

# 2015 CORPORATE SUSTAINABILITY REPORT



EQUINIX

WHERE OPPORTUNITY CONNECTS

# At Equinix, we aspire to be the place where opportunity connects for our customers, employees and society at large.

We live in an increasingly connected world where our actions call for more immediacy and impact than ever before. As the world's global interconnection platform, we are passionate about bringing businesses, people and ideas together for the good of all.

Every day we focus on innovating new business practices, processes and technologies that create a positive impact on the people and the world around us. This means mobilizing our people and resources to make a difference in our communities, managing our business to the highest standards of performance and integrity, making a positive and lasting social impact and reducing our environmental footprint as we grow today so our planet can thrive tomorrow.

We believe that if we have the courage and imagination to lead, a world of opportunity will follow.

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## ABOUT EQUINIX

Equinix, Inc. (Nasdaq: EQIX) connects more than 8,000 companies directly to their customers and partners inside the world's most networked data centers. Platform Equinix™ includes 145+ International Business Exchange™ (IBX®) data centers in 40 metros in 21 countries. Today, businesses leverage the Equinix interconnection platform across the Americas, Asia-Pacific, and Europe, Middle East and Africa (EMEA). Equinix is where companies come together to realize new opportunities and accelerate their business, IT and cloud strategies.

## OUR CORPORATE SUSTAINABILITY PROGRAM

We launched our Corporate Sustainability program in 2014 with explicit sponsorship from the chief executive officer and president and additional support from specific members of the executive staff. Our Corporate Sustainability program focuses our commitment on the areas that are the most relevant to Equinix and our stakeholders, and where we believe we have the greatest opportunity to create positive change.

## ABOUT THIS REPORT

We're delighted to share our first-ever Corporate Sustainability Report. In it, we detail both our sustainability strategy and our results. As this Report is focused on corporate sustainability, we have attempted to minimize restating information that can be found elsewhere, such as on our website or in our annual report or Form 10-K filing. This report is designed to complement our annual report by providing additional context about how our organization performs beyond strictly economic measures.

This inaugural report conforms to [Global Reporting Initiative \(GRI\) G4 Sustainability Reporting Guidelines](#).

GRI



**2,600 GWh**

2015 TOTAL ENERGY  
CONSUMPTION

**\$56 million**

INVESTED IN  
ENERGY EFFICIENCY  
(SINCE 2011)

**41%**

RENEWABLE  
ENERGY  
(AT THE END OF 2015)

**\$212,000**

IN MATCHING  
GIFTS

**4,277**

FULL-TIME  
EMPLOYEES

**5,000**

SERVICE  
HOURS

OUR GLOBAL FOOTPRINT\*

GRI

\*As of year-end 2015, excludes Telecty and Bit-isle M&A sites

## TO OUR STAKEHOLDERS:

We live in unique and exciting times, a time in history that finds us both at the center of transformational change and at the cusp of even greater advances.

The emergence of the cloud and related trends like the Internet of Things and Big Data have accelerated the digitization of the global economy. This meeting of progress and opportunity is revolutionizing the way we do business. New demands and possibilities lie ahead that will require imagination and a continual appetite for change. We do not know exactly how companies will adapt and innovate, but one thing is certain: the global shift to a more digital world challenges us all to be more responsible and proactive world citizens, whether at work, at home or in our communities.

At Equinix, our purpose is to protect, connect and power the digital economy. The vital interconnection solutions we provide are becoming more critical as companies increasingly come together electronically in our data centers to collaborate, innovate and grow. We're proud to have built a company that is enabling this historic digital change, but we move forward knowing that progress can have a cost if not managed wisely. We are aware of our responsibility as the industry leader to have a positive influence on the world and make our local communities better places to work and live.

We launched our Corporate Sustainability program in 2014, and it has quickly become one of our foundational priorities. Our program meshes well with the culture we have cultivated at Equinix, which we believe is one of our greatest strengths.

The principle of serving others is a long-time Equinix value, and this belief unifies and advances the four pillars of our Corporate Sustainability program:

- 1) Environment.** We are dedicated to decreasing our reliance on fossil fuels, minimizing our carbon footprint, and designing, building, and operating some of the most innovative and energy-efficient multi-tenant data centers in the world.
- 2) People.** Our employees are the foundation of our company, and we are committed to helping them develop personally and professionally as part of a diverse, well-trained and highly engaged global workforce.
- 3) Governance.** We manage our growth and operations with the highest levels of accountability, integrity and professionalism. We work together to build an organization defined by its honesty and impeccably ethical behavior.
- 4) Community.** We seek to make the communities where we live and work better places by volunteering our time to serve our neighbors and by financially supporting organizations dedicated to helping the less fortunate. In particular, we seek ways to close the "digital divide" and broaden access to the technologies that we know can change lives for the better.

As we continue to expand and strengthen our Corporate Sustainability program, the principle of shared value will guide us. This simply means we will move forward with new initiatives and technologies that benefit all of our stakeholders, including our shareholders, customers and employees. Our focus on shared value will enable us to truly make a difference by delivering both business and societal value.



The principle of shared value also recognizes that the ultimate success of our Corporate Sustainability program goes far beyond Equinix; it requires cooperation across communities and business sectors. Our market position gives us the opportunity and the responsibility to lead our peers, our industry and even the broader corporate arena into a bright, exciting future that we can all individually envision, but that we cannot reach alone. The following report details the ways in which we are putting our Corporate Sustainability program into action to lead our company and our industry toward a tomorrow that is better for all.

A handwritten signature in black ink, appearing to read "Steve Smith". The signature is fluid and cursive.

**Steve Smith**  
Chief Executive Officer and President



## OUR FOUR PILLARS OF CORPORATE SUSTAINABILITY

Through our efforts as responsible corporate citizens, we seek to create value for our business stakeholders and society at large. To accomplish this, our Corporate Sustainability program is focused on four key areas, or pillars of sustainability. Under the banner of Corporate Sustainability, each of the pillars pursues policies and programs, and sets near-term and long-term goals, as well as conducts measurement and regular reporting of progress in a transparent and easily digestible manner.



We define environmental sustainability as how we manage our impact on the physical world in which we all live. We are striving to reduce our environmental footprint as we grow today so that our planet can thrive tomorrow. We explore and implement new processes and technologies that open up opportunities to make a positive environmental difference all over the world. For example, we recognize the broader trend within our industry to move towards energy sources with lower impacts, such as renewable energy technologies like solar and wind. We also seek to establish Equinix as a leader among our industry peers and competitors, and place an emphasis on playing an active role in the “greening” of our business and sector.

We value high employee engagement while ensuring that we comply or exceed local, regional and federal labor laws. Our commitment to our people includes our high health, safety and diversity standards, which we seek to apply globally. Relevant policies and procedures impacting our employees are currently being globalized. We believe that our culture is a unique and powerful differentiator—giving our people a clear picture of our purpose and values.

We uphold high ethical standards and maintain strict regulatory compliance. We are guided in our day-to-day business by our Equinix Code of Business Conduct. The Code was created to reflect and document our ethical values and standards and provides us with the information, resources and tools necessary to create clear, consistent global standards for ethical business conduct and compliance with laws.

We give back to our communities. Our communities are the places our employees and customers call home. We support these places around the world through philanthropy—including signature grants and matching gifts—and through employee-driven volunteer activities.

## HOW WE ENGAGE WITH OUR STAKEHOLDERS

A core component of Equinix's strategy is engagement. We maintain multi-dimensional communication channels with our network of customers, employees, investors, and service providers, as well as other groups, such as advocacy organizations and industry groups. The table below summarizes some of the principal ways we engage with these key stakeholder groups.

WHO	WHEN	HOW	DETAILS
Board Executive team members	Annually Biannually	Board Meeting Executive team meetings and one-on-one meetings	Inform board and executives of Corporate Sustainability strategy, activities and progress. Also advocate for resources and solicit their feedback
Equinix teams responsible for implementing Corporate Sustainability initiatives globally	Monthly meetings and ad hoc communications	In-person meetings, conference calls, and emails	Equinix's Corporate Sustainability program includes a working team whose members complete activities including benchmarking and metrics collection, setting goals and communicating progress, identifying risks and opportunities, and discussing new ideas to advance corporate sustainability at Equinix
Employees	Equinix Pulse Survey is offered every six months, internal "HUB" articles occur monthly or more frequently	Third-party administered Pulse Survey platform and management relationships including performance reviews, company meetings, exit interviews and other internal articles and activities	Activities such as the biannual Pulse Survey and departing employee exit interviews provide quantifiable information about Equinix's success as an employer; less formal communications provide ongoing feedback and add richness to these conversations
Customers	Ad hoc and annual global customer surveys	In-person meetings, emails with account management teams, third-party vendor survey platform for global customer survey	Customer experience is a primary goal of Equinix. Besides informal calls and emails with their account managers and the Equinix Service Delivery (ESD) team, our customers have several official channels for giving feedback and making requests. Inputs vary from open-ended comment forms to in-depth surveys with scored questions
Vendors and service providers	Ad hoc	Account management, vendor selection process	Equinix vendors have personal relationships with the groups they serve. Equinix also has a Business Partner Code of Conduct included as part of its Global Supplier Information Form (GSIF) since June 2015
Investors and analysts	Ad hoc and quarterly	Conference calls, annual meeting, Analyst Days	Our Investor Relations team maintains active lines of communication with our investors and key investor analysts and research firms. Equinix responds to information requests from a variety of stakeholders including the media

## HOW WE ENGAGE WITH OUR STAKEHOLDERS

WHO	WHEN	HOW	DETAILS
Industry and NGO groups	Annual and biannual conferences, monthly calls and ad hoc	Active participation in discussions, events, and opportunities	<p>Equinix participates in a variety of industry and NGO advocacy opportunities, initiatives and activities. Some key organizations include:</p> <ul style="list-style-type: none"> <li>• Corporate Renewable Energy Buyers' Principles</li> <li>• Business Renewables Center (BRC)</li> <li>• RE100</li> <li>• The Green Grid (including regional working teams)</li> <li>• Renewable Energy Buyers' Alliance (REBA)</li> <li>• National Association of Real Estate Investment Trusts (NAREIT)</li> <li>• techUK</li> <li>• Singapore Infocomm Development Authority and the National Research Foundation</li> <li>• International Association of Volunteer Effort</li> </ul>
Third-party rating and reporting schemes	Annual and ad hoc	Voluntary disclosure of ESG (environment, social and governance) information	<p>Equinix responds to inquiries around the impact of our operations and participates in third-party surveys such as:</p> <ul style="list-style-type: none"> <li>• CDP Investor Climate Change and Supply Chain Surveys</li> <li>• EcoVadis Supplier Sustainability Ratings</li> <li>• Global Real Estate Sustainability Benchmark (GRESB)</li> <li>• MSCI Environment, Social and Governance (ESG) Corporate Data Verification</li> <li>• Customer-specific supply chain surveys</li> </ul>
Government and regulatory bodies	Ad hoc	Voluntary participation in public comment periods and other feedback opportunities	<p>Equinix seeks opportunities to provide input into government review processes such as utility planning processes and energy efficiency policies. Groups or activities we have worked with include:</p> <ul style="list-style-type: none"> <li>• UK Government Climate Change Agreements (CCAs)</li> <li>• EU Emissions Trading Scheme (EU-ETS)</li> <li>• European Code of Conduct for Energy Efficiency in Data Centres</li> </ul>



## IDENTIFYING KEY CORPORATE SUSTAINABILITY TOPICS

In 2015, we conducted a formal materiality assessment as part of our Corporate Sustainability program launch. The purpose of this work was to identify which sustainability aspects or topics were most material to our broad group of stakeholders and therefore needed to be addressed first.

The concept of using materiality to report on what matters, where it matters, aligns with the Global Reporting Initiative's (GRI) G4 Sustainability Reporting Guidelines. Using this approach, we identified material aspects that are relevant to establishing ourselves as a responsible and sustainably-operated corporation.

We then prioritized the list of GRI aspects and selected relevant indicators to begin discussions around the specific metrics that we will use to monitor and manage ourselves going forward. The results of the materiality analysis highlight what matters most to Equinix and our stakeholders so we can focus on making decisions that have the most significant impact. During this process, we engaged dozens of employees across the company and many others who represented the voice of our Equinix leaders, shareholders, employees, customers and community members, as well as various Non-Governmental Organization (NGO) advocacy groups.

It's notable that 'Economic Performance' was rated the most material issue by both Equinix and its stakeholders, while Risk Management and Energy and Climate Change Impact, were also flagged as top priorities. This initial review has guided our efforts in this inaugural report, but we intend to revisit this materiality analysis regularly and continue to add and remove items as the process matures.

FUNCTIONAL FOCUS	SPECIFIC TOPICS	INCLUDED IN THIS REPORT?	BOUNDARY*
<b>ENVIRONMENT</b>			
ENERGY AND CLIMATE CHANGE IMPACT	Energy Emissions (Scope 1 and 2) Environmental Investments	Yes Yes Yes	Inside & Outside Inside & Outside Inside
WATER MANAGEMENT	Water Usage	No, but considered for future inclusion	Inside
RESPONSIBLE SUPPLY CHAIN	Supplier Environmental Assessment Supplier Assessment for Labor Practices Security Personnel – Human Rights Practices (Equinix uses contracted security personnel)	No, but considered for future inclusion No, but considered for future inclusion No, but considered for future inclusion	Outside Outside Outside
<b>PEOPLE</b>			
TALENT ACQUISITION AND EMPLOYEE DEVELOPMENT	Employment Training and Education	Yes Yes	Inside Inside
LABOR ISSUES, DIVERSITY AND EQUAL OPPORTUNITY	Equal Remuneration for Women and Men Diversity and Equal Opportunity Nondiscrimination Occupational Health and Safety	Yes, partially reported and area of future focus Yes, partially reported and area of future focus Yes, partially reported and area of future focus Yes, partially reported and area of future focus	Inside Inside Inside Inside
<b>GOVERNANCE</b>			
ECONOMIC PERFORMANCE	Economic Performance	Yes	Inside
ETHICAL CONDUCT AND COMPLIANCE	Compliance Anti-corruption	Yes Yes	Inside Inside
RISK MANAGEMENT	Managing Systemic Risk of Infrastructure Disruptions (SASB issue <sup>1</sup> )	Yes	Inside
DATA PROTECTION AND PRIVACY	Business Contact Information Privacy	Yes	Inside & Outside
<b>COMMUNITY</b>			
LOCAL COMMUNITIES AND MARKET PRESENCE	Indirect Economic Impacts Digital Inclusion (Equinix-specific issue)	Yes Yes	Outside Outside

\*Where is the source of impact: inside/outside the company  
<sup>1</sup>SASB = Sustainability Accounting Standards Board

A photograph of a modern, multi-story data center building with a complex facade of white, grey, and red panels. In the foreground, a large array of solar panels is mounted on a rooftop structure. The scene is captured during the day, with soft lighting.

## ENVIRONMENT

All Equinix data centers meet high standards for reliability, energy efficiency, and sustainability. We target green building standards such as LEED wherever possible and our 100% clean and renewable energy goal will ensure that our climate change and carbon impact is as small as possible.



# ENVIRONMENT: MANAGING OUR IMPACT

We're reducing our environmental footprint as we grow today so our planet can thrive tomorrow. This commitment motivates us to continually rethink old norms, embrace innovative approaches and push the boundaries of what's possible.



At Equinix, our purpose is to protect, connect and power the digital economy. We believe that it's essential to do this in an environmentally-sustainable way.

To this end, we have announced a long-term aspirational goal to use **100% clean and renewable energy** to power our global platform.

This goal is part of our larger objective to build an enduring, profitable business that leads the world in interconnection while minimizing our carbon and environmental footprint. Through these efforts, we also aim to elevate our status and set an example for our competitors and the broader industry as a leader in sustainable design, operation, efficiency and innovation. We understand that our influence promoting sustainability in the broader industry ultimately depends on continued strong business performance, so the concept of "shared value" drives our efforts. This concept states that we will adopt new green technologies and practices that benefit all our stakeholders, from our customers to our shareholders. These priorities guide our environmental sustainability efforts to:

**Manage our climate change impact** in order to lead by example, preserve our reputation, lead our industry, align with key customers, maximize

our relationships with both current and future customers, and do our part to address the growing consensus around the urgency to act to prevent global climate change. We are in the process of assessing and expanding our sustainability goals to reflect the urgent need to reduce greenhouse gas emissions.

**Maximize opportunities for continuous improvement** to raise efficiency, lower costs, build and operate with less impact and innovate to reduce consumption of all resources.

**Excel at transparency** and report regularly on our most material impacts, including improving and increasing reporting to our customers and other stakeholders.

**Be an environmental sustainability leader** among our peers and our industry, advocating and influencing NGOs, regulatory bodies, governments, customers and competitors. We believe it is important to demonstrate and communicate to the world our long-term commitment to renewable energy, energy efficiency and show that we are continuing to mitigate our environmental footprint.

## Equinix by the Numbers: 2015 Energy and Carbon Emissions Performance Excludes Telecity and Bit-isle M&A sites

Energy and Emissions	
Energy consumption	2,600 GWh
Scope 2 emissions (location-based)	1,122,413 mtCO2e
Scope 2 emissions (market-based)	766,068 mtCO2e
Of Scope 1 + Scope 2 emissions, % of which are Scope 2	Approximately 99.2%
Electricity spend	\$283 million USD
Energy Efficiency (since 2011)	
Energy efficiency investment	\$56 million USD
Demand reduction	35,963 kW annually
Emissions avoided	370,000 mtCO2e cumulative
Renewable Energy	
Renewables %	33.5% based on annual average 41.5% at year-end This is above and beyond what our local utilities provide
Renewables % by region	Americas: 8% Asia-Pacific: 0% Europe: 100% * based on annual average

# ENVIRONMENT: GREEN BY DESIGN

Each of our data centers is designed to maximize local site conditions and opportunities to deploy innovative and efficient technologies and systems.



At Equinix, energy efficiency and environmental sustainability are integral parts of everything we do. Whether we're building new data centers or upgrading existing facilities, we're continually exploring and implementing new practices to reduce our environmental footprint while at the same time maintaining our market-leading uptime record of >99.9999%.

There are many elements that a data center company can use in its "green toolbox". Each element provides some benefits and has some challenges. What guides decision making may be simple economics or the consideration and prioritization of ancillary benefits or consequences. At Equinix, we have a strong history of commitment to efficiency—in fact, our program dates back to our beginning.

In the early 2000s, we were cognizant of our choice of construction materials and sought to implement energy efficient components into all of our new builds. At that time, innovations included heat exchangers, air economizers, and variable frequency drives. Today, we use indirect evaporative cooling units, granular temperature sensors and controls, and advances such as deep water lake cooling and aquifer thermal energy storage. This is in addition to the work that we do to replace old and obsolete equipment.

Some of our other notable green efforts include:



- Targeting Leadership in Energy and Environmental Design (LEED) green building certification at a level of Silver or better for all new builds



- Pursuing international management standards: all of our United Kingdom and Netherlands IBX data centers are ISO 14001 (environmental management) and ISO 50001 (energy management) certified



- Testing and deploying onsite energy solutions including:

- At SG3 (Singapore), one of our newest sites, solar energy powers all non-essential operations. The site recently received the "BCA-IDA Green Mark Platinum Award" for these efforts



- At SV5 (Silicon Valley), we're testing fuel cells—a highly efficient means of electricity generation that eliminates combustion pollutants such as NOx and hydrocarbons
- Minimizing water usage where feasible and deploying innovative water reuse technologies: municipal greywater and captured rainwater are used for irrigation and in cooling towers

## INDIRECT EVAPORATIVE COOLING (IDEC)

Equinix's SV10 data center project in San Jose, California has been designed to save significant amounts of electricity and water. The project's indirect evaporative cooling system (IDEC) utilizes evaporative-based heat rejection along with higher supply and return air temperatures to achieve greater efficiency. IDEC systems will save 80% of power and 80% of water compared to common water-cooled chiller plant-based data center cooling systems.

IDEC systems are targeted to be part of all new Equinix data center builds. SV10 was just one of several projects to utilize this technology last year.

We invest millions of dollars annually in energy efficiency, but we also realize that times are changing and that the fuel source of our electricity matters more to both the future of our business and our many stakeholders.



# ENVIRONMENT: OUR COMMITMENT TO RENEWABLE ENERGY

Protecting, connecting and powering the digital economy requires that Equinix purchase large amounts of electricity, and we recognize that this comes with long-term environmental consequences.



Procuring renewable energy for a company with the size and scale of Equinix—both because we use enough electricity to power 239,000 U.S. homes each year and because we have over 145 sites in 21 countries and 40 metros<sup>1</sup> around the globe—means that becoming renewable is not as easy as placing solar panels on our rooftops. Adding complexity, Equinix—like many of our peers—values renewable energy that is local and additional. In 2015, we published a set of principles to guide our power procurement efforts:

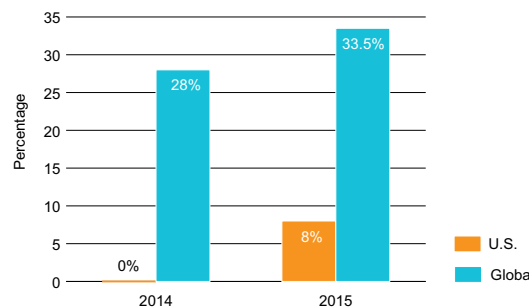
- We prefer to utilize renewable and low-carbon energy
- We prefer local sources of energy
- We prefer new or recently-built energy sources
- We seek favorable renewable energy policies when locating new data centers
- We will provide regular updates on our sustainability goals and progress to improve focus and transparency

At Equinix we are using these principles to make progress against our goals and drive extraordinary change across our industry.

## Our Progress

Around the world Equinix is making progress on its commitment to renewable energy. In Europe, we have been 100% renewable-powered since 2014\* through green energy products provided by our suppliers. In 2015, Equinix signed the largest offsite renewable energy deals by any colocation provider to date. Our two wind energy power purchase agreements (PPAs) in Oklahoma (125 MW) and Texas (100 MW) will bring our total U.S. coverage to nearly 100% (from 8% in 2015) and our global coverage to an estimated 80% (from 33.5%) by 2017.\*

**% of Operations Covered by Renewable Energy**  
(annual average)



These PPA agreements allow us to support the development of new renewable energy capacity on the shared grid without a large upfront capital expense or the risk of direct project ownership and development, and allow us to purchase at a scale that begins to bring the costs in line with normal electricity rates.

## WIND: THE WEST TEXAS “BUMPER CROP”

At Equinix, we seek to create opportunities for shared value and bright opportunities not only for Equinix, but also for our customers. Our Wake, Texas wind farm is a perfect example. To help us achieve our goal to be 100% renewably powered, we entered into a long-term power purchase agreement to buy 100 megawatts of capacity from this soon-to-be-constructed 150 turbine wind farm (by year-end 2016). With our contract, we are not only helping bring a significant amount of renewable energy to the state of Texas, we also are contributing to the local economy and supporting a region with few economic opportunities outside of traditional agriculture ventures.

Our project is bringing industry investment, revenue and jobs to rural American counties. In fact, there are more than 70 different land owners benefiting from diversification of their land use. Their economic health contributes to ensuring a vibrant future for this small region and indirectly helps the local merchants and businesses that support the surrounding towns in existence.

It's very satisfying to know that in the course of doing what's right for Equinix, we can have a profound impact on the environment and the broader world around us.

\*Excludes Telecity and Bit-isle M&A sites <sup>1</sup>U.S. Energy Information Administration

## ENVIRONMENT: HELPING GREEN THE ENTIRE INDUSTRY

In addition to our own initiatives, Equinix is a proactive member of numerous global organizations dedicated to promoting sustainable data centers and accelerating the deployment of renewable energy.



### Member of the RE100 Initiative

This global, collaborative business initiative is led by The Climate Group in partnership with CDP. Leading companies have joined RE100 with a commitment to 100% renewable power across their global operations.

### Corporate Renewable Energy Buyers' Principles Signatory

Joint initiative with the World Wildlife Fund and the World Resources Institute (WWF/WRI) to help the private sector more effectively seek renewable energy from traditional utility partners and developers. Buyers' Principles members signed 3.44 GW of large scale renewable energy deals in 2015.

**Business Renewables Center (BRC) Gold Member**  
Rocky Mountain Institute (RMI) initiative to build a collaborative platform aimed at accelerating corporate renewable energy procurement.

### U.S. Environmental Protection Agency (EPA) Green Power Partnership

In 2015, Equinix ranked 18th in the Top 100 of renewable energy users in the nation and 6th in the Technology and Telecom group.

### American Business Act on Climate Pledge Signatory

Equinix was one of 154 companies that signed a pledge in December 2015 to demonstrate their support for action on climate change and their ongoing commitments to climate action.

### Participant in UK Government Climate Change Agreements (CCA)

CCAs are voluntary agreements that allow eligible energy-intensive sectors to receive up to a 90% reduction in the Climate Change Levy if they agree to energy efficiency targets set by the UK government (targets are specific to each sector). The data center sector target is a 15% reduction in power usage effectiveness (PUE) by 2020 over a 2011 baseline.

### Panelist for the Green Datacentre Research Programme

An initiative by the Singapore Infocomm Development Authority and the National Research Foundation. This program aims to evaluate RFPs and grant research funds to upcoming energy efficiency projects that have commercial values.

### Participant in EU Code of Conduct for Data Centres

Created in response to increasing energy consumption in data centers and the need to reduce the related environmental, economic and energy supply security impacts. Equinix has been granted the status of Corporate Participant since January 2012. In 2013, our Equinix AM3 (Amsterdam) IBX data center received the EU Code of Conduct Energy Efficiency Award in recognition of the adoption of innovative cooling technologies.

### Member of The Green Grid (TGG)

A global consortium dedicated to advancing energy efficiency in data centers and business computing ecosystems. Equinix is a member of TGG Singapore Working Group.

### Founding Member of Schneider Electric's New Energy Opportunities (NEO) Network

A collaborative online platform that helps commercial and industrial companies quickly identify and vet renewable energy, cleantech and energy-efficiency prospects.

GRI



## Q&A WITH SAM KAPOOR

**Q:** What is Environmental Sustainability to Equinix?

**A:** It's all about designing, building and operating our IBX data centers and supporting our stakeholders with the lowest environmental footprint possible while still providing the exceptional products that we're known for.

**Q:** Why should customers care about Environmental Sustainability?

**A:** As a large energy-intensive business, Equinix is responsible for millions of dollars of electricity usage—enough to power a city the size of Newark, New Jersey. All of this electricity comes at an environmental cost and with a carbon footprint. At Equinix, we have a long history of doing the right thing. A long time ago we were among the first companies to deploy LEED standards and to use green power products in Europe. In 2008, we were the first data center to win the Data Centres Europe Award for our efforts to advance energy efficiency. In 2015, we moved the bar even higher, becoming the first global data center company to make a commitment to become 100% renewable.

**Q:** Why renewable energy—what is driving this shift?

**A:** There are several factors, but a few are that our customers are concerned about their own environmental impact and we are part of their supply chains; we care about our planet and really want our business to have a positive impact wherever possible. Moving away from fossil fuels is not only a major step down this path, but is simply the right thing to do.



**Sam Kapoor**  
Chief Global Operations Officer



## PEOPLE

At Equinix we are committed to taking care of our people. We foster of culture that focuses on employee engagement, encourages employee training and development, and ensures a diverse, safe and fair workplace for all.



## PEOPLE: REACHING HIGHER

Our employees are the foundation of our company and the catalysts that drive true change and success. We value our employees' efforts to develop personally and professionally and their commitments to help those around them. We are dedicated to supporting our people in their ongoing journey of growth.



**85%**  
of employees consider themselves “highly engaged” with their work and with Equinix.

Equinix is committed to developing our company's wealth of talent from within. This approach is resonating with our employees: our biannual Equinix Pulse survey had an 85% response rate in 2015, and 85% of those people responding consider themselves “highly engaged” with their work and the company. Both of these metrics are well above typical company averages.

To keep our commitments to our employees, our people focus includes:

**Training and Education.** Maintaining and improving the people of Equinix—particularly through training that expands the knowledge base of our employees—is fundamental to our future success. To date, we have focused on functional training, such as management training and leadership development, as well as training on our Code of Business Conduct. One of our future goals is to

formalize our global sales training to include sustainability information that our customers increasingly care about: energy, carbon, and renewable energy. In the future, we anticipate measuring our impact in this area by average hours of training per year per employee by gender and employee category.

**Diversity.** We are an equal opportunity employer and actively work to attract diverse, qualified employees. We have implemented inclusive recruitment practices based on the optimal use of available labor and talent in different regions. Our diversity efforts focus both on the broad workforce and on our management team. To strengthen the opportunities for our female employees in particular, the global Equinix Women's Leaders Network (EWLN) offers professional support, regular additional training and seminars all geared towards women leaders across our business.

**Equal Pay for Men and Women.** We understand the importance of ensuring equal pay for both men and women and we are monitoring our pay standards and compensation practices to ensure appropriate comparability.

**Non-discrimination.** Discriminatory practices can damage workplace productivity, create financial and reputational risks for the company and cause undue career difficulties for our employees. Equinix's Code of Business Conduct prohibits any form of discrimination, harassment or demeaning behavior.

**Health and Safety.** We are committed to providing a productive and secure work environment for all of our employees. We adhere to the highest environmental, health and safety standards in our workplace and rely on everyone to report accidents, injuries and unsafe equipment, practices or conditions. We are working to align health and safety standards across the world.

As a company, we seek and ensure high standards for employee relations and comply with or exceed all applicable labor laws.

## PEOPLE: CULTURE AND VALUES

Our culture is a vital part of the Magic of Equinix because it is the collective personality of our company that will determine our destiny.



We believe that employees excel when they have a clear understanding of the values that drive their company. At Equinix, we call these values The Magic of Equinix. They were developed quite purposefully through the combined efforts of people in every functional and geographic area of the company.

The Magic of Equinix starts by clearly stating our purpose—protect, connect and power the digital economy—and our dream—to be the place where opportunity connects.

We believe that giving extraordinary opportunities to extraordinary people is what makes Equinix an extraordinary place.



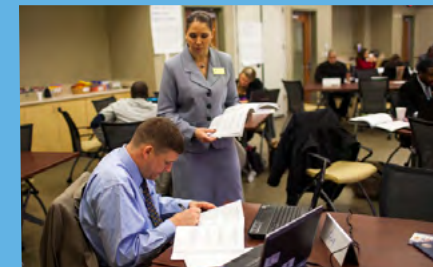
Finally, we bring the Magic of Equinix to life in day-to-day work through a culture that appreciates extraordinary people who come together at an extraordinary place to play that the intersection of the greatest technology trends in the world. Our culture values accountability and insisting on the same from others—thinking bigger than oneself and working together to win as a team.

Above all, our values remind Equinix employees to put the customer at the center of everything we do.

### A NEW MISSION FOR OUR VETERANS

At Equinix, we are inspired by the dedication of our veterans. While we know we'll never be able to repay our servicemen and women, we are committed to doing our part to ensure that they have a mission to come home to after serving.

Our CEO, Steve Smith, served eight years in the U.S. Army after attending West Point, and Chief Customer Officer Brian Lillie served eight years in the U.S. Air Force. So we know the kinds of talent and skills that veterans bring to the workplace, and we think that Equinix's mission-critical work providing interconnection is particularly well-suited for people with military backgrounds.







### OUR PURPOSE

Protect, connect and power the digital world



### OUR DREAM

Be the place where opportunity connects



### OUR CULTURE

The collective personality of our company that will determine our destiny

## OUR VALUES

Putting the customer at the center of everything we do. We don't compromise on our values



Open your mind, open your heart



Keep your promises



Be an energy supplier



Serve others



Find a better way



Keep growing



Put we before me



Speak up, step up

## THE MAGIC OF EQUINIX

The Magic of Equinix outlines our commitment to the highest standards of business and professional conduct.





## GOVERNANCE

At Equinix we embrace honesty and integrity because it's fundamentally the right thing to do and ethical behavior also makes good business sense. Preserving our business reputation and instilling trust are invaluable to our company.



# GOVERNANCE: THE HIGHEST STANDARDS

Our commitment to the highest standards of business and professional conduct differentiates our business as much as our technology.

At Equinix we're committed to operating and growing our business with the utmost integrity and professionalism. The sound corporate governance practices we have adopted enhance our accountability and transparency and promote our ethical pursuit of our shareholders' best interests.

We're all working together to build an organization that is defined by its honesty, integrity and consistently ethical behavior. Our commitment to the highest standards of business and professional conduct differentiates our business as much as our technology. Our passion to create an enduring and significant company is exceeded only by our promise to do so with uncompromising integrity and commitment to ethical business practices.

As a global company, we embrace honesty and integrity because it's fundamentally the right thing to do, but ethical behavior also makes good business sense. When we place integrity and ethical values at the center of our business, our customers and partners know that they can trust our company and the products and services we deliver.

We have formalized our approach to corporate governance through two documents: the Equinix Code of Business Conduct and the Equinix Business Partner Code of Conduct.

**Equinix Code of Business Conduct.** We developed our own Code that's based on our foundation of strong corporate values and business practices. The essence of our Code is what we value as a company:

- Every employee
- Doing the right things for the right reasons
- Uncompromising integrity
- A commitment to ethical business practices
- Compliance with the law

We are all—officers, directors and employees, including part-time and temporary employees—expected to comply with both the letter and the spirit of our Code. All employees receive training on the Code regularly.

### **Equinix Business Partner Code of Conduct.**

This Code states our expectations of our Business Partners and their employees, agents and subcontractors when conducting business with or on behalf of Equinix. The Code applies to all Equinix Business Partners, including our vendors, resellers, consulting partners, suppliers and service providers.

## TAKING OUR CODE ON THE ROAD

Our online training uses an advanced technology platform to provide effective training on our Code of Business Conduct that employees can participate in from any region around the world and in multiple languages.

But we also believe it's important to maintain a personal connection with our global offices. That's why we continue to deliver in-person training in all of our regions. In 2014, we conducted 22 trainings at offices in the US, as well as 11 each in Europe, the Middle East and Africa (EMEA) and Asia-Pacific (APAC) for a total of 44 live trainings. In 2015 we conducted anti-bribery and corruption training for all of our employees again providing both in-person and online training options as well as access in multiple languages.

Going forward, we expect to continue to offer a combination of online and in-person training.

In a succinct few pages, the Code clearly covers the key topics that our Business Partners need to be aware of: The Workplace, Doing Business with Equinix, Equinix Property, Laws and Regulations, and Reporting Misconduct.

We greatly value our Business Partners who join us in supporting these common goals of integrity and ethical business practices.

## Q&A WITH BRANDI GALVIN MORANDI

**Q:** What is the Code of Business Conduct?

**A:** It's basically a guide to how we expect Equinix employees to operate in day-to-day business across the world. It reflects and documents our ethical values and standards and provides us with the information, resources and tools necessary to create clear, consistent global standards for ethical business conduct and compliance with laws.

**Q:** How was the Code developed?

**A:** We wrote our own Code specifically for Equinix and we refreshed and updated it in 2015. There are five sections that relate to the key aspects of business conduct: Our People, Our Business Relationships, Our Commitment to the Law, Our Community and Our Responsibility. The Code is intended to provide a standardized set of guidelines so all employees know what's expected of them.

**Q:** It sounds quite comprehensive.

**A:** It is. And we've written everything in plain language to make it as accessible as possible. We've also included links from the Code to actual company policies to get people to use it as a reference. The Code is available in 15 languages used by our global employees. We wanted to make the Code both easy to understand and useful to employees.

**Q:** How often are employees trained on the Code?

**A:** All new hires must complete training within six months of being hired. After that, employees are expected to take online or in-person Code trainings on an annual basis depending on the training schedule each year.

**Q:** What would you say is the key takeaway you'd like employees to get from the Code training?

**A:** Three things. We expect them to be Ethical—that means every day and every decision. As I like to say, there are no holidays for ethics. We want them to be Engaged—and hold each other accountable to ensuring our high standards. And we want our employees to know that they are Empowered—to speak up, do the right thing and know that their voice will be heard if a question or concern is raised.



**Brandi Galvin Morandi**  
Chief Legal Officer, General Counsel  
and Secretary





## COMMUNITY

We strive to have a positive impact on the communities we operate in, as well as making efforts around the world to bridge the digital divide and enable broader digital opportunity to all people across globe.

## COMMUNITY: CLOSING THE DIGITAL DIVIDE

We live in an increasingly connected world, but 60% of the world's population still doesn't have access to digital technology. That's 4.2 billion people who remain unconnected to the internet. Some call this the "digital divide." We call it Digital Opportunity.



Digital technology, combined with innovation and hard work, creates new possibilities across all facets of society: businesses can connect more closely with their customers; farmers can more easily find global markets for their crops; students all over the world can be educated via virtual classrooms; and environmental organizations can further their efforts to protect the earth and its resources.

At Equinix, we're dedicated to interconnecting our information-driven world by funding organizations that are working on issues ranging from economic empowerment to gender equity to environmental stewardship. While they may be focused on different things, they are all utilizing the internet and web-based technologies in very powerful ways that are literally transforming people's lives. In this way, we hope to accelerate world-changing business, economic, social and green initiatives.

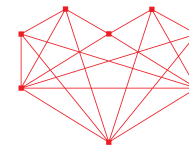
Women, youth, the very poor and those living in rural areas face particular challenges in getting connected to the internet. Under the umbrella of Digital Opportunity, we believe gender equality, education and livelihoods should be critical areas of focus. That's why we make Equinix Impact Grants to non-profit organizations and social enterprises working to promote digital opportunity across the world.

Our grant to Samasource, which connects women and youth living in poverty to dignified work via the Internet, allowed the organization to build out the Samasource Center in Nairobi. On average, workers at the center experience a fivefold increase in income—all thanks to the power of the Internet.

Another Equinix Impact grantee, NetHope, was able to install Wi-Fi hotspots and charging stations for Syrian refugees across the Middle East and Europe, providing access to potentially life-saving information for an estimated 350,000 refugees.

Also in 2015, thanks to an Equinix Impact Grant and volunteer hours contributed by Equinix employees, WorldPulse empowered more than 150 women leaders to speak out and make change in their communities through an online community that amplifies women's voices.

Whether it means access to a pathway out of poverty, crucial information in a crisis situation, or the chance to connect with others and speak up, Equinix Impact is committed to expanding Digital Opportunity across the globe.



**\$500,000**  
donated to great causes  
through Equinix Impact  
Grants and employee  
matching gifts.



## COMMUNITY: ALWAYS GIVING BACK

Mobilizing our people and resources to make a difference in our communities.



SAMASOURCE expanded their center, providing an additional 200 jobs.

Throughout the year, we encourage our employees to become involved in their communities. We especially promote this focus during Equinix Impact Month, our annual volunteering blitz. During this month, we encourage employees to volunteer in activities we sponsor around the world. During our first-ever Equinix Impact Month in 2015, more than 500 employees volunteered more than 5,000 service hours worldwide. And, while the nature of each event varies by location, the common thread is a sincere commitment to “serve others”.

- In Redwood City, California, more than 80 employees walked a course around the Oracle campus for the Bay Area Heart Walk and raised more than \$35,000 for the American Heart Association.
- In Singapore, more than 45 employees gathered to participate in the Make a Difference Race for a local community organization. The team received special recognition for having the most employees from any participating company.

- In London, employees hosted a fundraiser for Hackney Quest, raising £8,000 to network a computer learning center for disadvantaged youth. Equinix engineers volunteered their time to physically network the center and Equinix donated refurbished computers.
- In Rio de Janeiro, employees organized a superhero-themed party for Casa de Lazaro, a local home serving 400 children. The office also collected more than a ton of food and cleaning supplies for the children’s home and inspired the São Paulo office to undertake a similar effort.

These are just a few of the events that were part of our first Equinix Impact Month. While research tells us that employees who volunteer with their company are more engaged and have more pride, we don’t need to read it. We know from our employees’ first-hand experience that this is true.

### MATCHING GIFTS PROGRAM AMPLIFIES GIVING

Part of our overall Equinix Impact giving program is a matching gifts component we call the Equinix Impact Exchange.

Last year, approximately \$212,000 in matching gifts flowed through the system and employees logged 5,000 hours of volunteer time.

Employees tell us that they’re grateful that Equinix has instituted this program and put in place a system that makes it easy for them to support their favorite causes.

**\$212,000**  
in matched employee  
charitable contributions



## GRI INDEX

Equinix uses the Global Reporting Initiative (GRI), an internationally recognized framework for communicating and managing our integrated reporting and data.

This report conforms to the principles outlined in the GRI G4 Sustainability Reporting Guidelines version G4. The GRI is a voluntary, internationally recognized framework for sustainability reporting that allows organizations the opportunity to measure and report their economic, social and environmental efforts in a consistent manner. Using this guidance, we publish a GRI content index that depicts our GRI responses for calendar year 2015.

Learn more about the GRI at [globalreporting.org](http://globalreporting.org).



GRI Indicator	Description	Response
<b>Strategy and Analysis</b>		
G4-1	Statement from the most senior decision-maker of the organization	CEO Letter, <a href="#">page 3</a>
G4-2	Description of key impacts, risks, and opportunities	2015 Form 10-K, Item 1A

<b>Organizational Profile</b>		
G4-3	Name of the organization	Equinix, Inc. (NASDAQ: EQIX)
G4-4	Primary brands, products, and/or services	Equinix provides a variety of International Business Exchange (IBX) data centers and colocations, as well as interconnection solutions and managed IT infrastructure services.  Additional details are available in our <a href="#">2015 Form 10-K</a> .
G4-5	Location of organization's headquarters	One Lagoon Drive, Redwood City, California 94065, USA
G4-6	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	In 2015, Equinix operated more than 112 IBX data centers in 15 countries on 5 continents. As of December 2015, Equinix operated: <ul style="list-style-type: none"> <li>• 55 in the Americas (USA, Canada, Brazil)</li> <li>• 30 across Europe, Middle East and Africa (EMEA) (France, Germany, Italy, UK, Netherlands, Switzerland and UAE ) and;</li> <li>• 27 in Asia-Pacific (Australia, China, Japan, Hong Kong, Singapore and Indonesia)</li> </ul> New acquisitions at the end of 2015 and 2016 will increase totals in EMEA and Japan.
G4-7	Nature of ownership and legal form	Equinix is a Real Estate Investment Trust ("REIT") and is publicly traded on the NASDAQ Stock Market
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	In 2015 Equinix operated in 33 Markets across the Americas, Asia-Pacific, and EMEA with more than 6,3000 customers worldwide across five key vertical market segments: Network and Mobile Providers; Cloud and IT Services; Content Providers; Enterprise; and Financial Companies
G4-9	Scale of the reporting organization (number of employees, sales, operations, assets, etc.)	<a href="#">2015 Form 10-K</a> , Item 1 and Item 6

GRI Indicator	Description	Response
<b>Organizational Profile</b>		
G4-10	Total workforce by employment type, contract, and region, broken down by gender and region	<p>Total headcount: Equinix had 4,277 full-time employees as of December 31, 2015. We had 2,350 (55%) employees based in the Americas, 839 (20%) based in Asia-Pacific, and 1,088 (25%) based in EMEA. Please note this number is different than G4-9 as fixed term workers and Bit-isle employees are excluded in these values.</p> <p>Headcount by gender: 982 (23%) full-time employees were women and 3,281 (77%) were men. Asia-Pacific had the highest percentage of women (28%) as compared to other regions (22% in both the Americas and EMEA).</p> <p>Headcount by employment contract: 60% of all jobs in Equinix were salaried and 40% were hourly.</p>
G4-11	Percentage of employees covered by collective bargaining agreements	<p>In the Americas, only Brazil has collective bargaining. 100% of the workforce in Brazil is covered by collective bargaining with the union. Brazil represented about 13% of the global full-time employee (FTE) workforce in 2015.</p> <p>In Asia-Pacific, Equinix employees are not covered by collective bargaining or labor unions.</p> <p>In EMEA, France and Germany had Works Councils in 2015. However, there were no collective bargaining agreements in place in 2015 in EMEA.</p>
G4-12	Describe the organization's supply chain	<p>Equinix designs, builds, and operates multi-tenant retail data centers globally. Our supply chain consists of the material used to build our data centers and the contractors we hire during the construction phase. We also procure equipment that enables us to update, retrofit, and improve the energy efficiency of our sites. We also use a variety of suppliers who help us maintain some aspects of data center operations and reliability such as security personnel, janitors, etc. And we use a variety of consultants and vendors to help us improve our strategy and processes. We are committed to ensuring that our suppliers maintain high standards of ethics and environmental compliance. Since 2015, we have instituted a Business Partner Code of Conduct that is part of our Global Supplier Information Form. It is included in all contracts signed with our suppliers since June 2015.</p>
G4-13	Significant changes during the reporting period regarding size, structure, ownership, or its supply chain	<p>Equinix began operating as a real estate investment trust (REIT) on January 1, 2015. The REIT conversion includes almost all of our data center operations in the U.S., Europe and Japan are held through qualified REIT subsidiaries. Our data center operations in other jurisdictions have initially been designated as taxable REIT subsidiaries.</p>



GRI Indicator	Description	Response
<b>Organizational Profile</b>		
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization	<p>Equinix does not specifically apply the precautionary principle; however Equinix meets or exceeds all applicable local, regional, and federal laws and regulations. We take steps to ensure that we operate with the highest levels of integrity and reliability and we develop our programs to meet or exceed industry best practices across all areas: environmental, social, and governance. Globally, we employ a risk-based approach to our policies and practices and seek to implement best practices around the world, including increased transparency around the impact of our operations and the policies we have in place.</p>
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	<p>The following is a list of initiatives Equinix participates in. Please note this list is not exhaustive.</p> <ul style="list-style-type: none"> <li>• RE100 - member of this global initiative to promote the use of renewable energy in the commercial and industrial sectors</li> <li>• Corporate Renewable Energy Buyers' Principles - signatory to this joint initiative with the World Wildlife Fund and the World Resources Institute (WWF/WRI) to help the private sector more effectively seek renewable energy sources from traditional utility partners and developers</li> <li>• Business Renewables Center Member - Gold-status member of the Rocky Mountain Institute's (RMI's) initiative to build a collaborative platform aimed at accelerating corporate renewable energy procurement</li> <li>• American Business Act on Climate Pledge signatory - Equinix was one of 154 companies that signed a pledge in December 2015 to demonstrate their support for action on climate change and to demonstrate their ongoing commitments to climate action</li> <li>• CDP - participant in disclosing environmental data through the organization's Investor Climate Change and Supply Chain surveys</li> <li>• ISO 50001 Energy Management system - participant in Europe</li> <li>• ISO 14001 Environmental Management system - participant in Europe</li> <li>• U.S. Environmental Protection Agency (EPA) Energy Star Data Center Rating program - participant in U.S.</li> <li>• U.S. EPA Green Power Partnership - participant in U.S.</li> <li>• U.S. Green Building Council (LEED) - participant in U.S. and globally</li> <li>• The Green Grid - participant globally and in regional working groups</li> <li>• techUK - member of the data centres council and active participant in discussions around data center best practices and related policy issues</li> <li>• Green Datacentre Research Programme - an initiative by the Singapore Infocomm Development Authority and the National Research Foundation</li> </ul>
G4-16	<p>List memberships of associations and/or advocacy organizations in which the organization:</p> <ul style="list-style-type: none"> <li>• Holds a position on the governance body</li> <li>• Participates in projects or committees</li> <li>• Provides substantive funding beyond routine membership dues</li> <li>• Views membership as strategic</li> </ul>	<p>Our CEO and President Stephen M. Smith is on the National Association of Real Estate Investment and Trust (NAREIT) Advisory Board of Governors for 2016.</p>

GRI Indicator	Description	Response
<b>Identified Material Aspects and Boundaries</b>		
G4-17	List all entities included in the organization's consolidated financial statements and whether any entity included in the organization's consolidated financial statements is not covered by the report	All entities listed in our <a href="#">2015 Annual Report and Form 10-K</a> are included in this Report.
G4-18	Process for defining the report content and the Aspect Boundaries	For more details, please refer to <a href="#">page 7</a> of this report.
G4-19	List all the material aspects identified	For more details, please refer to <a href="#">page 7</a> of this report.
G4-20	For each material Aspect, identify the Boundaries within the organization	For more details, please refer to <a href="#">page 7</a> of this report.
G4-21	For each material Aspect, identify the Boundaries outside the organization	<p>The following Aspects are found to be material outside of Equinix:</p> <p>Equinix's Influence in Local Economies, Our People - Diversity, Our People - Equal Pay, Anti-Corruption, Compliance with Laws, Data Protection and Security, Managing Systemic Risk of Infrastructure Disruptions, Energy Use, and Air Emissions.</p> <p>For more information, please see responses to G4-19 and G4-20.</p>
G4-22	Explain the effect of any restatements of information provided in previous reports, and the reasons for such restatements	Not applicable as this is Equinix's first Corporate Sustainability report
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Not applicable as this is Equinix's first Corporate Sustainability report

GRI Indicator	Description	Response
<b>Stakeholder Engagement</b>		
G4-24	List of stakeholder groups engaged by the organization	For more details, please refer to <a href="#">pages 5-6</a> of this report.
G4-25	Basis for identification and selection of stakeholders with whom to engage	Equinix identifies key stakeholders based on their influence on the company's decisions, responsibility to the company, knowledge of external stakeholder concerns, and those who rely and are affected by our services. We also identify stakeholders as those in the communities near our data centers, and organizations we interact with regularly. This process is described in more detail on <a href="#">pages 5-6</a> of this report.
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	For more details, please refer to <a href="#">pages 5-6</a> of this report.
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting	For more details, please refer to <a href="#">page 7</a> of this report.

<b>Report Profile</b>		
G4-28	Reporting period for information provided	2015 calendar year
G4-29	Date of most recent previous report	Not applicable as this is Equinix's first Corporate Sustainability report
G4-30	Reporting cycle	Annually
G4-31	Contact point for questions regarding the report or its contents	Jennifer Ruch Global Utilities and Sustainability Manager <a href="mailto:Sustainability@equinix.com">Sustainability@equinix.com</a> (628) 242-0934
G4-32	Report the 'in accordance' option selected, supply the GRI Content Index, and reference to the External Assurance Report, if the report has been externally assured	This report is in accordance with GRI G4 Core.
G4-33	Policies and practices with regard to seeking external assurance for the report	At this time Equinix does not seek external assurance for our report; however our Scope 1 and Scope 2 emissions have been externally verified to Limited Assurance Standards ISO 14064-3.



GRI Indicator	Description	Response
<b>Governance</b>		
G4-34	Governance structure of the organization, including committees under the highest governance body responsible	<p>At Equinix, we are all working together to build an organization that is defined by its honesty, integrity and consistently ethical behavior. Our commitment to the highest standards of business and professional conduct differentiates our business as much as our technology. The sound corporate governance practices we have adopted enhance our accountability and transparency and promote our ethical pursuit of our shareholders' best interests.</p> <ul style="list-style-type: none"> <li>• Responsibilities of our Audit Committee of the Board of Directors of Equinix, Inc. include overseeing Equinix's accounting practices, system of internal controls, audit processes, and financial reporting processes.</li> <li>• Responsibilities of our Governance Committee of the Board of Directors of Equinix, Inc. include (i) overseeing the evaluation of the Board; (ii) reviewing and considering developments in corporate governance practices and recommending to the full Equinix Board a set of effective corporate governance policies and procedures applicable to Equinix; and (iii) reviewing and considering developments related to Equinix's Governance, Risk and Compliance program (the "GRC Program") and reporting out to the full Equinix Board on GRC Program activities and recommendations.</li> <li>• Responsibilities of our Corporate Sustainability Steering Committee and Working Team include: setting corporate sustainability strategy and policy, monitoring and tracking Equinix's progress, and transparently communicating our efforts externally to enhance our reputation and lead our industry. Our program contains four program tracks (or pillars), a steering committee, global working team, track leads and a global program manager. The pillar track leads meet monthly, the steering committee meets quarterly and the program manager with support of the Working Team reports to the CEO and Board of Directors annually.</li> </ul> <p>Equinix's corporate governance structure can be found on Equinix's Investor Relations website: <a href="http://investor.equinix.com">http://investor.equinix.com</a> under Corporate Governance. Additional details are available in our <a href="#">Proxy Statement</a>.</p>

<b>Ethics and Integrity</b>		
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Equinix's Code of Business Conduct can be found on Equinix's Investor Relations website: <a href="http://investor.equinix.com">http://investor.equinix.com</a> >> <a href="#">Governance</a> >> <a href="#">Conduct</a> .

## Specific Standard Disclosures

Economic Performance		
G4-EC1	Direct economic value generated and distributed	<a href="#">2015 Form 10-K</a> , Item 6 and Item 7
Indirect Economic Impacts		
G4-EC7	Development and impact of infrastructure investments and services supported	Infrastructure investments: <a href="#">2015 Form 10-K</a> , Note 16 in Notes to Consolidated Financial Statements Equinix's corporate philanthropy and citizenship efforts: <a href="#">Page 21-23</a> of this report.
Energy		
G4-EN3	Energy consumption within the organization	This value was assured to Limited Assurance ISO 14064-3 requirements. For more details, please refer to <a href="#">page 8</a> of this report.
G4-EN5	Energy intensity	Equinix's energy intensity as measured by electricity consumption (MWh) per unit revenue in USD was 0.000953 MWh/USD. This intensity is driven both by site efficiency as well as how we generate revenue around the world.
G4-EN6	Reduction of energy consumption	For more details, please refer to <a href="#">page 11</a> of this report.

GRI Indicator	Description	Response
<b>Emissions</b>		
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	For more details, please refer to <a href="#">page 8</a> of this report.
G4-EN18	Greenhouse gas (GHG) emissions intensity	Equinix's carbon intensity as measured by market-based Scope 2 emissions in metric tons of CO2-equivalent per unit revenue in USD was 0.000281 mtCO2e/USD. This intensity is driven both by our supplier-based emissions factors and our purchases of low carbon energy, as well as how we generate revenue around the world.
G4-EN19	Greenhouse gas (GHG) emissions reductions	<p>Equinix purchases renewable energy through established contracts with electricity suppliers in Europe (covering 769,207 MWh in 2015) and renewable energy certificates (RECs) (covering 100,000 MWh in 2015 which equates to covering 100% of our California load from September to December 2015). These purchases reduce our total Scope 2 emissions from 1,122,413 mtCO2e absolute to 766,068 mtCO2e net.</p> <p>Equinix also invests in energy efficiency upgrades, retrofits and improvements. Our \$56 million in investment since 2011 results in annual emissions reductions of approximately 135,000 mtCO2e per year.</p>
<b>Overall</b>		
G4-EN31	Total environmental protection expenditures and investments by type	<p>In 2015, Equinix invested \$25 million in energy efficiency upgrades, retrofits, and improvements. Since 2011, we have invested over \$56 million in energy efficiency infrastructure. Our efficiency measures include granular temperature monitoring and controls, high efficiency CRACs, CRAHs, chillers and UPS systems, motion-sensing lighting, and other measures such as hot and cold aisle containment. Additional environmental investments include corporate spending on LEED and ISO certifications. For more details, please refer to <a href="#">page 11</a> of this report.</p> <p>For Equinix, we do not generate a significant (material) amount of waste nor do we manage remediation costs or emissions treatment for large amounts of emissions. Our sites use a small amount of diesel and natural gas, of which the total represents less than 1% of the total amount of Scope 2 emissions from electricity that we are responsible for. Equinix does have an environmental compliance program to ensure that all applicable rules and regulations regarding environmental protection are addressed.</p>



GRI Indicator	Description	Response
<b>Employment</b>		
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	<p>New employee numbers depict how many people were hired during the year both for newly created positions and for positions that became vacant as a result of employee attrition.</p> <p>In 2015, a total of 959 new employees were hired at Equinix. This is a new hire rate of 24% and implies that 24% of all employees at Equinix in 2015 were hired in 2015.</p> <p>New Hire rate is calculated : # of new hires / average annual headcount.</p> <p>Employee turnover numbers depict how many employees left the organization voluntarily (includes retirement and death) as well as involuntarily (due to dismissal, misconduct, job performance etc.)</p> <p>In 2015, total turnover rate for Equinix was 13%. This means 13% of all employees in Equinix left the organization in 2015. This 13% attrition rate is lower than industry benchmarks of 19%. However, we see higher attrition trends amongst millennials (18%) and women (16%) employees. Attrition rate is calculated as = # of attritions / average annual headcount. Benchmark data is drawn from Global Trends Report – Technology Edition published by Radford Survey in Q4 2015.</p>
G4-LA3	Return to work and retention rates after parental leave, by gender	<p>Retention rate after parental leave shows what percentage of people taking leave in 2014 stayed in the organization in 2015.</p> <p>In 2014 a total of 55 employees (37 male and 18 females) across EMEA and the Americas took parental leave. 89% (49 of the 55 taking leave) were still working at Equinix in 2015. 11% of those taking leave (3 men and 3 women) left Equinix in 2015.</p> <p>Retention rate of those employees taking parental leave (89%) is slightly higher than the overall Equinix retention rate of 87%.</p>
Equinix Internal Metric SOC-3-a	Employee satisfaction-response rate	<p>Equinix uses the biannual Equinix Pulse Survey to gauge employee experience and make changes to enhance employee engagement. The “response rate” metric shows how many employees participated in the Pulse Survey. Higher response rate is preferred because it indicates that the survey is representative of the larger percentage of the employee population.</p> <p>The Pulse Survey was launched in the second half of the year at Equinix and therefore this metric only reports a response rate for one survey conducted in August 2015.</p> <p>The Pulse Survey was sent out to 3,981 employees globally; of which 85% (3,834 employees) completed the survey. This is a high participation rate; average response rate in employee survey tends to be about 76% (CEB Blog, September 2013).</p>
Equinix Internal Metric SOC-3-b	Employee satisfaction-results	<p>The Equinix Pulse Survey measures: Communication, Alignment, Engagement, and Other. HR takes the Engagement questions and creates an aggregate score that measures favorable, unfavorable, or neutral. The Engagement score measures commitment and satisfaction level of employees.</p> <p>Employees responded with an 85% highly engaged rating globally at Equinix. This is higher than the 72.6% engagement rate of other technology (benchmark) companies during the same time period.</p>

## Training and Education

G4-DMA

Disclose management approach to training and education, as it relates to labor practices and decent work.

Training refers to learning opportunities that help advance an employee's knowledge and skills. At Equinix we focus on developing our workforce through coaching, training and learning opportunities that enable employees to continuously grow and learn personally and professionally. Examples of types of training we offer include:

- Internal Channels: In-house delivered training programs that help enhance functional and management-based knowledge. A few examples of such trainings include:
  - Management DNA / Foundations
  - Archimedes
  - Performance Management Training
  - Change Process-based training
  - On-the-job training
- External Channels: Training and resources provided through external channels such as:
  - Function-specific conferences
  - Function-specific trainings such as Tableau training
- Tuition reimbursement for an academic program: This opportunity helps overall employee development.

Equinix also has robust training programs covering our global policies and procedures. For example: :

- Equinix Code of Business Conduct Training (Multi Language)
- Equinix Anti-Bribery and Corruption (ABC) Training
- Equinix Anti-Fraud Training
- Global Purchasing Policy
- Security Awareness and Responsibility Training

## Diversity and Equal Opportunity

G4-LA12

Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity

The composition of Equinix's governance bodies and Executive team is as follows:

- Board of Directors: In 2015, Equinix had 9 Board of Directors (89% men and 11% women)
- E-staff members: In 2015, Equinix had 16 E-staff members (81% men and 19% women)

This metric reports regional, gender, age and skills diversity. 2015 data show:

- Regional diversity: 55% of the Equinix employees were located in AMER.
- Gender Diversity: 23% of all Equinix employees were women and Asia-Pacific had the highest proportion of women employees (28%) as compared to AMER (22%) and EMEA (22%).
- Age Diversity: 55% of Equinix headcount falls under Generation X (born between 1965 – 1981).
- Skills Diversity: 42% (majority) of Equinix headcount is IBX Operations; this demonstrates the high operational skillset employed at Equinix.

GRI Indicator	Description	Response
<b>Equal Remuneration for Women and Men</b>		
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	Comp-ratio shows the relationship between an employee's base salary and the salary mid-point for the grade and location the employee is based in. Median comp-ratios were measured in order to help compare compensation in a standard way and to eliminate the impact of currency conversions, location of employee, etc. In 2015, the median comp-ratio was equal for men and women across regions and levels. Deeper levels of review around diversity, inclusion and equal pay is planned for 2017.
<b>Anticorruption</b>		
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	<p>Every organization is judged by the actions of its people. When individuals consistently act with honesty and integrity, their company builds trust and a reputation for ethical behavior. At Equinix, we believe that acting ethically is not only the right thing to do, but it also makes good business sense. Worldwide, Equinix is committed to the highest standards of business and professional conduct. We designed our Code of Business Conduct to reflect and document our ethical values and standards. We use mandatory trainings on the Code to ensure that all Equinix employees are provided guidance on applying our ethical standards in their day-to-day decision-making and actions on behalf of our Company.</p> <p>Equinix continually reviews its business operations and market environment to assess the various risk factors that have the potential to adversely affect our business. These risk factors, including those related to corruption, are reported annually as part of our SEC reporting. Please refer to our 10-K filing for 2015.</p>
G4-SO4	Communication and training on anticorruption policies and procedures	<p>All new hires at Equinix must complete both Code of Business Conduct and anti-bribery and corruption training courses within six months of being hired. After that, employees are expected to take online or in-person compliance trainings on an annual basis depending on the training schedule each year. Trainings are available in multiple languages.</p> <p>New Board members receive training on anti-bribery and corruption (ABC) risk and Equinix's ABC policy and training program as part of their onboarding orientation session. Equinix's management team also participates in all of our all-employee mandatory trainings described above.</p>



GRI Indicator	Description	Response
<b>Compliance</b>		
G4-SO8	Monetary value of significant fines and total number of nonmonetary sanctions for non-compliance with laws and regulations	As a global company, Equinix must comply with the laws in all the places we do business. Our employees understand this means they are responsible for understanding and complying with all laws and regulations that affect our jobs. In this way we proactively avoid both the monetary and reputation risks associated with sanctions and fines for non-compliance. In 2015, Equinix received no significant fines or non-monetary sanctions for non-compliance with laws and regulations.
<b>Customer Privacy</b>		
G4-DMA	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	<p>The Equinix Global Privacy Office and regional privacy offices set and monitor data protection compliance globally and regionally. These offices also enforce global, regional and local data protection strategies as well as address potential data protection complaints and violations.</p> <p>The personal data we protect are our customers' business contact information, which is different from the customer data transiting on customer equipment and servers for which Equinix is not responsible. The Global Information Security team handles the data and IT security aspects associated with data protection compliance. Because of the EU's leadership in developing stringent data protection requirements, Equinix applies EU rules and regulations across all regions in which we operate.</p>
<b>Managing Systemic Risk of Infrastructure Disruptions</b>		
Equinix Internal Metric SOC-10	Total customer uptime in a given year as measured in yearly availability.	<p>Equinix IBX data centers feature advanced design, security, power and cooling elements to provide customers with industry-leading reliability, including average uptime of 99.9999% globally in 2015. All Equinix IBX data centers are equipped with full UPS power, back-up systems and N+1 (or greater) redundancy. The company guarantees certain service levels, such as uptime, as outlined in individual customer contracts.</p> <p>In 2015 Equinix regions reported the following uptimes:</p> <p>AMER: 99.999996%  APAC: 99.999931%  EMEA: 99.999909%  Global: 99.999952%</p>

## Additional Important but not Material Aspects

GRI Indicator	Description	Response
<b>Non-discrimination</b>		
G4-DMA	Total number of incidents of discrimination and corrective actions taken	Equinix takes seriously the importance of offering a workplace free of unlawful discrimination, harassment and retaliation. Our company policies, including our Employee Handbooks and Code of Business Conduct, outline Equinix's policies preventing unlawful discrimination, harassment and retaliation, and the numerous resources employees have if they wish to report any potential violations of these policies. All reports of potential violations of policy are promptly and adequately addressed by members of Equinix's HR and/or Legal departments.
<b>Health and Safety (Occupational Health and Safety)</b>		
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work related fatalities, by region and by gender	<p>For 2015 Equinix had an Absentee Rate = 1.1%            Calculated as number of days absent due to incapacity (FMLA, illness or disease and not including permitted leaves such as maternity, paternity, military, compassion) divided by total days worked by the workforce in 2015. For the sake of ease of calculation, average headcount at Equinix in 2015 was considered (4,052) and average number of days worked were 250 per employee.</p> <p>For 2015 Equinix had a Lost Day Rate (USA and Canada Only) = 0.2%            Calculated as number of days lost due to work related injuries or disease divided by the total days worked by the workforce in 2015. Workman's Comp data was available only for USA and Canada. Hence, for this calculation, average headcount for USA and Canada Equinix in 2015 was considered (1,667) and average number of days worked were 250 per employee.</p>
<b>Product/Service Definition and Execution (Product and Service Labeling)</b>		
G4-DMA	Results of surveys measuring customer satisfaction	Besides informal calls and emails with their customer service managers (CSMs), sales representatives and the Equinix Service Delivery (ESD) team, our customers have several official CSAT (customer satisfaction program) channels for giving feedback and making requests. Inputs vary from open-ended comment forms to in-depth surveys with scored questions. Equinix also has Customer Advisory Boards, where customers are invited to face-to-face meetings to discuss their challenges and strategies to strengthen our partnership with them.

This 2015 Corporate Sustainability Report contains forward-looking statements, and actual results could differ materially. Risk factors that could cause actual results to differ are set forth in the "Risk Factors" section in our 2015 Annual Report on Form 10-K. These risk factors are subject to update by our future filings and submissions with the U.S. Securities and Exchange Commission. Equinix is under no obligation to, and expressly disclaims any obligation to, update or alter its forward-looking statements, whether as a result of changes, new information, subsequent events or otherwise.



**Americas Corporate HQ**

Equinix, Inc.  
One Lagoon Drive  
Redwood City, CA 94065 USA  
1.800.322.9280  
[info@equinix.com](mailto:info@equinix.com)

**EMEA**

Rembrandt Tower, Amstelplein 1,  
1096HA, Amsterdam,  
The Netherlands  
+31.207.540.300  
[Reception.EMEA@eu.equinix.com](mailto:Reception.EMEA@eu.equinix.com)

**Asia-Pacific**

Units 6501-04A & 6507-08, 65/F  
International Commerce Centre,  
1 Austin Road West, Kowloon, Hong Kong  
+852.2970.7788  
[info@ap.equinix.com](mailto:info@ap.equinix.com)