STREAM DATA CENTERS

Sustainability Report

2025 YEAR IN REVIEW

With our vision and mission as guideposts and our values as a compass, in our 27th year Stream is committed to corporate and social responsibility.

About This Report

This report serves as an update to stakeholders, summarizing Stream Data Centers' 2025 sustainability progress and commitments.

Stream's goal to be an industry leader in the development of sustainable data centers extends to managing our impacts on the environment and society. For these goals, we understand the importance of creating transparent documentation and providing accurate updates on our progress.

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"As a discipline, sustainability must be protective, generative and relative. Our approach must be shaped by place, time, technology, and the needs of the people we serve."

Foreword Statement

For 27 years, Stream has been guided by a simple principle: do the right thing. That commitment has shaped how we work, how we grow and how we engage with our partners, customers and communities alike. Following this principle, we have always believed that the best outcomes come from collaboration. It has been our goal to adapt to evolving expectations while embracing new opportunities, perspectives and ideas that help shape our path forward.

Amanda Abell
Vice President,
Sustainability

Last year, I wrote that sustainability creates the greatest value when we see it as both protective and generative. This perspective helps us manage risk and build resilience; while also driving innovation. As we expand on these foundations year over year, we continue to find that sustainability is best when it's also iterative.

Developing data centers is an exercise in balancing two essential priorities: maintaining steady-state operations with uncompromising reliability, while innovating quickly enough to respond to a changing world. That may mean adapting to suit evolving customer requirements, shifting grid realities, rising community expectations or the broader demands of a sustainable economy.

Because every market and every development is different, we approach each project with a fresh perspective. We seek to understand local priorities, conditions, and opportunities, then work collaboratively to create solutions that balance the needs of our customers, our communities and our business. In an industry that values speed, taking the time to engage thoughtfully and evaluate tradeoffs requires intention. It isn't always the easiest path, but it is the right one. Doing the right thing has been part of Stream's culture since the beginning, and we believe that thoughtful decisions consistently lead to stronger relationships, better projects and more durable business outcomes.

For our team, while we have several data-based goals, we also measure sustainability progress through continuous improvement. We regularly challenge ourselves to ask: Are we better than we were yesterday, last month or last year? Are we using resources more efficiently and reducing our impact over time?

Sustainability is not a destination. It is an ongoing commitment to learning, improving, and adapting. We hold ourselves accountable not only through metrics and processes, but by listening to those around us who experience the outcomes of our work. These perspectives help guide better decisions, strengthen resilience, build trust and create lasting value across the markets where we build, work and live.

Fast Facts

Since 1999,
wholesale, powered shell and build-to-suit facilities

100%
renewable energy procured for Stream's controlled electricity

100%
of facilities are closed-loop, air-cooled

14%
employee growth rate in 2025

176
volunteer hours contributed by employees

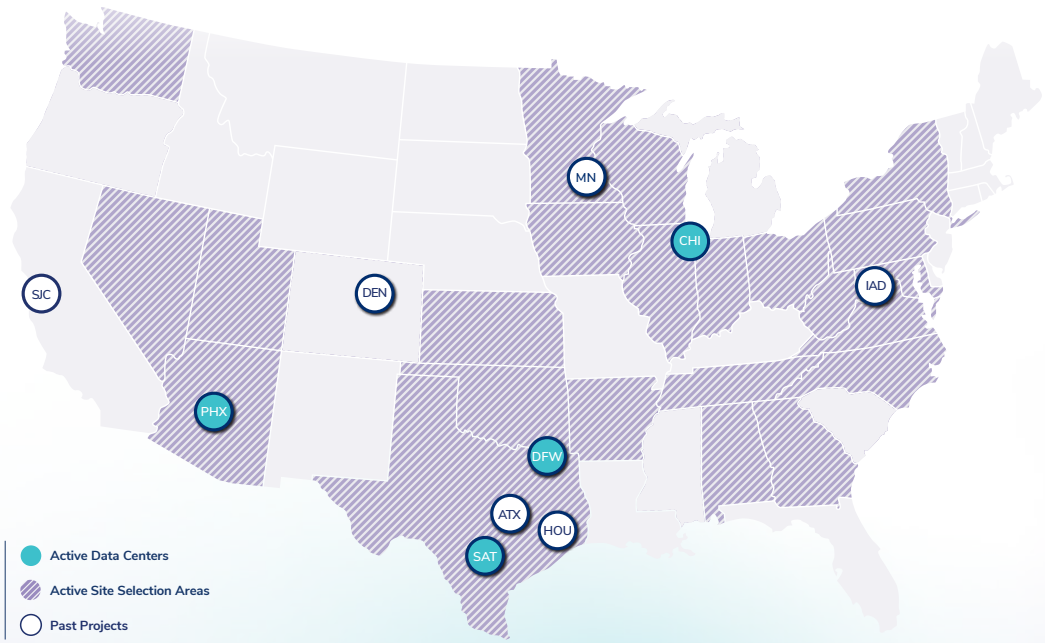
Zero
security incidents causing business disruption in 2025

DATA UPDATED JUNE 2026

About Stream Data Centers

Reliability and scale you can trust: Stream is the enduring partner for sustainable and evolving data center needs.

From site selection to data center construction and operations, Stream develops wholesale colocation capacity and build-to-suit facilities for hyperscale and enterprise users across the United States. With over 90% of its inventory leased to Fortune 100 customers, Stream develops hyperscale facilities and land sites across major markets, including Dallas, Phoenix, Chicago, San Antonio, Atlanta and more.



Stream is a key operating platform within the Apollo (NYSE: APO) ecosystem and is headquartered in Dallas, Texas.

Learn More
Explore how Stream's scale, partnerships and operating philosophy support long-term, sustainable growth in our Corporate Overview Brochure.

Executive Summary

Program Evolution: Goals and Priorities

Stream's bi-annual materiality assessment compiles priorities and insights from leadership, customers and employees to:

- Ensure alignment with evolving business priorities and market dynamics
- Reflect changing stakeholder expectations and regulatory requirements
- Identify emerging risks and opportunities early
- Help allocate new and existing resources to the topics with highest strategic relevance
- Certify that strategy decisions are made based on current data
- Keep sustainability efforts integrated with enterprise strategy and future growth plans

SOLIDIFYING OUR POSITION AS AN INDUSTRY LEADER

To operationalize our strategy, cross-functional subject matter experts prepared procedures and detailed work plans with measurable targets for tracking our progress towards achieving our goals. To maintain accountability and drive progress on our strategy, subject matter experts meet quarterly for Sustainability Committee meetings. In these meetings, subject matter experts and Stream's managing partners share progress, key performance indicators and roadblocks to executing sustainability goals.

Looking Ahead

In 2026, our team will continue onboarding new talent while implementing new technologies, tools, and processes to support each priority area.

Materiality Assessment & Strategic Priorities

Stream's refreshed 2025 Materiality Assessment, in alignment with our team's on-the-ground experiences, identified some key new strategic priorities for our sustainability program, primarily around water conservation, community engagement and overall risk management and oversight.

Key Priority Topic	Goal	Objectives	New Priority for 2026 ★
SUSTAINABLE BUILDING DESIGN	Incorporate Sustainability and Resilience into Building Design	• Formalize and track sustainable criteria during site selection • Improve the measurement and efficiency of sustainable data center development • Monitor and improve operational data center performance	
GREENHOUSE GAS MANAGEMENT	Effectively Manage Greenhouse Gas Emissions	• Track energy use and GHG emissions • Develop a GHG Management Policy • Monitor and manage scope 1, 2 and 3 GHG emissions	
HEALTH, SAFETY AND WELLBEING	Maintain a Safe and Healthy Workplace	• Enhance our employee safety communication, training and initiative programs • Effectively manage our contractor and employee safety metrics • Continue to evaluate and update our safety programs	
TALENT ATTRACTION, DIVERSITY AND DEVELOPMENT	Enhance Talent Attraction, Diversity and Inclusion	• Support employee opportunities to grow personally and professionally • Enhance individual and diverse perspectives and belonging	
CYBERSECURITY AND PHYSICAL SECURITY	Develop and Operate Secure Data Centers	• Maintain and continuously evaluate our security programs • Efficiently implement our risk management program to address threats, vulnerabilities and requirements	
SUSTAINABILITY OVERSIGHT AND REPORTING	Provide Efficient Sustainability Oversight and Reporting	• Efficiently engage leadership to prioritize and progress sustainability topics • Provide cross-functional oversight and accountability to execute our sustainability strategy • Manage and report our progress to stakeholders annually	
WATER STEWARDSHIP	Manage Water Use Responsibly	• Improve water-use efficiency and conservation • Evaluate alternative water sources and cooling technologies • Assess and mitigate water-related risks	★
COMMUNITY ENGAGEMENT & LOCAL VALUE CREATION MANAGEMENT	Strengthen Communities and Create Shared Value	• Build strong relationships with local communities • Support local economic and social development	★
RISK MANAGEMENT AND OVERSIGHT	Operate with Transparency and Strong Governance	• Continuously assess and manage enterprise risks • Communicate consistently with stakeholders	★

Sustainable Business Approach

Governance

At Stream, we recognize that sustainability is a team sport. Our Sustainability Governance Structure emphasizes cross-functional collaboration and a unified approach to advancing sustainability across the organization.

Executive leadership provides strategic oversight, while sustainability leadership ensures alignment and execution across departments. Quarterly Sustainability Committee meetings, comprised of leaders from key departments, drive coordinated planning, implementation and performance tracking. Functional Leads drive their teams to translate organizational goals into actionable plans, while enabling functions support these efforts. This structure helps foster shared responsibility and creates a collaborative, organization-wide framework that integrates sustainability throughout the business.

SUSTAINABILITY GOVERNANCE STRUCTURE

Co-Managing Partners
- Provides strategic oversight and ensures sustainability strategy aligns with overall business objectives
- Approves key sustainability goals and commitments

Executive Sponsors
- Provides oversight on sustainability strategy and management of risks and opportunities
- Manages accountability for sustainability initiatives

Sustainability Team
- Leads the development of sustainability strategy, policies & reporting
- Oversees execution and ensures alignment with key stakeholder requirements and expectations

Cross-Functional Sustainability Committee
- Comprised of leaders from key departments
- Supports strategy development, collaborates on implementation efforts, and reviews performance to drive progress

Functional Leads
- Translates organizational goals into departmental actions
- Communicates progress and challenges
- Each department is accountable for supporting the sustainability goals and initiatives that pertain to their function

Enabling Functions

Provides support to teams driving sustainability initiatives but not directly accountable for goals.

- Finance
- Marketing and Communications
- Legal & Compliance
- Sales & Customer Experience
- Information Technology

Health and Safety

Stream Data Centers remains wholly committed to fostering a healthy, safe and secure workplace. With a dedicated Operations Safety Committee and ongoing programs led by passionate safety experts, including annual week-long learning and educational opportunities like Safety Week, Stream continues to diligently monitor and uphold rigorous Environmental Health and Safety (EHS) standards.

392,682
TOTAL WORK HOURS

1.02
TOTAL RECORDABLE INCIDENT RATE (TRIR)

Note
While Stream's 2024 Sustainability Report reflected OSHA logs inclusive of Stream Realty Partners, these 2025 statistics reflect Stream's post-acquisition totals, representing all Stream Data Centers employee hours worked across the company.

NEW MEASURES SINCE THE 2024 REPORT

- General Contractor (GC) Bi-Monthly Safety meetings
- GC Quarterly Safety Program Check-ins
- Safety Observation programs (Operations and Construction)
- Policies and procedure optimizations (Company, Construction and Operations)
- Trending Dashboards (Observations, Incidents & Program elements)
- An Operations Site Safety Champion Program
- Expansions to safety team with added boots on the ground across all active locations
- Expansions to in-house instructor-led training program (OSHA 10, CPR/FA) & NFPA 70E (Coming Soon)

"Developing and operating a safe data center environment is more than just part of our corporate vision statement — it's a promise. A promise we make to our teams, partners, customers and the communities where all these folks live and work. ***Our people are our greatest asset — protecting them is the bedrock of everything we deliver."***

Joel Becks
Vice President, Environmental Health & Safety

People Experience

With Apollo as its new majority owner, Stream embarked on a new era of people-centric scale in 2025.

This acquisition enabled Stream's People Experience program to review and improve the benefits programs and offerings available to employees to ensure it can attract, retain, develop and support its industry-leading talent and culture.

14%

GROWTH RATE

This expansion ensures Stream is equipped to continue advancing our key programs and delivering exceptional outcomes.

176

VOLUNTEER HOURS

These hours strengthen our local relationships and deepen our commitments to our communities.

New benefits plans with additional offerings — including those around fertility and mental health — were added, and internal policies and programs around PTO, baby leave and military reservist policies were improved. This ensured Stream could provide more paid time off for hourly workers, employees with growing families and employees who are active reservists.

New technologies also helped offer additional leadership and manager insights, ensuring teams could be supported more effectively to empower Stream's growth trajectory and those of its customers.

In a competitive labor market, Stream's ability to source and cultivate talent is at the center of our ability to deliver exceptional customer outcomes. In 2026, Stream's People Experience team will continue to identify new opportunities to support employees, so our employees can continue going above and beyond to support their teams, communities, customers and partners. This includes new Employee Resource Groups like Stream's Culture Champs, alongside additional team building opportunities, trainings and more.

Community Engagement

For Stream, formalizing and growing its community engagement program continues to be one of the most crucial strategic priorities across our entire business.

As Stream's role as a neighbor and community contributor grows alongside our developments, ensuring its projects offer communities significant economic and social value has remained just as important as ensuring our designs and operations reduce impact and prioritize resource efficiency wherever possible.

In 2025, the program transitioned from ad hoc local efforts to a defined, company-wide Community Engagement framework, establishing clear focus areas: workforce development, education partnerships and individualized local community projects tied to our developments. Looking ahead, we will continue to strengthen our local relationships while expanding our impact through dedicated leadership and strategic national partnerships. Together, these investments will help us deliver more meaningful, consistent and lasting benefits to the communities where we live and work.

OUR COMMUNITY ENGAGEMENT PILLARS

Sustainability and Infrastructure

Our commitment to environmental responsibility is reflected in investments and initiatives that advance efficient operations, water conservation, emissions reduction and resilient infrastructure.

STEM & Workforce Development

We invest in education and workforce programs that empower individuals and foster innovation. By supporting STEM initiatives and digital inclusion, we help build a diverse talent pipeline for the future.

Community Involvement

We actively engage locally through volunteering, event sponsorships and by providing support for unique community needs. We strive to strengthen local partnerships, help neighborhoods thrive and create lasting, meaningful impact.

To learn more about Stream's approach to community engagement, **visit our webpage**.

"This program integrates community engagement from development through operations. Rather than treating engagement as a phase-based activity, we are positioning it as a core, ongoing function of how we operate in every market."

Michael Lahoud
Chief Executive Officer

"Stream strives to be an additive neighbor in our communities. We don't just want to build a great facility — we want to cultivate a project that truly gives back and allows us to be a meaningful contributor in ways that matter most to each community."

Rick Crutchley
Chief Operating Officer

Developing Community Workforces

A central part of Stream's community engagement is ensuring local pools of talent can capitalize on data center opportunities and increasing access to long-term, high-paying technical and non-technical careers.

Across the year, Stream:

- Built partnerships with community colleges, workforce organizations and Urban Leagues.
- Proactively engaged local leaders, economic development groups and community organizations.
- Prioritized paid internships, apprenticeships and career pathway visibility in local markets.
- Improved trust, transparency and information sharing early and often, particularly in markets with initial skepticism.

To date, this effort has not only resulted in several community programs delivering value across Stream's national footprint but generated positive reception from workforce and community partners.

DATA CENTER OPERATOR (DCO) FELLOWSHIP PROGRAM

In 2024, Stream supported the first year of a three-year Data Center Operator (DCO) Fellowship Program, led by Northern Virginia Community College (NOVA), aimed at expanding national instructional capacity for data center education. The program focuses on training faculty and educators who can then establish or expand data center–related programs across the country.

Stream hosted four DCO Fellows across its Phoenix (PHX), San Antonio (SAT), and Houston (HOU) sites, representing Estrella Mountain Community College, Houston Community College, and two Texas State Technical College campuses. Fellows completed a structured professional learning series followed by a five-day industry externship, gaining exposure to:

- Data center safety, electrical, mechanical, and cooling systems
- Building Management Systems (BMS) and Electrical Power Monitoring Systems (EPMS)
- Incident response, maintenance procedures (SOPs, MOPs, EOPs), and mission-critical operations
- Career pathways, certifications, and workforce expectations within data center environments

This fellowship model is intentionally scalable, enabling other colleges nationwide to replicate data center programs or integrate data center awareness into existing technical curricula.

GEORGIA

Building a Talent Pipeline Through Education Partnerships

When a local technical college in Georgia set out to develop a data center facilities operations curriculum, Stream partnered with faculty to provide industry expertise and guidance on the skills most sought after in today's mission-critical environments. By helping align coursework with real-world workforce needs, Stream contributed to the creation of two Technical Certificate of Credit (TCC) programs: Mechanical Data Center Operations and Electrical Data Center Operations. The collaboration is helping prepare local talent for careers in the growing data center industry while strengthening the region's workforce pipeline.

Developing Community Workforces

NORTHERN VIRGINIA

Stream Data Centers has partnered with Northern Virginia Community College for the past two years to help build a workforce pipeline for the growing data center industry. Through this partnership, Stream has hosted college faculty and program leaders at facilities in Phoenix, Houston, San Antonio and Dallas, giving them hands-on exposure to data center operations and helping them create or expand training programs at their own schools.

Building on this success, Stream is now helping additional colleges in new markets develop curriculum, internship opportunities and workforce programs that prepare students for careers in data center operations.

NOVA Northern Virginia Community College

CURRENT STATUS AND FUTURE ROADMAP

Stream continues to formalize and scale our community workforce development programs. Based on early success, Stream is committed to supporting the DCO Fellowship program in 2026 and will be expanding into additional markets, including Dallas and Chicago. These efforts align with Stream's long-term workforce strategy to:

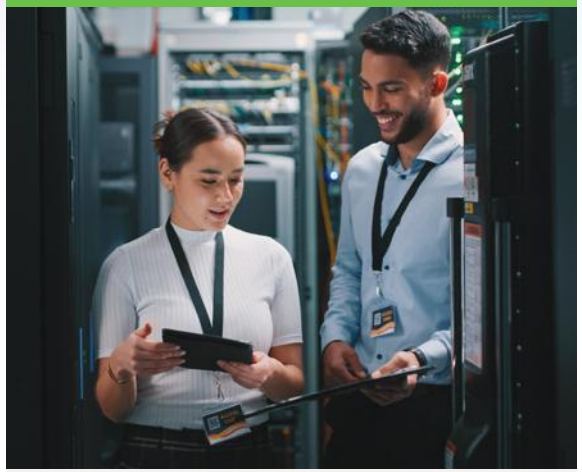
- Build a consistent, high-quality technical talent pipeline
- Support local economic development and career mobility
- Reduce skills gaps in a rapidly growing, mission-critical industry

Through this integrated approach, Stream Data Centers is positioning workforce development as both an operational priority and a strategic investment in the future of the data center industry.

2026 COMMUNITY ENGAGEMENT PATHWAY

In the coming year, Stream will continue to significantly expand its community engagement model, scaling it consistently across new and existing markets. The goal is to create measurable outcomes that exceed stakeholder expectations.

ARIZONA



Creating Hands-on Industry Experience

In partnership with the local AFCOM chapter and the Arizona Data Center Alliance, Stream is helping connect students with career opportunities through a paid internship program at its Goodyear campus. Participants gain hands-on experience in data center operations and low-voltage infrastructure while developing technical and professional skills aligned with industry standards and mission-critical environments. The program offers multiple learning tracks, including Critical Operations and Low Voltage/Infrastructure, providing students with valuable industry exposure and direct connections to leading organizations across the data center ecosystem.

At Stream Data Centers, sustainability in design and construction focuses on improving operational efficiency, enhancing resilience and supporting long-term scalability across our portfolio.

Sustainable Development Lifecycle

Sustainable Site Selection

In 2024, Headwaters, Stream's independent site selection and location strategy affiliate, not only expanded its team to dig deeper into its responsible practices but added new sustainability criteria to its Location Feasibility Assessment (LFA). The LFA contains 180+ risk items across 12 domains to ensure all sites represent a good fit for both customer and community goals.

The sustainability metrics assessed by both the LFA and our team's proprietary Geographic Information Systems (GIS) tools have ensured we met our targets in multiple markets, including Phoenix and Illinois. This approach also continues to be implemented across all new sites, including new sites across Georgia and New York, as well as expansions in existing markets like Dallas.

180+
RISK ITEMS IN THE LFA

12
ASSESSMENT DOMAINS

"Proper due diligence is the best way to ensure all sites start and end with sustainability. As our portfolio of shovel-ready sites grows, we're continuing to ensure that they are primed for efficiency, low-impact, quiet, and low-water developments that not only avert environmental interruptions but add significant value to local communities."

Oisín Ó Murchú
Chief Development Officer

Climate Risk Assessment

In 2024, Stream Data Centers conducted a comprehensive assessment of climate-related financial risks and opportunities across our operations, guided by the Task Force on Climate-related Financial Disclosures (TCFD) framework.

The goal was to understand how a changing climate could affect the resiliency, efficiency and long-term viability of our data centers.

The analysis considered both physical and transitional climate impacts under two global warming scenarios from the Network for Greening the Financial System (NGFS):

1. A Delayed Transition that limits warming to <2°C, but with delayed action and abrupt changes resulting in high transition risks
2. A Current Policies, high-emissions pathway, which assumes that only current policies are maintained and no additional policies to address climate risk are put in place

The assessment identified a range of risks including extreme weather, rising temperatures, evolving regulations and reputational pressures, as well as meaningful opportunities tied to clean energy innovation, green financing and automation. Details of potential future impacts over the short, medium and/or long-term which we identified are described below.

- Higher temperatures and strains on water availability may require increased resource use and/or new design technologies.
- High demand for data centers may require thoughtful integration of sustainability to maintain business continuity.
- Rapidly evolving climate-related regulations may provide greater differentiation in resilient and cost-effective data center locations.
- Increased scrutiny of resource use and community impacts may affect Stream's ability to develop and operate data centers.
- New technologies may enhance resource efficiency and resilience. New technologies may also require designing for alternative energy and resiliency.

Many of the identified risks are already being addressed through existing programs such as emergency preparedness, climate-resilient siting and design standards, purchase of RECs, efforts toward embodied carbon reduction, and stakeholder engagement. Opportunities such as low-carbon technologies and green financing are being explored to further enhance our sustainability strategy. We will continue to incorporate these efforts within our corporate strategy and financial planning going forward.

RISK OVERSIGHT

The Sustainability Committee leads the identification, assessment and management of Stream's climate and community risks and opportunities. The risks, opportunities, timeframes, qualitative financial impacts and controls to address them are documented in a corporate risk register that is reviewed by the committee annually. At the executive level, our Co-Managing Partners and Executive Sponsor provide oversight of climate risk assessments and ensure they align with overall business objectives and risk management. At the management level, Functional Leads address risks in their departments that pertain to their function. As we monitor the risk register and update the climate risk and opportunity assessment over time, we will adjust our strategy where needed to effectively mitigate risks and capture opportunities to enhance resilience.

Sustainable Design and Construction

At Stream Data Centers, sustainability in design and construction focuses on improving operational efficiency, enhancing resilience and supporting long-term scalability across our portfolio. We continue to pursue Leadership in Energy and Environmental Design (LEED) certification across most new developments as part of our commitment to integrating recognized sustainability best practices into project execution.

Our design philosophy prioritizes high-efficiency mechanical and electrical systems, lowered embodied carbon through thoughtful resource management and continuous optimization of our design.

CASE STUDY: SMARTER INFRASTRUCTURE DESIGN AT PHXA7

As part of Stream's commitment to building more efficient and sustainable digital infrastructure, the design team refined the electrical and cooling architecture at the PHXA7 campus to reduce overall equipment requirements while maintaining high resiliency standards.

The project utilized a distributed redundant "5-to-make-4" design approach, which allowed the facility to achieve the same level of reliability with fewer major infrastructure components compared to earlier campus designs. By optimizing the system architecture, Stream reduced the number of chillers and electrical lineups — including generators and transformers — required to support the building.

This approach delivers multiple sustainability and operational benefits, including:

- Reduced material use and construction complexity
- Lower embodied carbon associated with major equipment
- Improved operational efficiency
- Simplified long-term maintenance and scalability

Building on these improvements, Stream is evaluating additional optimizations for future developments, including larger-format, high-efficiency chillers that could further reduce infrastructure requirements and improve overall system performance.

This continuous improvement approach reflects Stream's focus on designing data centers that are both resilient and resource efficient.

WATER-CONSCIOUS COOLING STRATEGIES

Water stewardship remains an important consideration in Stream's infrastructure strategy, particularly in water-stressed regions where many data centers are located.

To minimize operational water consumption, Stream continues to deploy closed-loop, air-cooled chiller plants across its developments. Once filled and commissioned, these systems consume virtually no water during normal operations, significantly reducing ongoing potable water demand compared to traditional evaporative cooling systems.

This design approach supports several long-term sustainability objectives:

- Reduced dependence on local water resources
- Improved resilience in drought-prone markets
- Lower operational water intensity
- Simplified water management and treatment requirements
- Alignment with customer and community expectations around responsible water use

By pairing efficient cooling technologies with resilient infrastructure design, Stream is working to balance the growing demand for digital infrastructure with responsible resource management.

SUSTAINABILITY THROUGH SMARTER INFRASTRUCTURE

As demand for digital infrastructure continues to accelerate, Stream remains focused on delivering facilities that are both resilient and resource efficient. Through LEED-aligned design strategies, continuous engineering optimization, and low-water cooling approaches, we are advancing a more sustainable model for hyperscale data center development.

Our approach reflects a broader commitment to building infrastructure that supports customer growth while reducing environmental impact and improving long-term operational performance.

EVOLVING OUR DESIGN & CONSTRUCTION TO SUIT LOCAL LANDSCAPES

Located in the greater Phoenix, AZ area, the region's climate and landscape have played an important role in shaping the design and construction of Stream's PHXA2 building and supporting efforts towards LEED certification.

A few highlights include:

Rainwater Management
Through the implementation of low-impact development (LID) strategies and analysis of historical rainfall data, the project site is designed to manage the 90th percentile of rainfall events, reducing runoff and supporting natural hydrologic conditions.

Outdoor Water Use Reduction
By incorporating a xeriscape landscape design and high-efficiency irrigation strategies, the project achieves a 78% reduction in outdoor water use. Permanent irrigation systems are limited to a maximum two-year establishment period, after which the landscape will be sustained without irrigation.

Waste Management
The project achieved a 90% construction and demolition (C&D) waste recycling rate through source separation practices.

Landscape Carbon Sequestration
With the site's previously limited vegetation, the proposed landscape design significantly enhances carbon sequestration capacity. Onsite plantings are estimated to sequester over 2.2 million kg of CO_2 e over their lifetime.

Low-Carbon Material Selections
Sustainable material selections have led to significant embodied carbon reductions. This includes a 6% reduction for both concrete and steel and an overall building embodied carbon reduction of 6% across all site improvements, architectural and structural elements.

Sustainable Operations

Facilities Management

As Stream's operational footprint continued to grow, 2025 marked a transition from building foundational frameworks to ensuring consistent, enterprise-wide execution. With a focus on strengthening operational readiness and reliability while improving the day-to-day experience for employees, Stream focused on creating clearer governance, more targeted training and more scalable development pathways.

These efforts support long-term workforce sustainability and help ensure our sites operate with consistent standards, validation practices and oversight.

> *"Sustainability for operations doesn't just mean upskilling our own teams, it also means ensuring we're offering opportunities to generate new talent and ensure communities can benefit from the high-value, high-paying careers our developments offer. In 2025, we focused on ensuring our teams were prepared to continue delivering exceptional operational results."*

Joshua Bailey
Vice President, Data Center Operations

WORKFORCE DEVELOPMENT

Stream Data Centers' workforce development efforts strengthen the long-term talent pipeline for the data center industry while creating accessible, sustainable career pathways within Stream's organization.

The program integrates on-the-job training, industry-recognized certification, and community-based education partnerships to ensure employees and future talent are equipped with the technical skills, safety mindset, and operational experience required in mission-critical environments. Furthermore, this program helps Stream invest in its people, offering ongoing opportunities for growth while ensuring our teams continue to deliver exceptional outcomes for customers.

PROGRAM STRUCTURE AND STRATEGY

1. **On-the-Job Training & Certification**
   Stream provides structured, progressive training that enables employees to advance from entry-level roles to site leadership. Our Technician Roadmap establishes a clear career progression from intern through Lead Technician to Critical Facilities Manager (CFM), combining hands-on operational experience, safety training and industry certifications.

2. **Community-Based Recruitment & Education Partnerships**
   Stream partners with community colleges and technical schools to support curriculum development, workforce awareness, and direct recruitment into data center careers. These partnerships expand access to the industry, particularly in emerging data center markets, while aligning academic programs with real-world operational needs.

2025 Talent Development Initiatives

EXPANDING TRAINING AND SAFETY CAPABILITY

In 2025, compliance training was streamlined to align requirements to role-specific populations, reducing training fatigue while maintaining regulatory coverage. Stream also expanded internal delivery of safety training by launching in-house CPR and First Aid offerings, including a train-the-trainer capability, and bringing OSHA 10 training in-house to build instructional capacity and reduce reliance on external providers.

BUILDING STRUCTURED, SCALABLE TECHNICIAN DEVELOPMENT

To support consistent technical development across a growing portfolio, Stream launched enhanced technician training pathways and established a structured Data Center Engineering Technician development framework (Levels 1–5) to support skill progression, retention, and operational readiness.

Stream also expanded participation in standardized qualification and certification programs for critical electrical infrastructure, including UPS and battery systems, and laid the groundwork for increasing in-house safety and technical training to ensure greater continuity and trust for customers.

ADVANCING GOVERNANCE, OVERSIGHT, AND AUDIT READINESS

In 2025, Stream strengthened operational rigor by standardizing key governance processes, including the Operations Incident Escalation Policy and the Operations Change Control Process. To improve visibility and consistency in qualifications, the team digitized technician qualification cards and tracking while centralizing governance, tracking and reporting for enterprise training programs to improve leadership visibility. Stream also began optimizing preventive maintenance scope and frequency in alignment with manufacturer guidance and lease flexibility.

KEY PROGRAM IMPROVEMENTS

Training Optimization
Reduced redundant compliance training while maintaining regulatory coverage, improving workforce efficiency.

Qualification Digitization
Transitioned from manual qualification tracking to digital systems, improving oversight and reducing administrative burden.

Root Cause Analysis (RCA) Program Pilot
Implemented standardized RCA training to strengthen problem-solving consistency and operational reliability.

Drill Program Relaunch
Improved preparedness and operational consistency by standardizing drill execution, documentation, and validation across the portfolio.

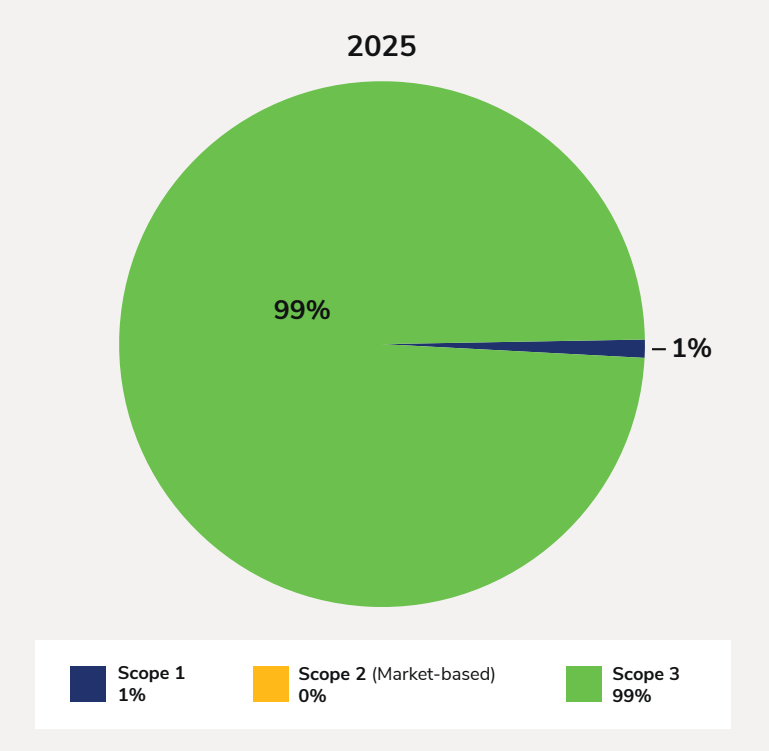
IN 2026, STREAM PLANS TO:

- Launch a paid Operations Intern Program to build early-career pipelines and improve long-term workforce sustainability.
- Expand leadership development training with targeted content focused on operations leadership and technical career progression.
- Continue partnering with colleges and technical programs to help develop data center operator curricula in key markets, including Dallas, Atlanta, and Phoenix.
- Expand the Training department to support growing organizational and operational demands.

Greenhouse Gas Management

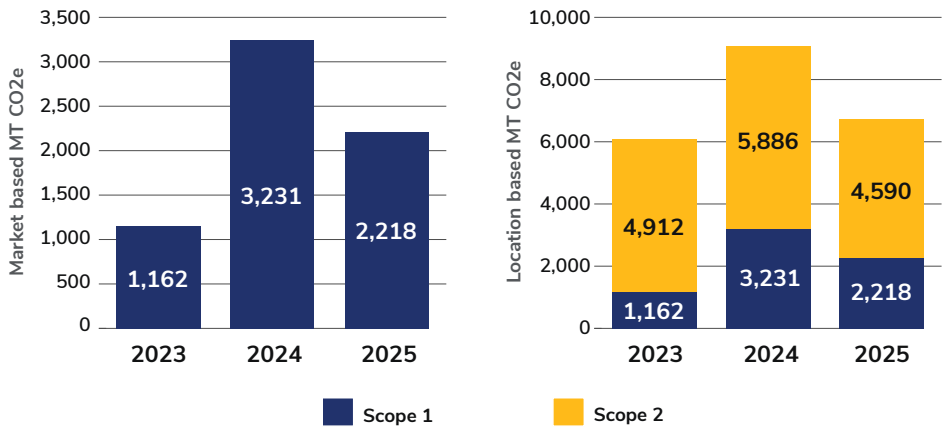
As demand for digital infrastructure continues to grow, managing greenhouse gas (GHG) emissions remains an important part of how Stream develops and operates our campuses. We report our emissions in accordance with the Greenhouse Gas Protocol across Scopes 1, 2 and 3. Because our data centers are shared with customers, Stream is responsible for emissions associated with common building operations, while customer electricity use is reported as Scope 3. As a result, Scope 3, which includes customer operations and construction activities, represents the largest share of our emissions.

MARKET BASED EMISSIONS BREAKDOWN



In 2025, Scope 1 emissions decreased 31% from 2024, primarily due to lower generator fuel use and reduced refrigerant emissions. Location-based Scope 2 emissions also decreased 22% following refinements to our emissions accounting approach that improved data accuracy and provided a more consistent method of reporting electricity-related emissions. Stream also continued purchasing renewable energy certificates (RECs) to offset 100% of our market-based Scope 2 emissions.

SCOPE 1 AND 2 TOTAL OPERATIONAL CARBON EMISSIONS

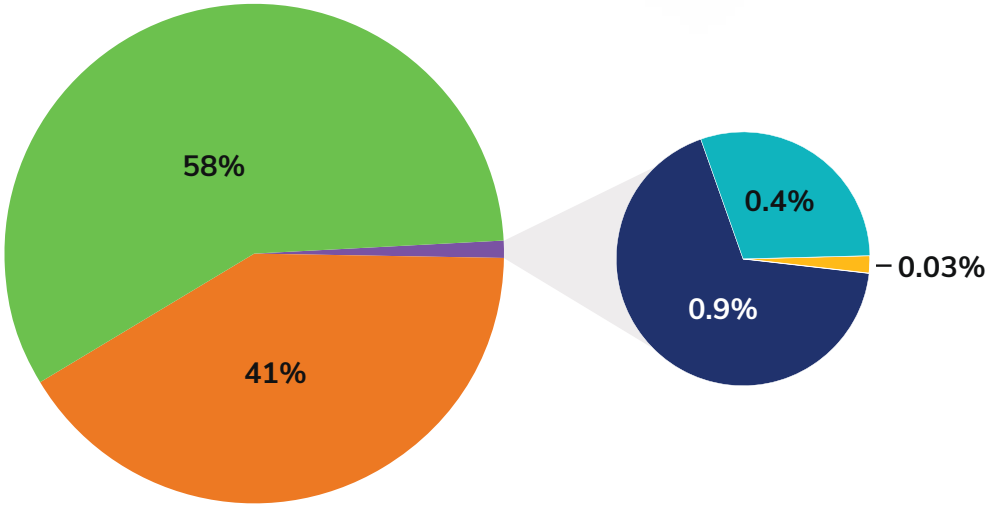


SCOPE 1 AND 2 BREAKDOWN

Scope 1
Comprised of 47% stationary combustion and 53% fugitive emissions.
Scope 2
Comprised of purchased electricity emissions.
RECs were purchased to offset 100% of Scope 2 emissions

Scope 3 continues to account for approximately 99% of our total greenhouse gas emissions, driven largely by construction materials, purchased goods and services and customer electricity use. While these emissions are outside of Stream's direct control, they represent our greatest opportunity to make a difference through engagement and partnership. In 2026, we will continue working with customers, suppliers and project teams to reduce embodied carbon in new construction, make more informed material choices and identify opportunities to lower emissions across our supply chain.

2025 SCOPE 3 CONTRIBUTION (% CO2e)



- Downstream Leased Assets
- Capital Goods (Construction)
- Purchased Goods & Services
- Upstream Energy Production
- Waste Generated in Operations

Continuous improvement is central to our approach. As Stream grows, we continue refining how we measure, report and manage our emissions so we can make better decisions and focus our efforts where they will have the greatest impact. In 2025, we began developing Stream's first decarbonization roadmap, focused on reducing our Scope 1 and Scope 2 emissions. The roadmap will define measurable emissions reduction targets while prioritizing the most effective opportunities to transform the design, construction, and operation of our campuses. It will further provide a framework for evaluating emerging technologies and advanced design strategies that enhance performance and drive long-term emissions reductions.

Cyber Security

Building on 2024's foundation of improved cyber visibility, 2025's work focused on continuing to protect revenue, enable growth and reduce operational risk across the organization.

PROTECTING REVENUE AND CUSTOMER TRUST

The single most important outcome in 2025 was zero security incidents that caused business disruption. This was demonstrated by:

Clean Penetration Testing
The most comprehensive external penetration test in Stream history (inclusive of every data center, cloud asset and social engineering) found zero critical or high severity gaps. This is a direct signal to customers that their environments are well protected.

Customer Compliance
Stream stayed in good standing with Enhanced Cybersecurity Program requirements throughout 2025 and prepared for their NIST CSF assessment in 2026.

Incident Containment
In 2025, 31 critical security events were investigated, contained and neutralized with no significant impact.

Active Data Protection
DLP monitoring across Microsoft 365 (Teams, SharePoint, OneDrive, Exchange) processed and triaged over 20,000 alerts on sensitive documents including customer agreements, NDAs, vendor COIs and confidential project files, all resolved quickly and efficiently.

REDUCING OPERATIONAL RISK

Stream closed significant coverage gaps and hardened the environment across the board in 2025. Key achievements included:

Vulnerability scanning matured
from manual processes to include automated scanning and increased coverage of 24/7 passive scanning across data centers, cloud and public Stream infrastructure.

Automated Patch Management
Stream's cybersecurity team launched a cross-functional workflow feeding tenable findings directly into the IT service desk. Critical issues now remediate in days instead of weeks.

Identity Hardening
The team deployed hybrid authentication processes, enforced strong authentication policies and actively monitored conditional access bypass attempts through intelligent security tools.

Infrastructure Hardening
Unnecessary services and ports were identified and closed, and system-wide visibility was increased significantly.

Employee Awareness
99.5% phishing simulation pass rate was achieved across the workforce, ensuring internal systems remain protected and employees remain compliant with security standards.

ENABLING GROWTH AND AUDIT READINESS

Security is increasingly a prerequisite for winning and retaining customers. In 2025, Stream matured the program to support:

- **ISO 27001:2022 transition:** Successfully migrated to the updated standard, modernizing all policies and controls.
- **SOC 2 readiness:** Collaborated closely with compliance and prepared the organization for SOC 2 examination alongside the NIST CSF customer assessment.
- **Internal audit program:** Established a formal internal audit capability and enterprise risk management process.
- **Vendor governance framework:** Built a vendor database, defined risk tiers, standardized contract templates, created onboarding checklists and integrated with procurement and Supply Chain Risk Management (SCRM). This gives Stream repeatable vendor due diligence as the business scales.

LOOKING AHEAD: 2026 FOUNDATIONS LAID IN 2025

For 2026, the cybersecurity team has planned and scoped several goals for Stream's next phase of maturity:

Insider Threat Program

Policy development, cross-training and tool deployment across User and Entity Behavior Analytics, Data Loss Prevention and Security Information and Event Management.

Threat Hunting Program

Proactive search processes, lightweight hunt hypotheses for hybrid assets, and response drill frameworks.

Secure SDLC

Secure Software Development Lifecycle (SSDLC) framework and guidance.

Physical Security

In 2024, automation was a key improvement for Stream's physical security program, as the team worked to automate key performance indicator reports for incident remediation logs and more.

In 2025, Stream's security team focused on digitizing security testing and documentation for greater efficiency and resource conservation, as well as adding personnel, optimizing our security vendor partnerships and developing templates for security assessments at satellite offices.

In 2025, all physical security Threat Vulnerability Risk Assessments were conducted across all sites where Stream controls Physical Security. Our team continued to make improvements outlined by preventative action reports, and physical penetration testing showcased program improvements as well. Physical penetration testing showcased the effectiveness of program improvements. Additional improvements outlined by the preventative action reports were also addressed.

Stream also developed and deployed the Small Office Matrix tool, a questionnaire designed to automatically score a site and define what physical security measures should be implemented across campuses in Texas and Arizona.

Across new sites, Stream's physical security team delivered on-time deployment of all site security systems, guard-force staffing, commissioning and training, ensuring every new site met security requirements and timeline commitments. This thorough approach continued to support customer confidence and secure campus operations.

Risk Management & Compliance

Stream facilities continue to be designed to meet and exceed industry standards and customers' expectations, with teams trained to support stringent compliance.

Accordingly, we maintain relevant certifications and attestations, including ISO/IEC 27001, PCI-DSS, SOC1 Type 2 and SOC2 Type 2. Stream continues to review and expand our compliance program to consider additional risk management frameworks and customer requirements.

What's Next?

As Stream develops new and existing sites, our focus on meaningful, additive and collaborative community engagement will continue to guide our approach to responsible corporate citizenship.

The Stream Team remains committed to growing and formalizing its community engagement program, seeking out new opportunities to optimize design and construction practices with greater sustainability and efficiency while delivering low-impact operations.

These sustainable development strategies will be bolstered by a growing array of local community initiatives. These initiatives will strive to deliver valuable education and workforce development opportunities, important infrastructure improvements, additional tax and economic resources and other meaningful local efforts aligned with the unique goals and priorities of each community where Stream builds, lives and works every day.

STREAM DATA CENTERS

streamdatacenters.com

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