



RACKSPACE TECHNOLOGY GLOBAL ENERGY POLICY

Policy Number: P-GL-SC-002
Effective Date: October 10, 2021
Last Review: May 15, 2023
Document Owner: Global Energy Team

Purpose:

This policy communicates Rackspace Technology's global energy strategy.

Scope:

All Rackspace Technology stakeholders and employees including third-party personnel located in data centers, administrative, development and support facilities.

Policy Statement:

Access to reliable and affordable energy is integral to the growth and success of Rackspace Technology and that of our customer's businesses. Rackspace Technology's Global Energy Policy is focused in two areas:

- Energy conservation (efficiency)
- Renewable energy

Energy Conservation: We incorporate energy conservation & efficiency into decision making in the way we build, buy and operate.

- We embrace transformational technology, such as cloud computing, that reduces the associated carbon footprint over traditional computing as the world comes to terms with meeting long-term power needs.
- We are transparent. We disclose details of our operations including our carbon emissions totals through the Climate Disclosure Project (CDP) – Climate Change annual survey.

Renewable Energy: Our goal is to achieve net zero carbon emissions by 2045, which is 5 years ahead of the UN Paris Agreement on Climate Change ambition to limit the global warming of the planet to 1.5oC compared to pre-industrial levels (net-zero by 2050).

Review and Maintenance:

This document should be reviewed annually. Revisions, waivers or exceptions must be approved by the Document Owner.

Enforcement:

The Rackspace Global Energy team manages energy sources, consumption and stewardship to meet the Company's business and customer requirements. The team consists of members from our Sourcing, Finance and Business Operations teams. The Global Energy Team is responsible for strategy, purchasing and emission and will provide and maintain proactive support and communication for this policy.

The Global Energy Team meets regularly to manage our energy strategy and assess consumption and advise senior leadership on a regular basis.

Executive Approval:

M Jason Bowling

Jason Bowling
VP, Business Operations

23 May 2023

Date: May 16, 2023

Version History

Version	Date	Review and Revision Comments
1.0	October 10, 2021	First draft
2.0	February 17, 2022	Annual review
3.0	May 16, 2023	Annual review