

# Sustainability Report

FY2023



EQUINIX





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# A message from our executive leadership

This past year we delivered significant progress against our ambitious strategic agenda. The Equinix team continued to execute well across all levels of the organization to ensure that our strategy as the world's digital infrastructure company\* continues to separate us from our peers.

Reflecting on our industry-leading sustainability efforts, we continue to make meaningful progress toward our long-term goal to achieve 100% renewable energy coverage by 2030. For 2023, we maintained 96% renewable energy coverage across our portfolio, marking our sixth consecutive year of greater than 90%+ renewable energy coverage across our global footprint. We are also increasingly focused on expanding the breadth and quality of our renewables portfolio and are proud to have executed 21 Power Purchase Agreements (PPAs) to date across Australia, France, Iberia, the Nordics and the U.S.—including 15 PPAs signed in 2023 alone. Once operational, these projects are expected to generate more than 3,000,000 MWh of clean energy, equivalent to the amount of energy consumed by 600,000 European households. We also remain highly focused on improving the energy efficiency of our facilities as measured by power usage effectiveness (PUE), which our operations teams improved by an impressive 8%+ compared to the prior year.

Thanks to our team's dedicated efforts to advance our sustainability agenda, we are thrilled to have been recognized by several prominent organizations, including CDP's prestigious Climate Change "A" List, Just Capital's 2024 Rankings, where we were named #1 in Real Estate for the third consecutive year, and NAREIT, which honored Equinix with the Diversity, Equity & Inclusion Silver Award.

As we look to 2024 and beyond, we believe Equinix is exceptionally well positioned to meet the rapidly evolving needs of customers as they embrace digital transformation. The demand for digital infrastructure in support of this priority is as strong as ever, and the nature of this demand is playing to our strengths as customers seek to implement hybrid architectures that are more distributed, more cloud connected and more sustainable than ever before.

We intend to press our advantage in our market-leading Data Center Services portfolio, extending and expanding our global market leadership. We will prioritize our Future First sustainability strategy, making Equinix the clear partner of choice to help our customers track and achieve their sustainability goals while managing an increasingly complex global power landscape.

We will remain steadfast in our people-first approach, working to attract, align, develop and inspire world-class talent by cultivating a highly differentiated culture. We are deeply grateful to our 13,000+ colleagues around the world for their commitment to showing up every day with an "in service to" mindset. We show up first in service to one another, thereby enabling us collectively to be in service to our customers, our investors and the communities in which we operate.

In closing, this past year, despite a dynamic and complex global environment, we achieved significant milestones, demonstrating our commitment to sustainable growth and driving long-term value for our shareholders. We are grateful for your ongoing trust and support and remain committed to our track record of value creation, with a clear focus on living out our purpose—to be the platform where the world comes together, enabling the innovations that enrich our work, life and planet.

#InServiceTo



**Keith Taylor**  
Chief Financial  
Officer  
Equinix, Inc.

*Keith J. Taylor*

**Charles Meyers**  
President and Chief  
Executive Officer  
Equinix, Inc.

*Charles Meyers*

**Peter Van Camp**  
Executive Chairman  
Equinix, Inc.

*Peter Van Camp*

# Future First

## Our sustainability approach

We believe in a future of possibility. One where the planet is healthy, global communities thrive and every business leads with integrity. We imagine what could be in all that we do, then ask, "What can we do to make our vision reality?"

**At Equinix we dream. Then we do.**



## Our approach

Our Future First strategy aligns our Environmental, Social and Governance initiatives<sup>1</sup> to the material issues that impact our stakeholders, our business and the world around us.

Our ambitions align with the following nine United Nations Sustainable Development Goals (UN SDGs) where we believe we have the greatest opportunity to make an impact.



### Environment

#### Achieve our climate targets

Drive emissions reductions across our global operations and value chain

#### Reach 100% renewable energy coverage by 2030

Scale renewable energy purchasing globally to move from 96% to 100% coverage

#### Design for the environment

Invest in resource conservation strategies and data center of the future innovations

### Social

#### Build a diverse & inclusive culture

Be a place where every employee can say, "I'm safe, I belong, and I matter"

#### Promote health & wellness

Support the physical, mental and emotional wellbeing of all our employees

#### Connect our communities

Serve and connect our communities to the opportunities of the digital world

### Governance

#### Drive global responsibility

Promote global responsibility through unwavering values and ethical practices

#### Advocate for change

Forge partnerships to advocate for innovation and action

#### Integrate ESG

Integrate sustainability and transparency throughout our business

1. Our comprehensive interactive sustainability report, available at [Sustainability.Equinix.com](https://Sustainability.Equinix.com), has been prepared in reference to the Global Reporting Initiative (GRI) Standards. The reporting period is January 1, 2023 to December 31, 2023, unless otherwise noted with specific data



## Awards and recognition

In 2023, 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 owns and drives strategy across ESG globally, through cross-functional assembling and coordination of teams to implement and execute the initiatives, processes and policies that address our material impacts. 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. A strategic compensation modifier has been established to hold our leaders accountable to drive progress towards our sustainability goals. Additionally, in 2023, the Sustainability VP Steering Committee was formed to provide direct support to working teams to drive the implementation of projects and achievement of our goals.

## Stronger 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 marginalized communities to meaningful opportunities at Equinix.

"Akamai partners closely with Equinix to achieve our mission of powering and protecting life online for billions of people, billions of times a day. Achieving our mission in a sustainable way is one of our key corporate values and Equinix continues to be an important partner in achieving that and as we continue to build out the Akamai Connected Cloud."

**AKAMAI**

## 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), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD).



## Increasing transparency

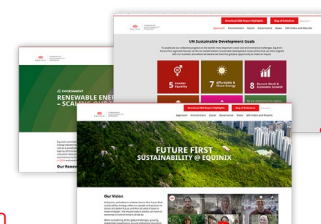
Transparency is a hallmark of our strategy. In addition to our sustainability reporting, we offer Equinix Green Power Reports (GPRs), whereby customers in our data centers can claim renewable energy coverage and quantify their greenhouse gas emissions based on their footprint. GPRs are calculated based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



## Learn more

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

[Sustainability.Equinix.com](https://Sustainability.Equinix.com)



# Do what it takes to protect the planet

We believe our planet must be preserved and its resources renewed

To enable the sustainable growth of the digital economy, we must develop and implement innovative solutions for global and local environmental challenges. We are the leading stewards of digital infrastructure, setting high standards for our industry across all aspects of our footprint, including climate impact, water usage, resource usage, land utilization, and biodiversity.

## Our progress

24% reduction  
in operational  
emissions

Scope 1 and 2 emissions  
reduced from 2019 baseline

A CDP climate  
change  
rating

Achieved highest ranking score  
for the second consecutive year

\$78M

invested in  
energy efficiency

Enhancing operational  
excellence and energy  
demand reduction in 2023

96%

renewable energy

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

Over 1 GW  
of PPAs

Entered into long-term  
contracts with 225 MW  
operational today and  
838 MW to be developed  
between 2024 and 2029

1.42

average annual PUE

8.8% Power Usage  
Effectiveness improvement  
from 2022

4,000 MWh of  
Heat Export

Putting recovered heat back  
to use in our communities

25%

of Qualified<sup>2</sup>  
Scope 3 emissions

Covered by supplier-set  
science-based targets

1.07

average annual WUE<sup>3</sup>

First year reporting on  
Water Usage Effectiveness

2. Includes Category 1 and 2 Scope 3 emissions

3. Average annual WUE for our entire global data center portfolio. The WUE calculation includes our all of our data centers regardless of cooling system type employed at the facility



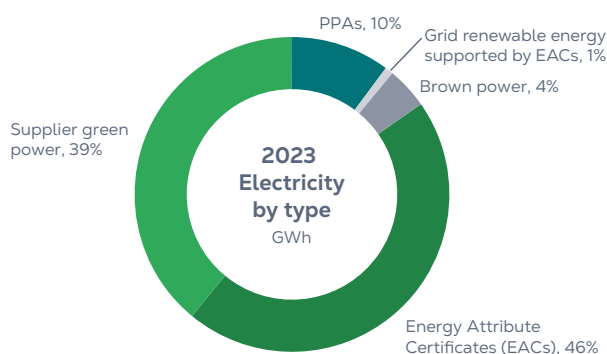
## Environmental data

Metric	Units	2019 (Baseline)	2021	2022	2023
Electricity Consumption	GWh	5,700	7,140	7,750	8,170
Renewable Energy	GWh	5,250	6,770	7,430	7,850
% Renewable Energy	%	92%	95%	96%	96%
PUE (Annual Average)	Quotient	1.54	1.48	1.46	1.42
Energy Intensity	GWh / million USD	1.028	1.084	1.077	1.007
GHG Emissions: Scope 1	mtCO2e	40,700	50,700	40,300	29,000
GHG Emissions: Scope 2 (location-based)	mtCO2e	2,079,000	2,307,600	2,405,200	2,610,200
GHG Emissions: Scope 2 (market-based)	mtCO2e	306,000	254,800	228,200	234,100
GHG Emissions: Scope 3	mtCO2e	1,311,000	1,504,000	1,292,000	1,249,000
Carbon Intensity (location-based)	mtCO2e / million USD	381	355	337	322
Carbon Intensity (market-based)	mtCO2e / million USD	62	46	37	32
WUE (Annual Average; all sites)	Quotient	—	—	—	1.07
WUE (Annual Average; water cooled sites* only)	Quotient	—	—	—	1.63

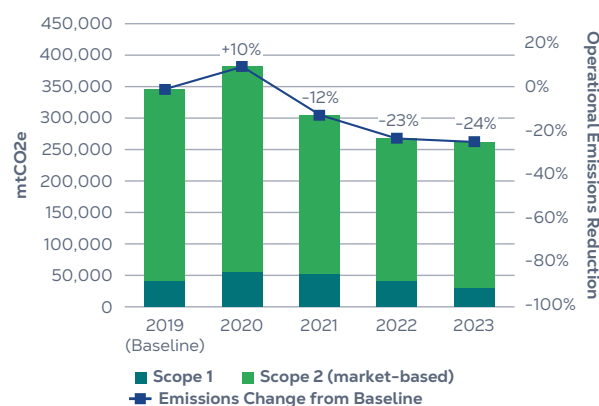
Energy and emissions are assured to ISO 14064-3:2019 standards for the quantification and reporting of greenhouse gas (GHG) emissions.

\* Water cooled sites refer to data centers with evaporative cooling systems

### Renewable energy by type



### Operational emissions reduction



## Looking forward

Our Future First environmental strategy seeks to:

### Address the urgency of climate change

Execute against 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 materials.

### 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 low-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 plays a vital role in society, empowering connection and enabling innovations that enrich our work, lives and communities. We are a force for social good as we prioritize diversity, equity and inclusion, cultivate a people-centered culture, and invest to close the digital divide. We strive to be the company that customers actively choose to do business with, communities are eager to partner with, and where team members feel empowered to do the best work of their lives to create a better tomorrow.



## Our progress

# 53%

of our U.S. workforce is  
comprised of historically  
marginalized<sup>4</sup> talent,  
a 6% increase from 2022

# +17%

increase in women  
employees globally

# +14%

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

# \$1.9M

in employee donations, corporate  
matching and community-based  
donations made to over 1,600  
charities around the world

# 47

organizations

partnering in digital inclusion  
funded by Equinix Foundation in  
the first year of operations<sup>5</sup>

# 25,300

hours

11% increase in employee  
volunteering YoY

# 38

WeAreEquinix  
teams

established in our markets  
around the world—localizing  
our belonging efforts

# 770

volunteer leaders

spearheading employee-led  
events and initiatives to further  
Diversity, Inclusion, Belonging,  
and Wellbeing

# 83/85/88

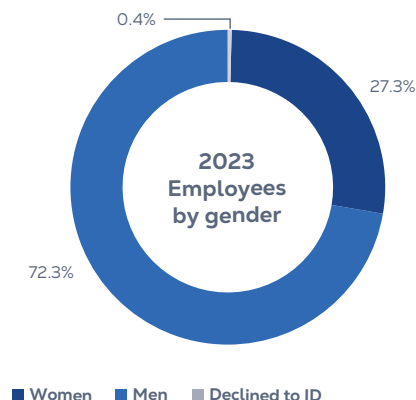
employee satisfaction survey  
scores for eSat, Belonging and  
Wellbeing

4. 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.

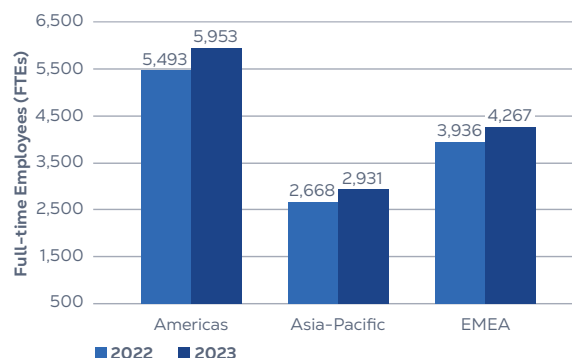
5. Represents both grants and WeGive community-based donations



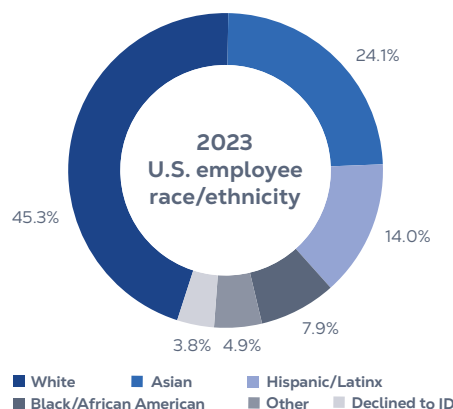
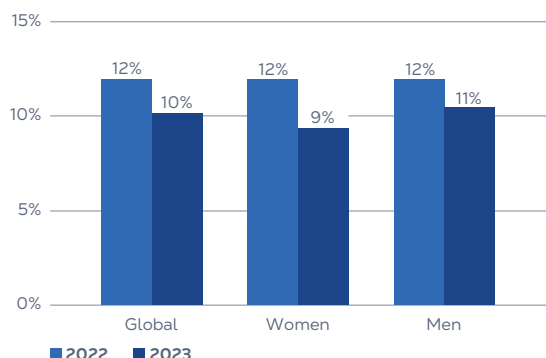
## Social data



EMPLOYEES BY REGION



EMPLOYEE TURNOVER



## 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.

### 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.

### Increase workforce diversity

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

### 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



# Do what's right to lead the way

Leading with purpose. Acting with integrity.

As a global leader in digital infrastructure, the Equinix Board of Directors is focused on maintaining the trust of our stakeholders to underpin our success and longevity. We have a clear expectation of integrity and ethics to which every member of our company is held accountable. Our approach to governance provides the framework for all our operations and external engagements.



## Our progress

### Decade of 100%

employee completion of  
Ethics and Compliance  
trainings

### Founding Member

of Asia-Pacific Data Center  
Association, the first-of-its-kind  
trade association in the region

### CDP Supplier Engagement Leader

for the third consecutive year

### CPA-Zicklin Index Trendsetter

Recognized for our political  
transparency with an  
increase in our score year  
over year

### 16

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

### Supply Chain Facing Human Rights Impact Assessment

Conducted our first triennial  
assessment to identify and  
understand inherent risks across  
our supply chain

### CSO50 Award Winner

recognized for creating a  
Security-as-Code Model by  
CSO, the leading source for  
news, analysis, and research on  
security and risk management

### Equinix Shared Responsibility Model

Established the model dividing  
privacy responsibilities between  
customers and Equinix

### ESG Compensation Metrics

Tied short-term incentive  
performance metrics for VP-level  
and above to environmental and  
social progress



## Governance and Board structure<sup>6</sup>

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

10

Members on our Board of Directors

4

Women Board members

20%

Board members identify as racially/ethnically diverse

8

Independent directors

8.63

Average Board tenure in years

8

Number of Board meetings held in 2023



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 2023 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.

### Cultivate a culture of trust

Strengthen our foundation of cybersecurity and data privacy to improve resilience and customer experience.

### Further strengthen collaboration with peers and trade associations

Continue to lead initiatives that move the data center industry toward a more sustainable future.

### Engage our suppliers on sustainability

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

## Governance partnerships and certifications



<sup>6</sup> Data as of December 31, 2023, except where otherwise noted.



# GRI Standards

FY2023





## GRI Standards—Universal Standards

The information disclosed below reflects the reporting period from January 1, 2023 to December 31, 2023.

GRI 2: The Organization and its Reporting Practices		
Disclosure No.	Disclosure Title	2023 Response
2-1	Organizational details	<p>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, CA 94065, USA. Equinix operates 260 IBX<sup>®</sup> and xScale<sup>®</sup> data centers in 71 strategic markets in 33 countries across the Americas, Asia-Pacific, and Europe, the Middle East and Africa (“EMEA”). Equinix operates in:</p> <ul style="list-style-type: none"> <li>■ Americas: Brazil, Canada, Chile, Colombia, Mexico, Peru and USA</li> <li>■ Asia-Pacific: Australia, China, India, Japan, Malaysia, Singapore and South Korea</li> <li>■ EMEA: Bulgaria, Côte d'Ivoire, Finland, France, Germany, Ghana, Ireland, Italy, Netherlands, Nigeria, Oman, Poland, Portugal, Spain, Sweden, Switzerland, Turkey, UAE and the UK</li> </ul>
2-2	Entities included in the organization's sustainability reporting	All entities listed in our <a href="#">2023 Form 10-K</a>
2-3	Reporting period, frequency and contact point	<p>Reporting for the 2023 calendar year; Equinix publishes its sustainability report annually. This report was released in April 2024 and covers 2023 data. For questions regarding the report, please contact:</p> <p>Sustainability Program Office  <a href="mailto:Sustainability@equinix.com">Sustainability@equinix.com</a>            1.800.322.9280</p>
2-4	Restatements of information	None
2-5	External assurance	This report does not have external assurance; however, Equinix's 2015–2023 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	2023 Response
2-6	Activities, value chain, and other business relationships	<p>Equinix provides a variety of International Business Exchange™ (IBX) and xScale data centers, as well as interconnection solutions and managed IT infrastructure services. Additional details are available in our <a href="#">2023 Form 10-K</a>. Equinix operates in 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.</p> <p>Equinix designs, builds and operates multitenant 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 consists of equipment inside the sites that brings power to our customers' electronic equipment reliably (including backup generators and UPS units) and maintains 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 <a href="#">Business Partner Code of Conduct</a> details our supplier ESG requirements.</p> <p>In 2023, we opened nine new data centers, inclusive of new xScale sites via our joint ventures. When including five additional data centers that opened in January 2024, this results in an increase in our total number of data center facilities to 260. See <a href="#">2023 Form 10-K</a>, Item 1 for details.</p>

GRI 2: Activities and Workers		
Disclosure No.	Disclosure Title	2023 Response
2-7	Employees	<p>Total employee headcount: Equinix had 13,772 regular employees as of December 31, 2023. This is an 11.7% headcount growth since 2022.</p> <p>Total number of regular employees by type:</p> <ul style="list-style-type: none"> <li>■ Permanent: 13,192</li> <li>■ Temporary: 580</li> <li>■ Non-guaranteed hours: N/A</li> </ul> <p>Total number of regular employees by type and by gender:</p> <ul style="list-style-type: none"> <li>■ Permanent: 9,541 men, 3,590 women, and 61 declined to identify</li> <li>■ Temporary: 382 men, 193 women, and 5 declined to identify</li> <li>■ Non-guaranteed hours: N/A</li> </ul> <p>Total number of regular employees by type and by region:</p> <ul style="list-style-type: none"> <li>■ Americas: 5,833 permanent and 115 temporary</li> <li>■ Asia-Pacific: 2,971 permanent and 144 temporary</li> <li>■ EMEA: 4,288 permanent and 321 temporary</li> </ul> <p>Total number of regular employees by employment type and by gender:</p> <ul style="list-style-type: none"> <li>■ Full-time: 9,807 men, 3,631 women, and 64 declined to identify</li> <li>■ Part-time: 116 men, 152 women, and 2 declined to identify</li> </ul> <p>Total number of regular employees by employment type and by region:</p> <ul style="list-style-type: none"> <li>■ Americas: 5,813 full-time and 135 part-time</li> <li>■ Asia-Pacific: 3,092 full-time and 23 part-time</li> <li>■ EMEA: 4,597 full-time and 112 part-time</li> </ul>
2-8	Workers who are not employees	<p>The total number of workers who are not employees is 5,673, 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.</p> <p>All of the above categories are not included in the full-time employee headcount.</p>

GRI 2: Governance		
Disclosure No.	Disclosure Title	2023 Response
2-9	Governance structure and composition	<a href="#">2024 Proxy Statement</a>
2-10	Nomination and selection of the highest governance body	<a href="#">2024 Proxy Statement</a>
2-11	Chair of the highest governance body	<a href="#">2024 Proxy Statement</a>



GRI 2: Governance, continued		
Disclosure No.	Disclosure Title	2023 Response
2-12 2-13 2-14	<p>Role of the highest governance body in overseeing the management of impacts</p> <p>Delegation of responsibility for managing impacts</p> <p>Role of the highest governance body in sustainability reporting</p>	<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> <p>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. The Nominating and Governance Committee is responsible for oversight of ESG compensation incentives. This Committee receives updates, including an overview of ESG, from the Sustainability Program Office (SPO) on behalf of the Sustainability Executive Steering Committee, as needed, as well as a focused environmental metrics review at least once a year.</p> <p>Responsibilities of our Sustainability Executive Steering Committee and 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. Working with other Equinix teams, the SPO sets the sustainability strategy and key targets for the company. The SPO also collaborates cross-functionally to interpret changes in the external sustainability environment and assess strategic consequences for Equinix. The team communicates and navigates organizational complexity to enable Equinix to deliver on its ESG commitments, including defining strategy, implementing and measuring initiatives, reporting progress against goals and engaging our stakeholders.</p> <p>The sustainability program contains three program tracks (or pillars). In 2023, each pillar was led by at least one member of the executive team (these members make up 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.</p> <p>Day to day the sustainability program in 2023 was led by a global program vice president and executed by a Working Team that consists of 50+ global and regional leads. The Working Team meets periodically and reports up through the cross-functional Sustainability VP SteerCo for approval and support on strategic decisions. The Steering Committee meets two to four times 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.</p> <p>Consultation with stakeholders is led by the Working Team and Equinix's <a href="#">materiality assessment</a> (last updated in the fall of 2022) engaged a variety of stakeholders who provided their feedback on Equinix's ESG programs and goals.</p> <p>Equinix's Investor Relations (IR) team also met with numerous investors around the world by attending or hosting over 25 investor conferences, non-deal road shows, 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 2023 to discuss these topics and solicit feedback.</p> <p>Equinix's corporate governance structure can be found on Equinix's Investor Relations website under Corporate Governance. Additional details are available in our <a href="#">2024 Proxy Statement</a>.</p>
2-15	Conflicts of interest	<a href="#">2024 Proxy Statement</a>
2-16	Communication of critical concerns	<p>For a description of our Board's oversight of risk management, please refer to our <a href="#">2024 Proxy Statement</a>.</p> <p>We do not report the total number and nature of the critical concerns presented to the Board.</p>
2-17	Collective knowledge of the highest governance body	<p>Within our <a href="#">2024 Proxy Statement</a>, we have provided a matrix of the particular skills and experience our directors bring to the Board.</p> <p>Please refer to the Equinix Corporate Governance Guidelines for continuing education of our Board members. All directors will be offered the opportunity, and are encouraged, to participate in continuing education programs, with any associated expenses to be reimbursed by the Company. It is the intent of the Board that at least one member of the Board shall attend such a program at least once every two years.</p>

GRI 2: Governance, continued		
Disclosure No.	Disclosure Title	2023 Response
2-18	Evaluation of the performance of the highest governance body	<a href="#">2024 Proxy Statement</a> —A self-assessment of the Board is also conducted annually, at which time each member is free to evaluate and comment as to whether they feel this leadership structure continues to be appropriate.
2-19	Remuneration policies	<a href="#">2024 Proxy Statement</a>
2-20	Process to determine remuneration	<a href="#">2024 Proxy Statement</a>
2-21	Annual total compensation ratio	<a href="#">2024 Proxy Statement</a>

GRI 2: Strategy, Policies and Practices		
Disclosure No.	Disclosure Title	2023 Response
2-22	Statement on sustainable development strategy	<a href="#">CEO Letter</a>
2-23	Policy commitments	<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. 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.</p> <p>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.</p> <p>Our <a href="#">Code of Business Conduct</a> 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.</p> <p>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.</p>
2-24	Embedding policy commitments	<p>All Equinix employees must complete regular ethics and compliance-related training. In addition, all employees, including executives, as well as Board members must complete ethics and compliance-related training as part of onboarding.</p> <p>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.</p> <p>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.</p>

GRI 2: Strategy, Policies and Practices continued		
Disclosure No.	Disclosure Title	2023 Response
2-25	Processes to remediate negative impacts	<p>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 shared only with people who need to know to resolve the issue.</p> <p>At Equinix, there are a number of appropriate ways for you to speak up about questions or concerns you may have, including:</p> <p>Talking to your manager</p> <p>Raising a case with Human Resources</p> <p>Contacting Equinix's Chief Compliance Officer</p> <p>Emailing the Ethics and Compliance Office at <a href="mailto:ethicsandcompliance@equinix.com">ethicsandcompliance@equinix.com</a></p> <p>Reaching out to your local legal representative</p> <p>Contacting the Ethics and Compliance Helpline at <a href="http://www.equinix.ethicspoint.com">www.equinix.ethicspoint.com</a></p>
2-26	Mechanisms for seeking advice and raising concerns	<p>At Equinix, there are a number of appropriate ways for you to speak up about questions or concerns you may have, including:</p> <p>Talking to your manager</p> <p>Contacting your HR representative or <a href="mailto:HRDirect@equinix.com">HRDirect@equinix.com</a></p> <p>Raising a case with Human Resources</p> <p>Contacting Equinix's Chief Compliance Officer</p> <p>Emailing the Ethics and Compliance Office at <a href="mailto:ethicsandcompliance@equinix.com">ethicsandcompliance@equinix.com</a></p> <p>Reaching out to your local legal representative</p> <p>Contacting the Ethics and Compliance Helpline at <a href="http://www.equinix.ethicspoint.com">www.equinix.ethicspoint.com</a></p> <p>Equinix's <a href="#">Code of Business Conduct</a> also details the company's whistleblower protection practices. Equinix's <a href="#">Whistleblower Protection Policy</a> protects corporate "whistleblowers," ensuring that concerns around ethics and corruption are taken seriously and acted upon by the Company.</p>
2-27	Compliance with laws and regulations	<p>As a global company, Equinix must comply with the laws in all the places we do business. Our <a href="#">Code of Business Conduct</a> 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 reputational risks associated with sanctions and fines for noncompliance with applicable laws. In 2023, Equinix received no significant or material fines or nonmonetary sanctions for noncompliance with laws and regulations.</p>
2-28	Membership associations	<p>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, 2023, we were active members of the following sample list organizations.</p> <p>Trade Organizations</p> <p>Asia Cloud Computing Association</p> <p>Data Center Coalition (DCC)</p> <p>Digital Infrastructure Ireland</p> <p>Dutch Data Centre Association</p> <p>European Data Centre Association (EUDCA)</p> <p>France Datacenter</p> <p>German Datacenter Association</p> <p>Information Technology Industry Council (ITI)</p> <p>National Association of Real Estate Investment Trusts (Nareit)</p> <p>Northern Virginia Technology Council (NVTC)</p> <p>TechUK (United Kingdom)</p> <p>US India Business Council</p> <p>US Colombia Business Council</p>



GRI 2: Strategy, Policies and Practices continued		
Disclosure No.	Disclosure Title	2023 Response
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 <a href="#">Stakeholder Engagement</a> section.
2-30	Collective bargaining agreements	<p>In the Americas, both Brazil and Canada have collective bargaining. 100% of the workforce in Brazil is covered by collective bargaining with the union. In Canada, 2.2% of the workforce is unionized.</p> <p>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 an employee consultation process and get their consent.</p> <p>In EMEA, the countries of France, Germany, the 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. Additionally, in Sweden, Spain, Italy and Finland, Equinix is subject to industry collective agreements governing terms and conditions of employment.</p>

GRI 3: Disclosures on Material Topics		
Disclosure No.	Disclosure Title	2023 Response
3-1	Process to determine material topics	Equinix conducted a multiphase 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 and peers) and consultants.
3-2	List of material topics	For more details, please refer to our <a href="#">Materiality Assessment</a> .
3-3	Management of material topics	<a href="#">Environment</a> <a href="#">Social</a> <a href="#">Governance</a>

## GRI Standards—Topic-specific Disclosures

GRI 201: Economic Performance		
Disclosure No.	Disclosure Title	2023 Response
201-1	Direct economic value generated and distributed	<a href="#">2023 Form 10-K</a> , Item 7
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Equinix 2023 CDP Climate Change Survey response</a>

GRI 203: Indirect Economic Impacts		
Disclosure No.	Disclosure Title	2023 Response
203-1	Infrastructure investments and services provided	<p>Infrastructure investments: <a href="#">2023 Form 10-K</a>, Note 17 in Notes to Consolidated Financial Statements.</p> <p>Equinix's Community Impact &amp; Foundation includes the programs and initiatives that empower employees to give back, with a focus on helping the communities where we live and work. We continue to connect communities to the opportunities of a digital world while harnessing the passion of employees for community-based service and giving. In total, our Community Impact efforts in 2023 resulted in approximately \$1.9 million in employee donations, company matching, and community-based donations made to over 1,600 charities around the world. In addition, our Equinix employees served a total of 25,300 volunteer hours, an 11% increase in employee volunteering from last year.</p>
203-2	Significant indirect economic impacts	<p>This metric helps determine how many job opportunities were created in 2023, both as a result of growth and from a need to replace leaving employees. A total of 2,318 employees were hired externally in 2023 against the 3,040 open positions, 947 positions were filled internally, and the remaining positions were not hired for, carried forward to 2024 or cancelled.</p>
GRI 205: Anti-Corruption		
Disclosure No.	Disclosure Title	2023 Response
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 not only is 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 <a href="#">2023 Form 10-K</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 employee mandatory trainings described above. 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	<p>Please review our <a href="#">SEC filings</a> for detailed reporting on Corruption, Ethics and Compliance issues. Equinix strives to avoid duplicate reporting.</p> <p>In 2023, Equinix had no verified violations of applicable anti-bribery and corruption laws.</p>

GRI 302: Energy		
Disclosure No.	Disclosure Title	2023 Response
302-1	Energy consumption within the organization	<p>Energy Consumption: Total energy consumption in 2023 was 8,342 GWh across Scope 1 and 2 (up from 7,905 GWh in 2022, or 5%). Scope 2 was 8,284 GWh (+6% YOY). The regional breakdown for Scope 2 was:</p> <ul style="list-style-type: none"> <li>Americas: 3,416 GWh (41%, +6% YOY)</li> <li>Asia-Pacific: 1,718 GWh (21%, +2% YOY)</li> <li>EMEA: 3,150 GWh (38%, +8% YOY)</li> </ul> <p>(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.)</p> <p>Renewable Energy Consumption: Total renewable energy consumption in 2023 was 7,853 GWh (+6% YOY).</p> <ul style="list-style-type: none"> <li>Americas: 3,399 GWh (+6% YOY)</li> <li>Asia-Pacific: 1,349 GWh (+2% YOY)</li> <li>EMEA: 3,105 GWh (+7% YOY)</li> </ul>
302-3	Energy intensity	<p>Energy intensity as measured by energy consumption (GWh) per unit revenue (million USD) was:</p> <ul style="list-style-type: none"> <li>2023: 1.007 GWh electricity per million USD (change of -7% YOY)</li> <li>2022: 1.077 GWh electricity per million USD (change of -1% YOY)</li> <li>2021: 1.084 GWh electricity per million USD (change of +1% YOY)</li> </ul> <p>Energy intensity as measured by energy consumption (GWh) per data center floor area (gross sq. ft.) was:</p> <ul style="list-style-type: none"> <li>2023: 283 GWh electricity per million sq. ft.</li> <li>2022: 278 GWh electricity per million sq. ft.</li> <li>2021: 236 GWh electricity per million sq. ft.</li> </ul> <p>(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.)</p>
302-4	Reduction of energy consumption	<p>Demand reduction from the \$78M of energy efficiency investments made in 2023 is roughly 7,600 kW annually.</p>

GRI 303: Water and Effluents		
Disclosure No.	Disclosure Title	2023 Response
303-3	Water withdrawal	<p>Total water withdrawal in 2023 was 5,970 megaliters (ML). The breakdown of volume by source and from areas with high water stress are:</p> <ul style="list-style-type: none"> <li>Third-party (e.g., municipal water): 5,860 ML (from areas with high water stress: 1,800 ML)</li> <li>Groundwater: 110 ML (from areas with high water stress: 110 ML)</li> </ul> <p>Total water discharge in 2023 was 2,390 ML. The breakdown of volume by source and to areas with high water stress are:</p> <ul style="list-style-type: none"> <li>Third-party (e.g., municipal sewage): 2,390 ML (to areas with high water stress: 790)</li> </ul> <p>Total water consumption in 2023 was 3,580 ML with 1,120 in areas with high water stress.</p> <p>Equinix conducts water risk assessments using WRI's Aqueduct tool. Sites with baseline water stress of high or extremely high, as determined by WRI, are considered areas with high water stress.</p> <p>(Note: Water volumes disclosed account for 88% of our global data center portfolio. Equinix is working on expanding its water tracking efforts to provide data covering our entire portfolio, in future reports.)</p>
303-4	Water discharge	
303-5	Water consumption	



GRI 305: Emissions		
Disclosure No.	Disclosure Title	2023 Response
305-1	Direct (Scope 1) GHG emissions	<p>Scope 1 emissions from on-site diesel consumption for backup generation, natural gas used for heating, and refrigerant losses:</p> <ul style="list-style-type: none"> <li>■ 2023: 29,000 mtCO<sub>2</sub>e</li> <li>■ 2022: 40,300 mtCO<sub>2</sub>e</li> <li>■ 2021: 50,700 mtCO<sub>2</sub>e</li> </ul> <p>The regional breakdown in 2023 was: 64% AMER (18,700 mtCO<sub>2</sub>e), 18% APAC (5,200 mtCO<sub>2</sub>e) and 18% EMEA (5,100 mtCO<sub>2</sub>e).</p> <p>The primary drivers for the decrease in Scope 1 emissions include an overall reduction in refrigerant leakages due to focused efforts across our operations.</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>Scope 2 Location-based GHG emissions (electricity + chilled water), with YOY trend:</p> <ul style="list-style-type: none"> <li>■ 2023: 2,610,200 mtCO<sub>2</sub>e (+9%)</li> <li>■ 2022: 2,405,200 mtCO<sub>2</sub>e (+4%)</li> <li>■ 2021: 2,307,600 mtCO<sub>2</sub>e (+1%)</li> </ul> <p>The regional breakdown in 2023 was: 38% AMER (993,800 mtCO<sub>2</sub>e), 34% APAC (885,500 mtCO<sub>2</sub>e) and 28% EMEA (730,900 mtCO<sub>2</sub>e).</p> <p>Scope 2 Market-based GHG emissions (electricity + chilled water) including contribution of renewable energy purchasing, with YOY trend:</p> <ul style="list-style-type: none"> <li>■ 2023: 234,100 mtCO<sub>2</sub>e (+3%)</li> <li>■ 2022: 228,200 mtCO<sub>2</sub>e (-10%)</li> <li>■ 2021: 254,800 mtCO<sub>2</sub>e (-22%)</li> </ul> <p>The regional breakdown in 2023 was: 1% AMER (3,100 mtCO<sub>2</sub>e), 98% APAC (229,800 mtCO<sub>2</sub>e) and 1% EMEA (1,200 mtCO<sub>2</sub>e). Market-based methodologies take into account Equinix's large renewable energy purchases, which allow us to use a 0 mtCO<sub>2</sub>e/MWh emissions factor (or net zero emissions from electricity).</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>Scope 3 emissions come from:</p> <ul style="list-style-type: none"> <li>■ Purchased goods and services</li> <li>■ Capital goods</li> <li>■ FERA – upstream electricity (market-based)</li> <li>■ Waste</li> <li>■ Business travel (air, hotel, rail, rental car)</li> <li>■ Employee commuting (employee commuting to office, work-from-home)</li> </ul> <p>Scope 3 totals were:</p> <ul style="list-style-type: none"> <li>■ 2023 = 1,249,000 mtCO<sub>2</sub>e</li> <li>■ 2022 = 1,292,000 mtCO<sub>2</sub>e</li> <li>■ 2021 = 1,504,000 mtCO<sub>2</sub>e</li> </ul>
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>■ 2023: 32 mtCO<sub>2</sub>e per million USD (change of -15% YOY)</li> <li>■ 2022: 37 mtCO<sub>2</sub>e per million USD (change of -20% YOY)</li> <li>■ 2021: 46 mtCO<sub>2</sub>e per million USD (change of -28% YOY)</li> </ul> <p>Carbon intensity is driven by both our operational efficiency efforts and renewable energy procurement, as well as how we generate revenue around the world.</p>

GRI 305: Emissions, continued		
Disclosure No.	Disclosure Title	2023 Response
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. Renewable energy coverage versus our electricity usage in 2023 was:</p> <ul style="list-style-type: none"> <li>Americas: 3,195 GWh out of 3,196 GWh (100%)</li> <li>Asia-Pacific: 1,326 GWh out of 1,641 GWh (81%)</li> <li>EMEA: 2,913 GWh out of 2,915 GWh (100%)</li> <li>Global: 7,434 GWh out of 7,752 GWh (96%)</li> </ul> <p>Specifically, renewable energy purchases reduce Scope 2 GHG emissions (from location-based to market-based):</p> <ul style="list-style-type: none"> <li>2023: 2,571,700 mtCO<sub>2</sub>e reduction (2,610,200 reduced to 234,100 mtCO<sub>2</sub>e)</li> <li>2022: 2,177,000 mtCO<sub>2</sub>e reduction (2,405,200 reduced to 228,200 mtCO<sub>2</sub>e)</li> <li>2021: 2,052,800 mtCO<sub>2</sub>e reduction (2,307,600 reduced to 254,800 mtCO<sub>2</sub>e)</li> </ul> <p>(Note: Scope 2 includes electric power, fuel cells under power purchase agreement, and chilled water.)</p>

GRI 401: Employment		
Disclosure No.	Disclosure Title	2023 Response
401-1	New employee hires and employee turnover	<p>New employees hired and (hire rate):</p> <ul style="list-style-type: none"> <li>2023: 2,318 (18.1%)</li> <li>2022: 2,465 (21.5%)</li> <li>2021: 1,751 (17%)</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>2023: 10%</li> <li>2022: 12%</li> <li>2021: 10%</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.).</p>

401-3	Parental leave	<p>Retention rate after parental leave (2020, 2021 includes Americas and APAC only; 2022 and 2023 include all regions):</p> <ul style="list-style-type: none"> <li>2023: Of 545 employees who took leave in 2022, 92% were still at Equinix in 2023 (91% of men, 93% of women)</li> <li>2022: Of 265 employees who took leave in 2021, 94% were still at Equinix in 2022 (96% of men, 90% of women)</li> <li>2021: Of 147 employees who took leave in 2020, 99% were still at Equinix in 2021 (100% of men, 96% of women)</li> </ul> <p>(Note: For 2023, AMER includes US, Canada and Brazil only.)</p>
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GRI 403: Occupational Health and Safety		
Disclosure No.	Disclosure Title	2023 Response
403-9	Work-related injuries	<p>In 2023, Equinix had:</p> <ul style="list-style-type: none"> <li>No fatalities as a result of work-related injury</li> <li>0% high consequence work-related injury rate</li> <li>A recordable work-related injury rate of 0.26 globally per 200,000 hours worked</li> <li>Lost-time injuries frequency rate (LTIFR) of 0.17 globally per 200,000 hours worked</li> </ul>

GRI 404: Training and Education		
Disclosure No.	Disclosure Title	2023 Response
404-1	Average hours of training per year per employee	In 2023, Equinix employees averaged 40.2 hours of training per employee.

404-2	Programs for upgrading employee skill 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 and 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.</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 (in 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.</p> <p>Equinix also offers tuition reimbursement for academic programs, which contributes to overall employee development.</p> <p>In 2023, Equinix averaged \$741 in training costs per FTE.</p>
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GRI 405: Diversity and Equal Opportunity		
Disclosure No.	Disclosure Title	2023 Response
405-1	Diversity of governance bodies and employees	<p>The 2023 composition of Equinix's governance bodies and Executive team was as follows:</p> <ul style="list-style-type: none"> <li>Board of Directors: 6 men, 4 women (60%, 40%)</li> <li>E-staff members: 10 men, 2 women (83.3%, 16.7%)</li> </ul> <p>The 2023 composition of Equinix's employees was as follows:</p> <ul style="list-style-type: none"> <li>Regional FTEs: Americas (5,857), Asia-Pacific (3,026), EMEA (4,680), TOTAL (13,563)</li> <li>Regional breakdown: Americas (43.2%), Asia-Pacific (22.3%), EMEA (34.5%)</li> <li>Gender diversity: women (27.3%), men (72.3%), declined to identify (0.4%)</li> <li>Race/ethnic diversity: Black/African American (7.9%), Hispanic/Latinx (14.0%), Asian (24.1%), White (45.3%), Other (4.9%), declined to identify (3.9%)</li> <li>Age diversity: Under 30 (15%), 30-50 (65%), Over 50 (20%), declined to ID (0%)</li> <li>Skills diversity: General &amp; Administrative (24.2%), Sales &amp; Marketing (13.2%), Operations (39.5%), Technology (23.1%)</li> </ul> <p>Representation of women in 2023 by level, globally:</p> <ul style="list-style-type: none"> <li>Representation of women at VP and above levels was at 32%</li> <li>Representation of women at Manager to Sr. Dir. levels was at 28.2%</li> <li>Representation of women below Manager levels was at 26.7%</li> <li>(NEW) Representation of women in 2023 in technical roles, globally:</li> <li>Representation of women in technical roles is 16%, an increase of 1.4% from 2022</li> </ul> <p>Representation at each level by race/ethnicity, in the U.S. only:</p> <ul style="list-style-type: none"> <li>At Manager level to Senior Director level: Black/African American (4.1%), Hispanic/Latinx (7.3%), Asian (28.5%), White (52.5%), Other (3.6%), declined to identify (3.9%)</li> <li>At levels below Manager: Black/African American (11.6%), Hispanic/Latinx (20.6%), Asian (20.7%), White (37.2%), Other (6.3%), declined to identify (3.6%)</li> <li>At VP levels and above: Black/African American (3.6%), Hispanic/Latinx (7.1%), Asian (11.6%), White (68.8%), Other (1.8%), decline to identify (7.1%)</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 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.
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GRI 406: Nondiscrimination		
Disclosure No.	Disclosure Title	2023 Response
406-1	Incidents of discrimination and corrective actions taken	<p>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 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.</p> <ul style="list-style-type: none"> <li>■ In 2023, Equinix had 0 verified incidents of discrimination.</li> </ul>

GRI 417: Marketing and Labeling		
Disclosure No.	Disclosure Title	2023 Response
417-1	Requirements for product and service information and labeling	<p>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 2023, Equinix tracked the energy content for 100% of its IBX data centers globally and makes energy consumption, energy efficiency and renewable energy data available to its customers. We believe data centers can leverage their large electricity loads for positive social and environmental impact. 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.</p>

GRI 418: Customer Privacy		
Disclosure No.	Disclosure Title	2023 Response
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>In 2023, no material complaints concerning breaches of data privacy impacting our customers or losses of customer data were substantiated.</p>

Company-specific Metrics		
Disclosure No.	Disclosure Title	2023 Response
SOC-3-a (Equinix Internal Metric)	Employee satisfaction—survey response rate	<p>The Pulse Survey was released four times in 2023:</p> <ul style="list-style-type: none"> <li>■ In Q1 of 2023, 84% of employees completed the survey.</li> <li>■ In Q2 of 2023, 83% of employees completed the survey.</li> <li>■ In Q3 of 2023, 79% of employees completed the survey.</li> <li>■ In Q4 of 2023, 81% of employees completed the survey.</li> </ul> <p>When averaged across the quarters, the response rate was 82%, greater than the average in 2022 (80%).</p>
SOC-3-b (Equinix Internal Metric)	Employee satisfaction—survey results	<p>In 2023, employee satisfaction was determined by the score in response to the survey question "How happy are you working at Equinix?" In 2023, employees responded with a satisfaction score of 84 in Q1, 84 in Q2, 83 in Q3 and 83 in Q4. Overall, 2023 employee satisfaction score average is 83.</p>

Company-specific Metrics, continued		
Disclosure No.	Disclosure Title	2023 Response
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 >99.999%+ availability globally in 2023. 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 energy 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 1.42 across our global portfolio in 2023.
SOC-12 (Equinix Internal Metric)	Annual Average Water Usage Effectiveness (WUE)	Equinix measures WUE, a measure of data center water efficiency, at all of its sites. We report an annual average WUE of 1.07 across our global portfolio in 2023. This includes all data centers with both evaporative and air-cooling systems. The annual average WUE of data centers with evaporative cooling in 2023 is 1.63.

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