



Environmental, Social and Governance Program



Humility In, Pride Out

We believe every situation presents a learning opportunity and improvement is the result of asking “what could we have done better” rather than saying “they shouldn’t have done that”. By listening more than we speak, and analyzing rather than criticizing, we are continually able to provide value to our customers.

Our Actions and Words are One

We strive for transparency with our customers in every area of our relationship from pricing and terms to your data center’s design, construction and on-going operations. To achieve this level of openness is predicated on our commitment to doing what we say.



CORE CONVICTIONS

Continuous Improvement

Our customers benefit when we consistently ask what we can do differently to improve in every area of our business. We believe this commitment to improvement is a responsibility shared by every Compass employee regardless of department or seniority.

We Ask Why?

We believe understanding the “why” behind your requirements enable us to optimize the data center we deliver to you and how we support it going forward.

We ask WHY to understand the needs versus the wants

No greenwashing

No pre-established goal that promotes greenwashing

Our Environmental approach is driven by four industry specific categories that allow us track our progress, benchmark against the industry and lead the way with the built environment of the fourth industrial revolution in this digital world.

Means and Methods

Product Selection

Technology

Design

ENVIRONMENTAL

Actions and Words are One

SOCIAL

Diversity and Supporting Veteran's

Mental Health (Ginger App)

Employee Health (ActivePure)

Skilled Trades Development

Giving back to the communities we work and operate in

Continuous Improvement

GOVERNANCE

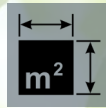
Support of our investment teams and clients as an integral partner and important team member of their portfolios

ENVIRONMENTAL



Identify area for impact:

Means and Methods
Product Selection
Technology
Design



Determine Unit of Measurement:

(i.e., LF, Cyd, SqM, Gallons/Liters, lbs, MW)



Computation of GHG emissions avoided (“Scope 4”) per prototype, campus, enterprise (current and future)



Automatically collect invoices for consumption of power, fuel, refrigerant and water for GHG calculation and inventory reporting of scope 1 & 2 emissions.

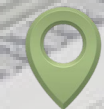


Support Operations Zero Waste Initiative by learning what behavioral changes are needed:

(Maintain an inventory of expended and avoided scopes 1, 2, & 3 GHG emissions as the portfolio grows)

LAND CONSIDERATIONS

- **Sustainable site initiatives:**
 - Alternative transportation, low emitting and fuel-efficient vehicles
 - Alternative transportation, parking capacity
 - Site development, maximize open space
 - Heat island effect – roof
- **Water efficiency**
 - Water efficient landscaping
 - Water use reduction
 - Bio-Diversity Design for storm water management
- **Energy and Atmosphere**
 - Optimize energy performance
 - Enhanced refrigerant management
 - Measurement and verification, metering
- **Materials and Resources**
 - Construction waste management
 - Recycled content
 - Regional materials



MEANSMETHODS



Offsite
Manufacturing
OFCl; equipment yard,
plenums, etc.

- Less labor
- Less waste
- Fewer crane mobilizations
- Faster



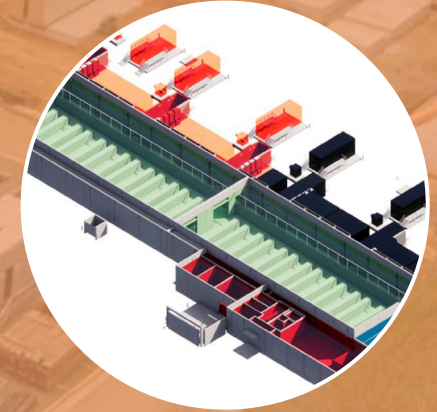
Advanced
Work
Packaging

- Safer
- Less waste
- Faster



On-site Batch
Plant

- More sustainable
- Better control
- Helical Piers



Assembly
Approach to
Delivery

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•
•

TECHNOLOGY



Sequestering of CO₂
from the atmosphere and
use of Artificial Intelligence
to reduce cement in our
precast and cast-in-place
mix designs



Ceramic Coating
on plenums to help
with heat transfer to
Data Hall from Airwall.

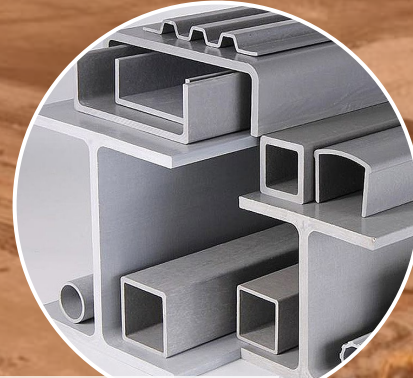
Better performance, less
energy



**Reduction and
Elimination**
of reinforcing steel in
our slabs and
equipment pads

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PRODUCTSELECTION



PRODUCT DECLARATIONS Benchmarking with EC3

Roofing

Compass roofing system not only minimizes the heat island but also reduces CO₂ by 150-160 tons per MW compared to other roofing products

HDPE Pipe

In lieu of RCP

FRP

In lieu of steel

HVO Fuel

for Cx and top-off



⋮

DESIGN



On-site Substations

Lower utility transmission rates



100% Green Power Ability

Deploy green transformers with FR3, whenever possible



Waterless HVAC Systems

Reducing 6.7 million gallons per MW annually in water HVAC cooling designs



Bio-Diversity for Storm Management



SOCIAL



Identify area for impact:

Prime hiring practices with Diversity as priority

personality, gender, age, culture, background, etc

Employee Mental Health

Ginger App

Employee Health

ActivePure

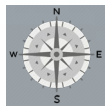
Safety

Paramount to our workforce. Our Compass Cares Global EHS program reflects our safety culture

Leverage Trade Associations, Educational Programs, and Schools to bring Training of craftsperson's for the future of the industry

Research local needs for communities and jurisdictions during site due diligence

vocational schools, environmental issues, economic concerns, job market opportunities, charitable campaigns, beautification, shared use property or utility, etc.



Determine Direction for reporting social achievements to investors, financial institutions, governing bodies, clients, etc.



Track progress on social achievements and study impact to align with Compass' goals.

Thought

Gender

Ethnicity



Diversity

**Intentional Mindset
To seek it out**

Metric tracking = More than 80% Diverse Delivery Teams

Personality [DISC]

Age

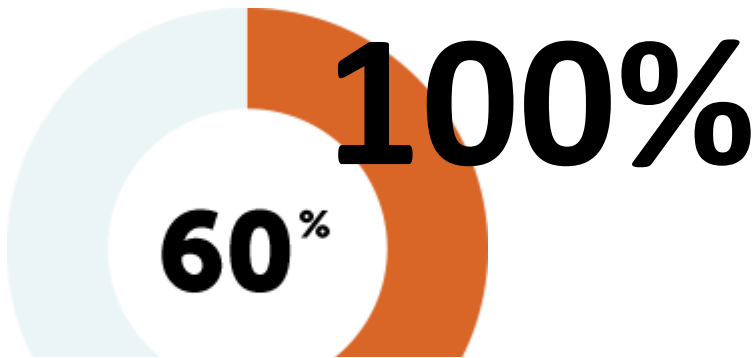
Experience

+ Diversity + Innovation + More Talent + Enhanced Safety and Quality + Cost and Sustainability

Compass hires small disadvantaged firms that are



Minority Veteran & Women Owned



We hire these small disadvantaged firms to acquire the talent for our operations and delivery.

Tony Grayson, our General Manager for our Edge Product, is the Executive Sponsor with iMasons for Veterans

Nancy Novak, our Chief of Innovation, is the Vice Chair for iMWomen and Executive sponsor for the Digital Divide.

Compass Leadership 60% Diverse
Compass US Field 100% Female
Compass Overall 60% Diverse



ACHIEVING GOALS
STRESS
MANAGEMENT
BUILDING SELF-
ESTEEM
IMPROVING
COMMUNICATION
WORK-LIFE
BALANCE
RECOVERING FROM
LOSS

Coaches
create a
personalized
plan for every
member

Using techniques,
like motivational
interviewing and
SMART Goals, to
get an
understanding of
each members'
needs and create a
plan.



24/7 Support

To solve the spectrum of member needs, not just the symptom or the condition

Human Interaction

For a seamless, singular journey for the member

Clinically Supervised

Support for consistent quality and experience across every member and channel

Measurement-Based

Approach to reliably produce positive outcomes

In-Plan Benefits

With most existing benefits networks for easy administration

CORONAVIRUS



Proven



99.9% effective against COVID 19

on surfaces and in the air



Safety

Compass' Global EHS Program is Tailored to our Core Convictions and our Culture

Compass Cares Program Encourages Positive Reinforcement for Safe Behavior and Accountability at the Leadership Level

Compass Partners are held to Higher Standards; TRIR Total Recordable Incident Rate) of less than 3 - EMR (Experience Modifier Rate) of less than .80, and a DART Rate (Days Away, Restricted or Transferred) of less than 1.5



COMPASS CARE PROGRAM

1) STANDARDS ON HIRING CONTRACTORS

2) OBSERVATION PROCESS THAT ENCOURAGES TRADES TO BE SAFE AND FOLLOW TRENDS TO ALLOW FOR FOCUS ON AREAS NEEDING EXTRA ATTENTION

- Projects change dramatically each day so safety diligence must stay front and center, as if each day to arrive to a new site.

3) BELIEF THAT ALL ACCIDENTS ARE PREVENTABLE

- It's a cultural attitude and behavior

4) AWARDS/ACKNOWLEDGMENT FOR SAFE ACTIONS OF INDIVIDUAL TRADESPERSONS OR STAFF THAT GOES ABOVE AND BEYOND FOR SAFETY

5) MEASURE, MEASURE, MEASURE TO ALLOW FOR REPORTING TO OUR CLIENTS AND MARKET TO OUR POTENTIAL CLIENTS

6) USE INNOVATIVE WAYS TO TRACK RESULTS

- ✓ Safety is a condition of employment
- ✓ Relentless Housekeeping - Composite cleaning crews
- ✓ Site Logistics for safe execution of work and efficient material handling
- ✓ Separation of Equipment and Personnel
- ✓ Training (Emergency Response, First Aid, CPR, OSHA 10 or 30)
- ✓ Observation Practice - How to approach tradespersons and get the best results
- ✓ Escalation for immediate course correction if needed
- ✓ Above all, show Compass Cares - Our Words and Our Actions are ONE

GOVERNANCE



Make available the policies and procedures for corporate Governance (to clients upon request and Compass employees)



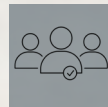
Audit to demonstrate compliance of the corporate policies and procedures



Update policies and procedures based on audit results and/or corporate structure needs



Report on Platforms as requested by clients (I.e., EcoVadis)



Work with Industry through membership, governing bodies, executive leadership and participation with organizations focused on ESG:

iMasons Climate Accord - Founding Member

Uptime Institute Member

Urban Land Institute Member

Long Duration Energy Storage (LDES) - Anchor Member

iMasons Digital Divide - Executive Sponsor

BOD SME Datacenter Systems Engineering M.S. Program

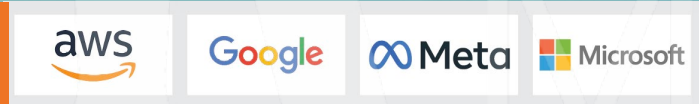
BOD National Institute of Building Sciences

BOD World Trade Center Institute

TM

Infrastructure

Hyperscaler



Colocation



Product



Finance



Power Utility



Service



Software



Founding Member of iMasons Climate Accord

Industry Leader and Partnership

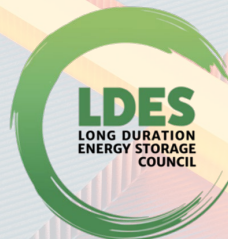


Founding Company



Concrete-AI

Partner



Anchor Member



Partner



Bio-Diesel Partner

Green House Gas Inventory



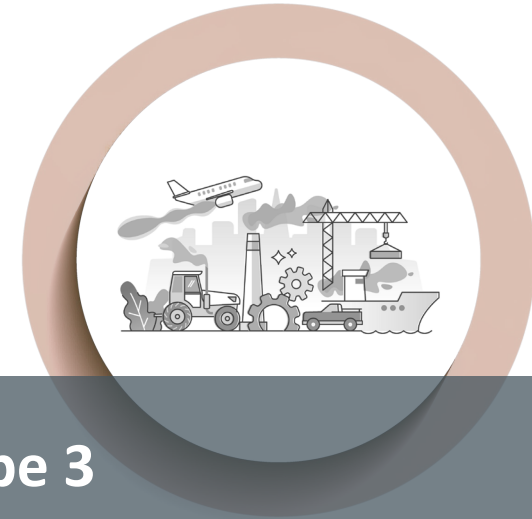
Scope 1

Direct GHG emissions or, emissions generated directly from our operations, including natural gas used for building heating and fugitive emissions from refrigeration leakage – Compass Headquarters



Scope 2

Energy indirect GHG emissions or, emissions indirectly associated with purchased electricity, stationary combustion from diesel and gas and fugitive emissions from refrigerant.



Scope 3

Capital goods: embodied carbon emissions from materials used to build new datacenters and emissions from construction activities and downstream assets from third party vendors ; Schneider Electric, Vertiv, Cummins

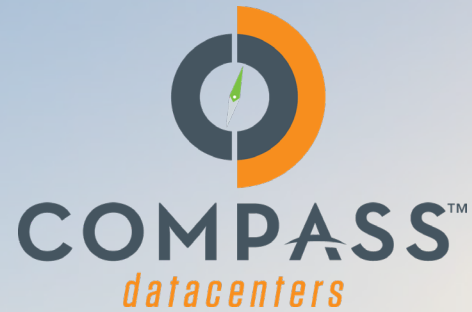
Our leases are structured so that we do not have operational control of building energy. As a result, our total Scope 1 & 2 emissions represent only a small portion of the emissions generated at each of our assets and development projects.

Scope 4

Avoidance of GHG and other harmful emissions such as Noxious Gas, Smog, Waste



GHG Avoidance



S C O P E

4



Water

Leveraging waterless cooling

Roofing

Reduce Heat Island effect

Concrete

Embodied carbon, cement reduction, on-site batching, rebar reduction

Power Transmission

On-site substations

Miscellaneous Metals

FRP in lieu of steel

Off-site Manufacturing

Reduction of waste and labor

STAY CONNECTED

compassdatacenters.com



CONTACT US

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