



EQUINIX

**EXECUTIVE SUMMARY  
AND RESULTS**

# **2018 CORPORATE SUSTAINABILITY REPORT CONNECTING WITH PURPOSE**

[Equinix.com](https://www.equinix.com)



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## A Message from Our CEO

Back in 1998 when Al Avery and Jay Adelson founded Equinix, they believed that they had not only the opportunity, but the responsibility, to create a company that would be the steward of some of the most important digital infrastructure assets in the world. Today, this opportunity is as compelling as ever and digital transformation is reshaping virtually every industry across the globe. But as this era of innovation accelerates, so does the demand for the resources that fuel our rapidly evolving digital world.

As the leading global interconnection and data center company, Equinix is dedicated to powering, protecting and connecting the organizations and ecosystems that will shape this new era, and doing so in a sustainable and responsible way. We are driven by a shared commitment to deliver strong operating performance while never losing sight of our “#inserviceto” mindset... in service to each other, to our customers, to our shareholders and to the communities in which we operate. Guided by this commitment, each pillar of our Corporate Sustainability program must remain top of mind as we drive business performance while carefully considering the challenges and opportunities posed to our environment, employees and communities.

**Environment:** We have joined forces with numerous partners and peers on a committed path to achieve 100% clean and renewable energy across our global operations. In 2018, we made substantial progress against this goal, covering over 90% of our footprint worldwide with net-zero carbon emission renewable energy products. We are also partnering with like-minded companies to help bring about a low-carbon energy future, through influencing policy, energy buying and energy innovation. In 2018, Equinix joined the industry-leading NGO, the Renewable Energy Buyers Alliance (REBA), as a REBA board of directors member to help lead this agenda. We also received the U.S. Environmental Protection Agency’s Award for Excellence in Green Power Use, for the second consecutive year, recognizing our outstanding efforts to purchase green power in the U.S.

**Social:** We are committed to creating an environment where everyone can strive to be the best version of themselves and confidently bring their whole self to work. New and expanding programs such as our Diversity, Inclusion and Belonging (DIB) Initiative aim to empower every employee in our company to feel “I’m safe, I belong and I matter” every day. For example, our Equinix

Women Leaders Network of 1,700 employees is driving visibility of women in our workforce and encouraging the emergence of new leaders worldwide. And our Equinix Impact program continues to grow, enabling employees to co-create powerful opportunities to give back to their communities with the support of Equinix, and volunteering over 16,000 hours to local causes.

**Governance:** We know that operating with integrity means our company must execute to the highest standards without exception, and that an essential part of this is expecting and equipping our employees to lead the way. 100% of our employees complete ethics and compliance training annually, and in 2018, we achieved this milestone for the 5th consecutive year. We have also made changes that provide for oversight by the Governance Committee of the Board of Directors for Environment, Social and Governance (ESG) matters, and have amended our governance documents to require that qualified women and individuals from minority groups are included in any pool from which Board nominees are chosen.

As a powerful global platform for digital business, we are trusted stewards of the digital infrastructure assets that make our modern economy work. But with this incredible privilege, comes a big responsibility: to innovate, grow and thrive while remaining #inserviceto the stakeholders we serve and the communities and world we inhabit. We are excited to share our latest corporate sustainability accomplishments with you, and look forward to keeping you up to date as we progress on this important journey.

**Charles Meyers**  
CEO & President  
Equinix, Inc.



## Our Vision

Equinix is the world's largest global data center Real Estate Investment Trust (REIT). From the start, we saw our data centers as places where the fragmented elements of the early internet and the companies that forged those elements came together to achieve their greatest business ambitions. Today, across 200 International Business Exchange™ (IBX™) data centers in 24 countries, Equinix interconnects the digital world, sparking new opportunities that are only possible when companies come together.

At Equinix, we're proud to approach our sustainability efforts in the same agile way we solve our customers' business challenges. We are committed to a path of long-term sustainable growth and to mitigating the impact of our operations on the environment. We've created a workplace where all employees feel they are safe, they belong and they matter. And we are proud of our record of consistently maintaining a high standard of business ethics throughout our company.

In our new interactive report website, we detail how we engage our stakeholders—investors, customers, employees and others—to advance and evolve our environment, social and governance (ESG) efforts. Please visit [sustainability.equinix.com](https://sustainability.equinix.com) to view our full Corporate Sustainability report.



This report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards released June 2018

## Our Sustainability Approach







Equinix is the place where the digital world connects. We offer our customers an equitable and proven path forward to reach everywhere, interconnect everyone and integrate everything they need to create the best future possible for their digital businesses. This includes enabling interconnection at the edge, where companies are interacting with each other in vibrant ecosystems to deliver new value to the global economy.

We believe in creating shared value with our customers, partners, investors and employees, ensuring we are good stewards of environmental and human capital. Our growth will be defined by our adherence to best-in-class ESG practices. We will prioritize responsible energy usage and high standards of safety, and commit to protecting against external threats such as climate change and data security. We will be both steadfast and nimble in our response to these and other challenges that our world faces in increasingly globalized markets.

We routinely evaluate our ESG programs to increase the benefits they bring in a changing world. Our commitments to renewable energy, increasing efficiency and improving resiliency have never wavered. Our employee and community engagement programs integrate purpose, passion and impact to deliver on our promise that employees are safe, they belong and they matter. And our governance and ethics programs ensure that we are all working together to build an organization that is defined by its honesty, integrity and consistently ethical behavior.

## U.N. Sustainable Development Goals Alignment

Equinix, along with other companies, countries and Nongovernment Organizations (NGOs), has chosen to align our objectives with the United Nations Sustainable Development Goals (SDGs) in order to accelerate our collective progress on the world's most important social and environmental challenges. We have prioritized our alignment with the six SDGs that are the most relevant and material to our business.

<p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>Equinix is committed to continuously expanding and innovating its award-winning, global interconnection and data center platform, where digital businesses are empowered to transform, collaborate and thrive in ways that fuel worldwide economic growth</p>
<p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p> 	<p>Equinix is a member of RE100 and the Renewable Energy Buyers Alliance (REBA) and has a long-term goal to reach 100% clean and renewable energy across its global platform</p>
<p><b>13</b> CLIMATE ACTION</p> 	<p>Equinix recognizes the urgent global threat of climate change and the impact of the electricity sector on the greenhouse gas emissions that contribute to global warming. Equinix has achieved a reduction of 71% in our market-based carbon footprint from 2015 to 2018</p>
<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> 	<p>Safety at Equinix is our top priority. Our health, safety, benefits and wellbeing programs are consistently evolving to improve the lives of all Equinix workers</p>
<p><b>5</b> GENDER EQUALITY</p> 	<p>Equinix is committed to enforcing non-discrimination policies and promoting equitable treatment of women in the workplace. Programs such as the Equinix Women's Leadership Network (EWLN) seek to develop and amplify women into leadership positions</p>
<p><b>10</b> REDUCED INEQUALITIES</p> 	<p>The Equinix Diversity, Inclusion and Belonging (DI&amp;B) Initiative empowers all employees to feel, "I'm safe, I belong and I matter"</p>

## Non-Financial Reporting Frameworks

Equinix continues to evolve its reporting to meet the requirements for a variety of industry frameworks.



## Our Program



Equinix's Corporate Sustainability program is comprised of three interlinked pillars working towards creating shared value for all people and the planet.

Environment	Social	Governance
Energy and renewables	Health and safety—physical, emotional and wellbeing	Board management and diversity
Carbon emissions reduction	Diversity, inclusion and belonging	Ethics and integrity
Innovation and building green data centers	Meaningful work and career development	Public policy and government affairs
Healthy and sustainable offices	Community engagement—linking purpose and impact	Privacy and security

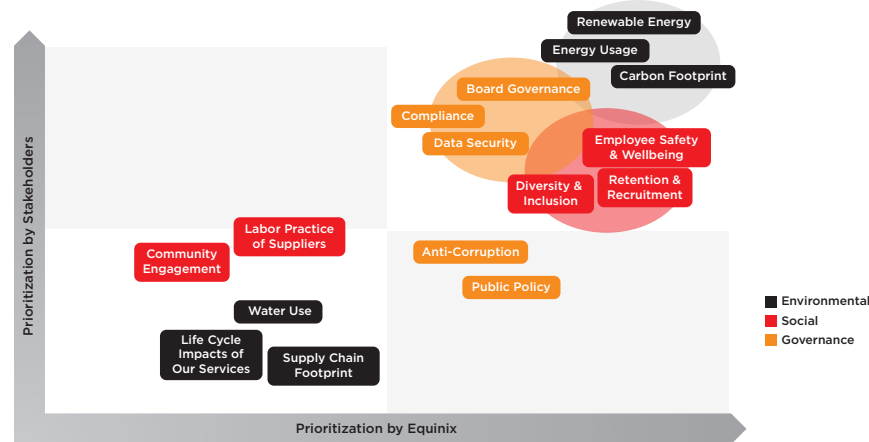
## Our Stakeholders

A core component of Equinix's sustainability strategy is engagement. We maintain open and flexible, multi-dimensional communication channels with our nearly 10,000 enterprise and service provider customers, in addition to our employees, investors and industry analysts. This also includes interacting with other entities such as advocacy organizations and industry groups. For our full stakeholder engagement table [click here](#).

## Materiality

Completed in the fall of 2018, our Sustainability Materiality Assessment expands upon Equinix’s initial Materiality Assessment in 2015 and guides the prioritization of ESG programs at Equinix. All the plotted topics included in the matrix below are considered significant to Equinix. Topics that have the greatest impact on Equinix—located at the top right—reflect areas where the company has unique capabilities to address such concerns. Moving forward, Equinix will continue to revisit our materiality assessment to further evaluate these areas and update them as appropriate.

[FOOTNOTE: GRI 1.3. Materiality. GRI 2.3. Material Topics.]



## Environment

Our planet is facing critical challenges such as climate change, natural disasters and other environmental risks. Organizations, people and communities are coming together and connecting with purpose, collectively accomplishing more than what just one company can do alone. We are committed to protecting our environment and reaching aggressive targets for renewable energy sourcing.

## Our 2018 Commitments

Our environmental efforts deliver meaningful and measurable progress against sustainability goals that positively impact our customers, partners, investors and employees. We also understand the urgency of global climate change as a threat and risk to not only our business but the entire world. Our environmental commitments include:

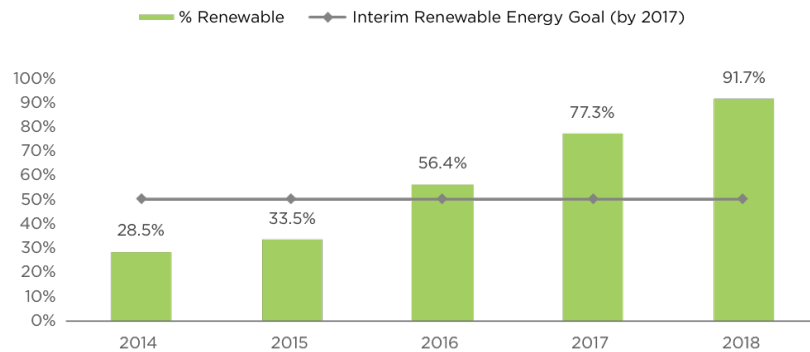
- Reaching our long-term goal of 100% clean and renewable energy across our global portfolio.
- Deploying best-in-class data center energy efficiency technologies and innovations for the reduction of energy consumption around the world including retrofits, new builds and working with landlords where possible.
- Responding to the threat of global climate change and uncertain regulatory paradigms by managing our global carbon footprint across direct (Scope 1), indirect energy (Scope 2) and indirect value chain (Scope 3) emissions.
- Accepting responsibility for our proportional share of GHG emissions and the need for urgent reduction.
- Building and maintaining healthy sustainable office settings to promote responsible living across our office portfolio.

## Renewable Energy Progress

On April 22, 2015, Equinix set a **long-term goal** to reach 100% clean and renewable energy across our global interconnection and data center platform. That year we joined **RE100** and set an intermediate goal of reaching 50% by the end of 2017—a goal that we reached one year early when we hit 56% renewable at the end of 2016.

In 2018, Equinix purchased 1 megawatt hour (MWh) of renewable energy products for every 1 MWh consumed in all our U.S. data centers; effectively covering 100% of our U.S. load with renewable energy for the first time ever. In total, we did this for over 90% of our worldwide energy consumption in 2018. Our data center renewable energy coverage can be [viewed here](#).

**Global Renewable Energy Coverage**



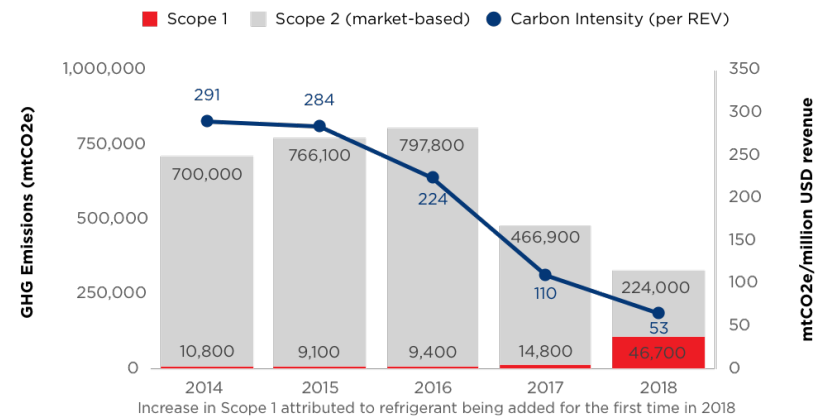
## Carbon Emissions Reductions

Since 2015, we have been transparently reporting energy, carbon and renewable energy metrics.

Our greenhouse gas (GHG) or carbon emissions from direct energy consumption (Scope 1) originate primarily from diesel generation used for backup power, on-site natural gas usage for heat and losses of HFC refrigerants from our chillers. Refrigerants losses were first quantified for the 2018 calendar year. Purchased electricity and chilled water comprise our Scope 2 emissions from indirect energy consumption. We are currently gathering data to disclose our full inventory of Scope 3 emissions, and we currently verify Scope 3 emissions from business activities including: employee commuting, air travel, rental cars and rail travel, as well as hotel stays booked through our corporate travel agency.

Equinix's growing share of renewable energy across its global portfolio has resulted in a significant reduction in our annual disclosed carbon emissions. When computed using The Greenhouse Gas Protocol's Scope 2 market-based guidance, our emissions fell 71% since 2015 on an absolute Market-based mtCO<sub>2</sub>e basis.

**GHG Emissions and Carbon Intensity**





## Innovation and Building Green Data Centers

Equinix data centers and offices meet global and regional environmental, energy management and green building standards. We also invest in energy efficiency improvements and are constantly seeking new ways to innovate within our data centers.

Since 2011, we have invested over \$100 million in energy efficiency upgrades, retrofits, and improvements; with millions of dollars more in execution. Our investments have helped us avoid 25,000 kilowatts of demand annually or 1.1 million MWh since 2011. This is roughly equivalent to avoiding 430,000 metric tons in carbon emissions around the world. Equinix EMEA complies with the ISO 14001:2015 Environmental Management Standard and the ISO 50001:2011 Energy Management Standard. 94% of EMEA data centers' square footage complies with one or more of these standards.

## Healthy and Sustainable Offices

Many of our teams across the globe are working to advance our sustainability mission, including many office initiatives throughout the world. For example, in the U.S., we donated seating, building supplies and other furniture items to help fire victims in Marysville, California. Our donations prevented 10.1 tons from going to a landfill and supported local schools.

## Social

The people of Equinix—employees, customers, suppliers and the communities where we work and live—are central to our success. Equinix started two decades ago as a company dedicated to facilitating neutrality, equality and interconnection in the digital world. We continue to uphold these founding principles in how we operate today.

## Our Commitments

Over the last few years, we have evolved our strategy to promote opportunities for our employees to feel a sense of belonging at Equinix. Part of this means creating an environment where they are free to express their unique strengths and perspectives, and pursue any opportunity before them. Our objectives of gender parity and worker safety support this and have expanded each year. We recently initiated a formal Diversity, Inclusion and Belonging program (DIB) on top of our existing efforts. Our human capital commitment enables a culture for all employees to fully experience, “I’m safe, I belong and I matter” each and every day.

### “I’m Safe”

Our global programs ensure that safety—both physical and psychological—in our data centers and offices is a top focus even as we grow.

### Culture and Values

Our culture is at the heart of our success. It is our people, who share a passion for winning and put the customer at the center of everything, that create the Magic of Equinix.

### Safe Workplaces

At our data centers, we comply with all local, state and country safety regulations. We have a Global Health, Safety and Environmental (HSE) Standard policy that ensures that Equinix conducts all business activities in a responsible manner. This means being free from recognized hazards; respecting the environment, health and safety of our employees, customers, suppliers, partners and community neighbors; and complying with all applicable environmental, health and safety laws and regulations of countries, states, provinces and communities where we operate. It also means committing ourselves to continuous improvement in all corporate health and safety operations including within our IBX data centers.



### Compensation and Benefits

As we better understand how adding options for financial security increases an employee's sense of stability—an important element of wellbeing—we've focused on our total compensation programs. Starting in 2018, our U.S. employees now can save beyond their normal Pre-Tax or Roth 401(k) contributions. Equinix is one of a handful of U.S. companies to make this benefit available to their employees.

### Wellbeing

Developed in 2016, "EquiLife Connect," our ongoing U.S. Wellbeing program from Virgin Pulse, is a fun, free online program to help our employees reach their health goals and earn up to \$300 in rewards along the way. It's a great way to inspire our employees to eat well, sleep better, be more active, manage stress and more.

In 2018, our employees tracked 1.7 billion steps, with 8,086 as the average daily step count. This is up from the 2017 average daily step count of 7,785.

## "I Belong"

It is important for everyone at Equinix to know that they belong, that they are part of a bigger purpose, valued for their unique contributions and are proud to work at Equinix. We are continually looking to extend and deepen our culture of inclusivity and belonging.

### Diversity, Inclusion and Belonging (DIB)

At Equinix, DIB is a top priority. This year launched a new CEO-driven initiative that builds on the foundational work that was already taking place throughout the organization.

At the executive level, the team commitment included the appointment of two senior executives to co-chair an initiative to drive Equinix's DIB strategy and implementation. This initiative includes the formation of a cross-functional global working group that meets on a weekly basis. Engagement of the Allies Council, a group of senior Equinix leaders from across functions and geographies who champion change, will be a key driver in implementing the DIB strategy.

### Recruiting a Diverse Workforce

We have adopted several programmatic ways to build a talent acquisition process that supports and encourages the attraction, application and hiring of diverse candidates. Beginning with the job description, we realized the influence of the written word in how applicants respond to a job posting.

Because we know that language can attract or discourage different type of candidates, in 2018, we began utilizing an augmented writing tool to enhance our job descriptions and help us attract a more diverse candidate pool. This tool utilizes artificial intelligence (AI) to accurately predict how job descriptions will perform in each market. It suggests changes that eliminate unconscious bias and helps us to measure gender tone.

We also created a global central library of all our job descriptions, allowing for consistency across all regions for all roles within the company. This tool has helped us build job descriptions that directly reflect our culture and values in hiring a diverse global workforce.

### Military Reentry

Equinix is proud to actively recruit and hire military veterans into all areas of our business. Corporate support and sponsorship of various organizations that assist veterans on their journey back to civilian life—Mission Continues, American Corporate Partners, Headstrong Project and Boulder Crest—have proved valuable relationships in our talent acquisition process. Through these sponsorships, Equinix engages in outreach to the military veteran community. We have been awarded as a Military Friendly employer and have created a military landing page in our digital recruitment tool, allowing us to appeal to veterans across the globe.

In the United Kingdom, Equinix has 31 ex-service leavers (12 of whom are people managers). In 2018, 12% of the U.K.'s new hires were ex-military, and Equinix was awarded the Bronze Award by the Armed Forces Covenant.

In the U.S., 210 employees are veterans, 36 of whom are people managers. Sixty hires in 2018 were veterans, 11% of hires.



### Employee Connection Networks

To celebrate the diversity within our workforce, Equinix encourages the formation of Equinix Employee Connection Networks with common interests, cultures or backgrounds. Such networks play an important role in articulating, promoting and supporting the needs and goals of these communities, including building awareness across all of Equinix. Desiring to promote interconnection across its employees, Equinix supports the formalization of those networks that embody its business objectives and values, and exhibit the intent to form bonds across the company globally.

### “I Matter”

Every employee matters at Equinix. Each person can make a positive difference for internal and external customers as part of a meaningful career.

### Meaningful Work and Career Development

The Discover Equinix onboarding program quickly enables new members to positively contribute and feel like they are part of the team. Employees are also empowered to design their ongoing career development with resources from our “Career Pathways” program.

### Life and Work

Part of creating a workplace where employees can say “I matter” is providing the opportunity to blend their family and personal lives with their growing careers at Equinix. To enable our employees to be their best selves at work, we provide resources for a meaningful and fulfilling personal life.

As of January 2018, Equinix expanded its leave policy from one (1) week to eight (8) weeks of paid time off for U.S.-based employees. This policy will cover both mothers and fathers, equally, to bond with their newborn, newly adopted child or new child through foster care placement.

In the U.K., we offer an online flexible benefits portal where employees can review and choose their employee benefits, view a total reward statement (which shows the financial value of their overall reward package) and select coverage to fit their individual needs. Everything from critical illness insurance to a gym membership to entertainment passes are available to meet the needs of our diverse workforce.

### Purpose and Impact

We want our employees to feel that what they are passionate about matters at Equinix. Our Equinix Impact program has matured through the years to become a program that enables co-creative opportunities for employees to give back to their communities with the support of Equinix.

In 2018, employees around the world continued to support Equinix’s efforts to Be Well, Do Good and Stay Connected in the communities where we live and operate. As a part of the Equinix Impact program, a total of 2,132 employees volunteered 16,735 hours in nearly 150 service events. Through the Equinix matching gifts and grants program, employees and Equinix donated a combined total of \$1,000,000 and supported 795 charities in 22 countries.

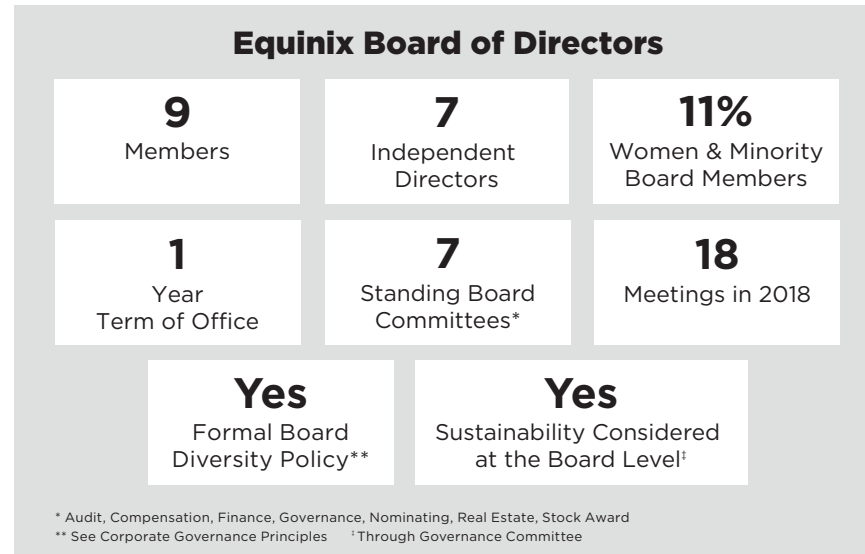
### Governance & Ethics

Equinix is built on a foundation of strong corporate values and business practices. We know that our continued success depends on our commitment to doing business with honesty, integrity, professionalism and commitment to superior results. This means as a company we value:

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

## Board Management and Diversity

As of this writing, Equinix is governed by a single-tier Board of Directors.



## Code of Business Conduct and Ethics

We designed our Code of Business Conduct to express our ethical values and serve as a steady framework to guide our response to shifting regulations in an ever-changing world. We use mandatory trainings on compliance topics 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.

For the fifth year in a row, 100% of all employees have completed annual Code of Business Conduct and Anti-Bribery and Corruption training courses. Additionally, 100% of all new hires complete the training within six months of being hired. Trainings are available in multiple languages.

In 2018, information on our corporate whistle-blower hotline was made public. [View our Governance guidelines and policies here.](#)

## Public Policy and Government Affairs

Equinix believes its responsibility as a good corporate citizen extends to an active engagement with the public sector in helping advance cleaner energy and a more connected world. [Our Public Policy / Government Affairs team](#) has a commitment to working alongside a wide range of stakeholders, including city and state governments and organizations in the communities where we have data centers, offices or employees.

Equinix does not make political contributions nor does it have a Political Action Committee (PAC). Under the Equinix Code of Business Conduct, company employees are prohibited from making or committing to political contributions on behalf of Equinix. As required by the Lobby Disclosure Act, Equinix files semi-annual reports, which affirm these points.

## Privacy and Security

Equinix's data centers provide colocation and interconnection services to some of the biggest companies in the world, ensuring the fast and secure storage and transmission of data for their billions of global customers.

We have met the requirements of the European Union's General Data Protection Regulation (GDPR) thanks to our robust Privacy Office.



## 2018 Top ESG Results

At Equinix, materiality matters. We are targeting improvements in material environment, social and governance (ESG) areas and driving standardization in reporting and transparency.



### Environment

<b>CDP Participation</b>	Equinix has responded to the CDP Climate Change survey since 2015. We make our response publicly available on <a href="#">our website</a> .
<b>GHG Emissions</b>	Scope 1 = <b>46,700</b> mtCO <sub>2</sub> e Scope 2 (market-based) = <b>224,000</b> mtCO <sub>2</sub> e Scope 2 (location-based) = <b>1,916,400</b> mtCO <sub>2</sub> e Scope 3 = <b>135,000</b> mtCO <sub>2</sub> e
<b>GHG Reduction</b>	<b>44%</b> Reduction Year-Over-Year based on Scope 1 + Scope 2 (market-based) global totals. 2018 = <b>270,700</b> mtCO <sub>2</sub> e; 2017 = 481,700 mtCO <sub>2</sub> e
<b>Carbon Intensity</b>	<b>53</b> mtCO <sub>2</sub> e/million USD based on Scope 1 + Scope 2 (market-based) per unit revenue (million USD). This represents a change of <b>-52%</b> year-over-year from 110 mtCO <sub>2</sub> e/million USD in 2017.
<b>Energy Use</b>	<b>5,235</b> GWh across Scope 1 + 2. This represents a change of <b>14%</b> year-over-year from 4,610 GWh in 2017.
<b>Energy Intensity</b>	<b>1.021</b> GWh electricity/million USD. This represents a change of <b>-1%</b> year-over-year from 1.040 GWh/million USD in 2017.
<b>Renewable Energy</b>	92% renewable energy coverage globally. This comes from <b>4,725</b> GWh of renewable energy purchased out of <b>5,154</b> GWh of electricity consumed.
<b>Assurance</b>	ISO 14064-3: 2019 Limited Assurance of Equinix's energy consumption, Scope 1, 2, & 3 emissions



### Social

<b>Gender Breakdown</b>	22% of Equinix FTEs in 2018 were women (1,681), 77% were men (5,805), 0.5% declined to ID (37)
<b>Region Breakdown</b>	45% Americas (3,387), 21% Asia-Pacific (1,580), 34% EMEA (2,556)
<b>Diversity</b>	Equinix has monitored diversity since 2015
<b>Employee Satisfaction</b>	Equinix's Engagement Index, which measures the commitment and satisfaction levels of employees, was 85% in 2018, well above the industry average of 73%. The survey is administered twice annually, the average participation rate in 2018 was 89%.
<b>Turnover Rate</b>	12% global; 11% males, 14% females, 19% industry average
<b>Lost Day Rate (U.S. and Canada)</b>	0.05%
<b>Nondiscrimination</b>	Equinix's <a href="#">Code of Business Conduct</a> prohibits discrimination
<b>Training</b>	Equinix averaged \$800 in training costs per headcount



**Governance**

**Anti-Bribery and  
Corruption**

ABC training is mandatory for all employees globally. 100% completion has been achieved for the past 5 years.

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**Whistleblower  
Policy**

Available publicly [here](#)

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**Public Policy  
Activities**

Disclosed publicly [here](#)

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**Data Privacy &  
Security**

Equinix's Global Data Privacy Office helps us meet the requirements of the European Union's General Data Protection Regulation (GDPR)

\*NOTE: All metrics as of December 31, 2018

## GRI Standards—Universal Standards

GRI 102: ORGANIZATIONAL PROFILE		
Disclosure Number	Disclosure Title	2018 Response
102-1	Name of the organization	Equinix, Inc. (NASDAQ: EQIX)
102-2	Activities, brands, products, and services	Equinix provides a variety of International Business Exchange (IBX) colocation data centers, as well as interconnection solutions and managed IT infrastructure services. Additional details are available in our 2018 Form 10-K.
102-3	Location of headquarters	One Lagoon Drive, Redwood City, California 94065, USA
102-4	Location of operations	<p>As of the end of 2018, Equinix operated 200 IBX data centers in 52 strategic markets in 24 countries across the Americas, Asia-Pacific, and Europe, the Middle East and Africa (“EMEA”). As of December 2018, Equinix operated:</p> <ul style="list-style-type: none"> <li>▪ 19 metros in the Americas (USA, Canada, Colombia and Brazil).</li> <li>▪ 24 metros across Europe, Middle East and Africa (EMEA) (Bulgaria, Finland, France, Germany, Ireland, Italy, Netherlands, Poland, Portugal, Spain, Sweden, Switzerland, Turkey, UK and UAE).</li> <li>▪ 11 metros in Asia-Pacific (Australia, China, Japan, Hong Kong, and Indonesia).</li> </ul>
102-5	Ownership and legal form	Equinix is a Real Estate Investment Trust (“REIT”) and is publicly traded on the NASDAQ Stock Market.
102-6	Markets served	In 2018, Equinix operated in 52 strategic markets across the Americas, Asia-Pacific, and EMEA with more than 9,800 customers, including a diversified mix of cloud and IT service providers, content providers, enterprises, financial companies, and network and mobile service providers.
102-7	Scale of the organization	<a href="#">2018 Form 10-K, Item 1 and Item 6</a>

GRI 102: ORGANIZATIONAL PROFILE, *continued*

Disclosure Number	Disclosure Title	2018 Response
102-8	Information on employees and other workers	<p>Total headcount: Equinix had 7,523 regular employees as of December 31, 2018. This is a 14% headcount growth since 2017. The 7,523 headcount excludes employees integrated from the Verizon data centers and Zenium acquisitions.</p> <p>Total number of employees by employment contract, by gender:</p> <ul style="list-style-type: none"> <li>▪ Regular employees: 5,805 male employees; 1,681 female employees; and 37 employees declined to ID.</li> <li>▪ Fixed-term employees: 233 male employees; 84 female employees; and 6 employees declined to ID.</li> <li>▪ Contract employees: 319 male employees; 117 female employees; and 2,346 employees declined to ID.</li> </ul> <p>Total number of employees by employment contract, by region:</p> <ul style="list-style-type: none"> <li>▪ Americas: 3,387 regular employees and 52 temporary employees.</li> <li>▪ Asia-Pacific: 1,580 regular employees and 72 temporary employees.</li> <li>▪ EMEA: 2,556 regular employees and 199 temporary employees.</li> </ul> <p>Total number of employees by employment type, by gender:</p> <ul style="list-style-type: none"> <li>▪ Full-time employees: 5,760 male employees; 1,625 female employees; and 37 employees declined to ID.</li> <li>▪ Part-time employees: 45 male employees and 56 female employees.</li> </ul>
102-9	Supply chain	<p>Equinix designs, builds, and operates multi-tenant retail interconnection data centers globally. Our supply chain consists of the materials and utilities contracts needed to provide the space, power and cooling that we offer our customers. The space consists of the materials used to build our data centers and the contractors we hire during the construction phases. The power and cooling infrastructure consist of equipment inside the sites that bring power to our customers' electronic equipment reliably (including backup generators and UPS units) and maintain the necessary temperatures, airflow and humidity needed to keep our customers' equipment running effectively and reliably (HVAC equipment). Our power supply chain is heavily monitored and managed for both price and environmental concerns. We also use a variety of suppliers who help us maintain some aspects of data center operations and reliability, such as physical security measures and security personnel, janitors, waste management companies, etc. And we use a variety of consultants and vendors to help us improve our business strategy and processes.</p> <p>We are committed to ensuring that our suppliers maintain high standards of ethics and environmental compliance. Since 2015, we have instituted a <a href="#">Business Partner Code of Conduct</a> that is part of our Global Supplier Information Form. It has been included in all contracts signed with our suppliers since June 2015.</p>



GRI 102: ORGANIZATIONAL PROFILE, <i>continued</i>		
Disclosure Number	Disclosure Title	2018 Response
102-10	Significant changes to the organization and its supply chain	In April 2018, Equinix purchased the 1.6 million-square foot Infomart Building in Dallas, including its operations and tenants, where we had already been operating four Equinix data centers. In the same month, we closed our acquisition of Australian data center provider Metronode and its 10 data centers. The Metronode acquisition sites were excluded from the 2018 operational reporting boundary but will be added to 2019 reporting.
102-11	Precautionary Principle or approach	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.
102-12	External initiatives	Equinix participates in the following initiatives, in no particular order: CDP, SASB, TCFD, Accounting for Sustainability (A4S), RobecoSam Corporate Sustainability Assessment, Global Real Estate Sustainability Benchmark (GRESB), EcoVadis, Renewable Energy Buyers Alliance (REBA), EU Code of Conduct for Data Centres, Green Datacentre Research Programme, Information Technology Industry Council (and the former The Green Grid), ISO 50001 Energy Management System, ISO 14001 Environmental Management System, NAREIT Real Estate Sustainability Council (RESC) and ESG Forum, Paradigm for Parity, RE100, techUK, Singapore BCA-IMDA Green Mark, U.S. Environmental Protection Agency (EPA) Energy Star Data Center Rating program, U.S. EPA Green Power Partnership, U.S. Green Building Council (LEED). Please note this list is not exhaustive.
102-13	Membership of associations	Equinix sits on the boards of the following organizations: European Data Centre Association, Internet Infrastructure Coalition (i2C), Information Technology Industry Council (ITI), and Renewable Energy Buyers Alliance (REBA) and is an active member of the Northern Virginia Technology Council (NVTC).

GRI 102: STRATEGY		
Disclosure Number	Disclosure Title	2018 Response
102-14	Statement from senior decision-maker	<a href="#">CEO Letter</a>
102-15	Key impacts, risks, and opportunities	<a href="#">2018 Form 10-K, Item 1A</a>

GRI 102: ETHICS AND INTEGRITY		
Disclosure Number	Disclosure Title	2018 Response
102-16	Values, principles, standards, and norms of behavior	Equinix's <a href="#">Code of Business Conduct</a> can be found on Equinix's Investor Relations Guidelines & Policies page

GRI 102: GOVERNANCE		
Disclosure Number	Disclosure Title	2018 Response
102-17	Mechanisms for advice and concerns about ethics	Equinix's Code of Business Conduct can be found on Equinix's <a href="#">Investor Relations Guidelines &amp; Policies</a> page. And Equinix's <a href="#">Whistleblower Protection Policy</a> protects corporate "whistleblowers"; ensuring that concerns around ethics and corruption can be taken seriously and acted upon by the Company.

GRI 102: GOVERNANCE, <i>continued</i>		
Disclosure Number	Disclosure Title	2018 Response
102-18	Governance structure	<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 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 Board on GRC Program activities and recommendations.</li> <li>■ The Governance Committee has oversight of Equinix's sustainability and ESG efforts including engaging on risks and opportunities. Equinix's Chairman of the Board champions sustainability.</li> <li>■ Responsibilities of our Corporate Sustainability Steering Committee and Working Team include: (i) setting corporate sustainability strategy and policy, (ii) monitoring and tracking Equinix's progress, and (iii) transparently communicating our efforts externally to enhance our reputation and lead our industry.</li> <li>■ Our program contains three program tracks (or pillars), each led by at least one member of the executive team (these members comprise the Executive Steering Committee which includes our CEO, CFO, CHRO/CLO, and EVP, Global Operations) who are responsible for delegating ESG topics to other senior executives and employees.</li> <li>■ Day-to-day the program is led by a global program manager and executed by a Working Team that consists of ~25 global and regional leads. The Working Team meets every other week, the Steering Committee meets 2-4x annually, and the program manager with support of the Working Team reports to the CEO and Board of Directors annually.</li> <li>■ Consultation with stakeholders is led by the working team and Equinix's materiality assessment (last updated in December 2018) engaged a variety of stakeholders who provided their feedback on Equinix's ESG programs and goals.</li> <li>■ Equinix's corporate governance structure can be found on Equinix's <a href="#">Investor Relations website</a> under <a href="#">Corporate Governance</a>. Additional details are available in our <a href="#">Annual Proxy Statement</a>.</li> </ul>
102-19	Delegating authority	
102-20	Executive-level responsibility	
102-21	for economic, environmental, and social topics	
102-30	Consulting stakeholders on economic, environmental, and social topics	
102-31	Effectiveness of risk management processes	
102-32	Review of economic, environmental, and social topics	
	Highest governance body's role in sustainability reporting	

GRI 102: GOVERNANCE, <i>continued</i>		
Disclosure Number	Disclosure Title	2018 Response
102-22	Composition of the highest governance body and its committees	<a href="#">2019 Proxy Statement</a>
102-23	Chair of the highest governance body	<a href="#">2019 Proxy Statement</a>
102-24	Nominating and selecting the highest governance body	<a href="#">2019 Proxy Statement</a>

GRI 102: STAKEHOLDER ENGAGEMENT		
Disclosure Number	Disclosure Title	2018 Response
102-40	List of stakeholder groups	For more details, please refer to our <a href="#">Stakeholder Engagement Table</a>
102-41	Collective bargaining agreements	<ul style="list-style-type: none"> <li>▪ In the Americas, only Brazil has collective bargaining. 100% of the workforce in Brazil is covered by collective bargaining with the union. Brazil FTEs account for 8% of the global workforce in 2018.</li> <li>▪ 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.</li> <li>▪ 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.</li> </ul> <p>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.</p>
102-42	Identifying and selecting stakeholders	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 on 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 in the <a href="#">Stakeholder Engagement section</a>



**GRI 102: STAKEHOLDER ENGAGEMENT, *continued***

Disclosure Number	Disclosure Title	2018 Response
102-43	Approach to stakeholder engagement	This process is described in more detail in the <a href="#">Stakeholder Engagement section</a>
102-44	Key topics and concerns raised	This process is described in more detail in the <a href="#">Stakeholder Engagement</a> and <a href="#">Materiality</a> sections

**GRI 102: REPORTING PRACTICE**

Disclosure Number	Disclosure Title	2018 Response
102-45	Entities included in consolidated financial statements	All entities listed in our <a href="#">2018 Annual Report</a> and <a href="#">2018 Form 10-K</a>
102-46	Defining report content and topic Boundaries	For more details, please refer to our <a href="#">Report Profile discussion</a>
102-47	List of material topics	For more details, please refer to our <a href="#">Materiality Assessment discussion</a>
102-48	Restatements of information	None
102-49	Changes in reporting	In April 2018, Equinix purchased the 1.6 million-square foot Infomart Building in Dallas, including its operations and tenants, where we had already been operating four Equinix data centers. In the same month, we closed our acquisition of Australian data center provider Metronome and its 10 data centers. The Metronome acquisition sites were excluded from the 2018 operational reporting boundary but will be added to 2019 reporting.
102-50	Reporting period	2018 calendar year
102-51	Date of most recent report	Released August 28, 2018 covering 2017 data
102-52	Reporting cycle	Annually

GRI 102: REPORTING PRACTICE, <i>continued</i>		
Disclosure Number	Disclosure Title	2018 Response
102-53	Contact point for questions regarding the report	Jennifer Ruch Global Utilities and Sustainability Sr. Manager, Global Design & Construction <a href="mailto:sustainability@equinix.com">sustainability@equinix.com</a> 1.800.322.9280
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	Included in this section
102-56	External assurance	This report does not have external assurance; however, Equinix's 2015-2018 Scope 1, Scope 2, and most of Scope 3 emissions have been externally verified to Limited Assurance Standards ISO 14064-3.

## GRI Standards—Topic-specific Disclosures

GRI 201: ECONOMIC PERFORMANCE		
Disclosure Number	Disclosure Title	2018 Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Materiality Assessment</a>
103-2 103-3	The management approach and its components  Evaluation of the management approach	<a href="#">2018 Form 10-K and 2019 Proxy Statement</a>
201-1	Direct economic value generated and distributed	<a href="#">2018 Form 10-K, Item 6 and Item 7</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Equinix CDP Climate Change Survey response</a>
GRI 203: INDIRECT ECONOMIC IMPACTS		
Disclosure Number	Disclosure Title	2018 Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Materiality Assessment</a>
103-2 103-3	The management approach and its components  Evaluation of the management approach	<a href="#">Equinix's corporate philanthropy and citizenship efforts</a>

**GRI 203: INDIRECT ECONOMIC IMPACTS, *continued***

Disclosure Number	Disclosure Title	2018 Response
203-1	Development and impact of infrastructure investments and services supported	<p>Infrastructure investments: 2018 Form 10-K, Note 17 in Notes to Consolidated Financial Statements. <a href="#">Equinix's corporate philanthropy and citizenship efforts</a></p> <p>Indirect impacts: community grants:</p> <ul style="list-style-type: none"> <li>▪ 2018 = \$125,000.</li> <li>▪ 2017 = \$195,000.</li> <li>▪ 2016 = \$300,000.</li> <li>▪ 2015 = \$280,000.</li> </ul> <p>Employee Volunteer hours:</p> <ul style="list-style-type: none"> <li>▪ 2018 = 16,735.</li> <li>▪ 2017 = 11,503.</li> <li>▪ 2016 = 8,717.</li> <li>▪ 2015 = 5,000.</li> </ul> <p>Matching gifts:</p> <ul style="list-style-type: none"> <li>▪ 2018 = \$450,000.</li> <li>▪ 2017 = \$344,000.</li> <li>▪ 2016 = \$314,000.</li> <li>▪ 2015 = \$212,000.</li> </ul>
203-2	Significant indirect economic impacts	<p>Equinix considers its creation of job opportunities, both as a result of growth and from a need to replace leaving employees, as a significant indirect economic impact. A total of 1,243 employees were hired in 2018 against the 2,358 open positions, and the remaining positions not hired for were carried forward to 2019 or cancelled. Also, see <a href="#">Equinix's corporate philanthropy and citizenship efforts</a> linked to the UN SDGs.</p>

GRI 205: ANTI-CORRUPTION		
Disclosure Number	Disclosure Title	2018 Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Materiality Assessment</a>
103-2 103-3	The management approach and its components  Evaluation of the management approach	Equinix's <a href="#">Governance and Ethics efforts</a>
205-1	Operations assessed for risks related to corruption	<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 <a href="#">10-K filing for 2018</a>.</p>
205-2	Communication and training about anti-corruption 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 through a software program that enables us to reach 100% of Equinix employees. 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 our all-employee mandatory trainings described above.</p> <p>Equinix's <a href="#">Whistleblower Protection Policy</a> protects corporate "whistleblowers"; ensuring that concerns around ethics and corruption can be taken seriously and acted upon by the Company.</p>
205-3	Confirmed incidents of corruption and actions taken	Please review our <a href="#">SEC filings</a> for detailed reporting on Corruption, Ethics and Compliance issues. Equinix strives to avoid duplicate reporting.

GRI 302: ENERGY		
Disclosure Number	Disclosure Title	2018 Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Materiality Assessment</a>
103-2 103-3	The management approach and its components  Evaluation of the management approach	Equinix's <a href="#">Environment efforts</a>
302-1	Energy consumption within the organization	<p>Equinix's total energy consumption in 2018 was 5,564 GWh across Scope 1 and 2 (up from 4,610 GWh in 2017 or 21%). The regional breakdown for total energy (Scope 1 and 2) was: 49% Americas (2,710 GWh); 16% Asia-Pacific (903 GWh); 35% EMEA (1,951 GWh). Scope 2 contributions were 5,171 GWh. This includes consumption from fuel cells operated under power purchase agreements and chilled water. These values were assured to Limited Assurance ISO 14064-3 Requirements.</p> <p>In 2018, Equinix sourced clean and renewable energy around the world. Our regional renewable energy MWh totals were as follows:</p> <ul style="list-style-type: none"> <li>▪ Americas: 2,209 GWh (up from 1,497 in 2017, 594 in 2016 and 100 in 2015).</li> <li>▪ Asia-Pacific: 689 GWh (up from 515 in 2017, 257 in 2016 and 0 in 2015).</li> <li>▪ EMEA: 1,837 GWh (up from 1,484 in 2017, 1,226 in 2016 and 769 in 2015).</li> <li>▪ Global: 4,735 GWh (up from 3,495 in 2017, 2,077 in 2016 and 869 in 2015).</li> </ul>
302-3	Energy intensity	<p>Equinix's energy intensity as measured by electricity consumption (GWh) per unit revenue (million USD) was:</p> <ul style="list-style-type: none"> <li>▪ 2018: 1.020 GWh electricity per million USD (change of -2% year-over-year).</li> <li>▪ 2017: 1.040 GWh electricity per million USD (change of +1% year-over-year).</li> <li>▪ 2016: 1.029 GWh electricity per million USD (change of +8% year-over-year).</li> <li>▪ 2015: 0.953 GWh electricity per million USD.</li> </ul> <p>Note includes electric power and chilled water for all years. Equinix's energy intensity as is driven both by site efficiency as well as how we generate revenue around the world.</p>
302-4	Reduction of energy consumption	Demand reduction from energy efficiency activities since 2011 is roughly 25,000 kW annually including over 2,000 kW from projects completed in 2018.



GRI 305: EMISSIONS		
Disclosure Number	Disclosure Title	2018 Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Materiality Assessment</a>
103-2 103-3	The management approach and its components  Evaluation of the management approach	Equinix's <a href="#">Environment efforts</a>
305-1	Direct (Scope 1) GHG emissions	<p>Scope 1 emissions from: onsite diesel consumption for backup generation, natural gas used for heating and fuel cells, and refrigerant losses (new for 2018). The increase in Scope 1 year of year is explained by the increase in fuel cells deployed on our portfolio and the inclusion of refrigerant losses:</p> <ul style="list-style-type: none"> <li>▪ 2018: 107,522 mtCO<sub>2</sub>e.</li> <li>▪ 2017: 14,766 mtCO<sub>2</sub>e.</li> <li>▪ 2016: 9,377 mtCO<sub>2</sub>e.</li> <li>▪ 2015: 9,100 mtCO<sub>2</sub>e.</li> </ul>

GRI 305: EMISSIONS, <i>continued</i>		
Disclosure Number	Disclosure Title	2018 Response
305-2	Energy indirect (Scope 2) GHG emissions	<p>Equinix's Scope 2 Location-based GHG emissions (electricity + chilled water)</p> <ul style="list-style-type: none"> <li>▪ 2018: 1,913,431 mtCO<sub>2</sub>e (+9%).</li> <li>▪ 2017: 1,756,167 mtCO<sub>2</sub>e (+36%).</li> <li>▪ 2016: 1,526,838 mtCO<sub>2</sub>e (+11%).</li> <li>▪ 2015: 1,122,413 mtCO<sub>2</sub>e.</li> </ul> <p>The regional breakdown in 2018 was: 44% AMER (832,864 mtCO<sub>2</sub>e); 26% APAC (496,345 mtCO<sub>2</sub>e); 30% EMEA (584,221 mtCO<sub>2</sub>e).</p> <p>Equinix's Scope 2 Market-based GHG emissions (electricity + chilled water minus the contribution of additional renewable energy purchases)</p> <ul style="list-style-type: none"> <li>▪ 2018: 224,394 mtCO<sub>2</sub>e (-52%).</li> <li>▪ 2017: 466,902 mtCO<sub>2</sub>e (-41%).</li> <li>▪ 2016: 797,792 mtCO<sub>2</sub>e (+4%).</li> <li>▪ 2015: 766,068 mtCO<sub>2</sub>e.</li> </ul> <p>The regional breakdown in 2018 was: 24% AMER (54,155 mtCO<sub>2</sub>e); 59% APAC (133,221 mtCO<sub>2</sub>e); 16% EMEA (37,018 mtCO<sub>2</sub>e). Market-based methodologies consider Equinix's large renewable energy purchases which allow us to use a 0 mtCO<sub>2</sub>e emissions factor (or net zero emissions).</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>Equinix reports Scope 3 emissions from:</p> <ul style="list-style-type: none"> <li>▪ Business air travel.</li> <li>▪ Business car rentals.</li> <li>▪ Business hotel stays.</li> <li>▪ Employee commuting.</li> <li>▪ Transmission &amp; Distribution losses.</li> </ul> <p>The 2018 totals are:</p> <ul style="list-style-type: none"> <li>▪ 2018 = 135,212 mtCO<sub>2</sub>e.</li> </ul>

GRI 305: EMISSIONS, <i>continued</i>		
Disclosure Number	Disclosure Title	2018 Response
305-4	GHG emissions intensity	<p>Carbon Intensity as measured by total emissions (Scope 1+ Scope 2 Market-based emissions) per unit revenue (million USD) was:</p> <ul style="list-style-type: none"> <li>▪ 2018: 65 mtCO<sub>2</sub>e per million USD (change of -41% year-over-year).</li> <li>▪ 2017: 110 mtCO<sub>2</sub>e per million USD (change of -51% year-over-year).</li> <li>▪ 2016: 224 mtCO<sub>2</sub>e per million USD (change of -21% year-over-year).</li> <li>▪ 2015: 284 mtCO<sub>2</sub>e per million USD.</li> </ul> <p>Carbon 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.</p>
305-5	Reduction of GHG emissions	<p>Equinix sources clean and renewable energy around the world to make progress against our 100% renewable energy goal. Our renewable energy totals in 2018 were:</p> <ul style="list-style-type: none"> <li>▪ Americas: 2,209 GWh out of 2,339 GWh.</li> <li>▪ Asia-Pacific: 689 GWh out of 894 GWh.</li> <li>▪ EMEA: 1,837 GWh out of 1,937 GWh.</li> <li>▪ Global: 4,735 GWh out of 5,171 GWh.</li> </ul> <p>Renewable Energy purchases reduce Equinix's Scope 2 GHG emissions from:</p> <ul style="list-style-type: none"> <li>▪ 2018: 1,913,431 mtCO<sub>2</sub>e absolute to 224,394 mtCO<sub>2</sub>e net (aka an avoidance of 1,689,037 mtCO<sub>2</sub>e).</li> <li>▪ 2017: 1,756,166 mtCO<sub>2</sub>e absolute to 466,902 mtCO<sub>2</sub>e net (aka an avoidance of 1,289,264 mtCO<sub>2</sub>e).</li> <li>▪ 2016: 1,522,036 mtCO<sub>2</sub>e absolute to 792,991 mtCO<sub>2</sub>e net (aka an avoidance of 729,045 mtCO<sub>2</sub>e).</li> </ul> <p>(Note, Scope 2 includes electric power, fuel cells, and chilled water).</p> <p>Equinix also invests in energy efficiency upgrades, retrofits and improvements. Our \$110 million in investment since 2011 results in annual emissions reductions of approximately 430,000 mtCO<sub>2</sub>e per year.</p>

GRI 401: EMPLOYMENT		
Disclosure Number	Disclosure Title	2018 Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Materiality Assessment</a>
103-2 103-3	The management approach and its components  Evaluation of the management approach	Equinix's <a href="#">Social pillar efforts</a>
401-1	New employee hires and employee turnover	<p>New employees hired and (hire rate):</p> <ul style="list-style-type: none"> <li>▪ 2018: 1,243 (17%).</li> <li>▪ 2017: 1,350 (20%).</li> <li>▪ 2016: 1,105 (22%).</li> <li>▪ 2015: 959 (24%).</li> </ul> <p>Note, 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. New Hire rate = # of new hires/average annual head count.</p> <p>Employee turnover rate:</p> <ul style="list-style-type: none"> <li>▪ 2018: 12%.</li> <li>▪ 2017: 10%.</li> <li>▪ 2016: 11%.</li> <li>▪ 2015: 13%.</li> </ul> <p>Represents how many employees left the organization voluntarily (includes retirement and death) as well as involuntarily (due to dismissal, misconduct, job performance etc.). The 2018 attrition rate is lower than industry benchmark of 18%. Attrition was observed to be higher among millennials and women as compared to other employee groups.</p>

GRI 401: EMPLOYMENT, <i>continued</i>		
Disclosure Number	Disclosure Title	2018 Response
401-3	Parental leave	<p>Retention rate after parental leave (for EMEA and the Americas):</p> <ul style="list-style-type: none"> <li>▪ 2018: Of 82 employees who took leave in 2017, 79% were still at Equinix in 2018 (85% of men, 73% of women).</li> <li>▪ 2017: Of 49 employees who took leave in 2016, 98% were still at Equinix in 2017 (100% of men, 96% of women).</li> <li>▪ 2016: Of 54 employees who took leave in 2015, 98% were still at Equinix in 2016 (97% of men, 100% of women).</li> <li>▪ 2015: Of 55 employees who took leave in 2014, 89% were still at Equinix in 2015 (92% of men, 82% of women).</li> </ul>
SOC-3-a (Equinix Internal Metric)	Employee satisfaction— survey response rate	<p>Equinix uses the semi-annual Equinix Pulse Survey to gauge employee experience and make changes to enhance employee engagement and employee satisfaction. Survey Response Rate for 1st half of year; 2nd half of year (annual average):</p> <ul style="list-style-type: none"> <li>▪ 2018: 1st half 90%; 2nd half 88% (89% avg).</li> <li>▪ 2017: 1st half 87%; 2nd half 86% (87% avg).</li> <li>▪ 2016: 1st half 87%; 2nd half 90% (88% avg).</li> <li>▪ 2015: 85%.</li> </ul> <p>Note:</p> <ul style="list-style-type: none"> <li>▪ In the first half of 2018, the Pulse Survey was sent out to 6,839 employees globally, of which 90% (6,152 employees) completed the survey.</li> <li>▪ In the second half of 2018, the Pulse Survey was sent out to 7,448 employees globally, of which 88% (6,506 employees) completed the survey.</li> </ul>

GRI 401: EMPLOYMENT, <i>continued</i>		
Disclosure Number	Disclosure Title	2018 Response
SOC-3-b (Equinix Internal Metric)	Employee satisfaction— survey results	<p>The Pulse Survey has 5 indices: Communication, Alignment, Engagement, Belonging and Other. To determine employee satisfaction results, Equinix takes the “Engagement” index questions and create an aggregate score. The Engagement index measures the commitment level and satisfaction level of employees. Engagement or satisfaction score:</p> <ul style="list-style-type: none"> <li>▪ 2018: 1st half 85%; 2nd half 85% (85% avg).</li> <li>▪ 2017: 1st half 84%; 2nd half 85% (85% avg).</li> <li>▪ 2016: 1st half 88%; 2nd half 88% (88% avg).</li> <li>▪ 2015: 85%.</li> </ul> <p>In 2017, in addition to Engagement, Equinix has also introduced questions to assess whether employees feel like they belong at Equinix. Data from these questions will be used to inform and create a more inclusive workplace.</p>



GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
Disclosure Number	Disclosure Title	2018 Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Materiality Assessment</a>
103-2 103-3	The management approach and its components  Evaluation of the management approach	Equinix's <a href="#">Social Pillar efforts</a>
403-9	Work-related injuries	<p>In 2018, Equinix had:</p> <ul style="list-style-type: none"> <li>▪ No fatalities as a result of work-related injury;</li> <li>▪ A high consequence work-related injury rate of 0.4%; and</li> <li>▪ A recordable work-related injury rate of 1.38%</li> <li>▪ U.S. and Canada had a lost day rate of 0.05%</li> </ul> <p>Equinix previously reported its absentee rate, but it is not a recommended disclosure in the new version of the GRI Standards: GRI 403: Occupational Health and Safety 2018. To request this information, please contact <a href="mailto:sustainability@equinix.com">sustainability@equinix.com</a>.</p>

GRI 404: TRAINING AND EDUCATION		
Disclosure Number	Disclosure Title	2018 Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Materiality Assessment</a>
103-2 103-3	The management approach and its components  Evaluation of the management approach	Equinix's <a href="#">Social Pillar efforts</a>
404-1	Average hours of training per year per employee	In 2018, more than 8,000 learning resources were available to all employees, 8,765 employees started or completed training on the LMS, with an average of 22.9 hours on the system per learner.
404-2	Programs for upgrading employee skills and transition assistance programs	<p>Learning resources available to employees include: Equinix specific material created and deployed by various departments such as HR, Sales, Operations, Customer Care; CrossKnowledge libraries; Project Management; Agile; PMP Certification; Digital Literacy; Microsoft Office; Leadership; and a large variety of leadership and soft skills training resources.</p> <p>Equinix also has robust training programs covering our global policies and procedures—these are mandatory courses assigned to all employees, and are available in multiple languages. Examples include: Global Code of Business Conduct; Anti-Bribery and Corruption; Preventing Workplace Harassment; Security Awareness and Responsibility; Business Continuity Training; and an introduction to REITs. Training and resources are also provided through external channels such as function-specific conferences and trainings, such as Tableau training.</p> <p>In 2018, Equinix spent a total of \$6.3 million on training, or approximately \$800 per headcount, for G&amp;A, Sales &amp; Marketing, and COR groups. In addition, Equinix offers tuition reimbursement for academic programs, which contributes to overall employee development.</p>

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
Disclosure Number	Disclosure Title	2018 Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Materiality Assessment</a>
103-2 103-3	The management approach and its components  Evaluation of the management approach	Equinix's <a href="#">Social pillar efforts</a>
405-1	Diversity of governance bodies and employees	<p>The 2018 composition of Equinix's governance bodies and Executive team was as follows:</p> <ul style="list-style-type: none"> <li>▪ Board of Directors: 8 male: 1 female (88%; 11%).</li> <li>▪ E-staff members: 10 male: 2 female (83%; 17%).</li> </ul> <p>The 2018 composition of Equinix's employees was as follows:</p> <ul style="list-style-type: none"> <li>▪ Regional FTEs: Americas (3,387), Asia-Pacific (1,580), EMEA (2,556), TOTAL (7,523).</li> <li>▪ Regional diversity: Americas (45%), Asia-Pacific (21%), EMEA (34%).</li> <li>▪ Gender diversity: Female (22%), Male (77%), Not identified (0.49%).</li> <li>▪ Age diversity: Millennials (1982-1999) (40%), Gen X (1965-1981) (50%), Baby Boomers (1946-1964) (10%), Decline to ID (0.09%).</li> <li>▪ Age diversity: Under 30 (16%), 30-50 (69%), Over 50 (15%), Decline to ID (0.08%).</li> <li>▪ Skills diversity: General &amp; Administrative (19%), Sales &amp; Marketing (18%), Operations (52%), Technology (10%).</li> </ul>
405-2	Ratio of basic salary and remuneration of women to men	We are advocates of pay equity—our Rewards & Compensation team engages in regular market studies about pay, and as of 2017, our global guidance to hiring managers is to refrain from asking candidates about their salary history, and instead focus on the appropriate pay for the job being offered. Globally, Equinix representation of females in the workforce and in leadership roles is on par with our peers in the industry.

GRI 406: NON-DISCRIMINATION		
Disclosure Number	Disclosure Title	2018 Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Materiality Assessment</a>
103-2 103-3	The management approach and its components  Evaluation of the management approach	Equinix's <a href="#">Social pillar efforts</a>
406-1	Incidents of discrimination and corrective actions taken	<p>Equinix takes seriously the importance of offering a workplace free of unlawful discrimination, harassment and retaliation.</p> <ul style="list-style-type: none"> <li>▪ Our company policies, including our <a href="#">Employee Handbooks</a> and <a href="#">Code of Business Conduct</a> prohibit discrimination and 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.</li> <li>▪ Equinix also conducts mandatory sexual harassment training for all employees.</li> <li>▪ All reports of potential violations of policy are promptly and adequately addressed by members of Equinix's HR and/or Legal departments.</li> <li>▪ Equinix is opposed to <a href="#">modern slavery</a> and human trafficking in all its forms and expect the same opposition from all who work for us and we demand it from anyone with whom we have business dealings.</li> <li>▪ In 2018, Equinix had 0 confirmed incidents of discrimination.</li> </ul>

GRI 417: MARKETING AND LABELING		
Disclosure Number	Disclosure Title	2018 Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Materiality Assessment</a>
103-2 103-3	The management approach and its components  Evaluation of the management approach	Equinix's <a href="#">Environment efforts</a>
417-1	Requirements for product and service information and labeling	Equinix data centers provide a secure and reliable place for our customers' IT equipment. Equinix supplies the power needed to run that equipment 24x7. Equinix tracks the energy content for 100% of its IBX data centers globally and makes available energy consumption, energy efficiency and renewable energy data to its customers. Data centers can use their large electricity loads for positive social and environmental impact and Equinix's 100% renewable energy goal is bringing more renewable energy generation sources online both locally and regionally. Upon request, customers can access custom environmental sustainability reports for their deployments within Equinix data centers including a list of all sites covered 100% with renewable energy in the calendar year and resulting in a net zero market-based carbon emissions factor (CEF) at those sites.
SOC-11 (Equinix Internal Metric)	Customer experience	<p>Equinix puts the customer at the center and is committed to improving our customers' interactions with us. The best way to improve our customers' interactions is to understand how well we are doing and use customer insight to improve and we want customer experience to be a strategic differentiator at Equinix.</p> <ul style="list-style-type: none"> <li>▪ We achieve this by listening, getting insights and actioning the feedback. Listening to our customers is the core of Customer Experience.</li> <li>▪ We listen through Voice of Customer (VoC) processes that integrate solicited, unsolicited (through their Strategic Business Reviews via account management teams), and inferred customer feedback to provide us with a holistic view of our customers.</li> <li>▪ The Customer Experience team measures our customers' experiences in value moments throughout their customer journey and how they feel about our overall relationship.</li> <li>▪ In 2018, 100% of our customers received customer satisfaction surveys in 2018 with a 3.9% response rate—aligned with the industry average.</li> <li>▪ Customers are invited to discuss points of input varying from, NPS surveys, open-ended comment forms, and onsite/IBX surveys.</li> </ul>

GRI 418: CUSTOMER PRIVACY		
Disclosure Number	Disclosure Title	2018 Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Materiality Assessment</a>
103-2 103-3	The management approach and its components  Evaluation of the management approach	Equinix has delivered a cross functional compliance program to implement the EU's General Data Protection Regulation (GDPR), which will cover personal data breach notification measures, and many other aspects of Data Privacy compliance globally in Equinix. Equinix has established a Privacy Office lead by Legal, but with functional representation to manage this program of work and to continue to act as a support model for data privacy compliance at Equinix world-wide on an ongoing basis. Equinix protects our customers' business contact information, which is different to the customer application data that transits or is stored on the customer owned or controlled server equipment for which Equinix is not responsible. As Equinix operates a global platform for many of its systems, processes and policies that relate to handling personal data of employees, customers or other third parties, Equinix has implemented GDPR across that global platform. Equinix continues its involvement across our global customer base to assist customers in their own GDPR compliance, as appropriate.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Please review our <a href="#">SEC filings</a> for detailed reporting on Privacy and other Ethics and Compliance issues. Equinix strives to avoid duplicate reporting.



GRI 419: SOCIOECONOMIC COMPLIANCE		
Disclosure Number	Disclosure Title	2018 Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Materiality Assessment</a>
103-2 103-3	The management approach and its components  Evaluation of the management approach	Equinix's <a href="#">Governance efforts</a>
419-1	Non-compliance with laws and regulations in the social and economic area	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 2018, Equinix received no significant or material fines or non-monetary sanctions for non-compliance with laws and regulations.

COMPANY-SPECIFIC METRICS		
Disclosure Number	Disclosure Title	2018 Response
SOC-10 (Equinix Internal Metric)	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 2018 (<a href="#">2018 Annual Report, Page 5</a>). All Equinix IBX data centers are equipped with UPS power, backup systems and N+1 (or greater) redundancy. The company guarantees certain service levels, such as uptime, as outlined in individual customer contracts. In 2018, Equinix regions had the following uptimes:</p> <ul style="list-style-type: none"> <li>▪ Americas: 99.999915%.</li> <li>▪ Asia-Pacific: 99.999995%.</li> <li>▪ EMEA: 99.999972%.</li> <li>▪ Global: 99.999954%.</li> </ul>



## The global interconnection platform for a cloud-first world

Equinix, Inc. (Nasdaq: EQIX) connects the world's leading businesses to their customers, employees and partners inside the most-interconnected data centers. On this global platform for digital business, companies come together across more than 50 markets on five continents to reach everywhere, interconnect everyone and integrate everything they need to create their digital futures.

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