

**CHARTER FOR THE
TALENT, CULTURE AND COMPENSATION COMMITTEE
OF THE BOARD OF DIRECTORS OF
EQUINIX, INC.**

Adopted by the Board of Directors on April 19, 2004

Amended on August 23, 2007

Amended on May 14, 2009

Amended on May 25, 2010

Amended on November 7, 2013

Amended on May 13, 2021

Amended on October 19, 2023

PURPOSE

The purpose of the Talent, Culture and Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of Equinix, Inc. (the “Company”) is to provide oversight of human capital management at the Company, including the Company’s strategies to attract, develop and retain talent at all levels, cultivate an engaged employee base, make its culture a competitive advantage, and promote workforce diversity, inclusion and belonging. The Committee also oversees succession planning for the Company’s Chief Executive Officer (“CEO”) and select senior leaders. In addition, the Committee shall discharge certain responsibilities of the Board relating to executive compensation policies and programs, including developing compensation policies, providing oversight of the implementation of the policies and certain benefit plans, administering the Company’s various stock plans and the issuance of stock options and other stock-related awards not granted pursuant to a plan, and to make recommendations to the Board regarding its remaining responsibilities relating to executive compensation.

MEMBERSHIP

The members of the Committee are appointed by the Board, considering the recommendation of its Nominating Committee. The members of the Committee may be removed by the Board on its own motion or on the recommendation of its Nominating Committee.

The Committee consists of two or more members of the Board. Each member of the Committee will meet the following requirements:

1. Any listing standards prescribed by The Nasdaq Stock Market (“Nasdaq”);
2. Any standards prescribed by the Securities and Exchange Commission (the “SEC”); and
3. Any other requirements imposed by applicable law, regulations or rules.

The Board may appoint the Chairperson of the Committee (the “Chairperson”). Alternatively, the Board may direct that the members of the Committee elect the Chairperson.

RESPONSIBILITIES AND AUTHORITY

The responsibilities and authority of the Committee shall include:

1. Reviewing strategies, initiatives and programs with respect to the Company’s culture; talent recruitment, development and retention; and employee engagement;
2. Reviewing strategies, initiatives and programs with respect to workforce diversity, inclusion and belonging;
3. Overseeing succession planning efforts for the CEO and certain senior leaders of the Company;
4. Reviewing and approving the corporate objectives that pertain to the determination of the compensation of the CEO, unless it is decided by the Committee to determine such objectives with the full Board of Directors;
5. Determining the CEO’s salary and contingent compensation, based on an evaluation of his or her performance in light of the corporate objectives and other relevant criteria as determined by the Committee, unless it is decided by the Committee to determine such compensation with the full Board of Directors. The CEO may not be present during voting or deliberations related to his or her compensation;
6. In consultation with the CEO, determining the salaries and contingent compensation of the other individuals who are deemed to be “officers” of the Company under Rule 16a-1(f) of the Securities Exchange Act of 1934, as amended (the “Executive Officers”), including establishing incentive compensation plans for such individuals, establishing targets and incentive awards under such plans and making any determinations required to be made by the Board or a committee of the Board under such plans;
7. Making recommendations to the Board regarding the compensation of members of the Board;
8. Overseeing and monitoring compliance with the stock ownership guidelines applicable to the Executive Officers and members of the Board;
9. Reviewing and approving the terms of offer letters, employment agreements, severance agreements, change-in-control agreements, indemnification agreements and other material agreements between the Company and its Executive Officers;
10. Approving the adoption or amendment of equity plans (including changes in the number of shares reserved for issuance thereunder), and cash incentive plans in which the Executive Officers participate;

11. Administering the Company's stock plans, granting stock option, restricted stock and other equity awards and approving modifications of such awards, provided that the Board may delegate to another committee of the Board the concurrent authority to make such awards to individuals other than Executive Officers;
12. Overseeing the design of other material employee benefit plans of the Company, including the Company's 401(k) plan, and carrying out such responsibilities as may be set forth from time to time in such plans;
13. Reviewing and approving policies and procedures relating to the perquisites and expense accounts of the Company's Executive Officers;
14. Reviewing and discussing with management the Company's Compensation Discussion & Analysis ("CD&A") prepared in accordance with the rules of the SEC and determining whether to recommend to the Board that the CD&A be included in the Company's proxy statement and annual report on Form 10-K;
15. Preparing an annual report on executive compensation for publication in the Company's proxy statement, as required by rules of the SEC;
16. Periodically assess the relationship between the Company's compensation programs and enterprise risk;
17. Adopting, amending and overseeing the Company's policies regarding the recoupment of compensation paid to employees, if and as the Committee deems appropriate or as required by law or the rules of Nasdaq;
18. Overseeing matters relating to stockholder approval of executive compensation, including by considering the results of the Company's most recent advisory vote on executive compensation ("say-on-pay"), [and] recommending the frequency of such votes ("say-on-when") to the Board;
19. Reviewing this Charter annually and making recommendations to the Board regarding any amendments to this Charter; and
20. Carrying out any other duties and responsibilities assigned to it by the Board, to the extent permitted by law and the Company's Bylaws.

INVESTIGATIONS, STUDIES AND OUTSIDE ADVISERS

The Committee may conduct or authorize investigations into, or studies of, matters within the Committee's scope of responsibility, with full access to all books, records, facilities and personnel of the Company.

The Committee has the exclusive authority, at the Committee's sole discretion and the Company's expense, to select, retain and terminate counsel, consultants, accountants and other advisers to assist the Committee in carrying out its duties. The Committee also has the exclusive authority to determine its advisers' compensation and the other terms of their retention. The Committee may

select such an adviser, or receive advice from any other adviser, only after taking into account those independence factors enumerated by the rules of Nasdaq.

MEETINGS

The Chairperson will determine how often the Committee meets. However, the Board expects that the Committee will meet at least three times per year. The Chairperson, in consultation with the other members of the Committee, will also schedule the Committee meetings and establish the agenda for each meeting. The Chairperson will designate a secretary for each meeting, who need not be a member of the Committee. In lieu of holding a meeting, the Committee may act by circulating a written consent to each member of the Committee. The written consent constitutes a valid action of the Committee if it has been executed by each Committee member. The written consent will be filed with the minutes of Board meetings.

MINUTES

The Committee will maintain written minutes of its meetings, which minutes will be filed with the minutes of meetings of the Board.

REPORTS

The Chairperson will periodically report to the Board on the Committee's deliberations and actions. The minutes of Committee meetings and actions by the unanimous written consent of the Committee members will be made available to all Board members.

ANNUAL REVIEW OF COMMITTEE PERFORMANCE

The Committee, at least annually, will review its operations and performance and make such changes as it deems appropriate.

COMPENSATION

Members of the Committee will receive such fees, if any, for their service as Committee members as may be determined by the Board. Such fees may include retainers or per-meeting fees and will be paid in such form of consideration as is determined by the Board in accordance with the applicable rules of Nasdaq and the SEC.

DELEGATION OF AUTHORITY

The Committee may, to the extent permitted under applicable law, the rules of Nasdaq and the SEC, and the Company's Certificate of Incorporation and Bylaws, form and delegate authority to subcommittees when appropriate.