EQUINIX

CONNECTING WITH PURPOSE
2016 CORPORATE SUSTAINABILITY REPORT

Our Vision

At Equinix, our purpose is to protect, connect, and power the digital economy. Interconnection is at the heart of our value proposition to customers, and we believe it naturally extends to the environmental, social, and governance dimensions of our business as well. This is what connecting with purpose is all about.

We are committed to building a business that emphasizes shared value – ensuring that what we do for our business also positively impacts the communities we work in, both locally and globally. As we continue to grow, we will manage our environmental and social impacts, engage with our customers and stakeholders, value transparency and measurement, and promote our vision globally.

Connecting with purpose – within market realities and business constraints – requires all of us to work together: employees, customers, shareholders, suppliers, partners, and local communities.

This report has been prepared in accordance with

Table of Contents

Our business success rests upon four foundational and interconnected corporate sustainability pillars: Environment, People, Governance, and Community. This 2016 report describes how connecting with purpose creates shared value across our four pillars. We will detail the progress we've made on the programs we introduced last year in our inaugural 2015 report. In our 2016 report, we continue to align our corporate sustainability goals and programs within and alongside our financial performance, as we develop a business culture that prioritizes increasing sustainability and environmental responsibility in ways that complement our growth.

A MESSAGE FROM OUR CEO

Our world is becoming infinitely more interconnected. In our digital age, neither people nor businesses thrive in isolation. Whether for collaboration, innovation, commerce or human belonging, we need to connect to each other. It's not optional.

As our work and home lives become increasingly interdependent, the impact we have on each other also grows. This central idea grounds our Corporate Sustainability Program and reminds us that in a global landscape, every citizen, every company and every employee can make a difference every day. We never lose sight of the fact that the decisions we make at Equinix have real and lasting impact well outside our four walls, and well beyond where we stand today.

It's been three years since we launched our sustainability program, and last year we released our first annual Corporate Sustainability Report. The theme of this year's report is "Connecting with Purpose," and it has a bit of a double meaning.

First, it speaks to the intentionality – the purposefulness – of the vibrant, positive connections we strive to make with the people, partners and communities with whom we share a planet and future. Our actions will have lasting and profound effects on each other. Our deep respect for this interdependence guides our decisions on energy use, on hiring, on data center design, on nearly all the decisions that define our days.

Second, this idea speaks to our broader opportunity as a business. Given our role and reach as a global interconnection leader, we have a special capability to strengthen the bonds that tie people, places, technologies and ideas together. When applied with purpose, the strengths that are uniquely Equinix can help us build a safer, cleaner, more equitable future for everyone. And, of course, a stronger community for our customers and neighbors supports a stronger company for our employees and shareholders, and vice versa.

To realize this potential, we have built Equinix's Corporate Sustainability Program on four interconnected pillars: 1) Environment; 2) People; 3) Governance; 4) Community.

We saw significant progress in each pillar in 2016. Consider a few highlights:

- **Environment.** In 2016, less than two years after making our long-term pledge to use 100% clean and renewable energy across our data center platform, we achieved 56% renewable energy coverage worldwide, helping our customers green their supply chains at over 100 Equinix data centers.

- **People.** We finalized, published, and distributed revised equal opportunity and non-discrimination policies in 2016 to ensure we are continually advancing policies that promote and protect the health, safety, and diversity of our workforce.

- **Governance.** We continue to require 100% completion of annual compliance trainings by active Equinix employees.

- **Community.** In 2016, we distributed $614,000 in philanthropic grants and matching gifts to support the places our employees and customers call home, grew the program to cover five continents and doubled the number of employee volunteers since 2015.

Looking ahead, digital trends, including unprecedented cloud expansion, are amplifying the demand for interconnection. As our growth continues, so will our influence and obligations to make a positive impact. For example, the recent expansion of our global footprint, including acquisitions in Europe and Japan, naturally lead us to greater resource consumption. Here, balance is needed, but the chances to improve sustainability in ways that broadly impact our industry are real. As we acquire companies, we amend their energy sourcing agreements to align with our pledge to use 100% clean and renewable energy globally. We are, in effect, "cleaning up" our industry as we grow.

It's clear to us there is big opportunity in Equinix's continued expansion: to become more energy efficient, to increase our renewable energy use in ways that will be felt throughout our customers' digital supply chains, to serve as a standard bearer for corporate responsibility in our industry, to commit additional hours and resources to improving the lives and possibilities of those around us.

The ideal of connecting with purpose is a constant inspiration and challenge for us, and in 2016 we made some notable progress. I'm proud to share this report and some highlights of what we've already achieved. And I'm energized to continue connecting our shared purpose to the business – making our company, people, communities and planet better for all.

Steve Smith
Chief Executive Officer and President

Equinix connects the world's leading businesses to their customers, employees, and partners inside the most interconnected data centers in the world. Equinix is where companies come together to realize new opportunities and accelerate their business, IT, and cloud strategies.

145+
DATA CENTERS

40
METROS

56%
RENEWABLE ENERGY
AS A PERCENTAGE OF
ENERGY USED

$90
MILLION
INVESTED IN ENERGY
EFFICIENCY SINCE 2011

21
COUNTRIES

100%
CODE OF BUSINESS CONDUCT
TRAINING COMPLIANCE

1 million
MTCO2E REDUCED AND AVOIDED
THROUGH ENERGY EFFICIENCY AND
RENEWABLE ENERGY

6,000
EMPLOYEES

8,717
VOLUNTEER
HOURS

$614,000
GRANTS & MATCHING
GIFTS DONATED

Connecting with Purpose

Our sustainability programs and reporting are based on a materiality assessment completed in late 2015. This assessment stemmed from the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) guidance, and helped us to pinpoint the aspects of our company ecosystem that are the most important drivers in our effort to be a sustainable company. The United Nations' Sustainable Development Goals (SDGs) also guide our priorities in each of our four program pillars.

Our Partners

Equinix participates in a variety of industry and NGO advocacy opportunities, initiatives, and activities, including:

CONNECTING WITH OTHERS

Our Sustainability Program Pillars

We take a systems approach to our Corporate Sustainability program, ensuring that our four foundational pillars are interconnected. We understand that our planet, people, communities, and business are interdependent, and we cannot function in one area without understanding the impact we might have on the other areas. That's why we work to connect renewable energy to local impact and propose programs to improve wellness and create a feeling of belonging for all employees and other stakeholders. This mindset underpins our efforts in four interconnected areas: Environment, People, Governance and Community.

ENVIRONMENT

PEOPLE

GOVERNANCE

COMMUNITY

We are dedicated to decreasing our reliance on fossil fuels, minimizing our carbon footprint, and creating the most energy-efficient data centers in the world.

We are committed to a diverse, equitable, and highly engaged global workforce.

We deliver growth and operational excellence with the highest levels of accountability, honesty, and ethical behavior.

We participate as partners in creating thriving and equitable communities where all are able to be well, do good, and stay connected.

Connecting with the Environment

Leadership. Innovation. Transparency.

We innovate, build, and operate our data centers to the highest standards as we aspire to reach 100% renewable energy consumption across our global platform. We're doing our part to address global climate change and using our influence to help create a clean and cost-effective utility grid for the future. We use clean and renewable energy wherever possible in our own operations, giving our customers greener supply chains. We regularly report our progress, knowing that being transparent along our journey is part of our responsibility to our stakeholders. We aspire to be sustainability leaders, not just in the data center sector, but across the larger technology and Real Estate Investment Trust (REIT) sectors as well.

56%
renewable
energy in
2016

SG3, Singapore

COMPARED TO 2015, WE MORE THAN DOUBLED HOW MUCH RENEWABLE ENERGY WE PROCURE FROM 869 GWH TO 2,077 GWH OR 134% INCREASE IN ONE YEAR.

Goal	Overall Progress	2016 Results
100% clean and renewable	Moved from 33.5% in 2015 to 56% renewable globally in 2016	2,077 GWh of renewables procured in 2016 across all 3 regions: AMER, Asia-Pacific, and EMEA
50% by 2017 against 2015 baseline – 1,287 GWh of renewable energy targeted	One year early exceeded RE100 intermediate goal of 1,287 GWh of renewable energy	80% against 2015 baseline based on GWh of renewable energy purchased (2,077) vs. 2015 baseline (2,574)
LEED Silver Targeted for all new builds	1.3 million sq. ft. at 22 sites under LEED certification	TR2 LEED Gold (Phase 1), ME1 LEED Silver, TY5 LEED Gold achieved in 2016
Investing in local and additional renewable energy	225 MW of large scale wind under long term contract	100 MW Wake Texas Wind Farm operational as of November 1, 2016 125 MW Rush Springs Wind Farm operational as of December 1, 2016

Our Work

We believe we'll find the greatest opportunity to make a positive impact on the planet by tackling our greatest challenge: energy consumption. In 2016, we spent $366 million buying energy to run our data centers – the second-largest company expenditure and the one with the most material environmental impact. We've been making significant progress against our public 100% clean and renewable commitment and achieved 56% renewable energy coverage in calendar year 2016 (which now includes the acquisitions of Bit-isle in Japan and Telecity in Europe). We've increased our renewable energy coverage over 60% in one year (56% from 33.5% in our baseline year of 2015).

In 2016, we also exceeded our public RE100 target of 50% renewable energy against a 2015 baseline (1,287 GWh targeted) by end of 2017. One year early we are thrilled to report that our 56% renewable energy coverage (or 80% against 2015) has greatly exceeded our goal and we continue to remain on track to meet our long-term aspirational goal of 100% clean and renewable energy.

Our progress is not without challenges however. Equinix's growth-by-acquisition strategy makes our goal a moving target that we must actively chase year after year. In 2016, we saw 44% growth in our global energy consumption, as we added data centers through acquisitions as well as from organic growth. From an environmental perspective, we see the assimilation of acquired facilities – which vary in age, infrastructure elements, and equipment – as part of our commitment to revise, reuse, and improve resources that already exist. We maintain a "Green by Design" philosophy of continuous improvement throughout all of our data centers, whether we build new LEED-certified buildings, upgrade or retrofit existing buildings, or bring newly acquired facilities up to Equinix's global standards for operational performance in all areas, including energy resource mix and site efficiency. We do all of this while maintaining our market-leading uptime of >99.9999%.

Renewable Energy

With over 145 data center sites in 21 countries in 2016, procuring renewable energy is a complicated endeavor; it's not as easy as simply placing solar panels on the rooftops of every facility. Our renewable energy program is based on the following principles:

- We prefer to utilize renewable and low-carbon energy – this will result in a lower carbon footprint for Equinix and our customers

- We prefer local sources of energy – ideally located on the same electricity grid or nearby

- We prefer new or recently-built energy sources – we want to help bring more renewables on to the electricity grid

- We seek favorable energy policies when locating new data centers

- We will provide regular updates on our sustainability goals and progress to improve focus and transparency, and we seek to use our size and influence to shape a clean, renewable and cost-effective utility grid for the future. As such, we actively support innovation in the utility sector through engagement and dialogue with our utilities.

Priorities

- 100% clean and renewable energy
- Continuous improvement to raise efficiency
- Leadership and engagement
- Transparency and regular reporting
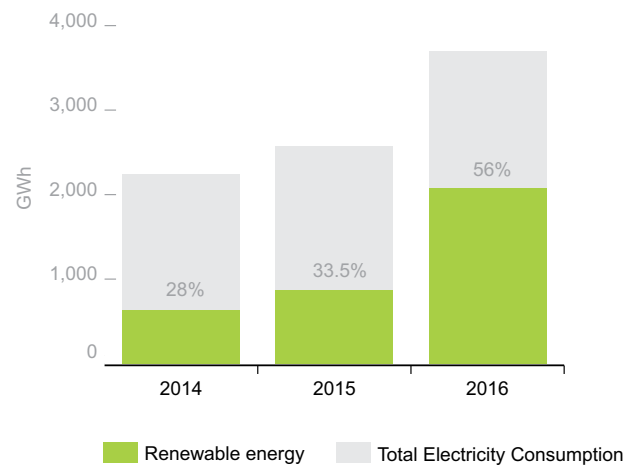
GRI

Our 2016 Results

At Equinix, we look for ways to minimize our carbon footprint and deploy more renewable energy on our local electricity grids, because we understand the role we play in our customers' supply chains. In partnership with over 8,000 businesses worldwide, we seek to be the place where opportunity connects and where customers not only find world-class data centers, but also find unique, industry-leading alternatives to green their own footprints and digital supply chains by colocating within an Equinix data center.

Highlights of our 2016 procurement strategy:

- 225 MW of utility-scale renewables under long-term power purchase agreement (PPA) contracts and operational as of Nov. 1 and Dec. 1, respectively
  - 100 MW in West Texas (Rush Springs Wind Energy Center)
  - 125 MW in Oklahoma (Wake Wind Energy Center)

- Additional 457,000 MWh of U.S. wind renewable energy certificates (RECs) purchased
  - 358,000 MWh for California sites
  - 99,000 MWh of other coverage

- Combined, our wind PPAs and REC purchases cover 42% of our U.S. electricity use

- In Europe, green electricity contracts and delivered hydropower cover 81% of our facilities' electricity use. This includes:
  - 99% EMEA coverage at all legacy Equinix sites
  - 53% for Telecity sites which are undergoing an ongoing true up process

- In Asia-Pacific, International RECs (I-RECs) and Japan Greenhouse Gas Emission Reduction/Removal Certification Scheme credits (J-credits) provide us:
  - 100% coverage for Hong Kong (HK1-3)
  - 50% coverage for Japan including facilities acquired from Bit-isle

- Global total renewables usage of 2,077 GWh in 2016

RENEWABLE ENERGY AS A % OF ELECTRICITY USAGE

Legend: ■ Renewable energy   ■ Total Electricity Consumption

Y-axis: GWh (0, 1,000, 2,000, 3,000, 4,000)

- 2014: 28%
- 2015: 33.5%
- 2016: 56%

AT OUR LEGACY EQUINIX SITES IN EUROPE, WE ARE POWERED BY 99% RENEWABLE ENERGY.

SY4, Australia

FUEL CELLS OFFER PERFORMANCE, RELIABILITY, AND RESILIENCE AS WELL AS REDUCED ENERGY COSTS AND CARBON AVOIDANCE.

Bloom Energy Fuel Cell

Green by Design

We constantly evaluate the energy efficiency of our data centers – new, old and acquired – and we're quick to adopt proven energy-saving technologies or techniques on a global scale. Our data centers also meet a variety of local and regional environmental and energy management systems standards, and our worldwide headquarters in California's Silicon Valley has earned Leadership in Energy and Environmental Design (LEED®) Gold Certification.

Each of our data centers is designed or upgraded to maximize local site conditions and opportunities to deploy innovative and efficient technologies and solutions. These can include indirect evaporative cooling units, granular temperature sensors and controls, deep water lake cooling and aquifer thermal energy storage.

Other programs include:

LEED Silver Certification targeted for all new builds. To date, 1.3 million square feet of data center colocation space has achieved LEED certification. As of 2016, 12% of all our colocation space is LEED Gold.
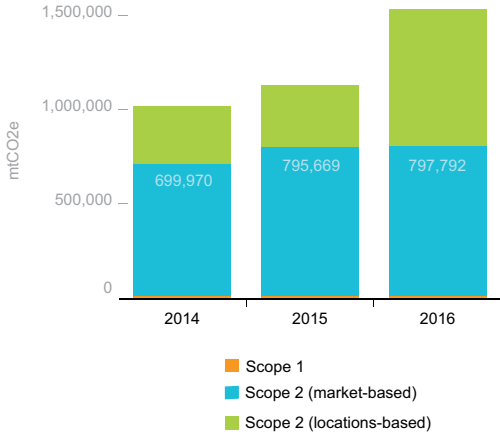
Management systems standards: Many of our European data centers are ISO 14001 (environmental management) and ISO 50001 (energy management) certified. Thirty-nine out of 67 European data centers (58%) have achieved ISO 14001 (environmental management) certification. Thirty-seven out of 67 European data centers (56%) have achieved ISO 50001 (energy management) certification. Using ISO standards as a guide, Equinix is developing sustainability policies and deploying management systems that ensure a consistent and cohesive approach to all aspects of energy management.

Onsite generation: We believe that the use of distributed generation will yield significant clean energy benefits, as well as increase resilience and reduce risks of large-scale power outages and cascade failures. We are looking to incorporate more rooftop solar to our portfolio and support new technologies in our industry, such as fuel cells. Our alpha deployment of fuel cells at our San Jose, Calif. data center is testing grid parallel installation and UPM modules for uninterrupted mission-critical power in a data center environment. Fuel cells offer a unique combination of performance, quality, reliability and resilience while also achieving our goal of local and cleaner power.
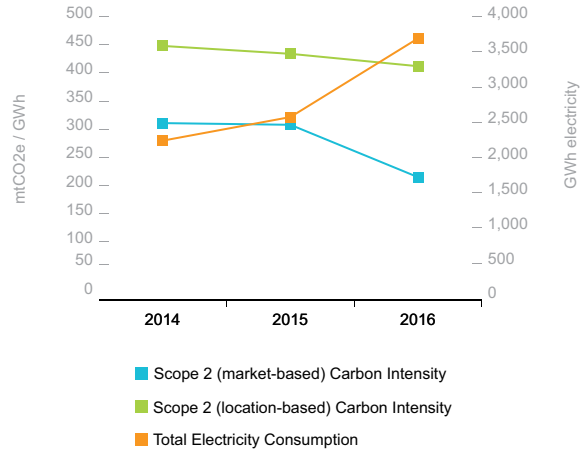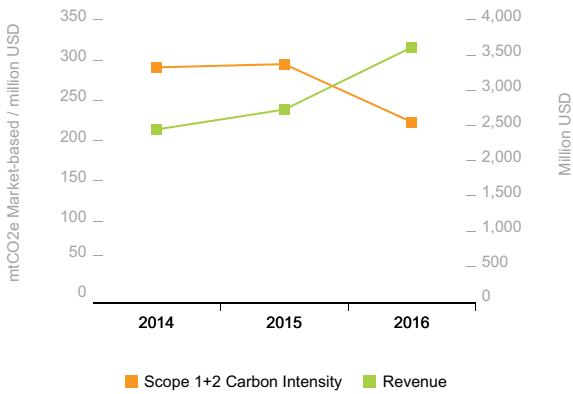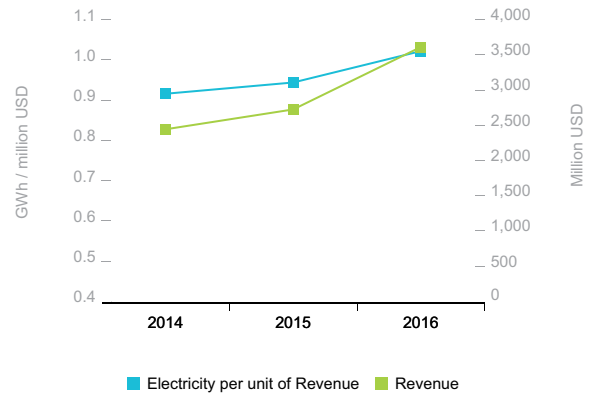
GREENHOUSE GAS EMISSIONS

Legend:
- Scope 1
- Scope 2 (market-based)
- Scope 2 (locations-based)

Bar values: 699,970 (2014); 795,669 (2015); 797,792 (2016)

CARBON INTENSITY PER GWH

Legend:
- Scope 2 (market-based) Carbon Intensity
- Scope 2 (location-based) Carbon Intensity
- Total Electricity Consumption

CARBON INTENSITY PER UNIT REVENUE

Legend:
- Scope 1+2 Carbon Intensity
- Revenue

ELECTRICITY INTENSITY PER UNIT REVENUE

Legend:
- Electricity per unit of Revenue
- Revenue

Scope 1 is small compared to Scope 2, as we use small quantities of natural gas and diesel fuel for our backup electrical generators. Our generators are only used during times of emergency and for routine testing and maintenance. The emissions associated with these fuels are small compared to the indirect emissions associated with our electricity use. Our Scope 1 and Scope 2 values have been audited to the ISO 14064-1:2006 standard.

SY4 in Sydney, Australia

WHILE OUR GLOBAL ENERGY USAGE INCREASED 43% YEAR OVER YEAR; OUR EMISSIONS INTENSITY DECLINED 24% DUE TO OUR EXPANDED USE OF RENEWABLE ENERGY.

ENVIRONMENT

Connecting with People

Engagement. Belonging. Diversity.

Equinix's competitive advantage is our culture – a collaborative community that is dedicated to solving our customers' pressing data center and interconnection needs while also addressing their supply chain sustainability challenges. We believe an engaged workforce is critical to discovering the best solutions and bringing them to fruition. We understand the correlation between fully engaged employees and a sense of belonging – both are essential to creating and maintaining a diverse and innovative workplace.

88% of our people are highly engaged

Our Work

Embracing diversity of thought and contribution is a characteristic we value at Equinix. We are exploring and planning a comprehensive program that tracks, understands and delivers against specific diversity and belonging goals that are under development. In 2016, our efforts were focused on:

- **Diversity:** Build a pipeline of diverse talent and encourage diversity of thought

- **Belonging & Engagement**: From leadership development to career opportunities, foster an open-hearted culture

- **Health & Safety:** Create a space where employees have opportunities to work in a safe environment and improve their overall well-being, bringing their whole selves to work.

Creating a fully engaged diverse workforce comes as a result of creating a sense of belonging.

Our 2016 Results

We have mobilized cross-functional, global resources and teams to make progress on our 2016 goals of:
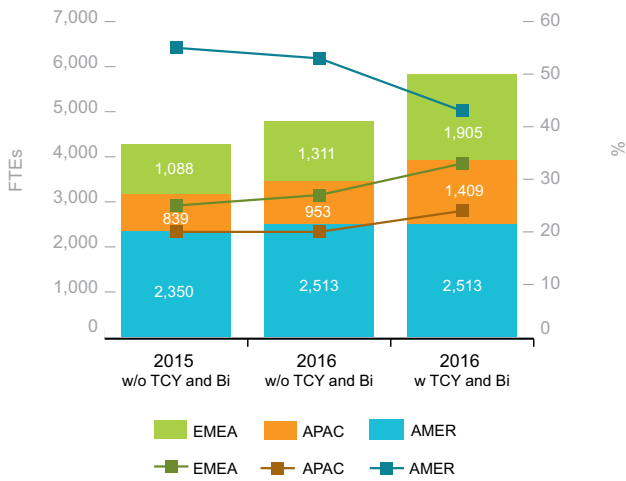
1. Diversity: Increasing gender parity across the workforce and gender distribution across leadership

2. Belonging & Engagement: Fostering a culture of belonging in support of diversity starting with the development of improved and transparent policies

3. Health & Safety: Providing a productive and secure work environment for the well-being of all employees

Diversity: Ensuring a diverse and inclusive workforce starts with clear Equinix policies. In 2016, we finalized, published and distributed revised Equal Opportunity and Non-Discrimination policies including a component on gender parity. We have also leveraged various talent channels and outreach programs to increase diversity, facilitate innovation and foster creativity throughout the company.
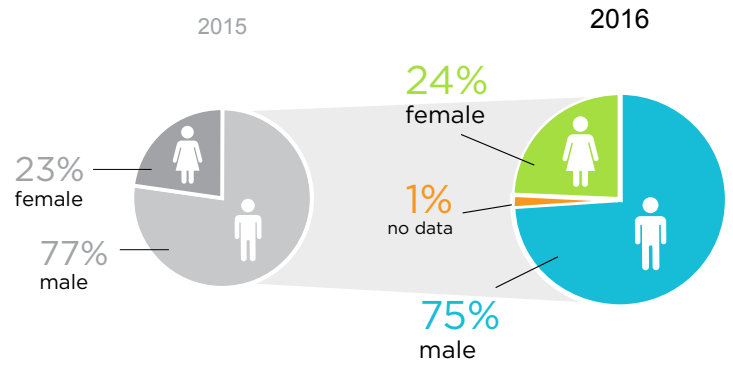
Belonging & Engagement: Full engagement of a diverse workforce takes an intentional effort at creating belonging. The correlation between our industry-leading engagement scores and our work at fostering an open-hearted culture has been advanced in 2016. We have increased engagement and belonging through the introduction of programs in leadership development, culture, career development and team effectiveness. And we plan to measure how we are addressing "belonging" through ongoing surveys of our employees worldwide.
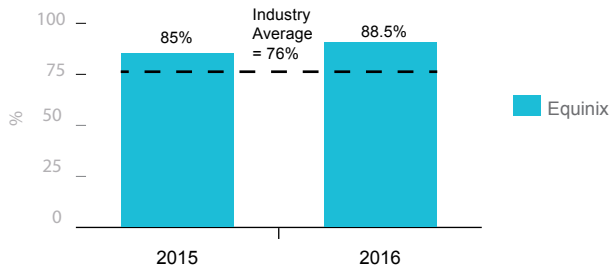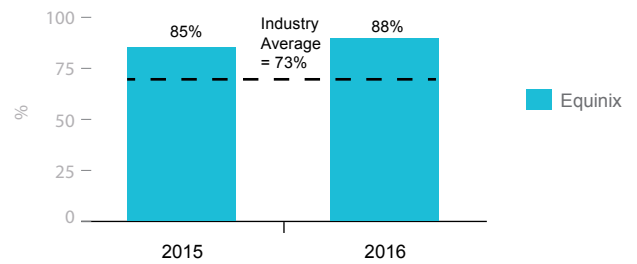
GRI

GLOBAL EMPLOYEES

FTEs / %

- 2015 w/o TCY and Bi
- 2016 w/o TCY and Bi
- 2016 w TCY and Bi

1,088 / 839 / 2,350
1,311 / 953 / 2,513
1,905 / 1,409 / 2,513

Legend:
- EMEA
- APAC
- AMER
- EMEA
- APAC
- AMER

TOTAL GLOBAL WORKFORCE

2015
- 23% female
- 77% male

2016
- 24% female
- 1% no data
- 75% male

EMPLOYEE ENGAGEMENT SURVEY RESPONSE RATE

85% (2015), 88.5% (2016)
Industry Average = 76%
Equinix

EMPLOYEE ENGAGEMENT SURVEY SCORE
(A measure of employee satisfaction and belonging)

85% (2015), 88% (2016)
Industry Average = 73%
Equinix

GLOBAL TURNOVER RATE

13% (2015), 11% (2016)
Industry Average = 19%
Equinix

JOB CREATION

Jobs posted
Hires
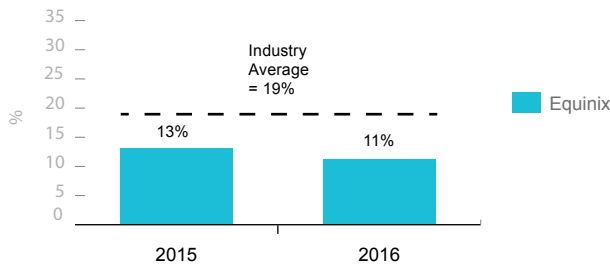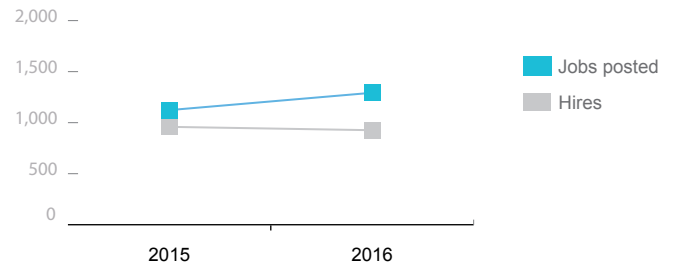
Data above represent regular employees from Legacy Equinix only. Contingent workers, former Telecity and Bit-isle employees as well as fixed-term employees are not included.

In 2016, we launched the Equinix Learning Exchange (ELE) and Career Tours, which Kelli Fleming leveraged to deepen her engagement at Equinix and support her career advancement. While she has always taken advantage of mentoring and training opportunities since her first specialist job at Equinix, in 2016, she quickly entered the Career Tour program. The extended exposure she had to other departments and business functions provided tangible benefits to Kelli, resulting in a promotion to senior manager.

Connecting with Integrity

Governance. Ethics. Protection.

At Equinix, our success is interconnected with our integrity and high ethical standards. We maintain strict regulatory compliance and are guided in our day-to-day business by our Equinix Code of Business Conduct. We extend our expectations to our suppliers with our Business Partner Code of Conduct. These two codes were created to reflect and document our ethical values and standards and provide us with the information, resources and tools necessary to create clear, consistent global standards for ethical business conduct and compliance with laws.

100%
training
global Code of
Business
Conduct

Our Work

As part of the Equinix culture, continuous improvement is a hallmark of everything we do. This is an important element of our governance and compliance work as we continue refinement of our Code of Business Conduct and ensure it reaches all employees worldwide. We are also actively building out and updating our thinking around data protection and privacy – two issues at the forefront of the minds of stakeholders invested in technology.

Our 2016 Results

We continue to build and leverage relationships with external groups, including:

- Trade associations and coalitions such as NAREIT, the Internet Infrastructure Coalition (i2C), and the European Data Centre Association

Compliance: Equinix trained 100% of its active employee base on our global Code of Business Conduct in 2016. As part of our commitment to a global reach and understanding of our compliance policies, we have translated our Code of Business Conduct and our Code of Business Conduct online training into 12 languages. We also deploy senior management and local legal team members to deliver in-person trainings – giving all employees the clear message that integrity and honesty are critical Equinix values.
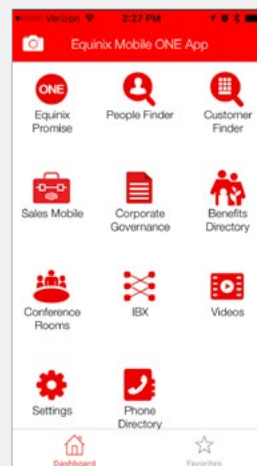
Technology Keeps Us Connected to Compliance Information and Resources

We've made important internal tools just a finger tap away with the Equinix Mobile ONE app. This app gives our global employees quick and easy access to a growing number of Equinix applications, including People Finder and Benefits Directory. Employees can read up on the Equinix Promise, learn more about our mission and vision and get guidance on ethical conduct in the Corporate Governance section.

The Equinix Mobile One app ensures employees have access to our Code of Business Conduct, our Ethics Hotline, and other important compliance resources whenever and wherever needed.

Connecting with Communities

Be Well. Do Good. Stay Connected

We strive to have a positive impact on the communities where we operate, as well as make efforts around the world to bridge the digital divide – the gulf between those who have ready access to the internet and those who do not. Our communities are the places our employees and customers call home. We support a deeper connection to these places around the world through philanthropy—including signature Equinix Impact grants and matching gifts— and through emphasizing and promoting employee-driven volunteer activities. In 2016, employee donations of nearly $500,000 plus our matching gifts and Equinix Impact grants of $614,000 totaled over $1.1 million in contributions to causes and communities our employees care about. And, our volunteering program expanded worldwide to include 10 countries on 5 continents.

Over one million dollars in Grants & Employee Matching.

Our 2016 Work

Fostering Digital Opportunity

Through Equinix Impact Grants, we seek ways to close the "digital divide" by funding organizations working on issues ranging from economic empowerment, to gender equity, to environmental stewardship. While each organization has a different focus area, these grantees, including World Pulse, NetHope and iMentor, all utilize the internet and web-based technologies to transform people's lives.

Making a Positive Impact in our Communities

Throughout the year, we encourage our employees to become more deeply connected to their communities. This focus culminates during Equinix Impact Month, our annual volunteering blitz. During this month, employees volunteer in events across the world, creating a significant collective global impact both through action and financial impact. Events vary by location, but the common thread is a sincere commitment to connect to and serve others. Our goal is for 100% of Equinix employees to be involved in some aspect of this program, and for giving back to become part of the fiber of life at Equinix.

Our 2016 Results

- 8,717 hours contributed by 1,135 Equinix Impact volunteers across 10 countries in 5 continents

- $614,000 invested in our communities through Equinix Impact grants and matching gifts, benefiting more than 500 organizations

- 3,499 miles (5,644 km) run, walked, climbed and biked for charity

In 2016, Equinix employees fed families around the world, provided comfort and support for foster youth, offered mentorship for young people starting their careers, and much, much more. Here are a few numbers that illustrate Equinix employees' commitment to connecting to our communities and giving back:

Learning and mentorship

- **20 students** in Redwood City provided with mentorship to prepare for careers in technology

Kids in need

- **551 bikes and care kits** assembled to put a smile on foster children's faces

- **310 miles (500 km) traveled** round-trip to bring $7,000 in supplies to a rural school outside of Shanghai

- **400 hours** of brainpower contributed to help develop educational programs for children in Rio and Sao Paolo

- **$9,664 raised** for New Life Nyambene, which supports children living on the street in Kenya. The amount raised will fund training and education for young people building bright futures.

Hunger

- **30,000 meals packaged to combat hunger** around the world

- **300 people served a warm meal** in Singapore and Hong Kong

Housing

- **2 houses built** to give families in Tampa and Dallas a place to call home

- **1 shelter renovated for survivors** of domestic violence in Warsaw

Other

- **1,000 objects digitized to support recovery efforts** in disaster-prone areas

- **2 parks revitalized** in Sydney and Denver

	2015	2016
Grants & Employee Matching	$515,000	$614,000
Employees volunteering	500	1,135
Volunteer Hours	5,000	8,717
Number of Non-Profits Supported	400	500
Impact Month Events	40	70

Shanghai Orphanage

The Equinix Shanghai team took a creative approach to giving back. On October 21, employees held a rummage sale with gently used items from home. Almost every employee in Shanghai participated, raising about $7,000.

A week later, volunteers used the funds to purchase much-needed supplies for a rural school about 150 miles outside of Shanghai. That weekend, 18 employees made the five-hour journey to the school by bus to distribute supplies and teach lessons, make art, and play games with the school's 200 students.

Students at the school live away from their parents on a small monthly living expense, most in houses without electricity. Wen Qin was one of the volunteers who traveled to the school. "It's hard to describe my mood after I came back from the rural school," Wen said. "We had fun playing games with the children, but we all left in a heavy mood after seeing the conditions the children live in, without furniture or electrical appliances."

The volunteers aren't stopping here. Thanks to Equinix's Dollars for Doers program, they're using the funds they received by logging their volunteer hours to return to the school and install a sanitation system.

THE EQUINIX TEAM RAISED $7,000 FOR A RURAL SCHOOL 150 MILES OUTSIDE OF SHANGHAI.

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

This report has been prepared in accordance with Global Reporting Initiative (GRI) G4 Standards: Core option. 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 2016.

Learn more about the GRI at globalreporting.org.

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 Semi-annually	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 semiannual 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. In addition to 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 semi-annual conferences, monthly calls and ad hoc	Active participation in discussions, events, and opportunities	Equinix participates in a variety of industry and NGO advocacy opportunities, initiatives and activities. Some key organizations include: • Corporate Renewable Energy Buyers' Principles • Business Renewables Center (BRC) • RE100 • The Green Grid (including regional working teams) • Renewable Energy Buyers' Alliance (REBA) • National Association of Real Estate Investment Trusts (NAREIT) • techUK • Singapore Infocomm Development Authority and the National Research Foundation • International Association of Volunteer Effort
Third-party rating and reporting schemes	Annual and ad hoc	Voluntary disclosure of ESG (environment, social and governance) information	Equinix responds to inquiries around the impact of our operations and participates in third-party surveys such as: • CDP Investor Climate Change and Supply Chain Surveys • EcoVadis Supplier Sustainability Ratings • Global Real Estate Sustainability Benchmark (GRESB) • MSCI Environment, Social and Governance (ESG) Corporate Data Verification • Customer-specific supply chain surveys
Government and regulatory bodies	Ad hoc	Voluntary participation in public comment periods and other feedback opportunities	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: • UK Government Climate Change Agreements (CCAs) • EU Emissions Trading Scheme (EU-ETS) • European Code of Conduct for Energy Efficiency in Data Centres

Strategy and Analysis

GRI Indicator	Description	Response
G4-1	Statement from the most senior decision-maker of the organization	CEO Letter, page 1
G4-2	Description of key impacts, risks, and opportunities	2016 Form 10-K, Item 1A

Organizational Profile

GRI Indicator	Description	Response
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 2016 Form 10-K.
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 2016, Equinix operated more than 145+ IBX data centers in 40 strategic markets, 21 countries, and 5 continents. As of December 2016, Equinix operated: • 15 metros in the Americas (USA, Canada, Brazil) • 17 metros across Europe, Middle East and Africa (EMEA) (Bulgaria, Finland, France, Germany, Ireland, Italy, Netherlands, Poland, Sweden, Switzerland, Turkey, UK and UAE) and; • 8 metros in Asia-Pacific (Australia, China, Japan, Hong Kong, Singapore and Indonesia). In December 2016, we announced acquisition of Verizon's data centers in 24 sites, consisting of 29 data center buildings across 15 metro areas. These sites will increase our footprint for 2017.
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 2016 Equinix operated in 40 strategic markets across the Americas, Asia-Pacific, and EMEA with more than 8,500 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.)	2016 Form 10-K, Item 1 and Item 6

GRI Indicator	Description	Response

Organizational Profile

GRI Indicator	Description	Response
G4-10	Total workforce by employment type, contract, and region, broken down by gender and region	Total headcount: Equinix had 4,777 regular employees as of December 31, 2016. This is a 12% headcount growth since 2015. The 4,777 headcount excludes employees integrated from Telecity and Bit-isle acquisitions. 2,513 (53%) of these employees were located in the Americas, 953 (20%) in Asia-Pacific, and 1,311 (27%) in EMEA. Including Telecity and Bit-isle, the 2016 employee count was 5,827 (2,513 in Americas, 1,409 in Asia-Pacific, and 1,905 in EMEA). Overall, Equinix's headcount grew 36% since 2015. Please note this number is different than metric G4-9 as fixed term workers are excluded in these values. Headcount by Gender: 1,156 (24%) regular employees were women and 3,605 (75%) were men. The percentage of women increased from 23% in 2015 to 24% in 2016. Asia-Pacific continued to have highest percentage of women (29%) as compared to Americas (23%) and EMEA (24%). Headcount by Employment Contract: Exempt and Non- Exempt contract is applicable in the North America region only. However, we use job types to identify positions that might fall under exempt and non-exempt job categories in the rest of the Americas and in EMEA and Asia-Pacific regions. 62% of all jobs in Equinix are in exempt contract and 38% in non-exempt contract. This percentage was calculated out of the total for the region; i.e., for Americas: # of Exempt (1,482) was divided by total Americas headcount (2,513) to arrive at total exempt employee percentage in Americas.
G4-11	Percentage of employees covered by collective bargaining agreements	In the Americas, only Brazil has collective bargaining. 100% of the workforce in Brazil is covered by collective bargaining with the union. Brazil full-time employees (FTEs) account for 13% of the global workforce in 2016. In Asia-Pacific, Equinix employees are not covered by collective bargaining or labor unions. However, in Japan, for any change in benefit or employment terms, Equinix has an employee consultation process. In EMEA, we had formal works councils for France, a sub-section of our German operations and our IBX operations in the Netherlands. In addition, there is a voluntary staff consultation forum for the UK and the French, Italian and Finish businesses were covered by applicable collective industry agreements. In line with our values and an approach of consultation and social partnership, Equinix supports dialogue and consultation on changes affecting our employees even where there is no obligation to do so.
G4-12	Describe the organization's supply chain	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 Suppler Information Form. It is included in all contracts signed with our suppliers since June 2015.

GRI Indicator	Description	Response

Organizational Profile

GRI Indicator	Description	Response
G4-13	Significant changes during the reporting period regarding size, structure, ownership, or its supply chain	We significantly extended our scale and reach in 2016 with the Telecity and Bit-isle acquisitions in Europe and Japan. We completed acquisitions of certain Paris IBX data centers in August 2016, Telecity Group plc in January 2016, Bit-isle, Inc. in November 2015.
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization	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.
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	The following is a list of initiatives Equinix participates in. Please note this list is not exhaustive. • RE100 - member of this global initiative to promote the use of renewable energy in the commercial and industrial sectors • 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 • 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 • 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 commitment to climate action • CDP - participant in disclosing environmental data through the organization's Investor Climate Change and Supply Chain surveys • International Association for Volunteer Effort • ISO 50001 Energy Management system - participant in Europe • ISO 14001 Environmental Management system - participant in Europe • NAREIT Leader in the Light - 2016 data centers award • Singapore BCA-IMDA Green Mark • U.S. Environmental Protection Agency (EPA) Energy Star Data Center Rating program - participant in U.S. • U.S. EPA Green Power Partnership - participant in U.S. • U.S. Green Building Council (LEED) - participant in U.S. and globally • The Green Grid - participant globally and in regional working groups • techUK - member of the data centres council and active participant in discussions around data center best practices and related policy issues • Green Datacentre Research Programme - an initiative by the Singapore Infocomm Media Development Authority and the National Research Foundation

GRI Indicator	Description	Response
Identified Material Aspects and Boundaries		
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 2016 Annual Report and Form 10-K are included in this Report.
G4-18	Process for defining the report content and the Aspect Boundaries	For more details, please refer to page 7 of our 2015 Corporate Sustainability Report.
G4-19	List all the material aspects identified	For more details, please refer to page 7 of our 2015 Corporate Sustainability Report.
G4-20	For each material Aspect, identify the Boundaries within the organization	For more details, please refer to page 7 of our 2015 Corporate Sustainability Report.
G4-21	For each material Aspect, identify the Boundaries outside the organization	For more details, please refer to page 7 of our 2015 Corporate Sustainability Report.
G4-22	Explain the effect of any restatements of information provided in previous reports, and the reasons for such restatements	None
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	We significantly extended our scale and reach in 2016 with the Telecity and Bit-isle acquisitions in Europe and Japan. We completed acquisitions of certain Paris IBX data centers in August 2016, Telecity Group plc in January 2016, Bit-isle, Inc. in November 2015.

GRI Indicator	Description	Response
Stakeholder Engagement		
G4-24	List of stakeholder groups engaged by the organization	For more details, please refer to pages 5-6 of our 2015 Corporate Sustainability Report. In 2016 the same engagement efforts were undertaken.
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 pages 5-6 of our 2015 Corporate Sustainability Report.
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	For more details, please refer to pages 5-6 of our 2015 Corporate Sustainability Report. In 2016 the same engagement approaches were undertaken.
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 page 7 of our 2015 Corporate Sustainability Report. In 2016 the same topics and concerns were considered.

GRI Indicator	Description	Response
Report Profile		
G4-28	Reporting period for information provided	2016 calendar year
G4-29	Date of most recent previous report	Our 2015 Corporate Sustainability Report was released November of 2016.
G4-30	Reporting cycle	Annually
G4-31	Contact point for questions regarding the report or its contents	Jennifer Ruch Global Utilities and Sustainability Manager Sustainability@equinix.com 1.800.322.9280

GRI Indicator	Description	Response
Report Profile		
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 2015 and 2016 Scope 1 and Scope 2 emissions have been externally verified to Limited Assurance Standards ISO 14064-3.

GRI Indicator	Description	Response
Governance		
G4-34	Governance structure of the organization, including committees under the highest governance body responsible	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. • 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. • 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. • 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) each led by at least one member of the executive team (these members comprise the Corporate Sustainability Steering Committee). Day-to-day the program is led by a global program manager and executed by a Working Team that consists of global and regional leads. The Working Team meets monthly, the Steering Committee meets twice annually, and the program manager with support of the Working Team reports to the CEO and Board of Directors annually. • Equinix's corporate governance structure can be found on Equinix's Investor Relations website: http://investor.equinix.com under Corporate Governance. Additional details are available in our Annual Proxy Statement.

GRI Indicator	Description	Response
Ethics and Integrity		
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: http://investor.equinix.com >>Governance>>Conduct

Specific Standard Disclosures

Economic Performance		
G4-EC1	Direct economic value generated and distributed	2016 Form 10-K, Item 6 and Item 7

Indirect Economic Impacts		
G4-EC7	Development and impact of infrastructure investments and services supported	Infrastructure investments: 2016 Form 10-K, Note 16 in Notes to Consolidated Financial Statements Equinix's corporate philanthropy and citizenship efforts: Page 15 of this report.
G4-EC8	Jobs created annually	This metric helps determine how many job opportunities were created in 2016 both as a result of growth and from a need to replace leaving employees. A total of 926 employees were hired against the 1,293 positions and the remaining positions not hired for were carried forward to 2017. The number of positions created increased most in EMEA (from 377 in 2015 to 567 in 2016) due to the increased support needed to integrate Telecity acquisition as well as expansion in EMEA region. Note, this data was not reported in 2015.

Energy		
G4-EN3	Energy consumption within the organization	Equinix's total energy consumption was 3,762 GWh across Scope 1 and 2. The regional breakdown for total energy was: 40% Americas (1,511 GWh); 20% Asia-Pacific (731 GWh); 40% EMEA (1,520 GWh). Scope 2 for electricity only was 3,692 GWh. The regional breakdown for electricity was: 40% Americas (1,463 GWh); 20% Asia-Pacific (723 GWh); 41% EMEA (1,506 GWh). These values were assured to Limited Assurance ISO 14064-3 Requirements.
G4-EN5	Energy intensity	Equinix's energy intensity as measured by electricity consumption (GWh) per unit revenue (million USD) was: • 2015: 0.944 GWh electricity per million USD • 2016: 1.022 GWh electricity per million USD Equinix's energy intensity as measured by electricity consumption per unit of revenue is driven both by site efficiency as well as how we generate revenue around the world.
G4-EN6	Reduction of energy consumption	Demand reduction from energy efficiency activities since 2011 is roughly 22,000 kW annually.

GRI Indicator	Description	Response
Emissions		
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Equinix's Scope 2 Location-based GHG emissions (electricity + chilled water) were 1,526,837 mtCO2e or 1,522,036 mtCO2e from electricity alone. The regional breakdown for Scope 2 Location-based electricity emissions was: 37% AMER (557,911 mtCO2e); 27% APAC (418,744 mtCO2e); 36% EMEA (545,380 mtCO2e) Equinix's Scope 2 Market-based GHG emissions (electricity + chilled water) were 797,792 mtCO2e or 792,991 mtCO2e from electricity alone. The regional breakdown for Scope 2 Market-based electricity emissions was: 48% AMER (383,649 mtCO2e); 32% APAC (256,685 mtCO2e); 20% EMEA (152,656 mtCO2e)
G4-EN18	Greenhouse gas (GHG) emissions intensity	Equinix's carbon intensity as measured by total emissions (Scope 1+ Scope 2 Market-based emissions) per unit revenue (million USD)was: • 2015: 295 mtCO2e per million USD • 2016: 223 mtCO2e per million USD This intensity is driven both by our supplier-based emissions factors and our purchases of low carbon and renewable energy, as well as how we generate revenue around the world.
G4-EN19	Greenhouse gas (GHG) emissions reductions	In 2016 Equinix sourced clean and renewable energy around the world. Our regional MWh totals were as follows: • Americas: 594 GWh (up from 100 GWh in 2015) • Asia-Pacific: 257 GWh (up from 0 GWh in 2015) • EMEA: 1,226 GWh (up from 769 GWh in 2015) • Global: 2,077 GWh (up from 869 GWh in 2015) These purchases reduce our total Scope 2 emissions from electricity from 1,522,036 mtCO2e absolute to 792,991 mtCO2e net (aka an avoidance of 729,045 mtCO2e). Equinix also invests in energy efficiency upgrades, retrofits and improvements. Our $86 million in investment since 2011 results in annual emissions reductions of approximately 300,000 mtCO2e per year. Thus our total savings is approximately 1 million mtCO2e per year.
Overall		
G4-EN31	Total environmental protection expenditures and investments by type	In 2016, Equinix invested $22.4 million in energy efficiency upgrades, retrofits, and improvements. Since 2011, we have invested over $86 million in energy efficiency infrastructure. Our efficiency measures include indirect evaporative cooling units (IDECs), 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 page 8 of this report. 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.

Employment

GRI Indicator	Description	Response
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	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. Employees added as a result of acquisitions are not included here. In 2016, a total of 1,105 new employees were hired at Equinix. This is a new hire rate of 22% and implies that 22% of all employees at Equinix in 2016 were hired in 2016. The hire rate in 2016 (22%) is lower compared to 2015 (24%). In 2016, employee attrition decreased compared to 2015. With higher employee retention, the number of positions becoming vacant decreased; this is a reason for slightly lower hiring rate in 2016. New Hire rate is calculated: # of new hires / average annual head count. 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.). In 2016, total turnover rate for Equinix declined since 2015 (from 13% to11%). This means 11% of all employees in Equinix left the organization in 2016. This 11% attrition rate is lower than industry benchmarks of 19%. In 2015, attrition was observed to be higher amongst millennials and amongst Women as compared to other employee groups. However, in 2016 attrition amongst women and millennials decreased showing a positive impact of various programs to retain these vulnerable groups (e.g. GPS, Quarterly Conversations etc.).
G4-LA3	Return to work and retention rates after parental leave, by gender	Retention rate after parental leave shows what percentage of people taking leave in 2015 stayed in the organization in 2016. In 2015 a total of 54 employees (30 male and 24 female) across EMEA and the Americas took parental leave. 97% (53 of the 54 taking leave) were still working at Equinix in 2016. Ony 1 person taking leave (3%) left Equinix in 2016. Retention rate for women taking parental leave was 100%; this is higher than 91% retention rate for women last year and higher than the 97% retention rate for men taking parental leave in 2016. Also, overall retention rate for those employees taking parental leave (97%) is higher than the overall Equinix retention rate of 89%.
Equinix Internal Metric SOC-3-a	Employee satisfaction-response rate	Equinix uses the semi-annual 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. The Pulse Survey was released twice: February 2016 and August 2016. • In February 2016, the Pulse Survey was sent out to 4,288 employees globally; of which 87% (3,735 employees) completed the survey. • In August 2016, the Pulse Survey was sent out to 4,520 employees globally; of which 90% (4,056 employees) completed the survey. This is a high participation rate as well as an increase in response rate from 2015 (85% response rate) showing employees feel encouraged to share their feedback. This response rate is also higher than expected benchmarks; average response rate in employee survey tends to be about 76% (CEB Blog, September 2013).
Equinix Internal Metric SOC-3-b	Employee satisfaction-results	The Equinix Pulse Survey has 4 indices: Communication, Alignment, Engagement, and Other. To determine employee satisfaction results, Equinix takes the "Engagement" index questions and creates an aggregate score (the Engagement index measures commitment and satisfaction level of employees). • In February and August 2016, employees responded with an 88% engagement score showing they are highly engaged. • This rating is higher than 85% engagement score result in 2015 and also higher than the 72.6% engagement rate of other technology (benchmark) companies during the same time period. In 2017, in addition to Engagement, Equinix has also introduced questions to assess wheather employees feel like they belong at Equinix. Data from these questions will be used to inform and create a more inclusive workplace.

Training and Education

GRI Indicator	Description	Response
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.

1. Equinix Learning Exchange: In 2016, Equinix introduced the Equinix Learning Exchange Platform. This is an on-demand on-line learning portal that offers 27 learning channels; these 27 channels are available to all employees. The learning channels have a minimum of one learning resource (e.g. content, video); most channels have more than one resource. In addition to the 27 learning channels, field specific courses on Sales, Operations, HR etc., are also available to employees who are required to take these trainings. The on-demand nature of Equinix Learning Exchange allows employees to take the course based on their availability, needs, and learning interests.

In 2016, 1,270 employees took at least one course on Equinix Learning Exchange.

2. Internal Channels: In addition to the Equinix Learning Exchange, at Equinix, we also have in-house and in-person delivered training programs that help enhance functional and management based knowledge. This includes:
• Management DNA. In 2016, 117 employees completed the Management DNA training
• Ops DNA. In 2016, 59 employees completed the Ops DNA training
• Foundations. In 2016, 165 employees completed the Foundations training
• Archimedes: In 2016, 30 employees completed the Archimedes program
• Facilitative Leader. In 2016, 49 employees completed the Facilitative Leader training
• Corporate Athlete: In 2016, 45 employees completed the Corporate Athlete training
• Harvard Manage Mentor. In 2016, 245 employees completed training(s) from the Harvard Manage Mentor online program

3. External Channels: Training and resources are also provided through external channels such as:
• Function specific conferences
• Function specific trainings such as Tableau training

4. Tuition reimbursement for an academic program: This opportunity helps overall employee development.

5. Global Policy and Process Trainings: Equinix also has robust training programs covering our global policies and procedures. For example:
• Equinix Code of Business Conduct Training (available in multiple languages)
• Equinix Anti-Bribery and Corruption (ABC) Training
• Equinix Anti-Fraud Training
• Global Purchasing Policy
• Security Awareness and Responsibility Training |

GRI Indicator	Description	Response

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 2016, Equinix had 10 Board of Directors (90% male and 10% female) • E-staff members: In 2016, Equinix had 16 E-staff members (81% male and 19% female) This metric reports regional, gender, age and skills diversity. 2016 data show: • Regional diversity: 53% of the Equinix employees were located in Americas region (down from 55% in 2015). In 2016, representation in EMEA and APAC increased • Gender Diversity: 24% of all Equinix employees were women in 2016 and Asia-Pacific had the highest proportion of women employees (29%) as compared to AMER (23%) and EMEA (24%). Proportion of women increased in 2016 as compared to 2015 (23%); this shows we are hiring more women at Equinix • Age Diversity: 52% of Equinix headcount falls under Generation X (born between 1965 – 1981). Millennial employees increased from 32% in 2015 to 35% in 2016 showing we are increasing age diversity at Equinix • Skills Diversity: 49% (majority) of Equinix headcount is IBX Operations; this demonstrates the high operational skillset. In 2016, employees in operations increased (from 42% in 2015) showing Equinix's investment in technical talent

Equal Remuneration for Women and Men

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 2016, the median comp-ratio was equal for men and women across regions and levels.

GRI Indicator	Description	Response
Anticorruption		
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	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. 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 2016. 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. 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.
G4-SO4	Communication and training on anticorruption policies and procedures	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. 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.
Compliance		
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 2016, Equinix received no significant or material fines or non-monetary sanctions for non-compliance with laws and regulations.

Customer Privacy

GRI Indicator	Description	Response
G4-DMA	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	The Equinix Privacy Initiative (led from EMEA and covering our regions) sets up, drives, and monitors data protection compliance globally and regionally. Equinix enforces global, regional and local data protection strategies and addresses data protection requests and potential complaints and violations. 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 typically handles the IT security aspects associated with data protection compliance. Because of the EU's leadership in developing stringent data protection laws and regulations, Equinix applies EU's highest standards, rules and regulations across all regions in which we operate.

Managing Systemic Risk of Infrastructure Disruptions

GRI Indicator	Description	Response
Equinix Internal Metric SOC-10	Total customer uptime in a given year as measured in yearly availability.	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 2016. All Equinix IBX data centers are equipped with 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. In 2016 Equinix regions reported the following uptimes: • AMER: 99.999970% • APAC: 99.9999997% • EMEA: 99.999917% • Global: 99.999958%

Non-discrimination

GRI Indicator	Description	Response
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.

Health and Safety (Occupational Health and Safety)

| 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 | For 2016 Equinix had an Absentee Rate of 0.6%.

• 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 2016. For the sake of ease of calculation, average headcount at Equinix in 2016 was considered (4,529) and average number of days worked were 250 per employee.

• 2016 absentee rate (0.6%) is lower than 1.1% absentee rate in 2015. In US, Equinix launched the Virgin Pulse program in 2016 to promote tracking of healthy behaviors and to encourage employees to take more steps. Such programs have helped increase awareness about health.

For 2016 Equinix had a Lost Day Rate (USA and Canada Only) of 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 2016. Workman's Comp data was available only for USA and Canada. Hence, for this calculation, average headcount for USA and Canada was considered (1,864) and average number of days worked were 250 per employee.

• 2016 lost day rate of 0.2% was consistent with lost day rate in 2015. This shows Equinix is consistently adhering to health and safety standards as well as continuosly educating employees on safety.

In 2016 Equinix had no work-related fatalities. |

Product/Service Definition and Execution (Product and Service Labeling)

| 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. |

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