Sustainability Report
FY2022

EQUINIX®

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A MESSAGE FROM OUR EXECUTIVE LEADERSHIP

As a global market leader, we are committed to responsible growth and we continue to advance our bold "Future First" sustainability agenda that reflects our company's values across environmental, social and governance initiatives. Related to our environmental commitments, we continue to extend our industry leadership with 96% renewable energy coverage for the year, marking our fifth consecutive year with over 90% renewable energy coverage, taking into consideration the meaningful increase in energy consumption over this time period. We are also progressing well on the science-based targets (SBT) we established in 2021 with a 23% reduction in operational emissions across Scope 1 and 2 emissions from our 2019 baseline.

In December, we announced our commitment to further reduce our power use by widening the operating temperature ranges within our data centers, the first such commitment in our sector. Over time, this initiative is expected to drive efficiency improvements through sustainable operating practices, enhancing the power usage effectiveness of our facilities. We remain steadfast in our commitment to environmental sustainability and were pleased to be added to the CDP's prestigious Climate Change 2022 A List for the first time, reflecting the dedicated effort of our teams.

In September 2022, we launched The Equinix Foundation, an employee-driven charitable organization working to advance digital inclusion through philanthropic grant-making and strategic partnerships. The Equinix Foundation reflects our ongoing commitment to social sustainability, and we are excited about the work we can do to build a better, more inclusive and more sustainable world by harnessing and amplifying the passion of our people to help close the digital divide in our communities across the globe.

Beyond the Equinix Foundation, our employees gave back to our communities by volunteering over 22,700 hours and donating more than $2 million in 2022. Also, we are pleased to be named one of Fortune's "Most Admired Companies" for the third consecutive year and to be ranked #1 in Real Estate in JUST Capital's 2023 rankings for the second consecutive year. These recognitions are a testament to our culture and the amazing work by our global teams.

We are excited about the growing opportunity in front of us and remain confident in our continued execution as we expand our market leadership, reinforce our competitive advantage and drive sustained value creation for our stakeholders. Together, we remain in passionate pursuit of our purpose, "To be the platform where the world comes together, enabling the innovations that enrich our work, life and planet."

#InServiceTo

Keith Taylor	**Charles Meyers**	**Peter Van Camp**
Chief Financial Officer	President and Chief Executive Officer	Executive Chairman
Equinix, Inc.	Equinix, Inc.	Equinix, Inc.

2022 Equinix Sustainability Report

Future First

Sustainability at Equinix

Our commitment to sustainability is driven by our resolve to set ambitious targets, measure and report progress transparently, lead with ethics and integrity, and engage our numerous stakeholders to drive change. We believe in the future of possibility—a future where our planet is healthy, our global communities thrive and every business leads with purpose. This vision of tomorrow is a priority in all we do.

At Equinix we dream. Then we do.

Our approach

Our Future First strategy aligns our Environmental, Social and Governance (ESG) initiatives[1] to the material issues that impact our stakeholders, business and the world around us.

Our ambitions align with the following six United Nations Sustainable Development Goals (SDGs) we have identified as most important to our strategy.

Environment	Social	Governance
Achieve our climate targets	**Build a diverse & inclusive culture**	**Drive global responsibility**
Drive emissions reductions across our global operations and value chain	Be a place where every employee can say, "I'm safe, I belong, and I matter"	Promote global responsibility through unwavering values and ethical practices
Reach 100% renewable energy coverage by 2030	**Promote health & wellness**	**Advocate for change**
Scale renewable energy purchasing globally to improve from 96% to 100%	Support the physical, mental and emotional wellbeing of all our employees	Forge partnerships to advocate for innovation and action
Design for the environment	**Connect our communities**	**Integrate ESG**
Invest in resource conservation strategies and data center of the future innovation	Serve and connect our communities to the opportunities of the digital world	Integrate sustainability and transparency throughout our business

1. Our comprehensive interactive sustainability report, available at Sustainability.Equinix.com, has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards. The reporting period is January 1, 2022 to December 31, 2022, unless otherwise noted.

Awards and recognition

In 2022, we received recognition for our sustainable operations, innovations and commitment to building an ethical, inclusive place to work:

Driving accountability

Equinix manages sustainability through a dedicated Sustainability Program Office (SPO). The SPO drives our ESG strategy globally working to coordinate across our cross-functional teams to implement and execute our initiatives, processes and policies that address those matters that we deem most significant. The SPO reports to the Chief Financial Officer and is accountable to the Sustainability Executive Steering Committee and Nominating and Governance Committee of Equinix's Board of Directors. Starting in 2022, we modified our variable cash compensation plan for all vice-presidents and above, including the executive officers, to introduce a modifier to our short-term incentives based upon our achievement of certain environmental and diversity objectives.

Strengthening partnerships

This year we continue to strengthen our partnerships by helping the Clean Energy Buyers Alliance (CEBA) shape a viable renewable energy future; leading the European Union Data Centre Association (EUDCA) in outlining steps to achieve climate neutrality by 2030 across the European data center industry; and partnering with organizations such as FairyGodBoss, Athletes Career Transition and The Human Rights Campaign to find new ways for connecting historically marginalized communities to meaningful opportunities at Equinix. We also invited several partners including Bloom Energy, ZutaCore and Natron Energy into our Co-Innovation Facility (CIF), a testbed in Ashburn, to drive data center efficiency and clean energy innovation.

"At Moody's, we strive to partner with suppliers like Equinix who make our value chain more sustainable…Our partnership with Equinix helps us meet our own net-zero goals, as we continue working toward decarbonizing our supply chain and creating a more sustainable future."

MOODY'S CORPORATION

Reporting progress

We document our ESG progress in our annual Sustainability Report and on our sustainability website. Our disclosures meet the reporting framework requirements of Accounting for Sustainability (A4S), CDP, EcoVadis, GRESB, GRI, S&P Global SAM, RE100, SASB, SBTi and TCFD.

Increasing transparency

Transparency is a hallmark of our strategy. In addition to our sustainability reporting, we offer Equinix Green Power Reports (GPRs), whereby customers in our data centers can claim renewable energy coverage and quantify their greenhouse gas emissions based on their footprint at Equinix. GPRs are calculated based on the Greenhouse Gas (GHG) Protocol and can empower customers to track progress against their own sustainability goals and reporting while leveraging our efforts which aim to support the greening of our customers' supply chains.
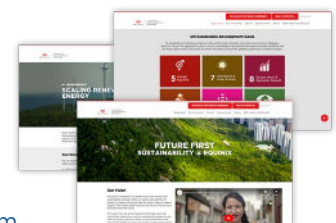
Learn more

Learn more about our Future First strategy, commitments and strategic partnerships.

Sustainability.Equinix.com

Do what it takes to protect the planet

We believe our planet must be preserved and its resources renewed

Amid the challenges brought on by climate change, Equinix is committed to preserving our collective future and addressing pressing environmental challenges to improve the sustainability and resiliency of our communities, global society and business. By partnering with like-minded companies to advance climate change and low-carbon energy policies, sharing renewable energy buying knowledge, and encouraging innovation in the design and operation of data centers, we are working to do our part to protect the planet and create sustainable value for all our stakeholders.

Our progress

23% reduction in operational emissions

across Scope 1 and 2 (market-based) emissions from 2019 baseline

96%
renewable energy

Fifth year in a row with +90% global renewable energy coverage

Thermal Efficiency Commitment

First digital infrastructure company to commit to optimizing overall power use by operating its data centers within wider temperature parameters

A CDP climate change rating

Achieved highest ranking score for the first time

595 MW of PPAs

under long-term contract with 225 MW of operational PPAs and 370 MW in development[2]

17% of Qualified[3] Scope 3 emissions

covered by supplier-set science-based targets in progress toward our near-term SBT 66% supplier engagement target[4]

$45M invested in 2022 toward energy efficiency

Driving operational excellence and energy demand reduction across our global footprint

1.46 average annual PUE

5.5% improvement in Power Usage Effectiveness from 2021

10 Whole Building LCAs completed

as of the end of 2022, helping drive carbon-informed design and construction decisions

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2. MW (megawatt); PPA (Power Purchase Agreement)
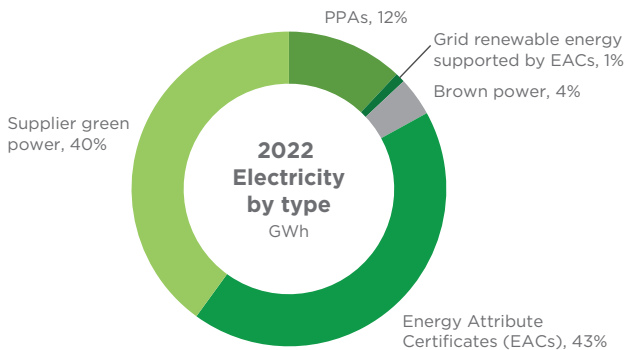3. Includes Category 1 and 2 Scope 3 emissions

4. SBT (science-based target)
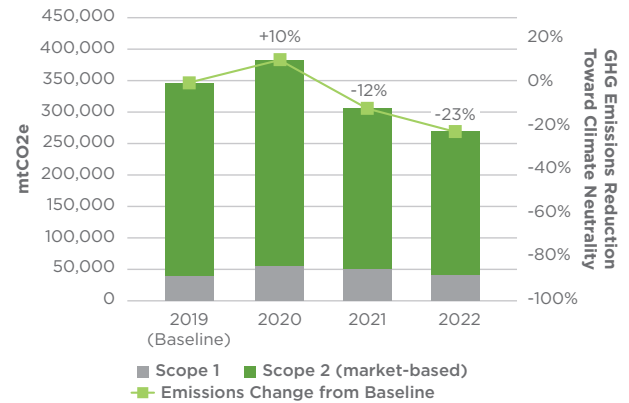
Environmental data: energy and emissions

Metric	Units	2019 (Baseline)	2020	2021	2022
Electricity Consumption	GWh	5,700	6,430	7,140	7,750
Renewable Energy	GWh	5,250	5,840	6,770	7,430
% Renewable Energy	%	92%	91%	95%	96%
PUE (Annual Average)	Quotient	1.54	1.51	1.48	1.46
Energy Intensity	GWh / million USD	1.028	1.077	1.084	1.077
GHG Emissions: Scope 1	mtCO2e	40,700	55,100	50,700	40,300
GHG Emissions: Scope 2 (location-based)	mtCO2e	2,079,000	2,280,200	2,307,600	2,405,200
GHG Emissions: Scope 2 (market-based)	mtCO2e	306,000	327,700	254,800	228,200
GHG Emissions: Scope 3	mtCO2e	1,311,000	1,318,000	1,504,000	1,292,000
Carbon Intensity (location-based)	mtCO2e / million USD	381	389	355	337
Carbon Intensity (market-based)	mtCO2e / million USD	62	64	46	37

Energy and emissions are assured to ISO 14064-3:2019 standards for the quantification and reporting of greenhouse gas (GHG) emissions.

Renewable energy by type

PPAs, 12%
Grid renewable energy supported by EACs, 1%
Brown power, 4%
Supplier green power, 40%
2022 Electricity by type GWh
Energy Attribute Certificates (EACs), 43%

Operational emissions reduction toward climate neutrality

Legend: Scope 1 · Scope 2 (market-based) · Emissions Change from Baseline

Looking forward

Our Future First environmental strategy seeks to:

Address the urgency of climate change
Execute on our current commitments and expand our decarbonization targets, aligned with science, for our operations and value chain.

Manage value chain emissions
Expand attention to embodied carbon in our value chain with a focus on building construction and infrastructure.

Scale renewable energy purchasing
Increase and improve the quality of our procured renewable energy.

Leverage technology and innovation
Pilot and scale new data center technologies to contribute toward a zero-carbon energy grid and drive globally coordinated efforts on energy, water, biodiversity and waste reductions.

Environmental Partnerships

Do more each day to unleash potential

We believe people can be the world's force for good

Equinix empowers human connections enabling innovations that enrich our work, lives and communities. We prioritize diversity and innovation, seeking to foster a corporate culture where everyone can say, "I'm safe, I belong, and I matter." While proud of our progress toward today's challenges, we aim to do more together to create a better, more interconnected future.

Our progress

52%
of our U.S. workforce is comprised of historically marginalized[5] talent, a 5% increase from 2021

+13%
increase in women employees globally

+20%
growth in Black/African American employee population in the U.S.

$2M+
of employee donations, corporate matching and grants

$50M
contributed to establish the Equinix Foundation

22,760 hours
37% increase in employee volunteering

35 WeAreEquinix teams
established in our markets around the world—localizing our belonging efforts

600+ volunteer leaders
spearheading employee-led events and initiatives to further Diversity, Inclusion and Belonging

85
score for Belonging in quarterly employee satisfaction survey, a 2-point increase from last year

5. Includes those who identify as Asian, Hispanic/Latinx, Black/African American, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, and Multiple. Calculation does not include those who declined to identify.
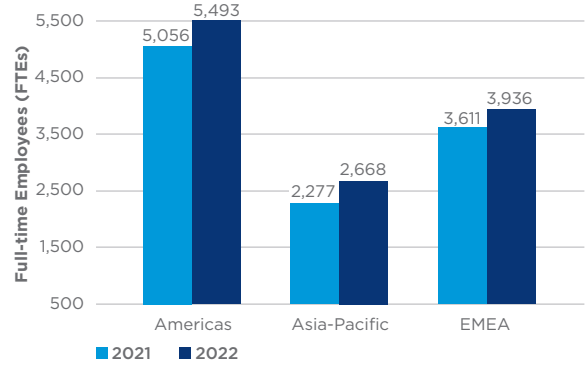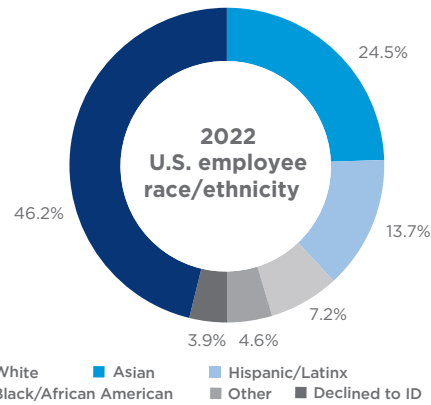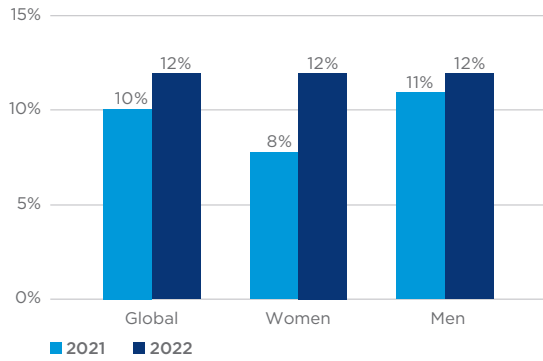
Social data

2022 Employees by gender

- 1.4%
- 25.9%
- 72.6%
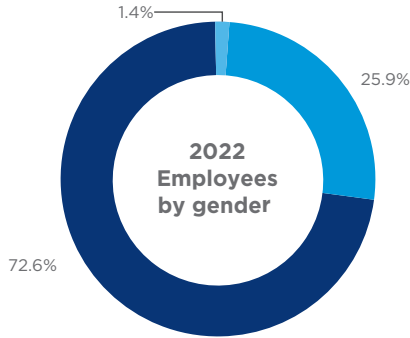
Legend: Women | Men | Declined to ID

Note: Percentages may not total 100% due to rounding

EMPLOYEES BY REGION

Full-time Employees (FTEs)

Region	2021	2022
Americas	5,056	5,493
Asia-Pacific	2,277	2,668
EMEA	3,611	3,936

EMPLOYEE TURNOVER

	2021	2022
Global	10%	12%
Women	8%	12%
Men	11%	12%

2022 U.S. employee race/ethnicity

- 24.5%
- 13.7%
- 7.2%
- 4.6%
- 3.9%
- 46.2%

Legend: White | Asian | Hispanic/Latinx | Black/African American | Other | Declined to ID

Note: Percentages may not total 100% due to rounding

Looking forward

Our Future First social strategy seeks to:

Further connect our own expertise and assets
Explore new ways of advancing digital inclusion in the world.

Increase workforce diversity
Continue to develop pathways and partnerships, creating opportunities for historically marginalized groups inside and outside of Equinix.

Serve and connect people
Leverage the intersection between talent attraction and development; diversity, inclusion and belonging; employee wellbeing and community impact to foster a culture where all employees thrive.

Provide global opportunities for optimum health and lifelong wellbeing
Invest in strategies and programs that support the physical, mental and emotional wellbeing of our diverse organization.

Social impact and DIB partnerships

CEO ACTION FOR DIVERSITY & INCLUSION | PARADIGM FOR PARITY | CECP | McKinsey Accelerate | HUMAN RIGHTS CAMPAIGN | Stonewall

Council on Foundations | RELIGIOUS FREEDOM & BUSINESS FOUNDATION FAITH & BUSINESS build a better world | CEO ACTION FOR RACIAL EQUITY | Alliance for Global Inclusion

Governance

Do what's right to lead the way

We believe in leading with purpose and acting with integrity

Strong corporate governance is a key driver of our culture and a competitive advantage—one that is built with customers, suppliers and employees. We take great pride in being responsible corporate citizens who uphold the highest ethical standards while producing exceptional outcomes and advocating for a sustainable future.

Our progress

9 years of
100%
employee completion of Ethics and Compliance trainings

ESG compensation metrics
Implemented short-term incentive performance metrics for VP-level and above tied to our environmental and social progress

Global PCI DSS
Achieved global certification for payment card industry security controls

2022 CDP supplier engagement leader
Recognized by the Carbon Disclosure Project (CDP) for our supplier engagement practices

10
Equinix leaders serving as Board members or chairs for data center industry associations

Ethically podcast
Launched a podcast series to guide employees through ethics and compliance topics

ISO 22301
Achieved global certification for business continuity management

Increased diverse representation on the Board
3 of the 4 most recent additions to the Board of Directors self-identify as women and/or ethnically diverse

3,000
customer assessments and audits completed to support customers' compliance requirements

Governance and Board structure[6]

At Equinix, our corporate governance practices enhance our accountability and transparency and promote our ethical pursuit of our stakeholders' best interests.

12
members on our
Board of Directors

4
women Board
members

27%
Board members identify as
racially/ethnically diverse[7]

10
Independent
directors

7.31
Average Board
tenure in years[7]

8
Number of Board
meetings held in 2022

✓
ESG oversight

✓
Separate chair
and CEO

✓
Proxy
access

✓
Code of Business
Conduct for directors
and executive officers

✓
Lead independent
director

✗
Independent
chair

Looking forward

We aim to build upon the progress made in 2022 through continued purposeful leadership and integrity.

Enhance ethics and compliance engagement
Develop new tools to further engage employees on ethics and compliance priorities throughout the year.

Further strengthen collaboration with peers and trade associations
Continue to lead initiatives that move the data center industry toward a more sustainable future.

Cultivate a culture of trust
Strengthen our foundation of cybersecurity and data privacy to improve resilience and customer experience.

Engage our suppliers on sustainability
Engage our suppliers to set climate targets and make supplier diversity commitments.

Governance partnerships and certifications

GRI Standards
2022

EQUINIX®

GRI Standards—Universal Standards

GRI 2: THE ORGANIZATION AND ITS REPORTING PRACTICES		
Disclosure No.	**Disclosure Title**	**2022 Response**
2-1	Organizational details	Equinix, Inc. (NASDAQ: EQIX) is a Real Estate Investment Trust ("REIT") and is publicly traded on the NASDAQ Stock Market. Our headquarters is located at One Lagoon Drive, Redwood City, California 94065, USA. As of the end of 2022, Equinix operated 248 IBX® and xScale® data centers in 71 strategic markets in 32 countries across the Americas, Asia-Pacific, and Europe, the Middle East and Africa ("EMEA"). As of December 2022, Equinix operated in: ■ Americas: Brazil, Canada, Chile, Colombia, Mexico, Peru and the U.S. ■ Asia-Pacific: Australia, China, India, Japan, Singapore and South Korea ■ EMEA: Bulgaria, Côte d'Ivoire, Finland, France, Germany, Ghana, Ireland, Italy, Netherlands, Nigeria, Oman, Poland, Portugal, Spain, Sweden, Switzerland, Turkey, UAE and the UK
2-2	Entities included in the organization's sustainability reporting	All entities listed in our 2022 Form 10-K
2-3	Reporting period, frequency and contact point	Reporting for the 2022 calendar year; Equinix publishes its sustainability report annually. This report was released in April 2023 and covers 2022 data. For questions regarding the report, please contact: Sustainability Program Office Sustainability@equinix.com 1.800.322.9280
2-4	Restatements of information	None
2-5	External assurance	This report does not have external assurance; however, Equinix's 2015-2022 energy, renewable energy, and Scope 1, Scope 2 and Scope 3 emissions have been externally verified to Limited Assurance Standards ISO 14064-3.

GRI 2: ACTIVITIES AND WORKERS		
Disclosure No.	**Disclosure Title**	**2022 Response**
2-6	Activities, value chain, and other business relationships	Equinix provides a variety of International Business Exchange™ (IBX) and xScale colocation data centers, as well as interconnection solutions and managed IT infrastructure services. Additional details are available in our 2022 Form 10-K. In 2022, Equinix operated across 71 strategic markets across the Americas, Asia-Pacific and EMEA with more than 10,000 customers, including a diversified mix of cloud and IT service providers, content providers, enterprises, financial companies, and network and mobile service providers. 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 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 suppliers to help us improve our business strategy and processes. We are committed to ensuring that our suppliers maintain high standards of ethics and environmental compliance. Our Business Partner Code of Conduct details our supplier ESG requirements. In 2022, we opened or acquired 13 new IBX data centers, opened three new xScale data centers via our joint ventures, and entered three new markets resulting in an increase in our total number of IBX and xScale data center facilities to 248. See 2022 Form 10-K, Item 1 for details.

GRI 2: ACTIVITIES AND WORKERS, *continued*		
Disclosure No.	**Disclosure Title**	**2022 Response**
2-7	Employees	Total employee headcount: Equinix had 12,331 regular employees as of December 31, 2022. This is a 16.2% headcount growth since 2021.

Total number of regular employees by type:

■ Permanent employees: 11,872 permanent employees

■ Temporary employees: 459 temporary employees

■ Non-Guaranteed hours employees: N/A

Total number of regular employees by type and by gender:

■ Permanent employees: 8,641 Men employees; 3,065 Women employees; and 166 employees declined to ID

■ Temporary employees: 283 Men employees; 160 Women employees; and 16 employees declined to ID

■ Non-Guaranteed hours employees: N/A

Total number of regular employees by type and by region:

■ Americas: 5,467 permanent employees and 113 temporary employees

■ Asia-Pacific: 2,636 permanent employees and 138 temporary employees

■ EMEA: 3,769 permanent employees and 208 temporary employees

Total number of regular employees by employment type and by gender:

■ Full-time employees: 8,833 Men employees; 3,104 Women employees; and 181 employees declined to ID

■ Part-time employees: 91 Men employees; 121 Women employees; and 1 employee declined to ID

Total number of regular employees by employment type and by region:

■ Americas: 5,471 full-time employees and 109 part-time employees

■ Asia-Pacific: 2,749 full-time employees and 25 part-time employees

■ EMEA: 3,898 full-time employees and 79 part-time employees

Note: Headcount may differ from 10-K numbers due to a difference in employment types included. |
| 2-8 | Workers who are not employees | Total number of workers who are not employees is 5,721, which includes the following: Staff Augmentation - Temp/Agency Workers, Independent Contractors/ Small Business Contractors, Professional Services Consultants, Outsourced Services, and Outsourced Security Officers; and employees of a Joint Venture.

All of the above categories are not included in the full-time employee headcount. |

GRI 2: GOVERNANCE		
Disclosure No.	**Disclosure Title**	**2022 Response**
2-9	Governance structure and composition	2023 Proxy Statement
2-10	Nomination and selection of the highest governance body	2023 Proxy Statement
2-11	Chair of the highest governance body	2023 Proxy Statement

GRI 2: GOVERNANCE, *continued*		
Disclosure No.	**Disclosure Title**	**2022 Response**
2-12 2-13 2-14	Role of the highest governance body in overseeing the management of impacts Delegation of responsibility for managing impacts Role of the highest governance body in sustainability reporting	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. The Nominating and Governance Committee is responsible for ESG oversight at Equinix and reviews strategies, policies, practices, performance and reporting related to corporate ESG matters. The Nominating and Governance Committee provides periodic updates to the full Board. In 2022, the Nominating and Governance Committee updated its charter to include oversight of ESG compensation incentives. This Committee receives updates, including an overview of ESG, from the Sustainability Program Office on behalf of the Sustainability Executive Steering Committee as needed, as well as a focused environmental metrics review at least once a year. Responsibilities of our Sustainability Executive Steering Committee and Sustainability Program Office (SPO) 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. The sustainability program contains three program tracks (or pillars). In 2022, each pillar was led by at least one member of the executive team (these members comprise the Executive Steering Committee which includes our Executive Chairman, CEO, CFO, CHRO/CLO, EVP, Data Center Services and EVP, Global Operations) who are responsible for delegating ESG topics to other senior executives and employees. Day-to-day the sustainability in 2022 was led by a global program director and executed by a Working Team that consists of ~30 global and regional leads. The Working Team meets periodically, the Steering Committee meets 2-4x annually, and the program director with support of the Working Team has access to the CEO and Board of Directors Nominating and Governance Committee quarterly as needed. Consultation with stakeholders is led by the working team and Equinix's materiality assessment (last updated in the fall of 2022) engaged a variety of stakeholders who provided their feedback on Equinix's ESG programs and goals. Equinix's Investor Relations (IR) team also met with numerous investors around the world by attending or hosting over 35 investor conferences, non-deal roadshows, and investor group events. Certain investors also requested engagement meetings to discuss topics related to our corporate governance model, ESG issues or our executive compensation program. Additionally, Equinix's IR team proactively reached out for meetings with our 25 largest stockholders in the fall of 2022 to discuss these topics and solicit feedback. Equinix's corporate governance structure can be found on Equinix's Investor Relations website under Corporate Governance. Additional details are available in our 2023 Proxy Statement.
2-15	Conflicts of interest	2023 Proxy Statement
2-16	Communication of critical concerns	2023 Proxy Statement
2-17	Collective knowledge of the highest governance body	2023 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	2023 Proxy Statement
2-19	Remuneration policies	2023 Proxy Statement
2-20	Process to determine remuneration	2023 Proxy Statement
2-21	Annual total compensation ratio	2023 Proxy Statement

GRI 2: STRATEGY, POLICIES AND PRACTICES		
Disclosure No.	**Disclosure Title**	**2022 Response**
2-22	Statement on sustainable development strategy	CEO Letter
2-23	Policy commitments	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. Our passion to create an enduring, great company is exceeded only by our promise to do so with uncompromising integrity and commitment to ethical business practices.
As a global company, we embrace honesty and integrity because it's fundamentally the right thing to do, but ethical behavior also makes good business sense. When we place integrity and ethical values at the center of our business, our customers and partners know they can trust our Company and the products and services we deliver.
Our Code of Business Conduct reflects and documents our ethical standards and policies each of us must uphold. It provides us with the information, resources and tools necessary to create clear, consistent global standards for ethical business conduct and compliance with laws. We are all expected to know our Code and to use it to guide our daily interactions. It is designed to help us make the right choices when we encounter challenging ethical situations.
As Equinix employees, we all have the right and the responsibility to protect our Company culture from any conduct that threatens our values or harms our reputation. Holding each other accountable to live our values is what makes Equinix a special place to work. If you ever have questions or concerns that our Code of Business Conduct is being violated, please speak up. You are encouraged to talk with your manager, Equinix's Chief Compliance Officer, the chief legal officer and chief HR officer. You may also report anonymously using the Ethics and Compliance Helpline available online or through our multilingual phone service.
2-24	Embedding policy commitments	All Equinix employees must complete regular ethics and compliance-related training. In addition, all employees, including executives, as well as Board members must also complete ethics and compliance-related training as part of onboarding.
The Equinix Code of Business Conduct applies to every Equinix officer, director and employee, including part-time and temporary employees. It should also be followed by those acting on Equinix's behalf, such as agents, representatives and consultants. And we are all expected to comply with the letter and the spirit of the Code of Business Conduct.
Equinix maintains a Business Partner Code of Conduct, which applies to all Business Partners, including, but not limited to suppliers, resellers, consulting partners and service providers. It states our expectations from our Business Partners and their employees, agents and subcontractors when conducting business with or on behalf of Equinix.
2-25	Processes to remediate negative impacts	Our reputation as an ethical company depends on all of us working together to ensure our high ethical standards are upheld. We take all reports seriously. When a concern is raised, an independent and impartial team will conduct a thorough review and investigate. We make every effort to understand the complete picture in an objective and thorough way. Information provided is only shared with people who need to know to resolve the issue.
At Equinix, there are a number of appropriate ways for you to speak up about questions or concerns you may have, including:
- Talking to your manager
- Raising a case with Human Resources
- Contacting Equinix's Chief Compliance Officer
- Emailing the Ethics and Compliance Office at ethicsandcompliance@equinix.com
- Reaching out to your local legal representative
- Contacting the Ethics and Compliance Helpline at www.equinix.ethicspoint.com

GRI 2: STRATEGY, POLICIES AND PRACTICES, *continued*		
Disclosure No.	**Disclosure Title**	**2022 Response**
2-26	Mechanisms for seeking advice and raising concerns	At Equinix, there are a number of appropriate ways for you to speak up about questions or concerns you may have, including: ■ Talking to your manager ■ Contacting your HR representative or HRDirect@equinix.com ■ Raising a case with Human Resources ■ Contacting Equinix's Chief Compliance Officer ■ Emailing the Ethics and Compliance Office at ethicsandcompliance@equinix.com ■ Reaching out to your local legal representative ■ Contacting the Ethics and Compliance Helpline at www.equinix.ethicspoint.com Equinix's Code of Business Conduct also details the company's whistleblower protection practices. Equinix's Whistleblower Policy protects corporate "whistleblowers," ensuring that concerns around ethics and corruption are taken seriously and acted upon by the Company.
2-27	Compliance with laws and regulations	As a global company, Equinix must comply with the laws in all the places we do business. Our Code of Business Conduct makes clear and our employees receive training that explains all employees are responsible for understanding and complying with the 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 with applicable laws. In 2022, Equinix received no significant or material fines or non-monetary sanctions for non-compliance with laws and regulations.
2-28	Membership associations	Equinix's membership in any trade association does not indicate our agreement with all views and positions taken by the association. As of December 31, 2022, we were active members of the following sample list organizations. Trade Organizations ■ Asia Cloud Computing Association ■ Data Center Coalition (DCC) ■ Dutch Data Centre Association ■ European Data Centre Association (EUDCA) ■ France Datacenter ■ German Datacenter Association ■ Host in Ireland ■ Information Technology Industry Council (ITI) ■ National Association of Real Estate Investment Trusts (Nareit) ■ Northern Virginia Technology Council (NVTC) ■ TechUK (United Kingdom) ■ US India Business Council ■ US Colombia Business Council
2-29	Approach to stakeholder engagement	Stakeholder engagement is critical to the success of our sustainability efforts. Equinix identifies its key stakeholders as those who may have the greatest impact or influence on Equinix's business or those that Equinix most greatly affects. Equinix's key stakeholders and the engagement methods and frequency of engagement are detailed in our Stakeholder Engagement section.
2-30	Collective bargaining agreements	In Americas, both Brazil and Canada have collective bargaining. 100% of the workforce in Brazil is covered by collective bargaining with the union. In Canada, 3.8% of the workforce is unionized. In Asia-Pacific, Equinix employees are not covered by collective bargaining or labor unions. However, in Japan, China and Korea, for any change in benefit or employment terms, Equinix will have to go through the employee consultation process and get their consent. In EMEA; France, UK, Germany, Netherlands, Spain, Finland and Sweden have formal works councils or representative employee bodies. France has collective bargaining in place with the current scope applying to 65% of employees.

GRI 3: DISCLOSURES ON MATERIAL TOPICS		
Disclosure No.	**Disclosure Title**	**2022 Response**
3-1	Process to determine material topics	Equinix conducted a multi-phase identification process to determine its material topics. During an initial topic identification phase, 41 topics were identified via ESG frameworks. Following the initial phase, 16 industry relevant topics were identified by reviewing material topics listed in peer reports. The 16 material topics were rated on their significance towards our business and stakeholders by reviewing Equinix's previous materiality assessment in 2020. Impacts were also prioritized through interviews with internal/external stakeholders, online survey, and benchmarking topics across ESG frameworks and industry peers. Interviews were conducted with internal and external stakeholders (employees, subject matter experts, peers) and consultants.
3-2	List of material topics	For more details, please refer to our Materiality Assessment.
3-3	Management of material topics	Environment Social Governance

GRI Standards—Topic-specific Disclosures

GRI 201: ECONOMIC PERFORMANCE		
Disclosure No.	**Disclosure Title**	**2022 Response**
201-1	Direct economic value generated and distributed	2022 Form 10-K, Item 7
201-2	Financial implications and other risks and opportunities due to climate change	Equinix 2022 CDP Climate Change Survey response

GRI 203: INDIRECT ECONOMIC IMPACTS		
Disclosure No.	**Disclosure Title**	**2022 Response**
203-1	Infrastructure investments and services provided	Infrastructure investments: 2022 Form 10-K, Note 17 in Notes to Consolidated Financial Statements. Our Community Impact program promotes connection and belonging, and enables employees to give back, with the support of Equinix, to the communities in which we work and live. In total, our Community Impact efforts in 2022 resulted in approximately $2.04 million in employee donations, corporate matching and grants, and more than 22,760 volunteer hours, to approximately 1,610 nonprofits worldwide.
203-2	Significant indirect economic impacts	This metric helps determine how many job opportunities were created in 2022, both as a result of growth and from a need to replace leaving employees. A total of 2,465 employees were hired externally in 2022 against the 3,855 open positions; 947 positions were filled internally, and the remaining positions not hired for, carried forward to 2023 or cancelled.

GRI 205: ANTI-CORRUPTION

Disclosure No.	Disclosure Title	2022 Response
205-1	Operations assessed for risks related to corruption	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. 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 including our stance on corruption. We assign mandatory trainings on the Code of Business Conduct and anti-bribery and corruption 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. We also periodically survey our employees and conduct risk assessments to assess the effectiveness of our programs. Equinix continually reviews its business operations and market environment to assess the various risks that have the potential to adversely affect our business. These risks, including those related to corruption, are reported annually in the risk factors section of our SEC reporting. Please refer to our 2022 Form 10-K.
205-2	Communication and training about anti-corruption 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 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 employee mandatory trainings described above. Equinix's Whistleblower Protection Policy protects corporate "whistleblowers", ensuring that concerns around ethics and corruption can be taken seriously and acted upon by the Company.
205-3	Confirmed incidents of corruption and actions taken	Please review our SEC filings for detailed reporting on Corruption, Ethics and Compliance issues. Equinix strives to avoid duplicate reporting. In 2022, Equinix had no verified violations of applicable anti-bribery and corruption laws.

GRI 302: ENERGY

Disclosure No.	Disclosure Title	2022 Response
302-1	Energy consumption within the organization	Energy Consumption: Total energy consumption in 2022 was 7,905 GWh across Scope 1 and 2 (up from 7,306 GWh in 2021 or 8%). Scope 2 was 7,824 GWh (+9% YOY). The regional breakdown for Scope 2 was: ▪ Americas: 3,219 GWh (41%, +6% YOY) ▪ Asia-Pacific: 1,685 GWh (22%, +13% YOY) ▪ EMEA: 2,919 GWh (37%, +9% YOY) Note: Scope 2 includes consumption from electric power, fuel cells operated under power purchase agreements and chilled water. These values were assured to Limited Assurance ISO 14064-3 Requirements. Renewable Energy Consumption: Total renewable energy consumption in 2022 was 7,434 GWh (+10% YOY). The regional breakdown was: ▪ • Americas: 3,195 GWh (+7% YOY) ▪ • Asia-Pacific: 1,326 GWh (+18% YOY) ▪ • EMEA: 2,913 GWh (+9% YOY)
302-3	Energy intensity	Energy intensity as measured by energy consumption (GWh) per unit revenue (million USD) was: ▪ 2022: 1.077 GWh electricity per million USD (change of -1% YOY) ▪ 2021: 1.084 GWh electricity per million USD (change of +1% YOY) ▪ 2020: 1.077 GWh electricity per million USD (change of +5% YOY) Energy intensity as measured by energy consumption (GWh) per data center floor area (gross sq. ft) was: ▪ 2022: 278 GWh electricity per million sq. ft. ▪ 2021: 263 GWh electricity per million sq. ft. ▪ 2020: 258 GWh electricity per million sq. ft. Note: Energy consumption includes electric power, fuel cells operated under power purchase agreements and chilled water. Equinix's energy intensity is driven both by site efficiency as well as how we generate revenue around the world.
302-4	Reduction of energy consumption	Demand reduction from the US$45 million of energy efficiency investments made in 2022 is roughly 8,200 kW annually.

GRI 305: EMISSIONS		
Disclosure No.	**Disclosure Title**	**2022 Response**
305-1	Direct (Scope 1) GHG emissions	Scope 1 emissions from on-site diesel consumption for backup generation, natural gas used for heating, and refrigerant losses: ▪ 2022: 40,300 mtCO2e ▪ 2021: 50,700 mtCO2e ▪ 2020: 55,100 mtCO2e The regional breakdown in 2022 was: 51% AMER (20,600 mtCO2e); 23% APAC (9,200 mtCO2e); 26% EMEA (10,500 mtCO2e). Not included in the Scope 1 emissions total are 30 mtCO2e of biogenic emissions from hydrotreated vegetable oil (HVO) that was piloted at our sites. The primary drivers for the decrease in Scope 1 emissions include an overall reduction in refrigerant leakages due to focused efforts across our operations and the shutting down of the on-site natural gas based cogeneration facility at MX1.
305-2	Energy indirect (Scope 2) GHG emissions	Scope 2 location-based GHG emissions (electricity + chilled water), with YOY trend: ▪ 2022: 2,405,200 mtCO2e (+4%) ▪ 2021: 2,307,600 mtCO2e (+1%) ▪ 2020: 2,280,200 mtCO2e (+10%) The regional breakdown in 2022 was: 37% AMER (900,800 mtCO2e); 36% APAC (874,300 mtCO2e); 26% EMEA (630,100 mtCO2e). Scope 2 market-based GHG emissions (electricity + chilled water), including contribution of renewable energy purchasing, with YOY trend: ▪ 2022: 228,200 mtCO2e (-10%) ▪ 2021: 254,800 mtCO2e (-22%) ▪ 2020: 327,700 mtCO2e (+7%) The regional breakdown in 2022 was: 2% AMER (4,300 mtCO2e); 97% APAC (222,400 mtCO2e); 1% EMEA (1,500 mtCO2e). Market-based methodologies take into account Equinix's large renewable energy purchases which allow us to use a 0 mtCO2e/MWh emissions factor (or net zero emissions from electricity).
305-3	Other indirect (Scope 3) GHG emissions	Scope 3 emissions come from: ▪ Purchased Goods & Services ▪ Capital Goods ▪ FERA - Upstream Electricity (market-based) ▪ Waste ▪ Business travel (Air, Hotel, Rail, Rental Car) ▪ Employee commuting (Employee commuting to office, work from home associated with COVID-19 Pandemic) Scope 3 totals were: ▪ 2022 = 1,292,000 mtCO2e ▪ 2021 = 1,504,000 mtCO2e ▪ 2020 = 1,318,000 mtCO2e
305-4	GHG emissions intensity	Carbon Intensity as measured by total emissions (Scope 1 + Scope 2 market-based emissions) per unit revenue (million USD) was: ▪ 2022: 37 mtCO2e per million USD (change of -20% YOY) ▪ 2021: 46 mtCO2e per million USD (change of -28% YOY) ▪ 2020: 64 mtCO2e per million USD (change of +2% YOY) Carbon intensity is driven by both our operational efficiency efforts and renewable energy procurement, as well as how we generate revenue around the world.

GRI 305: EMISSIONS, *continued*

Disclosure No.	Disclosure Title	2022 Response
305-5	Reduction of GHG emissions	Equinix sources clean and renewable energy around the world to make progress against our 100% renewable energy goal. Renewable energy coverage vs. our electricity usage in 2022 was: ▪ Americas: 3,195 GWh out of 3,196 GWh (100%) ▪ Asia-Pacific: 1,326 GWh out of 1,641 GWh (81%) ▪ EMEA: 2,913 GWh out of 2,915 GWh (100%) ▪ Global: 7,434 GWh out of 7,752 GWh (96%) Specifically, Renewable Energy purchases reduce Scope 2 GHG emissions (from location-based to market-based): ▪ 2022: 2,177,000 mtCO2e reduction (2,405,200 reduced to 228,200 mtCO2e) ▪ 2021: 2,052,800 mtCO2e reduction (2,307,600 reduced to 254,800 mtCO2e) ▪ 2020: 1,952,500 mtCO2e reduction (2,280,200 reduced to 327,700 mtCO2e) (Note: Scope 2 includes electric power, fuel cells under power purchase agreement, and chilled water)

GRI 401: EMPLOYMENT

Disclosure No.	Disclosure Title	2022 Response
401-1	New employee hires and employee turnover	New employees hired and (hire rate): ▪ 2022: 2,465 (21.5%) ▪ 2021: 1,751 (17%) ▪ 2020: 1,803 (20%) 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 = Number of new hires / average annual head count. Employee turnover rate: ▪ 2022: 12% ▪ 2021: 10% ▪ 2020: 7% Represents how many employees left the organization voluntarily (includes retirement and death) as well as involuntarily (due to dismissal, misconduct, job performance, etc.).
401-3	Parental leave	Retention rate after parental leave (2020, 2021 includes Americas and APAC only; 2022 includes all regions): ▪ 2022: Of 265 employees who took leave in 2021, 94% were still at Equinix in 2022 (96% of men, 90% of women) ▪ 2021: Of 147 employees who took leave in 2020, 99% were still at Equinix in 2021 (100% of men, 96% of women) ▪ 2020: Of 350 employees who took leave in 2019, 90% were still at Equinix in 2020 (90% of men, 92% of women)

GRI 403: OCCUPATIONAL HEALTH AND SAFETY

Disclosure No.	Disclosure Title	2022 Response
403-9	Work-related injuries	In 2022, Equinix had: ▪ No fatalities as a result of work-related injury; ▪ 0% high consequence work-related injury rate; and ▪ A recordable work-related injury rate of 0.27 globally per 200,000 hours worked

GRI 404: TRAINING AND EDUCATION		
Disclosure No.	**Disclosure Title**	**2022 Response**
404-1	Average hours of training per year per employee	In 2022, Equinix employees averaged 38.8 hours of training per employee per year.
404-2	Programs for upgrading employee skill and transition assistance programs	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; LinkedIn Learning; and a large variety of leadership and soft skills training resources. 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 (in the U.S. and Asia-Pacific); 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 function-specific trainings such as Tableau training. Equinix also offers tuition reimbursement for academic programs, which contributes to overall employee development. In 2022, Equinix averaged $682 in training costs per FTE.

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
Disclosure No.	**Disclosure Title**	**2022 Response**
405-1	Diversity of governance bodies and employees	The 2022 composition of Equinix's governance bodies and Executive team was as follows: ▪ Board of Directors: 8 men, 4 women (64%, 36%) ▪ E-staff members: 11 men, 2 women (85%, 15%) The 2022 composition of Equinix's employees was as follows: ▪ Regional FTEs: Americas (5,489), Asia-Pacific (2,687), EMEA (3,939), TOTAL (12,115) ▪ Regional Breakdown: Americas (45.3%), Asia-Pacific (22.2%), EMEA (32.5%) ▪ Gender diversity: women (25.9%), men (72.6%), Decline to ID (1.4%) ▪ Race/Ethnic Diversity: Black/African American (7.2%), Hispanic/Latinx (13.7%), Asian (24.5%), White (46.2%), Other (4.6%), Decline to ID (3.9%) ▪ Age Diversity: Gen Z (1999-2012) (1.5%), Millennials (1982 – 1999) (51.1%), Gen X (1965-1981) (40.1%), Baby Boomers (1946-1964) (6.2%), Decline to ID (1.1%) ▪ Age Diversity: Under 30 (13.9%), 30-50 (64.4%), Over 50 (20.6%), Decline to ID (1.1%) ▪ Skills Diversity: General & Administrative (28.1%), Sales & Marketing (13.5%), Operations (41.0%), Technology (17.4%) Representation of women in 2022 by level, globally: ▪ Representation of women at VP and above levels: 30.5% ▪ Representation of women at Manager to Sr. Dir. levels: 27.2% ▪ Representation of women below Manager levels: 25.2% Representation of women in 2022 in technical roles, globally: ▪ Representation of women in technical roles are 14.6%, an increase of 0.8% from 2021 ▪ Representation at each level by Race/Ethnicity in the U.S. only: ▪ At Manager level to Senior Director level: Black/African American (3.2%), Hispanic/Latinx (6.9%), Asian (29.2%), White (53%), Other (3.6%), Decline to ID (4.1%) ▪ At levels below Manager: Black/African American (10.9%), Hispanic/Latinx (20.2%), Asian (20.8%), White (38.8%), Other (5.7%), Decline to ID (3.6%) ▪ At VP levels and above: Black/African American (3.8%), Hispanic/Latinx (4.8%), Asian (14.3%), White (70.5%), Other (1.0%), Decline to ID (5.7%)

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY, *continued*

Disclosure No.	Disclosure Title	2022 Response
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 since 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 women in the workforce and in leadership roles is on par with our peers in the industry.

GRI 406: NON-DISCRIMINATION

Disclosure No.	Disclosure Title	2022 Response
406-1	Incidents of discrimination and corrective actions taken	Equinix recognizes the value of providing a work environment free from unjustified discrimination, harassment and retribution. Discrimination is prohibited by our company policies, which include our Employee Handbooks and Code of Business Conduct. These documents also describe how Equinix prohibits unlawful discrimination, harassment and retaliation, as well as the many resources available to staff members who wish to report any potential violations of these guidelines. Additionally, in the United States and Asia-Pacific, Equinix offers anti-harassment training. Members of Equinix's Human Resources and/or Legal departments immediately and appropriately respond to all notifications of possible policy infractions. Equinix opposes contemporary slavery and human trafficking in all its manifestations, and we insist that everyone with whom we do business also opposes these practices. ▪ In 2022, Equinix had 0 verified incidents of discrimination.

GRI 417: MARKETING AND LABELING

Disclosure No.	Disclosure Title	2022 Response
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 24/7. In 2022, Equinix tracked 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. We believe that data centers can leverage 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 in order to address the urgent need to move utility grids away from fossil fuels to address climate change. Upon request, customers can access custom Green Power Reports for their deployments within Equinix data centers. All deployments covered 100% with renewable energy in the calendar year result in a net zero market-based carbon emissions factor (CEF) for electricity at those sites.

GRI 418: CUSTOMER PRIVACY

Disclosure No.	Disclosure Title	2022 Response
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2022, no material complaints concerning breaches of data privacy impacting our customers or losses of customer data were substantiated.

COMPANY-SPECIFIC METRICS		
Disclosure No.	**Disclosure Title**	**2022 Response**
SOC-3-a (Equinix Internal Metric)	Employee satisfaction – survey response rate	The Pulse Survey was released four times in 2022: ▪ In Q1 of 2022, 80% of employees completed the survey. ▪ In Q2 of 2022, 79% of employees completed the survey. ▪ In Q3 of 2022, 79% of employees completed the survey. ▪ In Q4 of 2022, 80% of employees completed the survey. When averaged across the quarters, the response rate was 80%, slightly greater than the average in 2021 (79%).
SOC-3-b (Equinix Internal Metric)	Employee satisfaction – survey results	In 2022, employee satisfaction is determined by the score in response to the survey question "How happy are you working at Equinix?". In 2022, employees responded with a satisfaction score of 84 in Q1, 83 in Q2, 80 in Q3 and 82 in Q4. Overall 2022 employee satisfaction score average was 82.
SOC-10 (Equinix Internal Metric)	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 2022. 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.
SOC-11 (Equinix Internal Metric)	Annual Average Power Usage Effectiveness (PUE)	Equinix measures PUE, a measure of data center efficiency, at all of its sites. We are transitioning to PUE1, a 12-month rolling average of PUE. Although currently sites are reporting data differently, we report an annual average PUE of 1.46 across our global portfolio in 2022. This excludes recent and planned acquisitions such as Entel and MainOne.

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Choosing Equinix for our Cloud Innovation Lab
allowed us to demonstrate the art of the possible
to our potential customers."

AHEAD

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