirmation from various parties, and the whistleblowing channel also alerts the management to any reported cases of bribery or corruption on an ongoing basis. Additionally, 100% of Digital Core REIT's employees, senior management and middle management completed the business ethics annual attestation.

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

	Singapore	United States	Total Number	Singapore	United States	Total Percentage
FY 2025	8	1	9	89%	11%	100%
FY 2024	7	1	8	88%	12%	100%

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

	Senior Management	Middle Management	Entry level	Total Number	Senior Management	Middle Management	Entry level	Total Percentage
FY 2025	2	4	3	9	22%	45%	33%	100%
FY 2024	2	4	2	8	25%	50%	25%	100%

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

	Singapore	United States	Total Number	Singapore	United States	Total Percentage
FY 2025	8	1	9	89%	11%	100%
FY 2024	7	1	8	88%	12%	100%

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

	Senior Management	Middle Management	Entry level	Total Number	Senior Management	Middle Management	Entry level	Total Percentage
FY 2025	2	4	3	9	22%	45%	33%	100%
FY 2024	2	4	2	8	25%	50%	25%	100%

SUSTAINABILITY

Data Security

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

FY 2025

Uphold high standards and best practices in cybersecurity and data protection with zero incidents of non-compliance with data privacy laws.

Maintain 100% successful completion of Annual Security Awareness Training among all full-time employees.

Cyber resilience plays a crucial role in safeguarding customer data. The Manager respects and upholds the privacy rights of all individuals it engages with, even when it does not administer, control, or have access to customer servers or data. The Sponsor maintains a Cyber Resilience as a Service (“CRaaS”) programme, supported by a dedicated team and an in-house Security Operations Centre, along with a co-sourced 24/7 managed security services partner. This team addresses advanced threats, conducts intelligence correlation and enrichment, and engages in threat hunting, adversary tracking, and disruptions. Guided by secure-by-design principles, identity-based zero trust, and automation, the “Trusted by Design” strategy focuses on protecting company assets and customer privacy.

The Manager is committed to high standards and best practices in cybersecurity and data protection, achieving zero incidents of non-compliance with data privacy laws and ensuring 100% successful completion of Annual Security Awareness Training among all full-time employees. Annually, all employees are required to undergo training on Global Data Privacy and Information Security. In 2025, Digital Core REIT’s employees were trained in cybersecurity and enhanced their awareness of cyber threats through annual cyber training sessions and review of cyber policy attestations. As of FY 2025, 100% of Digital Core REIT’s employees have completed the Annual Security Awareness Training.

The Group’s Information Security team oversees overall data security and manages the enterprise-wide cyber resilience strategy, policies, standards, architecture, and processes. Data protection measures safeguard the Group against cyber threats arising from increased reliance on virtual platforms.

The Information Security team collaborates with vendors and partners to enhance the security of their products and services and understand how to securely deploy their projects and services within the organisation. Additionally, customers are educated on the Group’s efforts to safeguard their data and encouraged to provide feedback and advice on security best practices.

To mitigate cybersecurity risks, the Group has also implemented several actions, including strengthening identity and access controls such as Privilege Access Management (“PAM”) and Identity Governance and Administration (“IGA”), enhancing network segmentation and endpoint protection, and enforcing encryption for data both at rest and in transit. The Incident Response Plan has been updated and tested through Tabletop Exercises, while formalised processes for patching and vulnerability management are consistently maintained. Furthermore, awareness campaigns featuring live hack demonstrations, phishing simulations, and training webinars were conducted during Cybersecurity Month.

Technological advancements and the increasing use of AI have prompted transformations in the data centre industry. Digital Core REIT is committed to managing infrastructure in a way that addresses the environmental impacts of these trends while expanding the portfolio. The Manager follows the Sponsor’s Global Cyber Resilience and Privacy Policies, which guide private data management and data breach protocols.

The Privacy Policy established by the Sponsor ensures that all employees and individuals contracted directly or indirectly by Digital Core REIT understand their roles and responsibilities in handling and safeguarding personal data on behalf of the Company. The policy details guidelines and definitions related

to data security rights, disputes concerning data privacy, data collection, retention, and transfer, as well as security measures and breaches. This demonstrates the Manager's commitment to protecting personal data and the privacy interests of individuals whose personal data is processed by Digital Core REIT. In FY 2025, there were no known instances of data leaks, thefts, or losses of customer data, and hence, no substantiated complaints regarding breaches of customer privacy were received. Additionally, there were no confirmed data breaches or reported cyber-attacks.

In 2025, the Cyber Resilience Policy and related procedures were updated to keep up with changing laws and guidelines, such as ISO 27001, National Institute of Standards and Technology ("NIST"), and General Data Protection Regulation ("GDPR")

requirements. Digital Core REIT adheres to Service Level Agreements for vulnerability remediation and has achieved key milestones in readiness for System and Organisation Controls ("SOC") and ISO audits, maintaining its ISO 27001 certification and SOC 2 compliance with no major findings. These efforts are evaluated through internal audits, SOC/ISO readiness reviews, regular assessments of technical advancements, and a continuous improvement cycle. All regulatory obligations, including GDPR and California Consumer Privacy Act ("CCPA"), were met without incident. This is supported by a structured governance which includes the provision of monthly Security KPIs to the Chief Information Security Officer and Chief Information Officer, along with quarterly updates to executive leadership teams.

SUSTAINABILITY

GRI CONTENT INDEX

Statement of use	Digital Core REIT has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI Standard	Disclosure	Omission/comments	Section of Report	Page reference
GRI 2: General Disclosures	2-1 Organisational details		Corporate Profile, About the Report	1, 4
	2-2 Entities included in the organisation's sustainability reporting	Properties where Digital Core REIT does not have operational control over (i.e 43831 Devin Shafron Drive, 1500 Space Park Drive, Digital Osaka 2 (KIX11) and Digital Osaka 3 (KIX12)) are excluded from this report. Digital Core REIT does not consist of multiple entities.	About the Report	4
	2-3 Reporting period, frequency and contact point	This sustainability report is published alongside Digital Core REIT's Annual Report, which covers the same financial period from 1 January 2025 to 31 December 2025.	About the Report: Feedback	4
	2-4 Restatements of information		About the Report: Restatements of Information	4
	2-5 External assurance		About the Report: Internal Review	4
	2-6 Activities, value chain and other business relationships	Digital Core REIT primarily concentrates its business activities on global investments in data centres. There were no significant changes to Digital Core REIT's supply chain and business relationships in FY 2025.	Corporate Profile, About the Report	1, 4
	2-7 Employees	Employee data is compiled based on the headcount as of 31 December 2025. This headcount encompasses all full-time employees, defined as those working a total of 40 hours per week. There were no significant fluctuations in the number of employees during the reporting period.	Diversity and Inclusion	34
	2-8 Workers who are not employees	The day-to-day operations of the properties are managed by Property Managers who are outsourced to the Sponsor.	N/A	N/A
	2-9 Governance structure and composition		Annual Report Corporate Governance, Sustainability Governance	75-80, 85-87, 5
	2-10 Nomination and selection of the highest governance body		Annual Report Corporate Governance	79-80, 86-87
	2-11 Chair of the highest governance body		Annual Report Corporate Governance	79
	2-12 Role of the highest governance body in overseeing the management of impacts		Sustainability Governance, Sustainability Commitments, Materiality Assessment	5-7

GRI Standard	Disclosure	Omission/comments	Section of Report	Page reference
GRI 2: General Disclosures	2-13 Delegation of responsibility for managing impacts		Sustainability Governance	5-6
	2-14 Role of the highest governance body in sustainability reporting		Sustainability Governance	5
	2-15 Conflicts of interest		Annual Report Corporate Governance	76, 89-90
	2-16 Communication of critical concerns	No critical concerns or whistle-blowing cases were reported during FY 2025.	Annual Report Corporate Governance: Whistle-blowing Policy	90
	2-17 Collective knowledge of the highest governance body		Sustainability Governance	5
	2-18 Evaluation of the performance of the highest governance body		Annual Report Corporate Governance, Sustainability Governance	80, 5
	2-19 Remuneration policies		Annual Report Corporate Governance	81-84
	2-20 Process to determine remuneration		Annual Report Corporate Governance	81-84
	2-21 Annual total compensation ratio	The “percentage increase in annual compensation ratio for the organisation’s highest-paid individual” and the “median percentage increase in annual compensation for all employees, excluding the highest-paid individual,” are not disclosed due to confidentiality considerations and to minimise the potential staff movement which could cause undue disruptions in the management team as the competition for talent within the data centre industry is intense. (for more information, please refer to page 83 of the Annual Report, Corporate Governance section)	N/A	N/A
	2-22 Statement on sustainable development strategy		Statement from the Chief Executive Officer, Board Statement	2-3
	2-23 Policy commitments	For further information, please refer to the Code of Business Conduct and Ethics here . This policy has been approved by the Group CEO. The Code applies to all employees, officers, directors, and agents of the Company (“Covered Persons”) and establishes a minimum standard of ethical behavior for such Covered Persons. The Company expects its suppliers, contractors, consultants, and other business partners are expected to follow these principles when providing goods or services to the Company or acting on its behalf.	Sustainability Governance, Diversity and Inclusion, Other Work-Related Rights, Business Ethics	5-6, 34-35, 39-40, 41-42

SUSTAINABILITY

GRI Standard	Disclosure	Omission/comments	Section of Report	Page reference
GRI 2: General Disclosures	2-24 Embedding policy commitments		Sustainability Governance, Sustainability Commitments, Materiality Assessment, All material topics	5-7, 13-15
	2-25 Processes to remediate negative impacts	The Manager is committed to cooperate with stakeholders to remediate negative impacts on the economy, environment, and people, including impacts on their human rights.	Annual Report Corporate Governance: Whistle-Blowing policy	90
	2-26 Mechanisms for seeking advice and raising concerns		Annual Report Corporate Governance: Whistle-Blowing policy, Business Ethics	90, 42
	2-27 Compliance with laws and regulations	During the reporting period, there were no instances of non-compliance with laws and regulations, and no fines were incurred.	Business Ethics	42
	2-28 Membership associations		External Membership	12
	2-29 Approach to stakeholder engagement		Stakeholder Engagement	11
	2-30 Collective bargaining agreements	Not applicable: None of Digital Core REIT's employees are covered under collective bargaining agreements. Working conditions and terms of employment are based on legal requirements, local and regional practices, EOH&S standards for safe work, and the Company's Code of Business Conduct and Ethics.	N/A	N/A
GRI 3: Material Topics	3-1 Process to determine material topics		Materiality Assessment, Stakeholder Engagement	6-7, 11
	3-2 List of material topics		Materiality Assessment	6-7
Climate change: Energy Management				
GRI 3: Material Topics	3-3 Management of material topics		Stakeholder Engagement, Climate Change: Energy Management	11, 13-15
GRI 302: Energy	302-1 Energy consumption within the organisation	Digital Core REIT has no energy consumption from non-renewable sources comprised of diesel and natural gas. For all properties, electricity usage is monitored by Digital Realty and billed to the customer based on their total consumption. In FY 2025, there was no energy sold by Digital Core REIT.	Climate Change: Energy Management	13-15
	302-2 Energy consumption outside of the organisation	Digital Core REIT does not currently track energy consumption of customers as the assets are not under operating control. Moving forward, the Manager plans to enhance its data collection capabilities related to energy consumption across its value chain as soon as the requisite information becomes accessible.	N/A	N/A
	302-3 Energy intensity	Energy intensity for FY 2025 is calculated based on Digital Core REIT's consumption of electricity.	Climate Change: Energy Management	13-15
	302-4 Reduction of energy consumption		Climate Change: Energy Management	13-15

GRI Standard	Disclosure	Omission/comments	Section of Report	Page reference
Climate change: Greenhouse Gas Emissions				
GRI 3: Material Topics	3-3 Management of material topics		Stakeholder Engagement, Climate Change: Greenhouse Gas Emissions	11, 16-17
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	No biogenic carbon emissions.	Climate Change: Greenhouse Gas Emissions	16-17
	305-2 Energy indirect (Scope 2) GHG emissions		Climate Change: Greenhouse Gas Emissions	16-17
	305-3 Other indirect (Scope 3) GHG emissions	Digital Core REIT currently does not collect Scope 3 emissions data. Digital Core REIT will continue to explore options of possibly developing a credible data capture of Scope 3 emissions in the future.	N/A	N/A
	305-4 GHG emissions intensity		Climate Change: Greenhouse Gas Emissions	16-17
	305-5 Reduction of GHG emissions		Climate Change: Greenhouse Gas Emissions	16-17
Climate change: Physical Impacts of Climate Change				
GRI 3: Material Topics	3-3 Management of material topics		Stakeholder Engagement, Climate Change: Physical Impacts of Climate Change	11, 18-25
Water Management				
GRI 3: Material Topics	3-3 Management of material topics		Stakeholder Engagement, Water Management	11, 26-27
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource		Water Management	26-27
	303-2 Management of water discharge-related impacts		Water Management	26-27
	303-3 Water withdrawal	Municipal water systems (third-party water supply) provides the majority of the water required by Digital Core REIT's operations. Third-party withdrawal sources are not available.	Water Management	26-27
	303-5 Water consumption		Water Management	26-27
Employee Engagement				
GRI 3: Material Topics	3-3 Management of material topics		Stakeholder Engagement, Employee Engagement	11, 28-33
GRI 401: Employment	401-1 New employee hires and employee turnover	In FY 2025, a total of two new female employees within the 30-50 age group were hired in the Singapore office. Additionally, one female employee from the 30-50 age group left the Singapore office during the same period ³⁵ .	N/A	N/A
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Employee Engagement	29-31
	401-3 Parental leave		Employee Engagement	29-31

35 The rate of new employees hires and the rate of employee turnover is 24% and 12% respectively.

SUSTAINABILITY

GRI Standard	Disclosure	Omission/comments	Section of Report	Page reference
GRI 404: Training and education	404-1 Average hours of training per employee		Employee Engagement	29
	404-2 Programs for upgrading employee skills and transition assistance programs	Digital Core REIT currently does not offer any transition assistance programs, but will review where necessary to implement them in the future.	Employee Engagement	28, 31-32
	404-3 Percentage of employees receiving regular performance and career development reviews		Employee Engagement	32
GRI 403: Occupational health and safety	403-6 Promotion of worker health		Employee Engagement	29
Diversity and Inclusion				
GRI 3: Material Topics	3-3 Management of material topics		Stakeholder Engagement, Diversity and Inclusion	11, 34-36
GRI 405: Diversity and equal opportunity	405-1 Diversity of governance bodies and employees		Diversity and Inclusion	34-36
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken		Diversity and Inclusion	34-36
Occupational Health and Safety				
GRI 3: Material Topics	3-3 Management of material topics		Stakeholder Engagement, Occupational Health and Safety	11, 37-38
GRI 403: Occupational health and safety	403-1 Occupational health and safety management system		Occupational Health and Safety	37-38
	403-2 Hazard identification, risk assessment, and incident investigation		Occupational Health and Safety	37-38
	403-3 Occupational health services		Occupational Health and Safety	37-38
	403-4 Worker participation, consultation and communication on occupational health and safety	Joint committees addressing worker's health and safety are organised at the Sponsor level.	Occupational Health and Safety	37-38
	403-5 Worker training on occupational health and safety		Occupational Health and Safety	37-38
	403-6 Promotion of worker health		Occupational Health and Safety	37-38

GRI Standard	Disclosure	Omission/comments	Section of Report	Page reference
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Occupational Health and Safety	37-38
	403-8 Workers covered by an occupational health and safety management system	All 9 employees are covered under the EOH&S programme that has been internally audited, resulting in a 100% coverage. Digital Core REIT is not able to provide the headcount under the property manager, however, 100% of the headcount of the property manager is covered under the EOH&S programme.	Occupational Health and Safety	37-38
	403-9 Work-related injuries	The total number of hours worked by employees is calculated based on a full year, considering employees and non-employees working 8 hours per day, excluding weekends, public holidays, and annual leave, which adds up to a total of 16,272 hours. Rates have been calculated based on 200,000 hours worked. Customers and contractors have been excluded from this disclosure. Although the EOH&S procedures apply to them, the Company do not require these stakeholders to report incidents. However, Digital Core REIT will monitor any cases that are reported. There were no known work-related fatalities, high-consequence injuries, or recordable injuries in FY 2025.	Occupational Health and Safety	37-38
	403-10 Work-related ill health	Customers and contractors have been excluded from this disclosure. Although the EOH&S procedures apply to them, the Company does not require these stakeholders to report incidents. However, Digital Core REIT will monitor any cases that are reported. There were no known work-related fatalities nor work-related ill health in FY 2025.	Occupational Health and Safety	37-38
Other Work-related Rights				
GRI 3: Material Topics	3-3 Management of material topics		Stakeholder Engagement, Other Work-related Rights	11 39-40
GRI 408: Child Labour	408-1 Operations and suppliers at significant risk for incidents of child labour	At the operational level, employment will not be offered to individuals under the age of 15 or below the minimum age for compulsory education, whichever is higher, as stipulated by the ILO Minimum Age Convention. Therefore, there is no risk of incidents involving child labour or young workers being exposed to hazardous work.	Other Work-related Rights	39-40
GRI 409: Forced or Compulsory Labour	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour		Other Work-related Rights	39-40

SUSTAINABILITY

GRI Standard	Disclosure	Omission/comments	Section of Report	Page reference
Business Ethics				
GRI 3: Material Topics	3-3 Management of material topics		Stakeholder Engagement, Business Ethics	11, 41-43
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption		Business Ethics	41-43
	205-2 Communication and training about anti-corruption policies and procedures	Digital Core REIT has communicated all anti-corruption policies and procedures to 100% of their business partners through its Supplier Code of Conduct. Regarding the sub-indicators 205-2a and 205-2d: Information regarding the communication of anti-corruption policies and procedures to governance body and the training hours related to anti-corruption is currently unavailable and incomplete as Digital Core REIT is not currently monitoring these sub-indicators. However, Digital Core REIT will start monitoring these indicators in the near future.	Business Ethics	41-43
	205-3 Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption during the reporting period. Therefore, no employees were dismissed or disciplined for corruption, no business partners were terminated or not renewed due to corruption-related violations, and there were no public legal cases regarding corruption involving the organisation or its employees.	Business Ethics	42
Data Security				
GRI 3: Material Topics	3-3 Management of material topics		Stakeholder Engagement, Data Security	11, 44-45
GRI 418: Customer privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Data Security	44-45

IFRS INDUSTRY-BASED GUIDANCE ON IMPLEMENTING CLIMATE-RELATED DISCLOSURES (VOLUME 36—REAL ESTATE)

IFRS Industry-Based Guidance on implementing Climate-Related Disclosures (Volume 36—Real Estate)			
Code	Metrics	FY 2025	FY 2024
Energy Management			
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property sector (%)	100%	87%
	Total energy consumed by portfolio area with data coverage, by property sector (GJ)	1,280,632 GJ	1,092,197 GJ
IF-RE-130a.2	Total energy consumed by percentage grid electricity, by property sector (%)	0%	20.50%
	Total energy consumed by percentage renewable, by property sector (%)	100%	79.50%
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector (%)	+17.3%	-7.30%
IF-RE-130a.4	Percentage of eligible portfolio that has an energy rating, by property sector (%)	35.65%	30%
IF-RE-130a.4	Percentage of eligible portfolio that is certified to ENERGY STAR, by property sector (%)	56.50%	30%
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Refer to disclosures under the topic on 'Climate change'	
Water Management			
IF-RE-140a.1	Water withdrawal data coverage as a percentage of total floor area, by property sector (%)	100%	87%
	Water withdrawal data coverage as a percentage of floor area in regions with High or Extremely High Baseline Water Stress, by property sector (%)	100%	72%
IF-RE-140a.2	Total water withdrawn by portfolio area with data coverage, by property sector (thousand m ³)	221.767 thousand m ³	214.170 thousand m ³
	Total water withdrawn by percentage in regions with High or Extremely High Baseline Water Stress, by property sector (%)	+11.1%	25%
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector (%)	+3.6%	-2.4%
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Refer to disclosures under the topic on 'Water management'	
Management of Tenant Sustainability Impacts			
IF-RE-410a.1	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements, by property subsector (%)	16%	13%
	Associated leased floor area, of new leases that contain a cost recovery clause for resource efficiency-related capital improvements, by property sector (m ²)	18,190 m ²	10,132 m ²

SUSTAINABILITY

IFRS Industry-based Guidance on implementing Climate-related Disclosures (Volume 36—Real Estate)			
Code	Metrics	FY 2025	FY 2024
Management of Tenant Sustainability Impacts			
IF-RE-410a.2	Percentage of tenants that are separately metered or sub-metered for grid electricity consumption, by property sector (%)	For all properties, electricity and water usage are monitored by Digital Realty and billed to the customer based on their total consumption.	
IF-RE-410a.3	Percentage of tenants that are separately metered or sub-metered for water withdrawals, by property sector (%) Discussion of approach to measuring, incentivising and improving sustainability impacts of tenants	Refer to disclosures under the topic on 'Climate change'	
Climate Change Adaptation			
IF-RE-140a.1	Area of properties located in 100-year flood zones, by property sector	N/A	N/A
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Refer to disclosures under the topic on 'Climate change: Physical impacts of climate change'	
Activity Metrics			
IF-RE-000.A	Number of assets, by property sector	11	10
IF-RE-000.B	Leasable floor area, by property sector (m ²)	113,598 m ²	107,651 m ²
IF-RE-000.C	Percentage of indirectly managed assets, by property sector (%)	36.36%	30%
IF-RE-000.D	Average occupancy rate, by property sector (%)	97.70%	96.70%

This page has been intentionally left blank.



Digital Core REIT Management Pte. Ltd.
2 Central Boulevard, #29-03
West Tower, IOI Central Boulevard
Singapore 018916

www.digitalcorereit.com