



**CORPORATE GOVERNANCE GUIDELINES  
OF  
DIGITAL REALTY TRUST, INC.**

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## **INTRODUCTION**

The Board of Directors (the “Board”) of Digital Realty Trust, Inc. (the “Company”) has adopted the following Corporate Governance Guidelines (the “Guidelines”) to assist the Board in the exercise of its responsibilities and to serve the interests of the Company and its stockholders. These Guidelines should be interpreted in the context of all applicable laws and the Company’s Charter, Bylaws and other corporate governance documents. These Guidelines acknowledge the leadership exercised by the Board’s standing committees and their chairs and are intended to serve as a flexible framework within which the Board may conduct its business and not as a set of legally binding obligations. The Guidelines are subject to modification from time to time by the Board as the Board may deem appropriate in the best interests of the Company and its stockholders or as required by applicable laws and regulations.

These Guidelines are available on the Company’s website at [www.digitalrealty.com](http://www.digitalrealty.com) and to any stockholder who requests a copy. The Company’s Annual Report on Form 10-K (the “Annual Report”) filed with the U.S. Securities and Exchange Commission will state the foregoing.

## **THE BOARD**

### **Size of the Board**

The Company’s Charter and Bylaws provide that the number of directors will be fixed from time to time by the Board, but in no event will be less than the minimum number of directors required by the Maryland General Corporation Law. The Bylaws further provide that the number of directors not be more than fifteen. The Board will periodically review the size of the Board, and determine the size that is most effective for the Company.

### **Independence of the Board**

The Board will be comprised of a majority of directors who qualify as independent directors (the “Independent Directors”) under the listing standards of the New York Stock Exchange (the “NYSE”). No more than two (2) management executives who are employed by the Company or who were employed by the Company in the previous 3 years may serve on the Board at the same time.

The Board will review annually the relationships that each director has with the Company (either directly or as a partner, stockholder or officer of an organization that has a relationship with the Company). Following such annual review, only those directors whom the Board affirmatively determines have no material relationship with the Company (either directly or as a partner, stockholder or officer of an organization that has a material relationship with the Company) will be considered Independent Directors, subject to additional qualifications prescribed under the listing standards of the NYSE.

## **Separate Sessions of Non-Management Directors and Independent Directors**

The non-management Directors will meet in executive session without management directors or management present at least two times per year. The Chair of the Board serves as the presiding director for each executive session. If the Chair of the Board is unavailable, a presiding director shall be selected by a majority of the directors present. This procedure by which the presiding director is selected for each executive session, as well as a method for all interested parties to communicate directly with the non-management and Independent Directors as a group, shall be disclosed either on or through the Company's website or in its annual proxy statement or, if an annual proxy statement is not filed, in the Annual Report. If disclosure of the method for all interested parties to communicate directly with the non-management and Independent Directors as a group is made on or through the Company's website, this fact shall be disclosed in the Company's annual proxy statement or Annual Report, as applicable, along with the website address. The non-management Directors will review the Company's implementation of and compliance with the Guidelines and consider such matters as they may deem appropriate at such meetings. Non-management Directors are all Directors who are not company officers (as that term is defined in Rule 16a-1(f) under the Securities Exchange Act of 1934, as amended), including such Directors who are not independent by virtue of a material relationship, former status or family membership, or for any other reason.

In addition, if the non-management Directors include Directors who are not also Independent Directors, the Independent Directors shall also meet separately at least once per year in executive session. The Chair of the Board serves as the presiding director for each executive session. If the Chair of the Board is unavailable, a presiding director shall be selected by a majority of the directors present.

## **Director Qualification Standards**

The Nominating and Corporate Governance Committee is responsible for reviewing with the Board, on an annual basis, the appropriate characteristics, skills and experience required for the Board as a whole and its individual members. In evaluating the suitability of individual candidates (both new candidates and current Board members), the Nominating and Corporate Governance Committee, in recommending candidates for election, and the Board, in approving (and, in the case of vacancies, electing) such candidates, take into account many factors, including the criteria set forth in the Charter of the Nominating and Corporate Governance Committee. The Nominating and Corporate Governance Committee shall ensure that it includes, and request that any search firm that it engages include, candidates with diversity of race, ethnicity and gender in the pool from which it selects director candidates. The Board evaluates each individual in the context of the Board as a whole, with the objective of assembling a group that can best perpetuate the success of the business and represent stockholder interests through the exercise of sound judgment using its diversity of experience. In determining whether to recommend a director for re-election, the Nominating and Corporate Governance Committee also considers the director's past attendance at meetings and participation in and contributions to the activities of the Board.

Director candidates nominated for election by stockholders, including nominees that the Company is legally required by contract or otherwise to permit a third party to designate (for example, pursuant to rights contained in the Articles Supplementary of each class of the Company's outstanding preferred stock, voting together, to elect two directors upon a dividend default), should meet the same criteria as candidates recommended for election by the Nominating and Corporate Governance Committee.

### **Selection of New Directors**

The entire Board will stand for election by the stockholders of the Company each year at the Company's annual meeting. Each year, at the annual meeting, the Board will recommend a slate of directors for election by the stockholders. In accordance with the Bylaws of the Company, the Board will also be responsible for filling vacancies or newly-created directorships on the Board that may occur between annual meetings of stockholders. The Nominating and Corporate Governance Committee is responsible for identifying, screening and recommending candidates to the entire Board for Board membership.

### **Selection of Chair of the Board**

The Board will select the Chair of the Board in accordance with the Company's Bylaws.

### **Service on Other Boards**

The Board does not believe that its members should be prohibited from serving on boards of other organizations, subject to the guidelines below. In addition to the guidelines described below, the Nominating and Corporate Governance Committee and the Board will take into account the nature of and time involved in a director's service on other boards and/or committees in evaluating the suitability of individual director candidates and current directors in making its recommendations to the Company's stockholders.

Due to the demanding nature of service on the Audit Committee, the members of the Audit Committee may not serve on the audit committees of the boards of directors of more than two other public companies at the same time as they are serving on the Audit Committee.

Service on other boards and/or committees should be consistent with the Company's conflict of interest policies set forth below. Prior to accepting any position on the board of directors of any organization current directors should notify the Chair of the Board, the Chair of the Nominating and Corporate Governance Committee, the Chief Executive Officer and the General Counsel of the Company, who shall review the proposed board membership to ensure compliance with applicable laws and policies. Additionally, no director shall be a member of more than five (5) public company boards.

### **Director Resignation Policy**

Any nominee for director in an uncontested election who fails to receive a greater number of votes cast "for" his or her election than votes cast "against" such director's election (with "abstentions" and "broker non-votes" not counted as votes cast either "for" or "against" such director's election) shall tender his or her offer of resignation for consideration by the Nominating and Corporate Governance Committee. The Nominating and Corporate Governance Committee shall recommend to the Board the actions to be taken with respect to such offer of resignation, and the Board will determine the ultimate course of action after considering all relevant factors.

### **Directors Who Resign Their Current Positions with Their Company**

When a director, including any director who is currently an officer or employee of the Company, resigns or materially changes his or her position with his or her employer, such director should submit his or her offer of resignation to the Board, which the Board may accept or reject based on the recommendation of the Nominating and Corporate Governance Committee.

### **Term Limits and Mandatory Retirement Age**

As each director is subject to election by stockholders on an annual basis, the Board does not believe it is in the best interests of the Company to establish term limits or a mandatory retirement age at this time. Such policies may deprive the Company of valuable contributions from directors who have developed, over a period of time, increasing insight into the Company's business and, therefore, can make an increasingly significant contribution. As an alternative to such policies, the Nominating and Corporate Governance Committee will evaluate each director's nomination for re-election to the Board each year.

### **Director Emeritus**

A Director Emeritus is an individual who has retired from the Board and has been appointed by the Board to serve in this position. A Director Emeritus may not vote on any issue, but may attend regular and special meetings of the Board.

## **Director Responsibilities**

The business and affairs of the Company will be managed by or under the direction of the Board, including through one or more of its committees as set forth in the Bylaws and committee charters. Each director is expected to spend the time and effort necessary to properly discharge his or her responsibilities. These include:

- (1) exercising their business judgment in good faith;
- (2) acting in what they reasonably believe to be the best interests of the Company;
- (3) becoming and remaining well-informed about the Company's business and operations and general business and economic trends affecting the Company; and
- (4) ensuring that the business of the Company is conducted so as to further the long-term interests of its stockholders.

## **Compensation**

The Company's executive officers shall not receive additional compensation for their service as Directors. Senior management of the Company will report once a year to the Compensation Committee regarding the status of the Company's non-management Director compensation in relation to other U.S. companies of comparable size and the Company's competitors. Such report will include consideration of both direct and indirect forms of compensation to the Company's non-management Directors. Following a review of the report, the Talent and Compensation Committee will recommend any changes in non-management Director compensation to the Board, which changes will be approved or disapproved by the Board after a full discussion.

## **Stock Ownership**

The Company has established Stock Ownership Guidelines ("Stock Ownership Guidelines") for the Board of Directors and certain executive officers of the Company, as more fully set forth in the Stock Ownership Guidelines.

## **Conflicts of Interest**

Directors are expected to avoid any action, position or interest that conflicts with the interests of the Company or gives the appearance of a conflict. If an actual or potential conflict of interest develops, the director should immediately report the matter to the Chair of the Board. Any significant conflict must be resolved or the director should resign. If a director has a personal interest in a matter before the Board, the director will disclose the interest to the Board, excuse himself or herself from discussion on the matter and not vote on the matter.



## **Board Orientation and Continuing Education of Board Members**

The Company provides new directors with a director orientation program to familiarize them with, among other things, the Company's business, strategic plans, significant financial, accounting and management issues, compliance programs, conflicts policies, Code of Business Conduct and Ethics, Guidelines, principal officers, internal auditors and independent auditors.

The Company will make available to directors continuing education programs, and each director is encouraged to participate in such programs, as management or the Board determines desirable.

## **Interaction with Institutional Investors, the Press and Customers**

The Board believes that management speaks for the Company. Each director should refer all inquiries from institutional investors, the press or customers to management. Individual Board members may, from time to time at the request of the management, meet or otherwise communicate with various constituencies that are involved with the Company. If comments from the Board are appropriate, they should, in most circumstances, come from the Chair of the Board.

## **Board Access to Senior Management**

The Board will have complete access to Company management in order to ensure that directors can ask any questions and receive all information necessary to perform their duties. Directors should exercise judgment to ensure that their contact with management does not distract managers from their jobs or disturb the business operations of the Company. Such contact, if in writing, should be copied to the Chief Executive Officer of the Company as appropriate.

## **Board Access to Independent Advisors**

The Board committees may hire independent advisors as set forth in their applicable charters. The Board as a whole shall have access to such advisors and such other independent advisors that the Company retains or that the Board considers necessary to discharge its responsibilities.

## **Annual Self-Evaluation**

On an annual basis, the Nominating and Corporate Governance Committee will oversee an annual assessment by the Board of the Board's performance. The Nominating and Corporate Governance Committee also will periodically engage an external third party consultant to conduct the Board assessment. The Nominating and Corporate Governance Committee will be responsible for establishing the evaluation criteria and implementing the process for such evaluation, as well as considering other corporate governance principles that may, from time to time, merit consideration by the Board.

The assessment should include a review of any areas in which the Board or management believes the Board can make a better contribution to the governance of the Company, as well as a review of the committee structure and an assessment of the Board's compliance with the principles set forth in these Guidelines. The purpose of the review will be to improve the performance of the Board as a unit, and not to target the performance of any individual Board member. The Nominating and Corporate Governance Committee will utilize the results of the Board evaluation process in assessing and determining the characteristics and critical skills required of prospective candidates for election to the Board.

## **BOARD MEETINGS**

### **Frequency of Meetings**

The Board will meet at least four times annually. In addition, special meetings may be called from time to time as determined by the needs of the business. It is the responsibility of the directors to attend meetings.

### **Director Attendance**

A director is expected to spend the time and effort necessary to properly discharge his or her responsibilities. Accordingly, a director is expected to regularly prepare for and attend meetings of the Board and all committees on which the director sits (including separate meetings of non-management Directors and the Independent Directors), with the understanding that, on occasion, a director may be unable to attend a meeting. A director who is unable to attend a meeting is expected to notify the Chair of the Board or the Chair of the appropriate committee in advance of such meeting, and, whenever possible, participate in such meeting via teleconference or other means of remote communication. A director may attend a meeting of a committee of which he or she is not a member upon approval of the chair of that committee.

### **Attendance of Non-Directors**

The Board encourages the Chair of the Board or of any committee to bring Company management and outside advisors or consultants from time to time into Board and/or committee meetings to (i) provide insight into items being discussed by the Board and/or committee which involve the management, advisor or consultant, (ii) make presentations to the Board and/or committee on matters which involve the management, advisor or consultant, and (iii) bring managers with high potential into contact with the Board and/or committee. Attendance of non-directors at Board and/or committee meetings is at the discretion of the Board.

### **Agendas**

The Chair establishes the agenda for each Board meeting with input from the management and, as necessary or desired, from the other directors. The Board shall establish its own rules and procedures for conduct of its meetings so long as they are not

inconsistent with any provisions of the Company's Bylaws or these Corporate Governance Guidelines.

### **Advance Receipt of Meeting Materials**

Information regarding the topics to be considered at a meeting is essential to the Board's understanding of the business and the preparation of the directors for a productive meeting. To the extent feasible, the meeting agenda and any written materials relating to each Board meeting will be distributed to the directors sufficiently in advance of each meeting to allow for meaningful review of such agenda and materials by the directors. Directors are expected to have reviewed and be prepared to discuss all materials distributed in advance of any meeting.

## **COMMITTEE MATTERS**

### **Number, Name and Responsibilities of Committees**

The Board has three standing committees, each composed entirely of Independent Directors. From time to time, the Board may form a new committee or disband a current committee, depending upon the circumstances. Each committee will perform its duties as assigned by the Board in compliance with the Company's Bylaws and the committee's charter. The standing committees are:

(1) Audit Committee. The Audit Committee consists of at least three members and reviews the work of the Company's internal accounting and audit processes and independent auditors. This committee has sole authority to appoint and fire the Company's independent auditors and to approve any significant non-audit relationship with the independent auditors. This committee also produces an annual report on audited financials and internal controls on financial reporting for inclusion in the Company's annual proxy statement or Annual Report, in accordance with applicable rules and regulations.

(2) Talent and Compensation Committee. The Talent and Compensation Committee consists of at least two members and reviews and approves the Company's goals and objectives relevant to compensation, stays informed as to market levels of compensation and, based on evaluations submitted by management, recommends to the Board compensation levels and systems for Board members and executive officers and other senior employees that correspond to the Company's goals and objectives. This committee also produces an annual report on executive compensation for inclusion in the Company's annual proxy statement or Annual Report, in accordance with applicable rules and regulations.

(3) Nominating and Corporate Governance Committee. The Nominating and Corporate Governance Committee consists of at least two members and is responsible for recommending to the Board individuals to be nominated as directors and committee members, which includes evaluating new candidates as well as evaluating current directors. This committee is also responsible for developing and

recommending to the Board the Guidelines, as well as reviewing and recommending revisions to the Guidelines on a regular basis. This committee also performs other duties as are described in these Guidelines.

### **Assignment and Rotation of Committee Members**

The Board appoints committee members and committee chairs according to criteria set forth in the applicable committee charter and such other criteria that the Board determines to be appropriate in light of the responsibilities of each committee. Committee membership and the position of committee chair will be rotated when the Board determines that rotation is in the best interest of the Company, and not on a mandatory basis.

### **Frequency of Committee Meetings**

The Audit Committee will meet at least one (1) time during each fiscal quarter. The Talent and Compensation Committee and Nominating and Corporate Governance Committee will meet at least two (2) times annually. In addition, special meetings may be called by the Chair of each committee from time to time as determined by the needs of the business. It is the responsibility of the directors to attend the meetings of the committees on which they serve.

### **Committee Agendas**

The Chair of each committee, in consultation with the appropriate members of the Committee and/or management, will develop his or her committee's agenda.

### **Committee Self-Evaluations**

On an annual basis, each committee will review its performance and charter and recommend to the Board any changes it deems necessary.

## **LEADERSHIP DEVELOPMENT**

### **Annual Review of Chief Executive Officer**

The Talent and Compensation Committee, with input from the Chief Executive Officer, shall annually establish the performance criteria (including both long-term and short-term goals) to be considered in connection with the Chief Executive Officer's next annual performance evaluation as it relates to the Chief Executive Officer's compensation. At the end of each year, the Chief Executive Officer shall make a presentation or furnish a written report to the Talent and Compensation Committee indicating his or her progress against such established performance criteria for compensation purposes. Thereafter, with the Chief Executive Officer absent, the Talent and Compensation Committee shall meet to review the Chief Executive Officer's performance as it relates to the Chief Executive Officer's compensation. The results of the review and evaluation shall be communicated to the Chief Executive Officer by the Chair of the Talent and Compensation Committee.

## **Succession Planning**

The Board works on a periodic basis with the Chief Executive Officer to review, maintain and revise, if necessary, the Company's succession plan upon the Chief Executive Officer's retirement and in the event of an unexpected occurrence. The Chief Executive Officer shall report annually to the Board on succession planning for the Chief Executive Officer and senior management positions, including a discussion of assessments, leadership development plans and other relevant factors. There should also be available to the Board, on a continuing basis, the Chief Executive Officer's recommendations regarding his or her successor should he or she be unexpectedly disabled.

## **Management Development**

The Board will determine that a satisfactory system is in effect for the education, development and orderly succession of senior and mid-level managers throughout the Company.

May 9, 2024