

Sustainability Report 2025



EQUINIX

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A message from our CEO and President

From our earliest days as a company, we have believed that business growth and global progress are inextricably linked. That we perform at our best when we deliver on the things our communities need the most. That Equinix succeeds when society thrives.

This belief has never been more important than it is today. Artificial intelligence and accelerated computing are giving rise to the most significant and consequential moment of technological transformation of our lifetimes. This creates extraordinary opportunities alongside immense responsibilities: to accelerate business growth whilst protecting our planet and empowering people around the world.

That's exactly what we did in 2025. Strong demand drove a record-setting year for our business as more customers put their trust in Equinix to build the digital infrastructure they need to meet this moment. As the neutral ground where the world's AI, cloud and networking infrastructure converge, we are the essential layer of connectivity that makes it all work to create lasting business value.

Our growth did not come at the expense of our values. It was driven by them.

We expanded our talent programs to give more people the skills and opportunities they need to thrive in this new era. We made significant investments in energy infrastructure without passing costs on to local communities. And we drove new levels

of energy efficiency and environmental stewardship across our operations.

This progress is the result of tireless work across our teams and the strong partnerships we have built across the public and private sectors. Because of their efforts, we're growing in ways that are good for our customers, our communities and our shareholders.

Responsible growth begins with people

People are at the heart of our strategy. Whether it's our more than 13,000 employees or the residents of the communities they call home, we grow by earning their trust, investing in their futures and ensuring the benefits of the digital economy are broadly shared.

For our employees, this means creating a culture of care across our company where everyone feels like they belong and makes an impact. In 2025, approximately 40% of our people participated in our Employee Connection Networks, and 44 employee-led WeAreEquinix teams around the world came together to support local communities.



Our growth did not come at the expense of our values. It was driven by them.”



This shared sense of purpose is building connections that strengthen our culture and drive better business outcomes.

Alongside this, we expanded our learning and development programs and created more accessible pathways for career advancement. This was rooted in our belief that when our people grow, our business grows—and our performance reflects the power of this idea in action.

That same belief extends well beyond the walls of Equinix. We continued to strengthen our communities by building the talent pipeline and creating high-quality jobs. In 2025, 12% of new hires joined the company through internships, apprenticeships and other programs designed to cultivate the workforce of the future. And through the Equinix Foundation, our employees supported more than 2,900 causes with \$4.9 million in contributions last year.

Sustainability is a business imperative

Our commitment doesn't stop there. The rise of AI is driving unprecedented demand for advanced computing and, along with it, an enormous demand for power.

This is one of the defining challenges of our time. How the world meets these demands—and whether it benefits or burdens

communities along the way—will define our industry for decades to come. At Equinix, we're deeply committed to getting it right.

That's the foundation of our Future First strategy: building essential infrastructure that powers the digital economy in ways that are affordable for our communities, sustainable for our planet and reliable for our customers.

Last year, we made significant investments in energy infrastructure so we're not passing costs on to local communities. We have long believed that large energy users such as data centers should contribute to building the systems that support them. We invest accordingly by supporting new capacity and entering long-term agreements that provide certainty for utilities and their customers.

Our commitment to affordability is paired with a relentless pursuit of energy efficiency and environmental stewardship. In 2025, we invested \$36 million to enhance efficiency through advanced cooling, intelligent monitoring and optimized design. This drove a 5% improvement in our global average power usage effectiveness (PUE), putting us well on our way toward achieving our 2030 goal. We maintained 96% renewable energy coverage across our retail International Business Exchange™ (IBX®) data centers and remain firmly on track to achieve a 50% reduction in operational emissions (Scope 1 and 2) by 2030 from our 2019 baseline.

Our progress continued to be recognized externally. Equinix earned a Gold rating from EcoVadis, placing us in the top 5% of all companies assessed and demonstrating the rigor and discipline our teams bring to their work.

Sustainability also makes us more resilient. Our track record of greater than 99.9999% uptime is a testament to the reliability of our infrastructure. By embedding sustainability and climate-risk insights into every decision we make, we're better able to anticipate change, manage risk and reduce costs. It also shapes how we work with suppliers to prioritize low-carbon materials, responsible sourcing and circular designs that drive greater resilience across our entire value chain. All of this protects long-term shareholder value and builds trust with our stakeholders.

A company built to last

For nearly three decades, we've built infrastructure the world depends on—and we've built it in ways that lift our communities up and protect our planet for generations to come. That's core to the character of our company, and it's a direct result of the deliberate choices we make every day to align the needs of our business with the needs of the world around us.

As proud as we are of our past, our focus is on the future. The opportunities ahead are extraordinary, and so too is the responsibility. Deep down, that's what

motivates us the most: the knowledge that the work we do matters, and the fact that so many are counting on us to deliver.

Our progress shows we are on the right path. We will continue down it with the same conviction that has guided us from the start, knowing that Equinix succeeds when society thrives. The simple fact is the world has never needed us more, and we have never been more ready.

Adaire Fox-Martin

Chief Executive Officer and President
Equinix

Future First

Our industry-leading¹ sustainability efforts shorten the path to operational excellence, energy-efficient innovation and thriving communities.



As the world becomes increasingly digital and the pace of change in the digital economy accelerates, AI, data-intensive workloads and ecosystem-driven business models are transforming how industries operate. The infrastructure underpinning digital technologies is being rapidly expanded to meet this demand.

Within just a few years, artificial intelligence (AI) has changed the way many social, economic and scientific functions are being performed. The potential benefits are broad, ranging from efficiency gains for businesses and public services to scientific advances that could accelerate solutions to some of humanity's most urgent medical and environmental challenges. By 2030, 70% of the demand for data center services could be for those designed to host advanced-AI workloads.²

Delivering the IT capacity to power these technologies inevitably leads to increased demand for infrastructure and resources. Data center power demand is predicted to rise 160% between 2023 and 2030.³ Meeting this demand sustainably requires parallel growth in clean and renewable energy generation and local grid infrastructure. To avoid resource exploitation, water and land resources must be protected to ensure their continuing availability to local communities and other users. Equinix aims to lead in delivering the AI revolution through advanced sustainability solutions and technologies.

Our strategy

Our Future First strategy defines how we explore sustainability-minded data center solutions that enable our customers to expand their digital businesses, adopt next-generation technologies and prioritize their sustainability goals. In 2025, we announced our aspiration to double our capacity by end of the decade. This "Build Bolder" strategic move highlights the importance of our Future First initiatives, which guide how we plan for energy and water needs while thoughtfully engaging local communities. Our strategy comprises environmental, social and governance programs.

Growing our digital infrastructure sustainably

We are building data centers designed to handle unprecedented IT loads. Innovations pioneered at our colocation sites, such as advanced cooling systems and optimized power management, are now being deployed globally. These efforts reflect our commitment to designing, building and operating resource-efficient technologies that optimize energy, water and material use.

The sustainability challenge extends beyond our facilities to the electricity grids we rely on, many of which are already strained by both their condition and growing demand for low- and zero-carbon power.

1. According to the [IDC MarketScape Worldwide Datacenter Colocation Services 2025 Vendor Assessment](#).

2. See our [2025 Analyst Day presentation](#) for more information.

3. "AI is poised to drive 160% increase in data center power demand," according to [Goldman Sachs](#) on May 14, 2024.



Equinix addresses the climate challenge through our clean and renewable energy program, covering 96% of our 2025 electricity use for our retail IBX data centers, which reduces market-based emissions, helps finance new clean and renewable energy capacity and enhances our operational resilience.

Meeting customer sustainability expectations

Our sustainability strategy helps customers meet their business and sustainability goals, strengthens our existing relationships and drives new business. Equinix supports our customers' IT sustainability objectives through energy and water efficiency programs and transparent, easy-to-use data. Our Green Power Reports and Customer Water Reports provide site-level, third-party-verified metrics that simplify reporting and impact management. This data-driven approach differentiates Equinix's services and turns sustainability into a shared value.

Driving social progress

We advance connection and innovation through a people-centered culture focused on belonging and closing the digital divide. We attract multiskilled talent through inclusive pipelines, and we foster belonging via employee networks and volunteer teams that build community and support growth.

We recognize our responsibility to create lasting, shared value in the communities we serve today and those we become part of as we expand to meet our customer requirements. Through targeted engagement and investment, we work to strengthen local economic value, safeguard the surrounding environment and expand access to the benefits of the digital economy.

Leading with integrity

Equinix's governance and ethical business practices underpin trust, resilience and long-term value.

Through risk management, AI governance and business continuity planning, we build our business on a foundation of ethical conduct for accessible, resilient and responsibly managed digital infrastructure. We also actively engage in public policy and industry collaboration, advocating for clean and renewable energy, digital security and transparent reporting to help shape a more sustainable digital infrastructure ecosystem.

EQUINIX SOLUTION

Sustainability insights for customers

Equinix customers frequently request data about the impact of their activities at our sites. We track these requests and develop solutions to meet customer needs.

Since launching a customer-focused request platform in October 2023, one of the top requests has been for information on power usage and renewables coverage at our data centers. In response, we launched a self-service Customer Green Power Report (GPR) dashboard in 2025. The GPR is a renewable energy and emissions attestation statement, based on the principles of the Greenhouse Gas Protocol, through which customers can access data about their carbon footprint, electricity consumption and renewable energy coverage at Equinix facilities. In 2025, over 600 unique customers accessed their GPRs.

CASE STUDY

Setting the standard

In 2025, Equinix was named a Leader in the inaugural IDC MarketScape: Worldwide Datacenter Services Sustainability 2025–2026 Vendor Assessment (#US53000525, December 2025). The IDC MarketScape evaluated data center providers on their sustainability performance, offering insight into how companies are advancing environmental stewardship and innovation across the sector.

We believe being recognized as a Leader reflects the strength and maturity of our Future First sustainability strategy, particularly in the following areas:

- Progress toward our sustainability goals
- Innovative approaches to energy management
- Water stewardship and heat reuse programs
- Customer decarbonization tools and provision of granular reporting data
- Green financing and investment in next-generation technologies designed for sustainability

Together, we believe these capabilities make us well positioned as a Leader for sustainability in the global colocation and data center services market.

Read the [IDC MarketScape](#) to learn more





CUSTOMER CASE STUDY

Partner of choice for reliable, responsible IT infrastructure

Anticipating an increase in the carbon emissions of its digital footprint, Louis Vuitton recognizes the importance of high-performance digital infrastructure that can enable its commitments to the planet while providing a seamless customer experience. Louis Vuitton partnered with Equinix due to our track record of reliability, culture of innovation and investments in clean and renewable energy. Equinix helps Louis Vuitton enact its philosophy of “measure to act, act to reduce” and transparently report the impacts associated with its deployments.

Learn more about why Louis Vuitton chose Equinix in this [video](#).



CUSTOMER CASE STUDY

Empowering customer sustainability reporting

Our customer Fastly, a content delivery network and edge cloud service provider, needed a data center partner to support its network services, compute and other capabilities with decreased environmental impact. The company selected Equinix because of our sustainability measurement offerings, cooling efficiency and 99.9999%+ annual average uptime.

Fastly uses our GPR to gather key metrics that help the company optimize sustainability performance, with the following outcomes:

- Our data strengthened Fastly’s ability to credibly claim carbon neutrality.
- Our data visibility enhanced Fastly’s value proposition and product offerings, as it can extend similar transparency to its own customers.
- We enabled Fastly to identify efficiencies and make informed equipment purchasing decisions.

Fastly is more prepared to respond to compliance and regulatory requirements, protecting its brand and reducing regulatory risk. Read the full report by [451 Research, S&P Global Market Intelligence](#).



CUSTOMER CASE STUDY

Enabling efficient and sustainable transportation

Stadler, a global train manufacturer, required greater scalability and flexibility to grow its IT infrastructure footprint and network connectivity between users, partners and applications. Stadler is conscious of its social responsibility for sustainable mobility and therefore stands for innovative, sustainable and durable trains. Equinix supported Stadler to double its IT capabilities on a digital infrastructure foundation committed to sustainability, in addition to providing a choice of network providers to quickly scale its bandwidth speed.

By operating with Equinix’s high levels of renewable energy coverage, Stadler can align its digital operations with its corporate net-zero objectives while ensuring reliable performance for its global teams.

Learn more about our partnership in this [case study](#) and [short video](#).

Stakeholder engagement and priority areas

The success of our business hinges on our ability to provide reliable, scalable infrastructure that is designed and operated with sustainability at its core. We shape our Future First sustainability strategy through stakeholder engagement to capture evolving expectations and by leveraging our materiality assessment to determine which issues carry the greatest significance for our long-term performance and impact.

Engaging our stakeholders

Stakeholders provide critical insights, foster accountability and help ensure our strategy aligns with the expectations of those who influence or are influenced by our business.

Our stakeholders include:

- Customers and partners
- Employees
- Communities

- Suppliers and service providers
- Investors, analysts and third-party rating groups
- Advocacy and nongovernmental organizations
- Governments and regulatory bodies

For more details about how we engage our stakeholders, see our [Sustainability Data Summary](#).

Assessing materiality

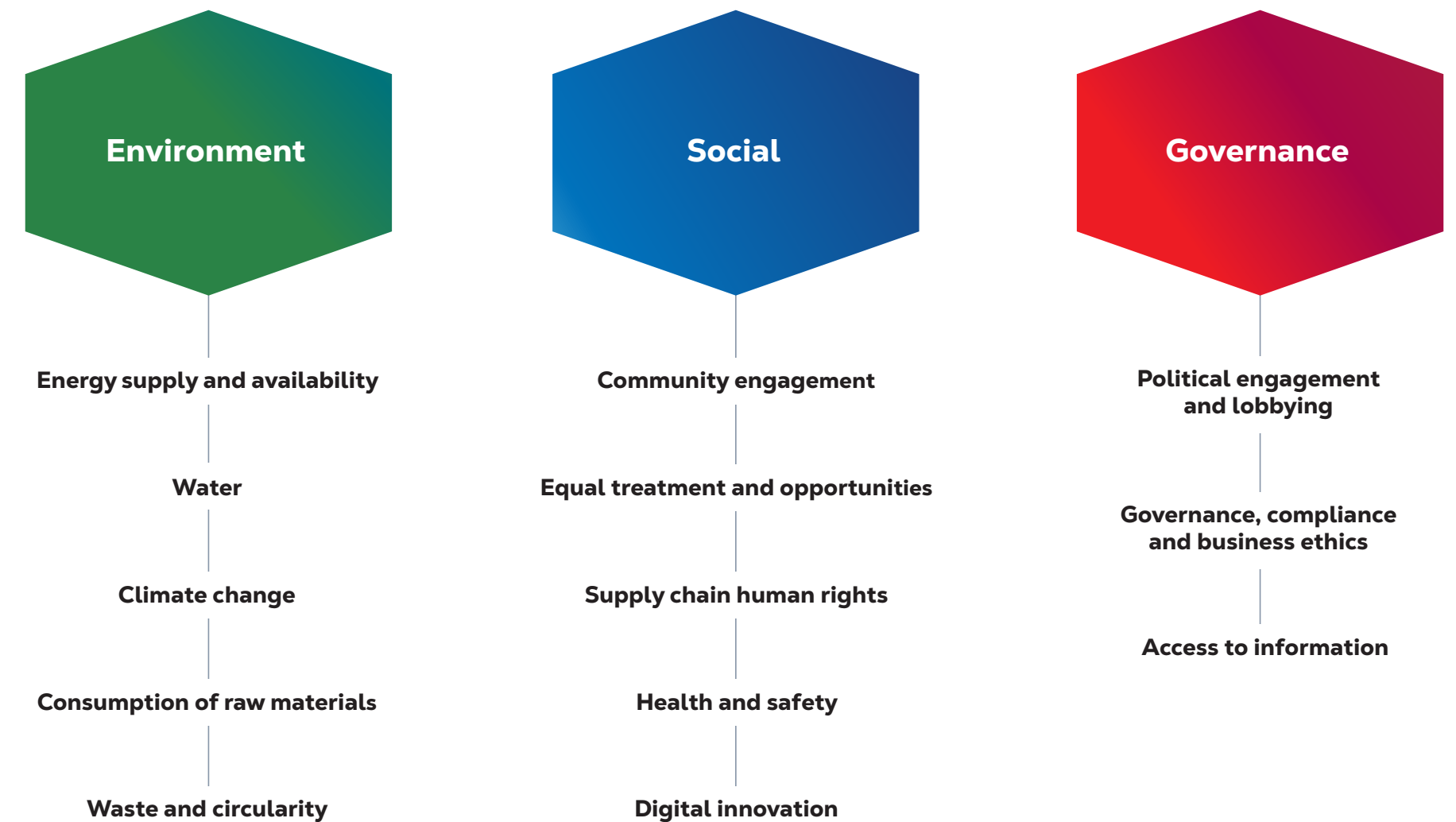
Materiality assessments are essential to keeping our sustainability strategy focused and effective. They help us to align with stakeholder priorities, to identify where we can drive the greatest impact, to stay ahead of emerging industry trends, to manage risk and to enhance long-term business value.

In 2025, we updated our materiality assessment. Led by the Sustainability

Program Office in collaboration with key functional leaders, the process incorporated insights from our previous assessment.

Looking ahead, we plan to revisit our assessment every few years, or sooner, if significant business changes arise. This ongoing cycle of evaluation keeps our strategy responsive, forward-looking and aligned with the issues that matter most to our stakeholders and long-term success.

Our material topics



EQUINIX SUSTAINABILITY PILLAR

Environment

Our digital-first world moves quickly, offering both new challenges and new opportunities for Equinix and our customers to consider as we evolve our strategies. We design, build and operate high-performance data centers that optimize energy and water use, meet recognized building standards and integrate circular practices and green spaces. With Equinix as a partner, our customers can access and contribute to a thriving digital economy now and in the future.

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2025 highlights

Future First focus areas

- Decarbonize our global operations
- Optimize efficiency through innovation, creating infrastructure that meets the rising demand of AI and new technologies
- Responsibly manage natural resources while enabling business expansion

Policies

[Health, Safety and Environment Policy](#)

[Environmental Sustainability and Climate Change Policy](#)

[Sustainable Design Guide](#)

29

power purchase agreements (PPAs) under contract, totaling over 1,400 MW across 12 countries

5.3%

year-over-year power usage effectiveness (PUE) improvement

0.91

average water usage effectiveness of our entire global portfolio of data centers

96%

renewable energy (RE) coverage, our eighth consecutive year with coverage over 90%⁴

\$36M

invested to improve energy efficiency

19 GWh

of heat export, putting recovered heat back to use in communities

35.7%

of Qualified Scope 3 emissions covered by supplier-set science-based targets⁵

854 MW

of operational PPAs in 2025, up from 299 MW in 2024, a 186% year-over-year increase

600+

unique customers accessed their Green Power Reports

4. Percent renewable coverage across all Equinix retail IBX data centers for both building overhead and customer IT equipment.

5. Includes Category 1 and 2 Scope 3 emissions.

Climate

Addressing climate change impact has long been a priority for Equinix. Decarbonizing our data center operations and construction projects strengthens our long-term resilience, enhances our appeal as a partner to customers with sustainability goals and helps lower costs through improved efficiency.

Key actions

Expanded clean and renewable energy coverage from sources that provide additionality.

Improved customer access to environmental reports by launching a self-service dashboard.

Targeted key commodities and materials for reducing embodied carbon emissions in construction projects.

Science-based targets

Net zero

Reach net-zero GHG emissions across the value chain by 2040⁶

50%

Reduce absolute Scope 1 and 2 GHG emissions 50% by 2030 from a 2019 base year

50%

Reduce absolute Scope 3 GHG emissions from fuel- and energy-related activities 50% by 2030 from a 2019 base year

66%

of suppliers by emissions covering purchased goods and services and capital goods will have science-based targets by 2025

Renewable energy

100%

Achieve 100% clean and renewable energy coverage across retail IBX data centers by 2030

Energy efficiency

1.33

Achieve 1.33 PUE globally by 2030



6. Within this goal, we commit to reduce absolute Scope 1 and 2 emissions 90% and Scope 3 emissions 90% by 2040 from a 2019 base year. Our Science Based Target initiative-approved science-based target allows for up to 10% to come from removals only after absolute reductions of 90% have been achieved.

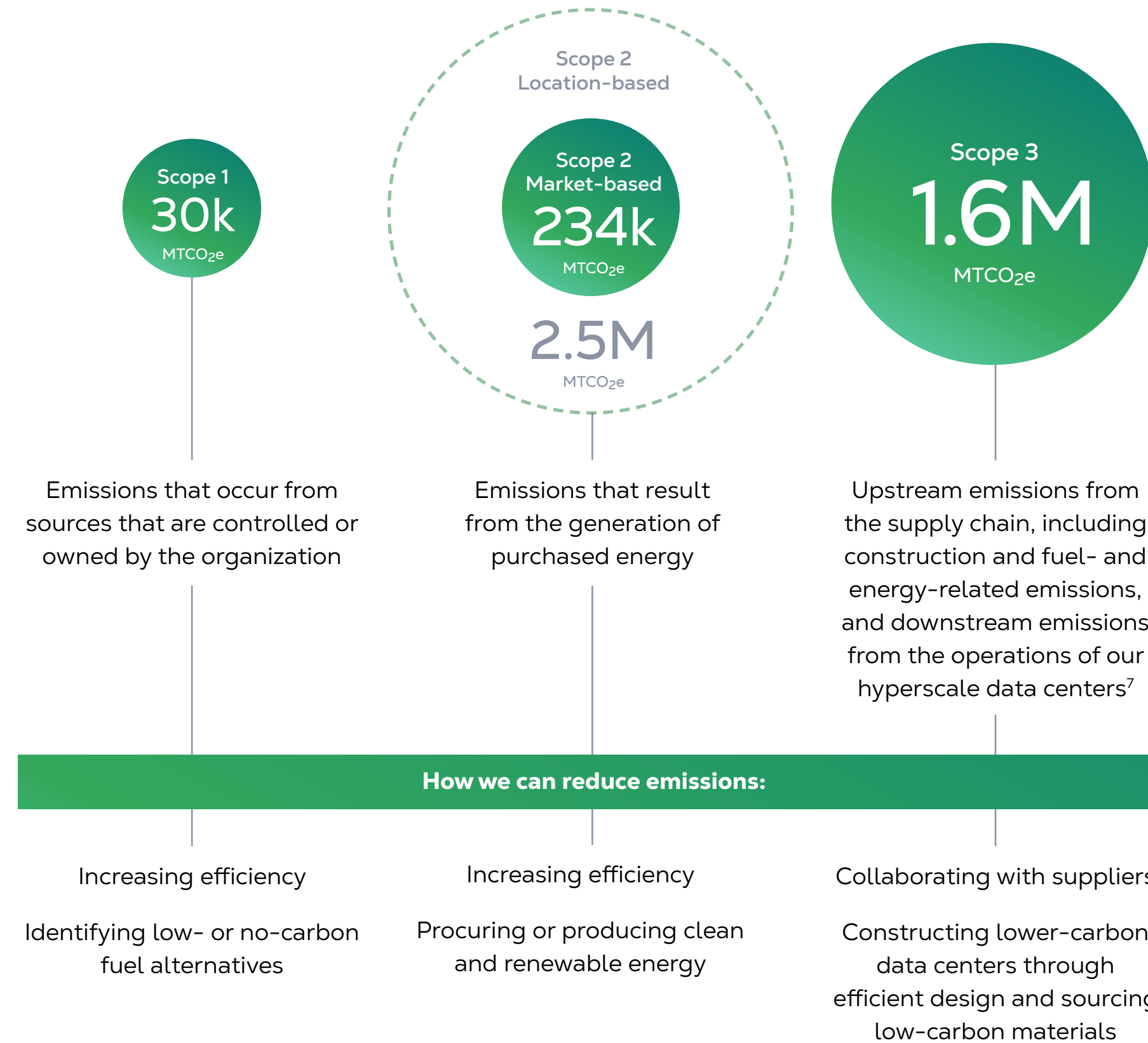
As demand for AI and new technologies grows rapidly, energy sourcing and associated greenhouse gas (GHG) emissions will be significant factors in the responsible development of the infrastructure our customers require to fully benefit from the digital economy.

We're decarbonizing our business in line with the Paris Agreement's objective to limit global temperature rise to 1.5°C. Our strategy centers on:

- Piloting clean and renewable energy solutions.
- Implementing energy efficiency initiatives to optimize energy usage.
- Expanding clean and renewable energy coverage.
- Collaborating with our suppliers to address the embodied carbon impacts within our value chain.

Learn more about how we assess climate risks and opportunities in [Evaluating Climate Risks](#).

Understanding emission sources



7. Hyperscale refers to our [xScale offering](#), which joins Equinix data centers with partner data centers.

In 2025 and early 2026, our climate program earned awards, including:

- [America's Most Responsible Companies 2026](#)
- [CDP Corporate A List 2025](#)
- [Corporate Knights 100 Most Sustainable Companies 2026 \(#26\)](#)
- [Just Capital 2026 Rankings \(#30\)](#)
- [Regional winner of the ASHRAE Technology Award \(Equinix Hong Kong\)](#)
- [Renewable Energy Markets Asia Award 2025](#)

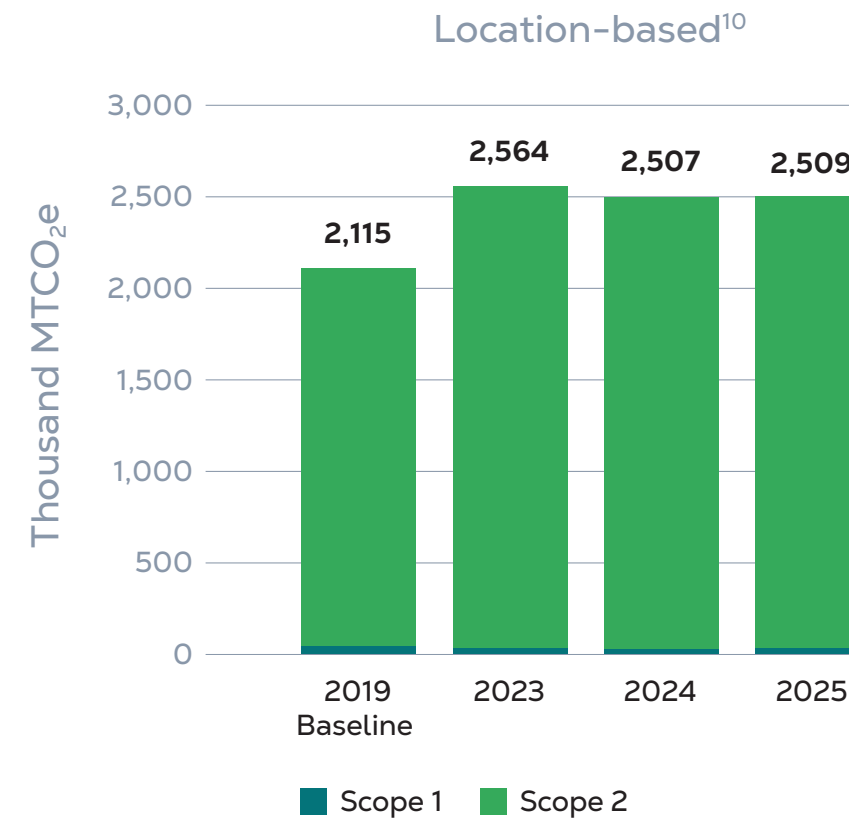
In 2025, we earned the EcoVadis Gold Medal for the first time, placing us among the top 5% of the approximately 150,000 companies assessed by EcoVadis globally.

Tracking our emissions^{8,9}

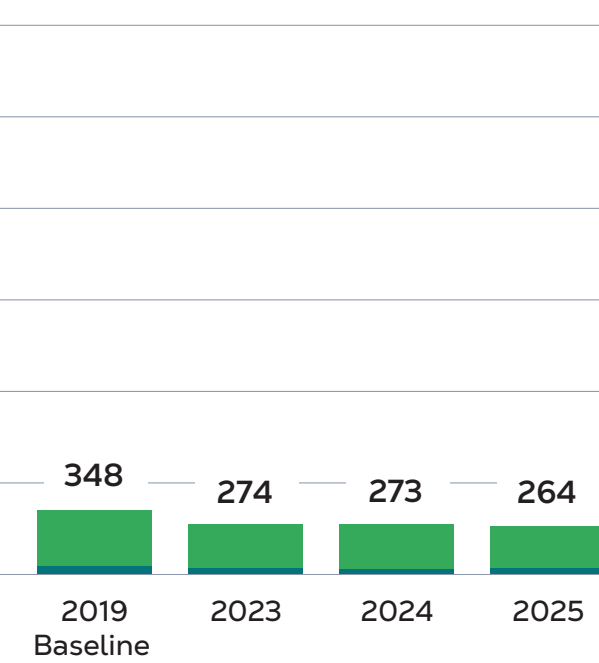
Our total GHG footprint in 2025 was 1,888,096 metric tons of carbon dioxide equivalent (MTCO_{2e}), comprising 30,161 MTCO_{2e} of Scope 1 emissions, 234,018 MTCO_{2e} of Scope 2 market-based emissions and 1,623,917 MTCO_{2e} of Scope 3 emissions. Our absolute Scope 1 and 2 emissions have decreased 3% since last year and 24% since our 2019 baseline year. Our value-chain (Scope 3) emissions increased by 24% from our 2019 baseline, with our GHG accounting primarily reflecting continued business growth and expansion of digital infrastructure.

Learn how we calculate and validate our emissions in [About This Report](#).

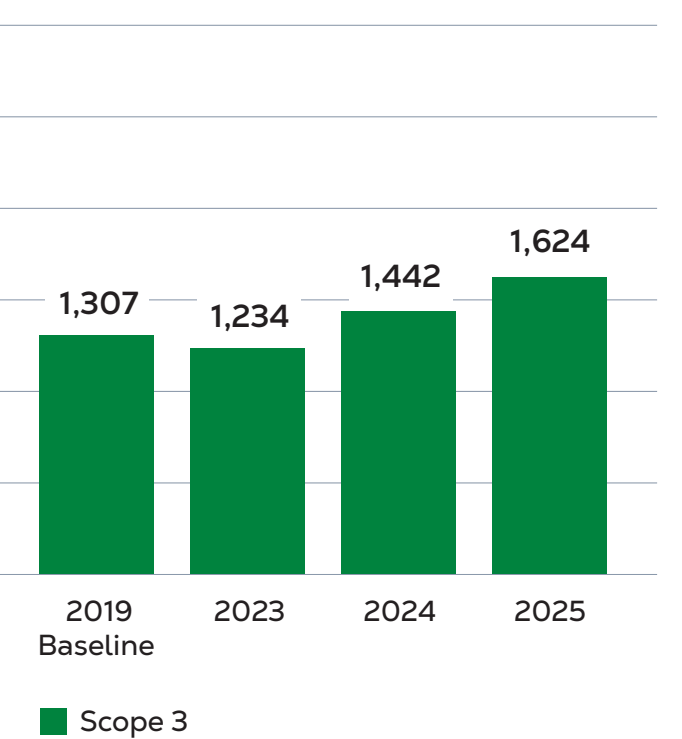
Scope 1 and 2 GHG emissions



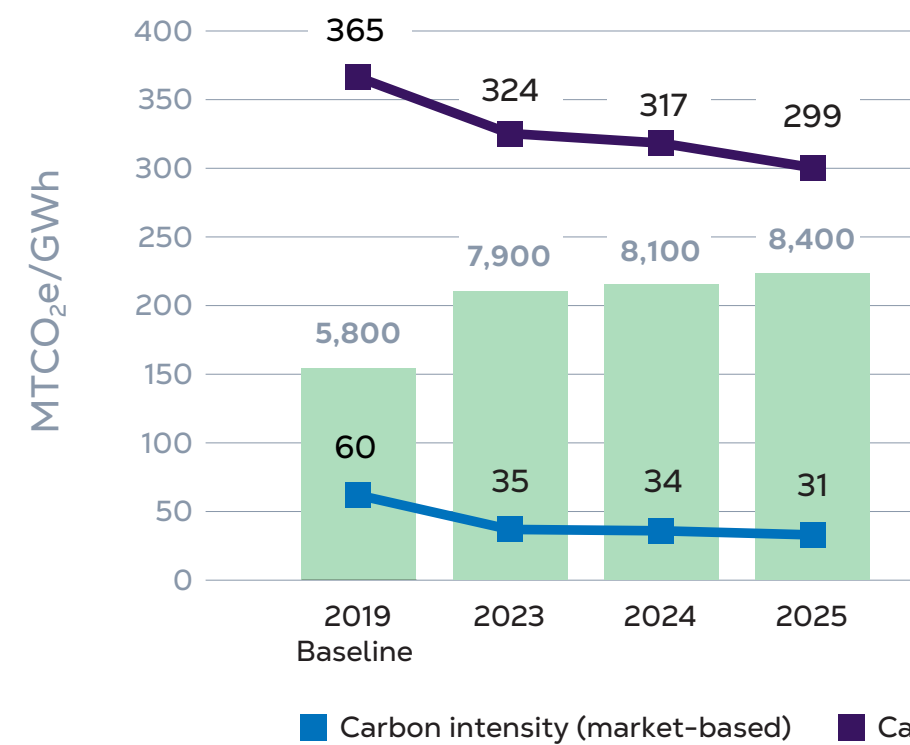
Market-based¹¹



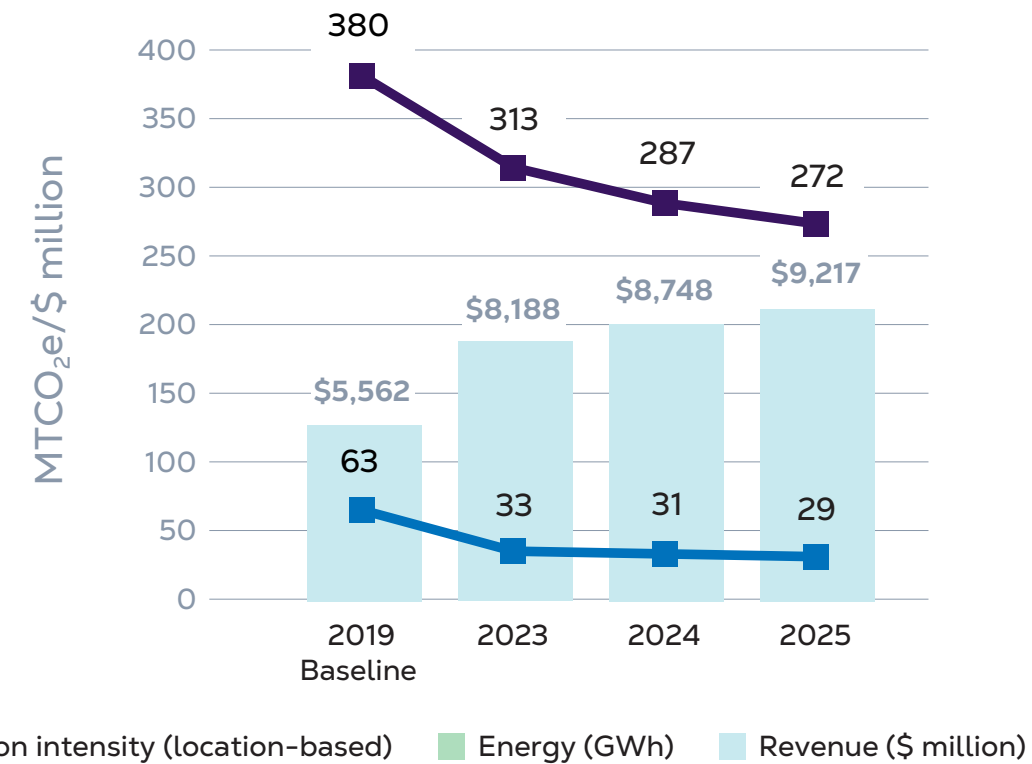
Scope 3 emissions



Scope 1 and 2 carbon intensity per GWh



Scope 1 and 2 carbon intensity per unit revenue



8. To better reflect the climate impact of our operational footprint, we have updated our GHG boundary, and the resulting adjustments explain the minor discrepancies between current figures and historical values.

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

10. Using the location-based methodology from the Greenhouse Gas Protocol, Scope 2 emissions are calculated based on the average emissions intensity of the grids where energy consumption occurs.

11. Using the market-based methodology from the Greenhouse Gas Protocol, Scope 2 emissions are calculated based on the emissions intensity of electricity sources purposefully chosen by a company, including contractual instruments. We track progress toward our Scope 2 goal with the market-based method.

Scope 1

Our Scope 1 emissions stem from on-site fuel use, natural gas heating and refrigerant losses. These sources vary by site based on operational need and local factors such as climate and grid reliability.

At an increasing number of sites globally, local regulations and grid codes related to peak demand management may require us to supplement the grid with on-site energy generation. Because the need for grid support can vary significantly from year to year, our Scope 1 emissions reflect the dynamic nature of both our operations and grid conditions.

Though they make up just 2% of our footprint, we remain dedicated to managing these sources responsibly and striving to reduce our Scope 1 emissions. In 2025, we refined our Scope 1 tracking to improve our analysis of key contributing sources and identify targeted actions to support our decarbonization.

Scope 2

Because electricity use is fundamental to our operations, Scope 2 emissions (associated with powering our data centers) constitute the largest portion of our GHG footprint before mitigation measures are applied. Therefore, the aim of our reduction strategy is to first drive down demand through energy-efficiency improvements and then decarbonize the remaining load through market-based procurement of clean and renewable electricity.

Increasing energy efficiency in data centers

Our most effective lever for optimizing efficiency is to manage cooling. We align our improvement efforts with ISO 50001 (energy management) and track power usage effectiveness (PUE) as our primary performance indicator. Globally, 91% of our sites are certified to ISO 50001.¹²

Managing power usage effectiveness

We monitor PUE to understand usage trends and assess the impact of our energy efficiency interventions. Tracking PUE also allows us to provide data to customers and prospective customers that may prioritize partnering with data center providers based on PUE performance. The closer PUE is to 1, the more efficient the data center.

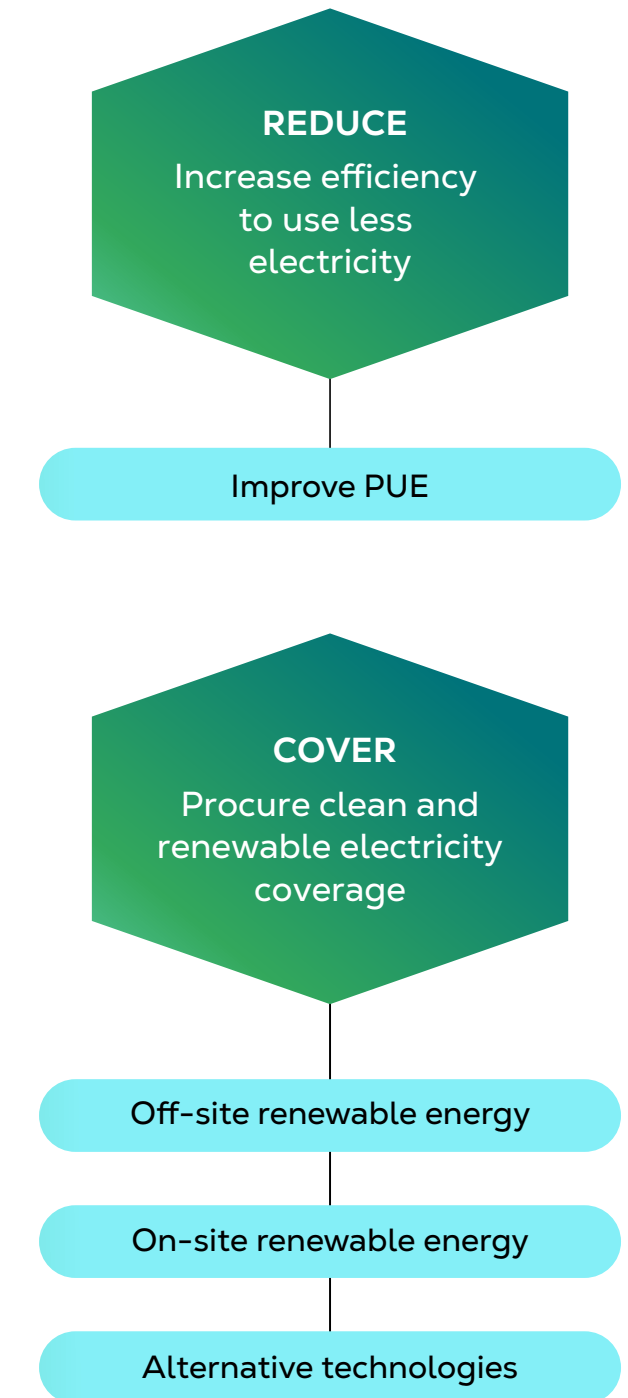
We target a global average PUE of 1.33 by 2030. This goal is supported by site-level PUE targets and initiatives that we reassess annually and

Our Energy Efficiency Center of Excellence (EE CoE) team sets the strategic direction for our efficiency initiatives and helps sites develop comprehensive, long-term plans primarily focused on improving cooling system efficiency. At each subregion, a program manager and dedicated site team implement the plan.

by the ongoing dedication of our site teams to continuous improvement. Projects targeting PUE improvement qualify as an Eligible Green Project under our [Green Finance Framework](#).

The opportunities available to improve PUE are unique to each data center and depend on factors such as scale, technology and location. Our edge-located data centers enable proximity to our customers, which means adapting to varying climate conditions that can influence efficiency. As we approach a PUE of 1, performance gains become harder to achieve.

Our Scope 2 decarbonization strategy



12. Excludes sites that are outside our control or sites not yet live.

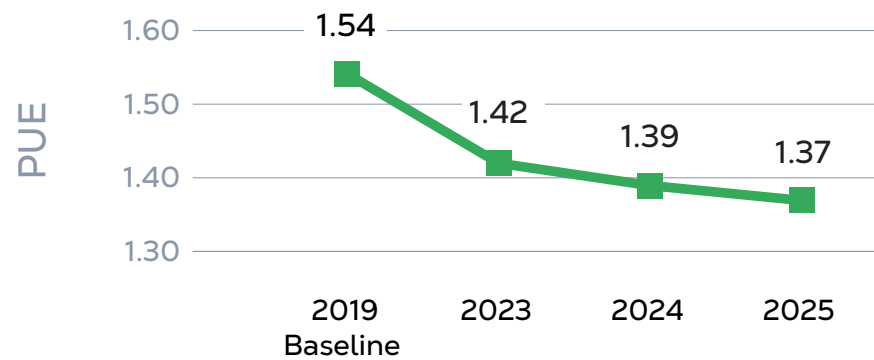
We achieved a global annualized average PUE of 1.37 in 2025, a 5.3% improvement from 2024. This was supported by our \$36 million investment to replace infrastructure across 79 sites with more efficient technology. Other factors such as continued rollout of energy efficiency best practices and new sites coming online contributed to this reduction.

Additionally, we drive progress toward our PUE goal by implementing our four-phase framework. We track key performance indicators for air and water temperatures at each phase, allowing us to measure progress and substantiate our efforts.

Our four-phase framework

Optimizing air containment	Optimizing cooling units in data hall	Optimizing cooling distribution	Optimizing cooling generation
<p>Phase 1</p> <p>Maximizing the separation of supply and return air</p> <p>Example: Installing hot or cold aisle containment; installing blanking panels; removing other air leakages</p>	<p>Phase 2</p> <p>Optimizing the set points and control systems of the data hall and cooling units</p> <p>Example: Adjusting supply air to the actual requirements</p>	<p>Phase 3</p> <p>Optimizing the water distribution system to the required situation</p> <p>Example: Adjusting water flow and pressure</p>	<p>Phase 4</p> <p>Optimizing the design of the cooling generation plant</p> <p>Example: Adding free cooling capacity</p>

Annualized global average PUE



CASE STUDY

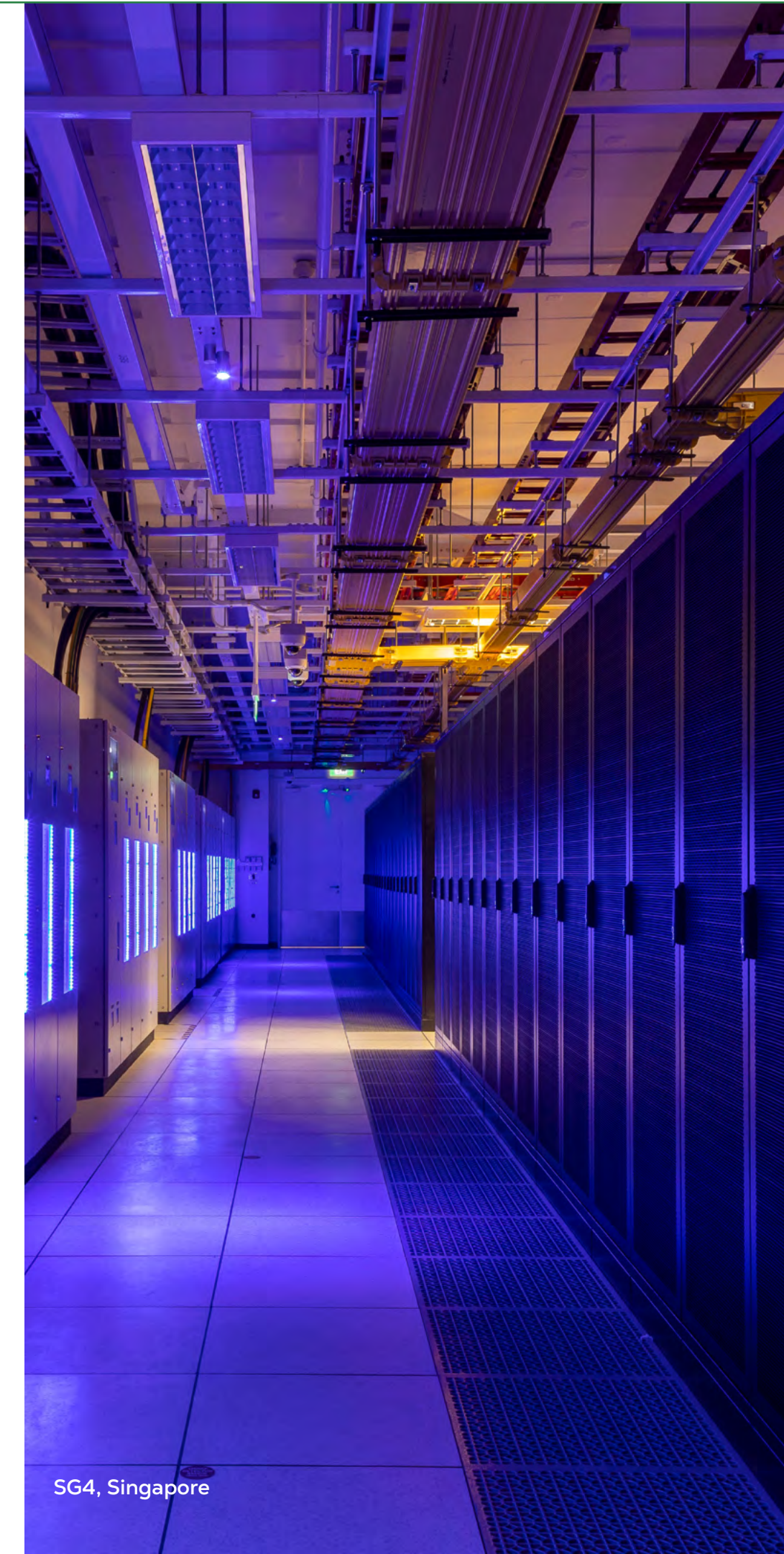
Harnessing AI for Phase 2 at SG4

In 2025, the EE CoE team piloted an in-house AI platform that optimizes data hall cooling at our SG4 site. The system uses AI to automatically adjust cooling in response to workloads, hardware needs and outside conditions. It can also spot patterns that might signal inefficiencies or equipment issues, flagging them early so teams can act before problems grow. The implementation resulted in 3% energy savings across 10 data halls at SG4. With this positive outcome, we plan to roll out the technology further across Singapore and Hong Kong to support our

operational goals to make cooling more efficient, reduce energy consumption, keep costs low and simplify operations as demand grows.

Implementing Phase 4 at ZW1

Our ZW1 team in the Netherlands achieved a 4.5% reduction in PUE between March and July 2025 by implementing a Phase 4 chiller replacement. The system enables free cooling, using naturally cool ambient air and thus not consuming energy, for most of the year. Site teams only activate the chiller as needed.



SG4, Singapore

Procuring clean and renewable energy

We have a near-term target to achieve 100% clean and renewable energy coverage across our retail IBX data centers by 2030. The goal covers both the load from our retail IBX customers' IT equipment and the energy that powers the day-to-day function of our buildings. We procure clean and renewable energy to mitigate our GHG footprint and reduce our market-based emissions.

We employ a range of energy attribute certificate (EAC) types and procurement methods, including power purchase agreements (PPAs). Key terminology is detailed in an [Equinix blog](#).

In 2025, we achieved 96% renewable energy across our retail IBX data centers. We expect to close the remaining gap to 100% when our first PPA in Australia, where access to PPAs has historically been challenging, comes online in 2029.

The clean and renewable energy sourcing options available differ regionally. Our ability to procure this energy through multiple mechanisms widens the geographic reach of our program. Across the board, we aim to:

- Utilize clean and renewable energy.
- Procure local sources of clean and renewable energy where possible.

- Seek new or recently built generation sources.
- Advocate for favorable clean and renewable energy policies and consider clean and renewable energy availability when locating new data centers.

In 2025, 14 previously contracted PPAs came online, including an India-based PPA. Newly operational PPAs account for an additional 555 megawatts (MW) of capacity, bringing our PPA coverage from 11% in 2024 to 13% in 2025, an incremental increase due to midyear operational dates and growth in energy consumption. In addition, we signed four new PPAs in 2025 across Brazil, Japan and Singapore, which will add 185 MW of renewable capacity once operational, bringing our total contracted capacity to 1,472 MW.

As we approach our near-term target, we continue to enhance the quality of our sources, investing in projects that contribute new generation capacity to the grids where we operate. We are also broadening our strategy by exploring additional clean and renewable energy sources to help meet our long-term science-based target.

Learn more about how we advocate for the energy transition and explore emerging technologies in [Advocacy and Collaboration](#).

CASE STUDY

Installing on-site, clean and renewable generation

We consider on-site solar installations where economically viable. Locally, they play a part in helping to decarbonize the electricity grids where we operate.

Currently, we have approximately 6 MW of installed on-site solar capacity across our global portfolio.

One such project is expected to be a vertical solar farm at our SG6 facility currently under development. With Singapore lacking the space required for large ground-mounted solar farms, integrating panels into building facades allows solar generation without encroaching on scarce land or waterways.

CASE STUDY

Reducing grid pressure with fuel cells

In certain locations, we contract fuel cell energy via power purchase agreements. This allows us to maintain our operational reliability while lowering demand for grid energy. In the future, there is potential to power our fuel cells with low-carbon fuels, such as hydrogen produced with renewable energy, enabling us to achieve lower emissions rates than some regional grids that rely on conventional fuels.

At our SV11 data center in California, U.S., we're installing three fuel cell towers that will eventually enable the site to run without using grid energy. Each tower will have a capacity of 6.4 MW and excess generation will be directed to another site.

As of 2025 year-end, we have 73 MW of fuel cells operational and an additional 35 MW being installed.

73 MW

of fuel cells installed globally

443k

MTCO_{2e} of Scope 2 emissions avoided¹³

108 MW

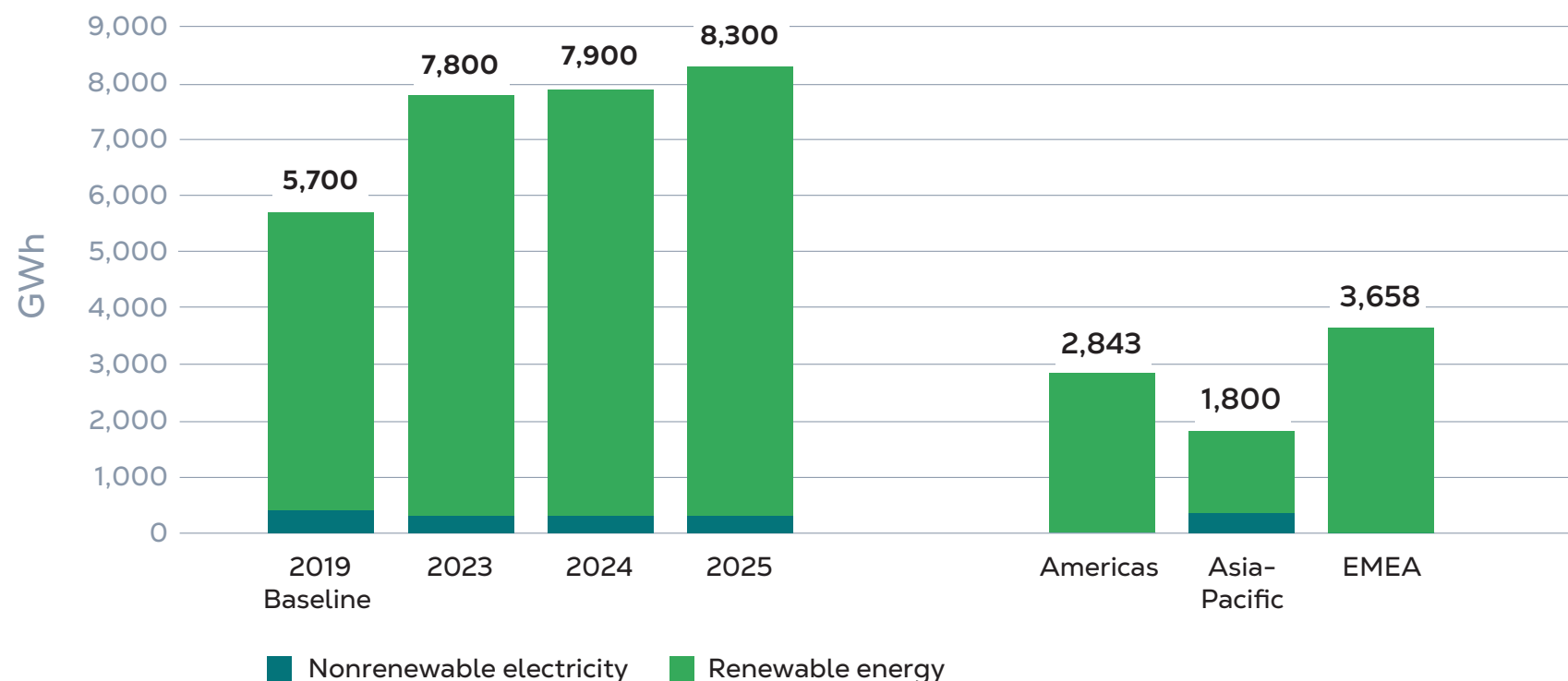
total fuel cells contracted

444B

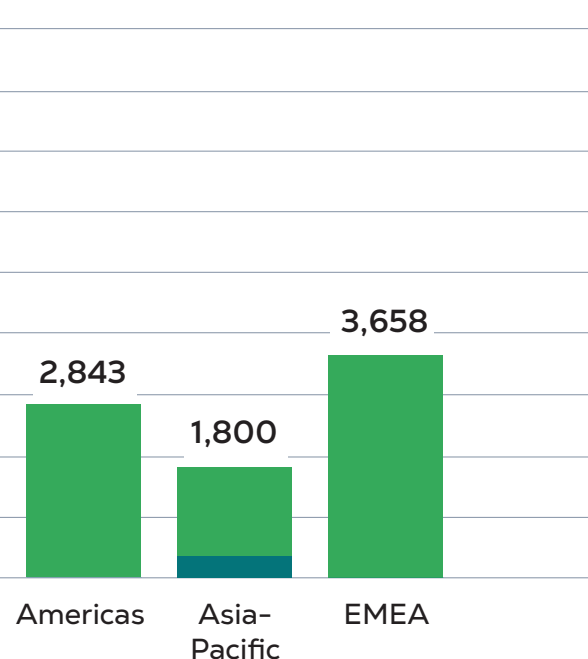
gallons of embedded water avoided¹³

13. Savings are collective, from initial installation in 2008 through 2025 year-end.

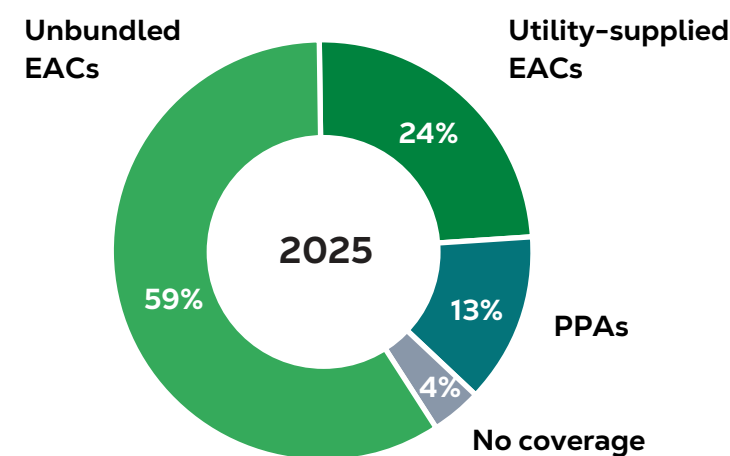
Electricity consumption and renewable energy coverage¹⁴



2025 renewable energy by region¹⁴



Renewable energy by coverage¹⁴



CASE STUDY

Implementing an innovative PPA solution in Singapore

Most PPAs are located in regions with ample land for solar or wind farms. In Singapore, an island city-state where land is extremely limited, large, utility-scale PPAs are rare. We partnered with Sembcorp to enter into a PPA that takes energy from solar panels installed across 1,290 public housing board blocks and 99 government sites throughout Singapore. The PPA is set to launch in 2027.

As of the end of 2025, around half of the solar arrays are online, with the remainder expected by 2027. Once fully operational, the PPA will have a 75 MW capacity.

This approach reflects our commitment to finding creative ways to expand access to clean and renewable energy for customers, no matter where they are located.



Photo provided by Sembcorp

Electricity consumption and clean and renewable energy

8,300

GWh of electricity consumed, equivalent to the electricity usage of 792,000 U.S. homes in a year¹⁵

96%

renewable energy coverage¹⁶

1,400+

MW of PPAs under long-term contract

241

retail IBX data centers with 100% clean and renewable coverage

185

MW of PPAs signed

Footprint

282

retail IBX data centers in 36 countries¹⁷

35.6

million gross square feet

14. To better reflect the climate impact of our operational footprint, we have updated our GHG boundary, and the resulting adjustments explain the minor discrepancies between current figures and historical values.
 15. Based on the [U.S. EIA's 2024 average household electricity consumption](#).
 16. Percent renewable coverage across all Equinix retail IBX data centers for both building overhead and customer IT equipment.
 17. The GHG reporting boundary includes all operational data centers where energy consumption data is available during the reporting period, including newly opened sites that became operational within the year 2025.

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PPAs under contract

PPAs provide additionality, or new generation, which grows the share of clean and renewable energy on the market. By developing long-term PPA relationships with reputable developers, we make progress toward our goals and help decarbonize local grids.



CASE STUDY

Funding renewables expansion

In early 2026, we announced our first multiyear funding program to support the expansion of renewable energy access in Singapore and the development of alternative clean energy solutions. Singapore currently relies heavily on natural gas to meet its energy needs. However, to achieve its net-zero carbon emissions target by 2050, the country must diversify its energy mix with cleaner sources.

Our over SG\$9 million commitment is aligned with the nation's goals to:

- Import low-carbon electricity for approximately 30% of its projected electricity supply by 2035.
- Explore emerging low-carbon technologies such as hydrogen; geothermal energy; and carbon capture, utilization and storage.

The funds will be dispersed as grants to five organizations:

- Asia Clean Energy Coalition
- International Tracking Standard Foundation
- National University of Singapore
- Nanyang Technological University
- Centre for Strategic Energy and Resources

Learn more about our contribution and these organizations in our [press release](#).

Scope 3

Scope 3 emissions occur upstream and downstream of our direct operations. Upstream emissions include those from:

- Producing the goods and services we purchase.
- Transporting materials to us.
- Processing waste we create during construction and operations.
- Business travel and employee commuting.

Our downstream Scope 3 emissions stem from customer activities. This year, we shifted our accounting of on-site combustion and purchased energy emissions at our hyperscale data centers to be a part of our downstream emissions footprint. This methodology better aligns with the [Greenhouse Gas Protocol](#), enabling us to reflect the differences between hyperscale and colocation business lines. These differences include ownership structure, the number of customers within a site and the customer's control over site design.

For Equinix, approximately 46% of Scope 3 emissions result from upstream supplier activities related to the goods and services we purchase for our business. As such, responsible selection of construction suppliers and the designs and materials used for buildings plays a meaningful role in our decarbonization strategy.



Engaging our suppliers in a low-carbon future

Collaboration and partnership are key to achieving a low-carbon supply chain. We facilitate climate action in our supply chain by engaging suppliers to set near-term science-based targets (SBTs) for emission reduction. By having the right conversations with our suppliers, we believe that we can share best practices and progress together. We are working to create a domino effect that fosters industry-wide collaboration for embodied carbon reduction and contributes to a more sustainable future for the global digital economy.

We view a commitment to pursue SBTs as a key indicator of supplier alignment with our

priorities. Our program is designed to meet suppliers where they are and offer support at all stages, from setting targets to tracking progress.

For those suppliers we engage, we provide a dedicated hub with clear, step-by-step guidance on achieving [Science Based Targets initiative \(SBTi\)](#) verification, along with external resources to help reduce the cost and time involved in setting an SBTi-verified goal. Our aim is to foster a collaborative environment where all suppliers can grow and advance their sustainability efforts.

We continue to highlight the importance of goal setting, procurement measurement and result reporting over the course of our relationships with suppliers. At regular one-on-one meetings between our most strategic

suppliers and either our Procurement team or executives, we discuss how we can support them in setting and achieving climate targets. Our engagement efforts and influence as a customer have empowered many suppliers to start developing climate programs and commit to long-term decarbonization targets.

We've reached the final year of our near-term goal for 66% of our suppliers by emissions covering purchased goods and services and capital goods to set SBTs. Although we fell short of our goal, we achieved 35.7%. This marks significant progress since we set the goal in 2021, when only 8% had SBTs. Another 5.5% of our qualified Scope 3 emissions are covered by suppliers who have committed to setting a target within the next one to two years. Those suppliers represent a pipeline for continued SBT growth in our supply chain.

As we continue to work with suppliers on target setting, we also recognize that targets alone aren't enough. That's why, as we shift to our long-term net zero goal, we will begin engaging suppliers, regardless of target status, on product-specific carbon measurements for the key materials and equipment that drive our Scope 3 emissions. This work will allow us to better measure our supply chain emissions, highlight opportunities for supplier decarbonization and allow us to better track supplier progress over time. We believe this work will be foundational for our long-term net-zero targets and drive continued impact.

Reducing embodied carbon

Extracting raw materials and converting them into commodities, such as steel and concrete, produces GHG emissions. These “**embodied emissions**” are rolled into the lifetime impact of the materials we use to build and operate our data centers.

Internal and external collaboration drives our program’s success. Each new-build project team now includes an embodied carbon consultant dedicated to identifying and implementing strategies that reduce embodied carbon emissions from key materials, when feasible. Our design teams, cost consultants and general contractors (GC) are essential partners in this work, contributing their expertise and helping us source materials with lower emission footprints.

We began rolling out an updated Sustainability and Environmental section of our GC supplier prequalification questionnaire in 2025 to clarify our sustainability goals and expectations. This communication has helped us identify novel or improved ways to work with suppliers to reduce our embodied carbon footprint and optimize our collaboration. In addition, GCs have shared that our comprehensive questionnaire has become a model for engaging their own suppliers on sustainability, helping extend our decarbonization efforts across the broader supply chain.

Working collaboratively with our suppliers, including design teams and GCs, we manage and reduce embodied emissions through our three-pillar hierarchy: avoid, reduce and innovate.

Avoid

We identify opportunities to dematerialize, thereby avoiding some emissions entirely. By designing infrastructure to support higher IT load density, we can deliver more computing capacity per square foot. This approach allows us to meet growing customer demand while expanding our footprint more efficiently, optimizing material usage and lowering embodied carbon emissions per megawatt delivered.

When we build a new site, our design standard includes methods for minimizing raw material quantities during construction. For example, we require sites to include soft landscaping to reduce concrete and asphalt volumes and support on-site biodiversity. Design teams

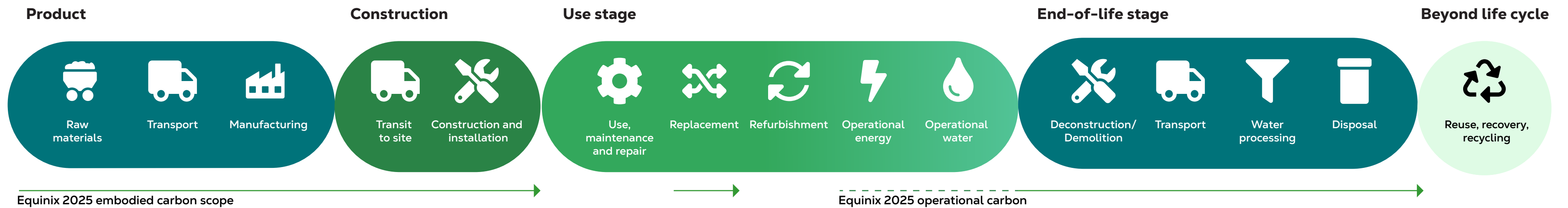
must also explore opportunities to repurpose existing structures and maximize reuse of materials in the construction of Equinix facilities.

The dedicated sustainability clause in our supplier contracts also encourages the investigation of material optimization beyond a focus on reducing cost.

Reduce

We seek to select lower-impact alternatives for materials that cannot be eliminated. For every new project, we conduct a whole building life-cycle assessment (WBLCA) that measures the impact of substituting alternative materials with fewer embodied emissions for key commodities. Through WBLCAs, we have identified critical hotspots to prioritize for embodied emission reductions.

Whole-life carbon assessment: Life-cycle stages



These include structural materials such as concrete and steel as well as cables and mechanical, electrical and plumbing (MEP) equipment.

We work with suppliers to source product-specific environmental product declarations and life-cycle assessments that drive more accurate results and help us better identify opportunities for improvement. Our analysis is:

- Holistic, weighing factors like performance, cost, construction impacts and supply chain viability alongside embodied emissions.
- Collaborative, carried out jointly by various stakeholders responsible for the success of the project.

This approach ensures we identify the most effective and practical solutions to meet the varied needs of our business functions.

Innovate

We explore partnerships that accelerate and scale innovative technologies and materials that are complementary to a low-carbon future. In our pursuit of decarbonization, we are comprehensively assessing the robustness of emerging technologies, their geographic reach and the scale of their impact. We collaborate with GCs that proactively explore and propose innovative low-carbon solutions, assessing their feasibility for specific projects and markets.

Applying global design guidelines

Our Global Design Standards set minimum requirements and best practices for all new facilities and major expansions, including comprehensive sustainability criteria. We regularly update both the standards and our reference design, the blueprint that guides our builds, to address emerging challenges, integrate innovative solutions and further reduce the environmental and social impacts of construction and operations.

Since 2021, we have required that all new-build sites pursue LEED or an equivalent green building certification to align with recognized sustainability best practices in design and construction. These certifications demonstrate that a project meets high standards for environmental performance across areas such as energy and water efficiency, clean and renewable energy use, sustainability-aligned site development and responsible materials management. Achieving LEED Gold or Platinum certification also enables a site to qualify as an Eligible Green Project under our [Green Finance Framework](#). As of 2025, 27% of our portfolio has achieved a green building certification.

We provided feedback on LEED v5 during the public consultation period, offering recommendations for how the standard can better recognize sustainability initiatives typical of data centers, such as heat export. We also reviewed our design standards to identify opportunities where we can deliver the greatest impact and align with LEED v5 where it supports our long-term sustainability goals.

CASE STUDY

Environmental design leadership at PA14

With opening planned for 2027, the PA14 data center in Aubervilliers, France, is being designed to advance Equinix's sustainability goals through lower-carbon material choices.

Main data halls and back-of-house areas use precast, reinforced concrete for structural integrity and fire safety. Also, front-of-house areas meet [RE2020](#) requirements and reduce emissions when compared to all-concrete solutions by using a hybrid timber design and laminated beams and columns combined with composite concrete-wood slabs.

These strategies, along with LEED and BBCA certification targets, demonstrate environmental leadership and a strategic approach to reducing embodied carbon in data center construction.





LD7, London, U.K.

CASE STUDY

LEED certification highlights

LEED Gold

LD7 in London, U.K.

- The location offers bicycle facilities, preferred carpool parking and two EV charging stations.
- The design team selected efficient equipment to optimize energy performance, and LD7 is committed to 100% clean and renewable energy coverage.
- Low-flow fixtures reduce water consumption, and the native species used in landscaping require no irrigation. Rainfall runoff is directed to planted areas for natural hydration.
- The project prioritized responsible materials with recycled content and environmental product declarations. Dedicated spaces for recycling help minimize landfill waste during operations.

SV12x in California, U.S.

- The selected site was previously developed and repurposed to serve as an Equinix campus. It offers transit access and is connected to a well-developed cycling network. Electric vehicle charging stations are available.
- Exterior lighting has been designed to protect the night sky and minimize light pollution.
- Energy modeling demonstrated a reduction in greenhouse gas emissions compared to an ASHRAE 90.1/90.4-2016 baseline building, achieved primarily through efficient electrical infrastructure.

- We installed low-flow fixtures in restrooms and break areas, and our landscape design minimizes irrigation needs. Additionally, the cooling system provides significant water savings compared to a baseline building.
- More than 75% of construction waste was recycled.

LEED Silver

TY15 in Tokyo, Japan

- Situated in a high-density area of Tokyo, the site offers excellent public transportation access.
- The facility features high-efficiency MEP systems, including optimized HVAC controls, and sub-metering enables effective energy management and performance monitoring.
- We reduced indoor water consumption by installing low-flow fixtures.
- Nearly 90% of construction waste was diverted from landfills.
- Continuous monitoring helps us maintain optimal air quality throughout the building.



TY15, Tokyo, Japan

Water

The primary use of water is at data centers that rely on evaporative cooling. Equinix recognizes the critical importance of water to communities and other users, and we are dedicated to being a responsible water steward so that our operations do not negatively impact the ability of local communities to meet their water needs.

Key actions

Minimized impact on community water supplies by continuing to evaluate resource availability to select the appropriate cooling system.

Supported public knowledge of how data centers work and how they can balance energy and water use through a [short video](#) to complement our [blog series](#).

Advocated for expanding the use of reclaimed water for industrial cooling purposes to increase access to this post-consumer water supply.

Partnered with community water leaders, policymakers and other companies as a member of the Coalition of Water Recyclers within the WaterReuse Association.

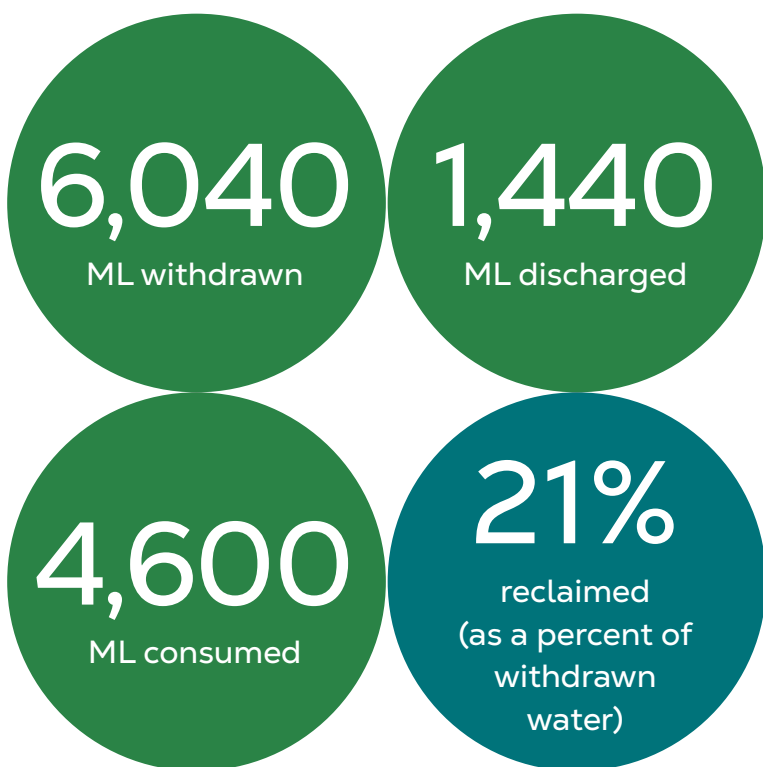


As climate change intensifies water challenges globally, we are proactively increasing our efforts to manage water responsibly across every stage of a data center’s life cycle, from site selection and design to long-term operations.

Our approach is built on a foundation of data-driven understanding of the local environmental context and supported by our dedication to innovation and transparency.

In 2025, our operations consumed 4,600 megaliters (ML) of water, a 10% increase from 2024. This rise was driven in part by an increase in the number of sites using evaporative cooling, as well as higher rack density, utilization and deployment mix, which elevated IT heat loads at

Key 2025 metrics



those sites. We remain focused on improving water efficiency through operational measures such as adjusting cycles of concentration, optimizing control settings and implementing additional efficiency initiatives. For details about water reporting and assurance, see [About This Report](#).

Assessing water risk

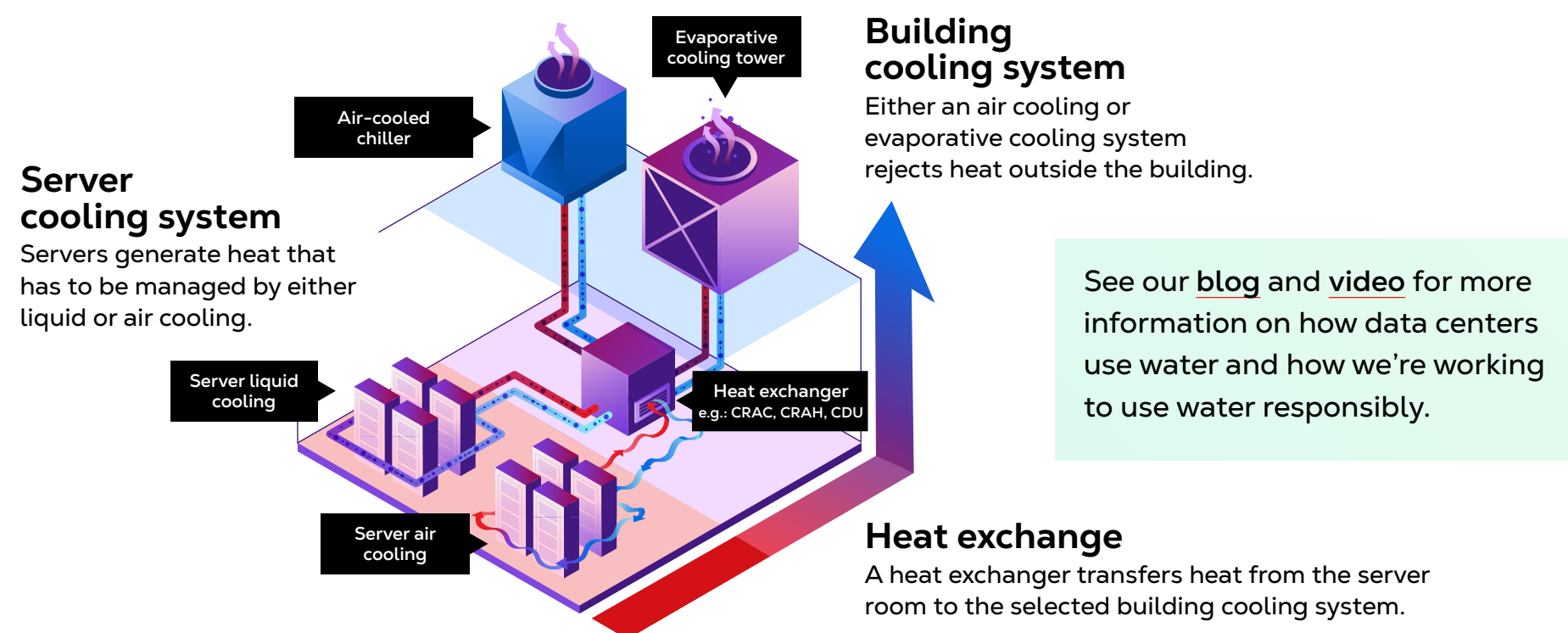
Our comprehensive water context evaluation is conducted early in the site-selection process and provides critical data to determine a site’s optimal cooling method. We use this process to assess water risk for every new site where we are considering using evaporative cooling, evaluating factors such as:

- Water stress¹⁸
- Long-term water supply planning and availability

- Infrastructure conditions and capacities
- Regional water supply and demand balance
- Existing watershed challenges
- Local resilience planning

We also assess whether any infrastructural improvements may be necessary to support responsible water use at a potential site. We undertake this water context evaluation process early in new site development to gain a holistic understanding of the local water risks and opportunities and use this knowledge to proactively inform the project design.

In 2025, 36% of sites used water for cooling. Since 2023, it has been our policy to avoid the use of evaporative cooling at new builds in highly water-stressed areas unless there is a responsible alternative water source.



See our [blog](#) and [video](#) for more information on how data centers use water and how we’re working to use water responsibly.

CASE STUDY

Advocating for access to reclaimed water

Reclaimed water is wastewater that has been treated to meet safe standards for nonpotable uses such as irrigation, toilet flushing and cooling systems. In 2025, we expanded our exploration of reclaimed water for cooling to help us make efficient use of a water source without impinging on community potable water needs.

However, many communities currently do not have regulations or infrastructure in place to allow for reclaimed water use. So, in 2025, we joined the WaterReuse Association (WRA), a U.S.-based organization that helps states and cities integrate reclaimed sources into their long-term water plans.

As a member of the WRA’s Coalition for Water Recyclers, we are advocating for regulations that support access to reclaimed water. We also participate in the Illinois chapter of the WRA to help get approval for the use of reclaimed water for industrial processes in the state.

While we work to gain access to reclaimed water in other regions, we are already enabling it for cooling at sites in California, Virginia, Australia and Singapore.

18. The World Resources Institute defines a region’s water stress based on the ratio of total water demand to available renewable water supply. Highly water stressed regions have a ratio of 40-80%, while very highly water stressed regions have a ratio over 80%.

These sources include reclaimed water that is not already allocated for other purposes. As of 2025 year-end, 33% of our sites are in highly water-stressed areas, and among these sites, 45% use evaporative cooling.

Managing water consumption

We employ a range of management options and pilot technologies to increase the efficiency of water use at existing sites. We also proactively evaluate the trade-offs between energy and water use at every site so we can operate and scale our digital infrastructure responsibly, now and in the future.

Increasing Cycles of Concentration (CoC)

We aim to increase our water efficiency by reusing as much water as possible in our cooling systems. We measure our success by monitoring CoC, which quantifies the concentration of dissolved minerals in recirculating water. Balancing CoC avoids scaling in our circulation system and makes heat transfer more efficient. A higher number of CoCs means less makeup water is needed, reducing the overall water withdrawal volume and improving **water usage effectiveness (WUE)** across all sites with evaporative cooling.

Alternative cooling technologies

Liquid cooling systems remove heat more efficiently than traditional air-based cooling by circulating specialized liquids that absorb and transfer heat more effectively than air. Unlike evaporative water-cooling, these systems move heat away from IT equipment in a closed loop without consuming water through evaporation. As a result, liquid cooling can significantly reduce overall energy use and improve power usage effectiveness (PUE). We demonstrate the performance and operational benefits of liquid cooling for customers in real time at our Co-Innovation Facility (CIF), and more than 100 of our sites are now enabled to support liquid-cooled customer deployments.

Monitoring and reporting

We track WUE to monitor performance and gain insights into the relationship between the amount of water we use for cooling and the amount of energy we use to power IT equipment. We disclose this information to provide transparency into our performance and enable customers to better understand and manage the impact of their deployments.

In 2025, we continued to improve our metering capability and used the data to automate our WUE calculations. A lower WUE signifies a more water-efficient system. Our global WUE in 2025 was 0.91. At sites using evaporative cooling, it was 1.41.

CASE STUDY

Innovating to optimize water consumption

The following site examples highlight how we deploy innovative solutions to optimize water consumption across our portfolio:

Collected and recycled water and upgraded systems at SY9x (Sydney, Australia):

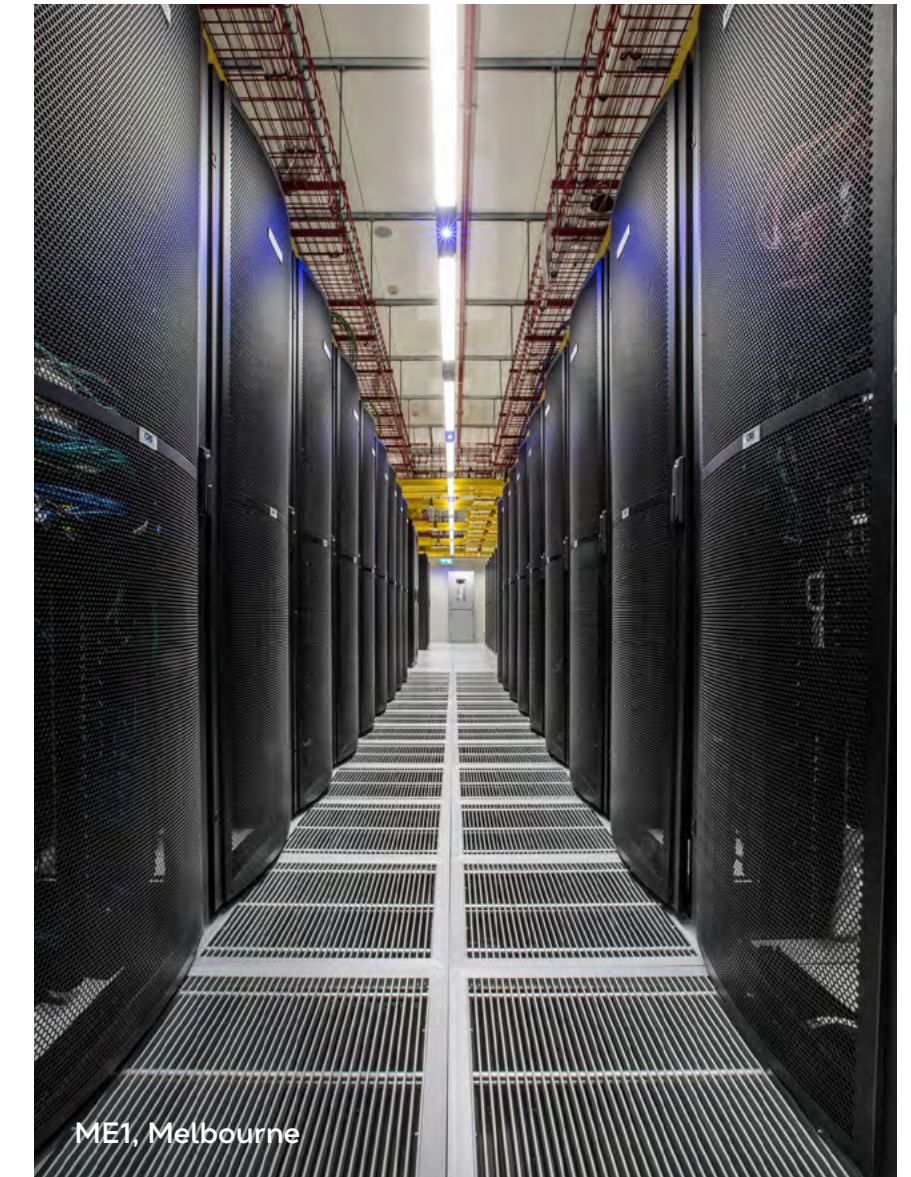
Our SY9x facility is connected to reclaimed water infrastructure and incorporates collected rainwater and recycled water into its site design. We are also upgrading the facility's water treatment system with real-time monitoring capabilities. These enhancements are intended to optimize CoC and improve operational efficiency.

Operational optimization at ME1 (Melbourne, Australia):

Through a detailed review of our cooling system controls, we extended the water dump cycle from weekly to biweekly. This simple but effective adjustment significantly reduced water usage while maintaining system reliability and water quality.

Filtration technology pilot at AT4 (Atlanta, Georgia) and NY4 (Secaucus, New York):

In support of our water conservation initiatives in the Americas, we initiated a pilot program to replace conventional sand filtration with an alternative technology that removes solids and contaminants from data center cooling towers more effectively. Preliminary results suggest that, with proper maintenance, the system will deliver significant energy savings and reduced chemical usage.



ME1, Melbourne

EQUINIX SOLUTION

Customer Water Reports

In 2025, we launched Customer Water Reports, which provide allocated water withdrawal and WUE metrics for every Equinix site that uses water for cooling. We now offer our customers insights that can help them better understand the water footprint associated with their Equinix deployments and streamline their reporting.

Circularity

We advance the circular economy by recycling, redeploing equipment and running heat recovery and export programs that transform potential waste into valuable resources for our business and communities.

Key actions

Enhanced construction waste data collection methodology by incorporating feedback from general contractors on our data ingestion processes and format.

Expanded operational waste data collection, with over 140 sites reporting waste data to a centralized system so we can identify areas for improvement.

Began establishing a foundation to expand our heat export and recovery program to North America.



Efficient resource use helps us scale our digital infrastructure more sustainably and meet customer needs.

CASE STUDY

Reusing heat, driving efficiency and saving costs at HE6/HE7

At an Equinix data center campus in Helsinki, Finland, we've partnered with a district heating company to export our waste heat to warm homes and offices in a nearby neighborhood.

Heat exchangers and pumps extract heat from the water we use to cool servers. The heat is transferred to our partner, which uses it to offset the use of fossil fuels for heating homes and businesses in the community. Cooler water is then carried back from our partner to the servers, reducing chiller runtime and lowering energy consumption. The expected result is a 10–20% power usage effectiveness improvement.

We also keep 10% of the approximately 6 MW heat export capacity for reuse in data center offices, lowering our heating costs by around 90%.

Recovering and exporting heat

Running servers in our data centers generates heat. Instead of wasting it, we are developing partnerships that allow us to recover and redeploy it for use in local communities, reducing reliance on conventional energy sources that typically heat homes. With over a decade of experience in recovering and exporting heat, and as the first data center operators to export heat, Equinix is at the forefront of this circular solution.

As of 2025, recovered heat from five data centers is exported to local communities, avoiding nearly 11,000 metric tons of carbon dioxide equivalent (MTCO_{2e}) per year dependent on actual conditions.¹⁹

Building capacity for heat export

The maturity of heat recovery and export technology varies greatly throughout the world. We're applying learnings from our successes to our efforts in North America, helping create a market for data center heat export in other regions. In 2025, we presented our Heat Export Program at the International District Energy Association Annual Conference and participated in the European Union Data Centre Alliance (EUDCA) to share our knowledge with industry peers.

Minimizing waste and ensuring responsible disposal

Since its launch in 2024, our Global Circularity Program has strengthened data collection, improved accuracy and created a more consistent approach to tracking progress. Our waste management practices are guided by ISO 14001 standards, and, as of 2025, 65% of sites have achieved certification.²⁰

Partnering with construction contractors

Equinix's waste primarily comes from construction. Since 2024, our contracts have required general contractors to develop ISO 14001-aligned waste management plans, report construction waste, implement waste-sorting practices and set targets for diversion and recycling. We also encourage material reuse from excavation and use collected project data to improve waste management.

Managing operational waste

Once operational, data centers generate waste primarily from new equipment packaging and old equipment reaching end of life. To reduce and divert waste from active data centers and offices, we focus on extending equipment life and increasing recycling.

Equinix-generated waste

We work with suppliers to repurpose our used equipment once it reaches the end of its service life, reducing the need for new production. In 2025, 69% (by weight) of Equinix-owned servers and other data-bearing assets that reached end of useful life for Equinix were given a second useful life, down from 86% in 2024. This was due to increased volumes of older equipment not suitable for reuse. We expect this trend to continue as components such as DDR4 memory reaches end of life in 2025 and 2026.

Equinix's Responsible Electronic Disposal (RED) program ensures the proper handling of excess and obsolete company-owned equipment, enabling the responsible disposal of 1,587 kilograms of data-bearing equipment in 2025. We safeguard data during disposal through adherence to frameworks including ISO 14001 and ISO 9001 and guidelines from NIST, e-Stewards and R2.

Customer waste

Our Global Design and Construction and Operations standards define disposal pathways for different waste types and require new builds to include dedicated areas for sorting and recycling. New customer equipment, for which customers remain responsible, is delivered to a specialized unboxing room where all packaging materials are collected for recycling. Our efforts led to over 43% of our 9,166 metric tons of operational waste being recycled in 2025.

19. Based on the total project heat export of approximately 35 GWh per annum when sites have reached a steady operational state, assuming that all sites are exporting a third of the maximum installed heat export capacity on average.

20. Excludes sites that are outside our control or sites not yet live.

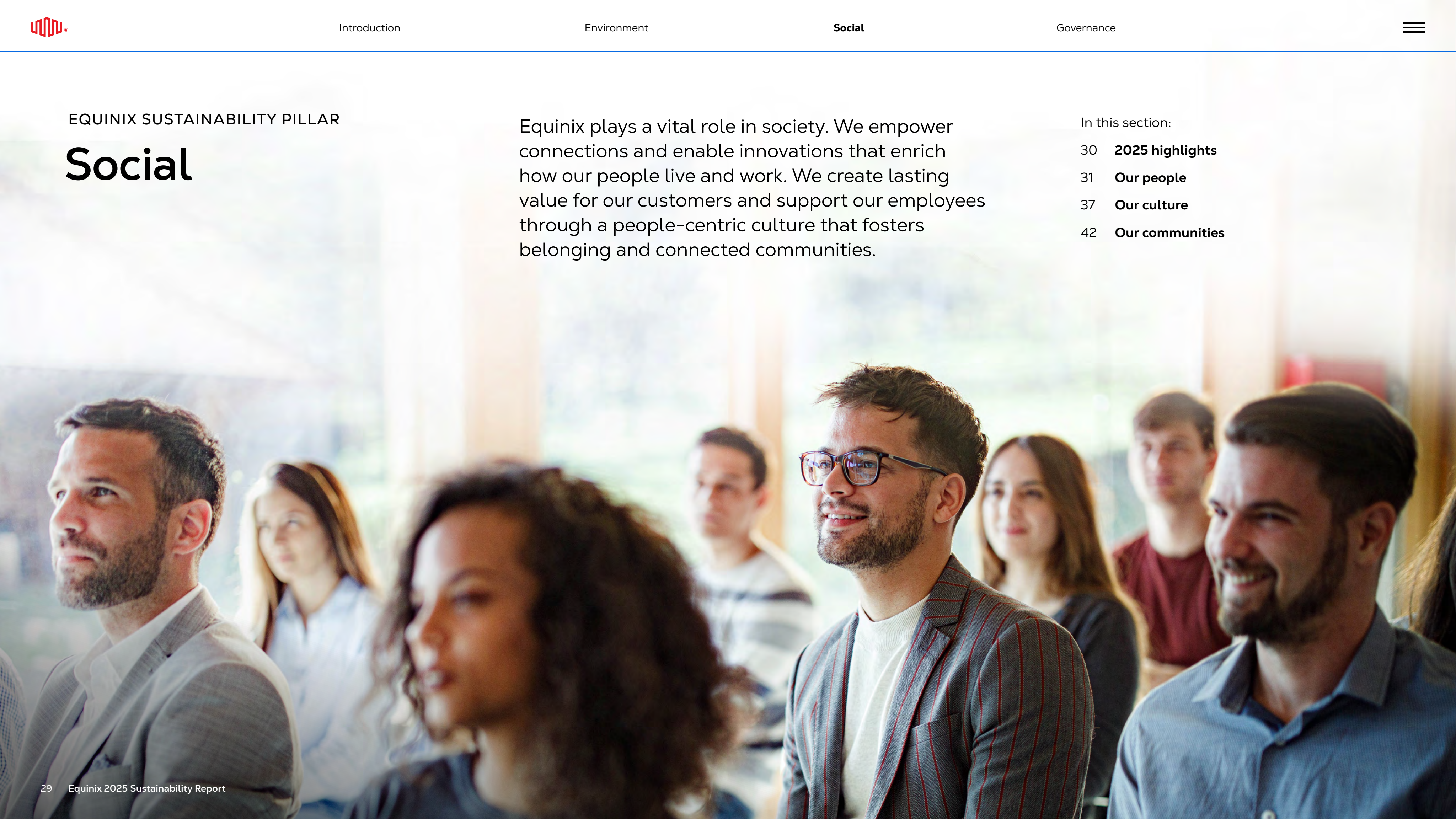
EQUINIX SUSTAINABILITY PILLAR

Social

Equinix plays a vital role in society. We empower connections and enable innovations that enrich how our people live and work. We create lasting value for our customers and support our employees through a people-centric culture that fosters belonging and connected communities.

In this section:

- 30 **2025 highlights**
- 31 **Our people**
- 37 **Our culture**
- 42 **Our communities**



2025 highlights

Future First focus areas

- Foster belonging in our workforce
- Cultivate a people-centered culture
- Bridge the digital divide in communities where we work and live

Policies

[Code of Business Conduct](#)

[Equal Employment Opportunity Policy](#)

[Health, Safety and Environment Policy](#)

1,000

students across the globe participated in employee-led tours of Equinix data centers through tech career education programs

54,400+

hours of employee volunteering, a 45% year-over-year increase

60

organizations partnering in digital inclusion funded by the Equinix Foundation

~40%

of all employees are members of an Equinix Employee Connection Network

11.7%

of our global new hires came through internships, apprenticeships and traineeships

76%

of employees actively use LinkedIn Learning for continuous development and reskilling

44

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

\$4.9M

in funding donated to 2,970+ causes through employee donations, matching gifts, community-based donations, crisis response efforts and Equinix Foundation grants

200+

engineers and designers trained on international digital accessibility standards in annual hackathon

Our people

Employees are the foundation of Equinix's success, powering innovation, reliability and customer experience. We champion belonging for all to ensure our employees can do their best work and enjoy lasting careers. Our robust engagement programs, targeted benefits and supportive resources enable our people to thrive.

Key actions

Strengthened manager and leader effectiveness to improve the employee experience.

Localized recruitment strategies and early-career programs to reflect regional cultures, priorities and market dynamics.

Increased our talent pool through external partnerships, flagship events and internal initiatives.

Increased leadership capabilities to garner greater awareness of employee belonging and establish a shared commitment to creating supportive, high-performing teams.



To achieve a future in which technology enables sustainable growth and amplifies our social impact, Equinix must attract and retain top talent. In an increasingly competitive hiring landscape, how we hire, develop and retain our employees is critical to our business strategy. We're evolving our recruitment approach to secure the skills for our future while supporting talent retention with clear, compelling career pathways that encourage employees to grow with us over time.

Attracting talent

Through our global Hire Up program and expanded partnerships, apprenticeships, internships and traineeships, we are broadening access to opportunity for candidates from a wide range of backgrounds, geographies and experiences. We equip hiring managers with structured training that ensures fairness and scale localized programs that recognize potential alongside traditional credentials, helping build a future-ready workforce.

Establishing a fair and consistent hiring process

Building teams that exceed customer expectations starts with a fair and transparent interview process. Since 2024, our Hire Up program has provided a centrally guided approach to global hiring. The program is built on clear principles, a six-step process and digital and live training modules that enable hiring managers and interviewers worldwide to apply consistent, fair and inclusive standards.



We hire the most qualified candidates who embody our values and are best aligned with the role's core capabilities.

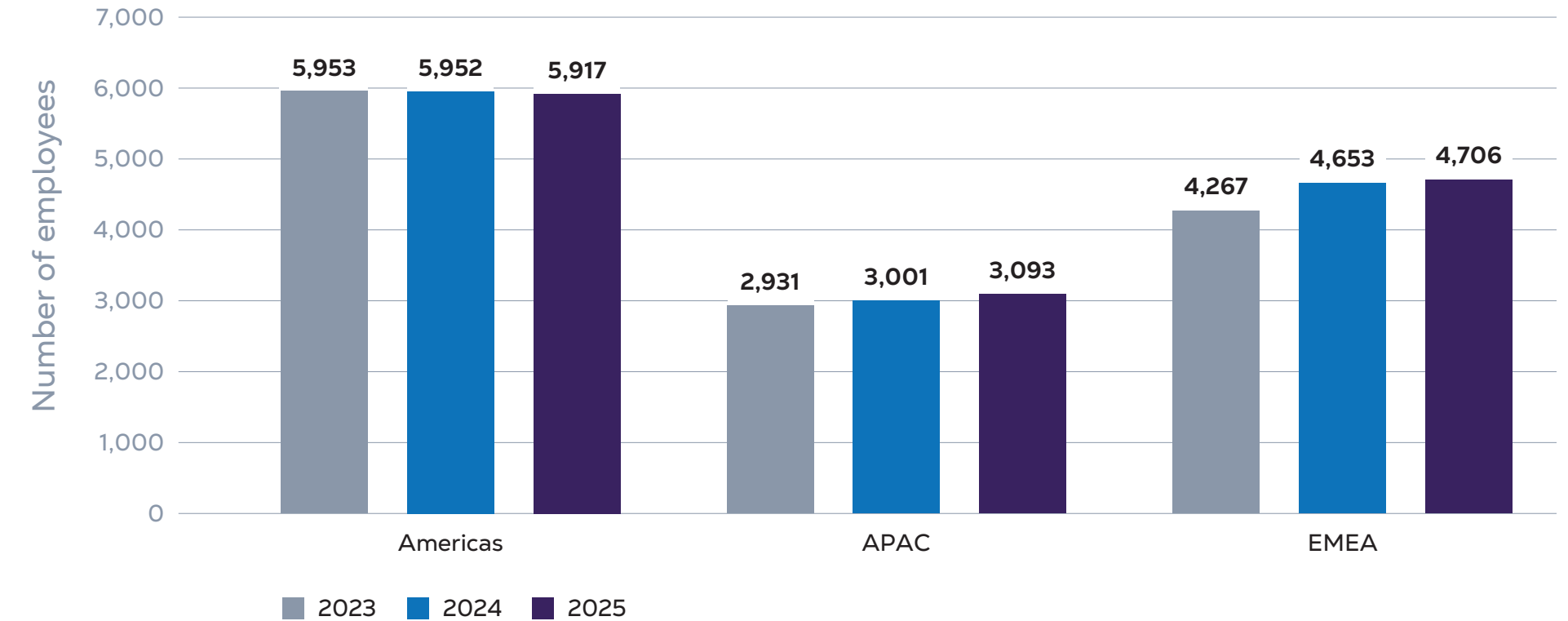
We consider qualified internal candidates first.

We ensure a consistent, fair and structured selection process globally.

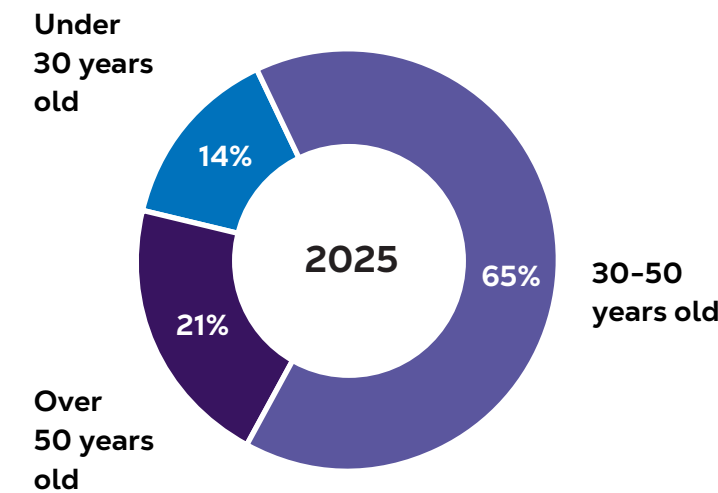
We embrace all perspectives in our interview teams and candidates for all roles.

We empower hiring managers to make final hiring decisions.

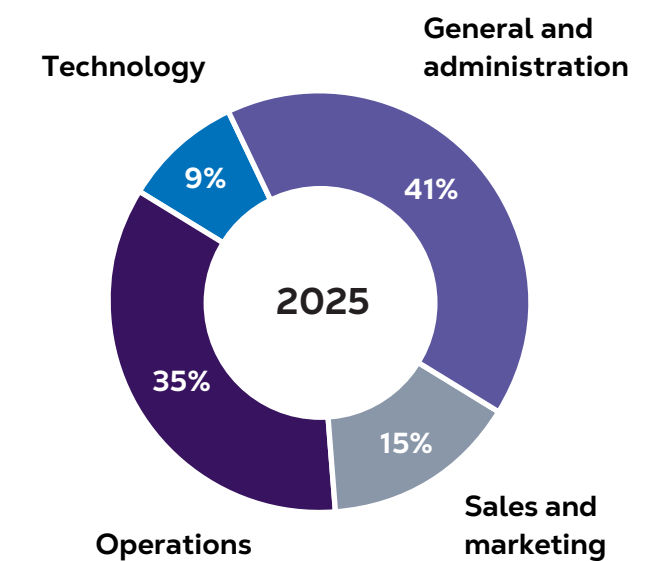
Employees by region



Employee age breakdown



Employee skill breakdown



Our [Sustainability Data Summary](#) contains more detailed information on our workforce composition.

To date, more than 3,400 hiring managers and interviewers have completed digital training on objective selection practices, with over 2,600 also participating in live workshops.

In 2025, we evaluated our early-career programs across regions to identify opportunities for greater alignment, informing a more centralized strategy to strengthen and scale our talent pipeline. Within this global structure, we maintain flexibility to localize recruitment strategies based on regional cultures and market dynamics. During 2025, we leveraged tailored messaging, local career fairs and regional brand campaigns in markets including India, the Philippines, Indonesia and Malaysia. We partnered with local media to highlight Equinix's industry leadership and career opportunities.

Expanding our talent pool

Tapping into a talent pool with a wide range of experiences and perspectives is a strategic advantage. It enables us to build high-performing, innovative teams equipped to solve complex challenges and meet evolving customer needs.

In 2025, we expanded access to talent through a blend of external partnerships, flagship events and internal initiatives to attract highly skilled and diverse candidates. Highlights included participation in the Perspektywy Women in Tech Summit in Warsaw, Poland, one of Europe's largest gatherings for women in STEM;

engagement with more than 200 candidates at the Inclusive Careers Fair in Singapore; and career panels and IBX tours for students from [i.c.stars](#), a Chicago-based nonprofit providing technology and leadership training.

To strengthen pathways into technical roles, we hosted the Women Powering Data Centres: Talent & Transformation Roundtable in London, convening industry leaders to explore shared challenges and opportunities. Through apprenticeships, internships and traineeships, we partner with external organizations to expand access to talent communities, including military veterans, individuals transitioning from adjacent industries and athletes. These efforts help us identify and prepare high-potential candidates.

Internship highlights

Equinix offers two distinct programs that provide pathways for early-career talent to gain hands-on experience and build lasting careers in the digital infrastructure industry:

- Our Global Internship Program is a 12-week summer program that connects us with emerging talent across multiple business functions. Interns receive structured onboarding, mentorship and opportunities to contribute to real business projects. In 2025, 223 interns participated globally, and across internship programs and direct hiring efforts, we hired 45 new-to-career employees.





- Our Field Operations Internship and Apprenticeship Program is focused on trade-based, hands-on training within our data centers. This program prepares participants for roles as technicians and engineers. Program lengths vary by region, ranging from several months to four years.

Building a future-ready workforce

Equinix remains committed to building an agile, future-ready workforce. We are modernizing our talent ecosystem through a unified Enterprise Talent Marketplace, an integrated platform that creates transparent career pathways for employees while giving leaders real-time insight into skills and capability needs.

This approach enables us to respond to rapid changes driven by AI and evolving workforce demands, strengthen succession planning and accelerate development for future roles, making Equinix a more resilient organization.

Developing talent through continuous learning

Meeting customer needs in a quickly changing industry requires a strong commitment to continuous learning. Our programs help create pathways for internal mobility and promotion, and employees consistently rank development opportunities among the most important aspects of their experience. In 2025, we continued investing in learning platforms and engagement tools that support performance, growth and advancement at every level.

Encouraging employee development

The Equinix Learning Center (ELC) provides full-time employees access to a broad library of leadership, professional and technical courses aligned with business priorities. In 2025, we expanded content focused on performance management, values in action and execution excellence. We also leveraged LinkedIn Learning to support ongoing development and reskilling, with 76% of employees actively using the platform. As we prepare for an AI-enabled future, we are strengthening foundational expertise and fluency in emerging technologies.

Developing future managers and leaders

In 2025, we strengthened manager effectiveness, recognizing the critical role managers play in shaping the employee experience.

We launched a Situational Leadership training, equipping leaders with practical tools to adapt their approach based on employees' skill and confidence levels. To date, 64% of managers are registered for, or are participating in, the program.

We also hosted our first all-manager virtual summit, Thrive Lab, in 2025, where more than 70% of people managers participated and 96% reported the content was directly applicable to their role. At the executive level, our Leadership Academy convened leaders for peer learning and strategic development, with quarterly virtual sessions and ongoing access to programming focused on building strategic agility.

These programs lay the groundwork for our 2026 strategy, which will expand opportunities for employee capability building through learning, mentorship and growth.

Emphasizing performance management for all employees

Performance management connects individual contributions to business outcomes. In 2025, we introduced Performance Every Day, a modernized enterprise-wide approach designed to align people, priorities and performance with our strategy and culture. Built in response to employee and manager feedback, the model emphasizes transparency, continuous feedback and regular one-on-one engagement. It is anchored in three pillars: delivering results, working as one Equinix and nurturing talent.

We also trained employees and managers on constructive feedback and formalized mid-year and year-end reviews. A new feedback feature in Workday enables ongoing, ad hoc input, with 85% of employees receiving at least three pieces of formal feedback in 2025. Additionally, 96% of employees documented three or more development priorities, demonstrating clear expectations and active progress toward meeting them. This foundation strengthens managerial effectiveness as a driver of organization-wide growth and advances our long-term strategy to expand employee capability through learning and mentorship.

All employees, including leaders, are evaluated within the same performance system. People managers are additionally assessed through our People Leadership Expectations framework embedded in Performance Every Day. In 2025, we standardized evaluation practices across all reviews to enhance fairness, consistency and transparency in recognizing both impact and potential.

Empowering the employee voice

Anchored in our values and a culture of feedback, we provide employees with multiple ways to share their perspectives. Employees can share feedback on their experience and the company through quarterly pulse surveys and at key milestones, including onboarding and exit. Our quarterly pulse surveys also measure employee satisfaction (eSat), along

with wellbeing and belonging sentiment, across regions and functions. Survey results help us understand employees' experiences and identify opportunities for additional support. In 2025, our eSat average was 78, with our belonging and wellbeing scores at 81 and 82, respectively.

CASE STUDY

Days of Understanding: Conversations anchored in inclusive feedback

Our annual Days of Understanding event fosters belonging through employee-led conversations on inclusion. The programming offers practical tools for strengthening workplace connection, including team check-ins, social competency and affirmative listening. In 2025, the event centered on the theme of feedback. This highlights how inclusive feedback practices support continuous improvement and connect directly to our performance review process.

Our global WeAreEquinix (WRE) teams hosted 82 conversations in 20 languages. More than 1,800 employees participated. Ninety-three percent of the participants surveyed indicated their inclusion conversations helped them better understand the evolution of our business strategy. Equipping employees with these skills enhances team performance and innovation, helping us deliver better service and value.



Pay, benefits and wellbeing

To attract and retain skilled talent, we provide competitive compensation and comprehensive benefits.

Ensuring fair pay

We are committed to fair pay and equal opportunity at every level, in compliance with applicable laws. Our compensation practices are designed to recognize and reward employees fairly, regardless of gender, race, ethnicity, sexual orientation or other protected characteristics. We clearly communicate how compensation decisions align with company performance, market benchmarks and individual contributions.

All roles are mapped to a single global job architecture and benchmarked against local market data. This framework guides base pay, annual bonuses and long-term incentives, which are reviewed annually.

Our Global Compensation team delivers annual training for people leaders and the People team to strengthen understanding of our compensation principles and Total Rewards philosophy, including decision criteria, manager responsibilities and effective communication practices. In 2025, we supported transparency by communicating our Rewards Planning philosophy directly to employees through Performance Every Day resources, covering job architecture, pay components, pay transparency and how to raise rewards-related questions.

Providing comprehensive benefits

We conduct a global benefits review to monitor competitiveness and effectiveness across markets, applying consistent standards while allowing flexibility to address local needs. Our benefits are designed to be competitive, inclusive, connected, sustainable and efficient.

Employees have access to health and life insurance, paid time off, parental leave, hybrid work options and tuition assistance. Through the Equinix Benefits platform, employees can tailor offerings to their needs. In 2025, we expanded the platform pilot to ten additional countries, with plans to scale across 38 countries by 2027.

Wellbeing benefits

We embed wellbeing into our culture to strengthen engagement and build resilient, future-ready teams. Our approach integrates physical, mental and emotional wellbeing into leadership practices and workplace culture, supported by dedicated training and resources for people leaders.

Our global wellbeing framework includes mental health resources, the [Equinix Employee Relief Fund](#) and our Employee Assistance program (EAP). Available 24/7, EAP provides employees and their household members with free, confidential guidance on personal, family, financial and legal matters. In 2025, we saw a global utilization rate of 17%.



Through initiatives like Wellbeing Day, we demonstrate care for our employees and strengthen our culture of care and belonging.”

Adaire Fox-Martin
CEO and President

CASE STUDY

Wellbeing Day at Equinix

Every October, we dedicate time for employees to focus on their mental and physical health through our company-wide holiday, Wellbeing Day. This initiative underscores our dedication to fostering a healthy, resilient and engaged workforce. Observed during World Mental Health Awareness Month, Wellbeing Day allows employees to recharge and care for their wellbeing.

Our culture

An inclusive culture is foundational to Equinix’s long-term success. We embed belonging into everyday practices through consistent leadership behaviors, structured engagement mechanisms and clear accountability for how we work together. This intentional approach strengthens collaboration, builds trust and reinforces a culture where employees can perform at their highest potential and drive sustained value for our customers.

Key actions

Leveraged Equinix Employee Connection Networks, which are open to all, to facilitate thoughtful programming, collaboration and inclusive practices.

Improved safety through a full review and update of all environmental, health and safety policies, with an enhanced focus on electrical safety.

Increased accessibility across our websites, digital platforms, products, services and physical spaces in line with global regulations and best practices.



At Equinix, we cultivate a workplace where employees feel valued, respected and empowered to contribute as their authentic selves.

In 2025, we launched new company values to inform and guide our culture:

- Foster belonging
- Create clarity always
- Keep customers at the center
- Take accountability
- Adapt with speed

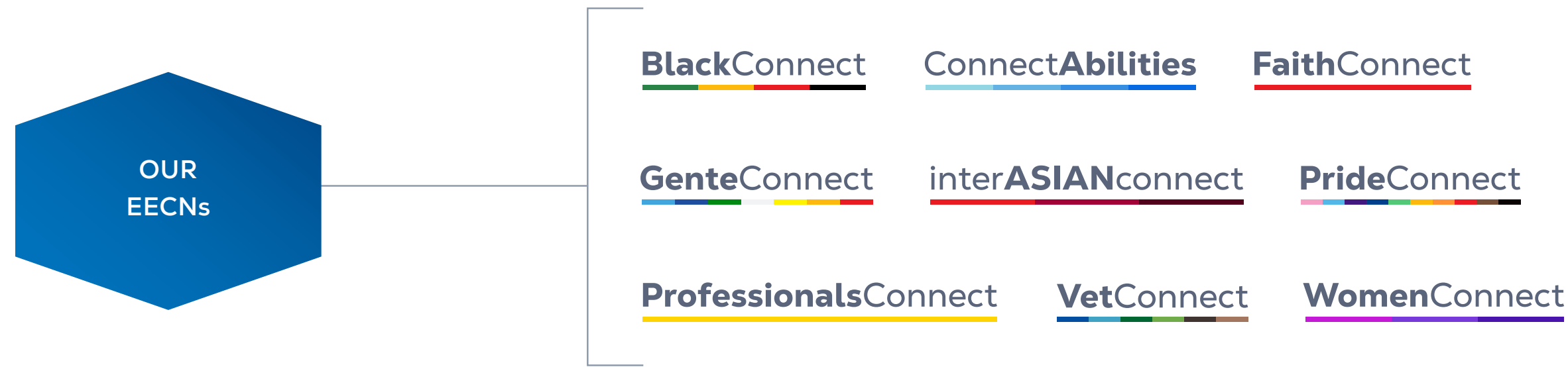
Belonging for all

We foster a culture of belonging for all, which is fortified through programs that support a positive workplace experience and build a vibrant, future-ready Equinix.

Leveraging our Equinix Employee Connection Networks

Equinix Employee Connection Networks (EECNs) reinforce belonging as a core value, shaping how we grow talent, build culture and measure impact. The success of our EECNs reminds us that when people know they matter, they can do their best work to drive our business forward.

Our nine EECNs foster a sense of belonging, purpose and connection among employees. Led by employee volunteers, these internal community groups are open to all full-time employees and are designed to bring together employees with shared experiences and challenges, as well as allies who wish to learn more and connect. Each EECN has an executive sponsor, dedicated leadership team, regional ambassadors and active employee community members. In 2025, over 5,400 employees, roughly 40% of our total employee population, participated in EECNs.



Recognition

Named a 2026 Equality 100 Leader in LGBTQ+ Workplace Inclusion by the Human Rights Campaign Foundation



Named “Best Place to Work for Disability Inclusion” in 2025 by Disability:IN in Brazil, Germany, Japan and the United States



Earned the 2025 HR Excellence Award for the implementation of Equinix Benefits by Business Award UK



Equinix France awarded the Inclusion Stakeholder Award by Voice at The Table



Nominated for the World 50 Impact Awards’ Innovation in Action Award



REDI Index: #2 Place in Fortune 500 Faith-Friendly Workplaces from the Religious Freedom & Business Foundation



Localizing our impact through WeAreEquinix

As a global organization, we tailor initiatives to be locally relevant and meaningful for all employees through our unique WeAreEquinix (WRE) employee engagement program. WRE consists of volunteer-led teams that foster culture and community at Equinix locations worldwide through events and other programming integrated with five global programs:

- Community engagement and volunteering
- Belonging and inclusion
- Fun and creativity
- Environmental sustainability
- Wellbeing

In 2025, 44 WRE teams consisting of over 480 volunteers spearheaded and amplified local initiatives such as Earth Day, Equinix Impact Month and more:

- WRE hosted watch parties for International Women’s Day events led by WomenConnect, bringing together more than 1,000 attendees across three global events. Panelists from across the company shared perspectives and sparked conversation around what it means to drive action.
- Teams around the world marked Earth Day by cleaning up neighborhoods, planting

trees and advancing environmental learning. One of our Dublin offices distributed honey harvested from hives at the DB3 IBX. Many of our sites support pollinator habitats by planting flowers, and several maintain on-site beehives.

- During our annual Equinix Impact Month, more than 40 locations participated in community initiatives. Teams assembled care kits, hosted data center tours, raised funds for charities and organized local events. At a site in New York, the WRE team led multiple activities, including an emergency food drive for the city of Secaucus.

Improving accessibility

An accessible workplace ensures that all employees and visitors to offices and data centers experience environments that are safe and welcoming. We continually improve accessibility across our physical spaces, websites, digital platforms, products and services in line with global regulations and best practices.

Our global design standards incorporate accessibility considerations into every element of the workplace, including restrooms, passageways and shared spaces. Many offices include private wellness and mothers’ rooms, and we continue to introduce additional quiet areas to support focus and wellbeing. Employees may also request personal accommodations such as flexible schedules,

assistive technology or ergonomic tools, and mental health or medical support.

In 2025, we improved accessibility by:

- Training more than 200 engineers and designers about international accessibility standards for digital content during our hackathon event, which resulted in the resolution of over 200 accessibility issues, elimination of 1,000 potential risk points and automation of nearly half of all manual accessibility testing.
- Launching the Equinix Accessibility Chatbot, which provides real-time guidance on topics such as event accessibility, color contrast and inclusive communications.
- Updating our corporate website to align with accessibility standards and working with our social media team to apply these same principles to our online social communications.
- Continuing to train employees on disability etiquette and neurodiversity concepts. Since 2023, we have trained over 3,000 employees on these topics.

Due to our efforts, Equinix was recognized in 2025 as a Best Place to Work for Disability Inclusion by Disability:IN in Brazil, Japan, Germany and the United States, reflecting our global commitment to creating inclusive, accessible workplaces.





Health and safety

The health and safety of our employees come first. Through robust policies and proactive risk management, we work to prevent incidents and uphold our dedication to a workplace where any injury is unacceptable.

We mitigate risks through robust environmental, health and safety (EHS) policies; comprehensive training programs; safe design of equipment and facilities; and the use of appropriate personal protective equipment (PPE). All sites maintain clear procedures for hazard identification, incident reporting and risk mitigation.

Our global **Health, Safety and Environment Policy** sets clear expectations across our areas and functions. At each site, we supplement our global policies with procedures tailored to specific operational risks and regulatory requirements.

In 2025, we took several actions to improve safety. We conducted a full review and update of all EHS policies with an enhanced focus on electrical safety. We also launched a large-scale campaign to reinforce safe work practices and rolled out arc flash PPE to all critical-facility employees, a significant improvement in worker protection. This rollout was accompanied by targeted training to ensure that staff understand proper PPE use and are prepared to respond safely to high-risk situations. Additionally, we issued a playbook for all Data Center Operations Managers to guide thorough compliance and EHS procedures and support safe operations.

Increasing awareness through training

Our comprehensive, policy-driven approach to employee health and safety training is designed to promote compliance, preparedness and a proactive safety culture. All EHS policies are maintained in our Operations Knowledge Base. Operations employees complete quarterly training covering key topics such as electrical safety, contractor management, ergonomics, hazardous substances, fire prevention, working at height and energy control. We achieved a 98.5% global completion rate across security, EHS and business continuity training in 2025.

In addition to recurring training, we provide specialized programs for higher-risk roles, including contractor management and electrical safety, as well as regionally tailored courses to meet regulatory requirements. In 2025, 1,520 managers, supervisors and targeted employees completed a dedicated contractor safety management course.

We reinforce awareness through our Leadership Stop, Observe and Engage program, which encourages leaders to conduct regular safety walk-around inspections and engage employees directly on safety practices and concerns. In 2025, we introduced quarterly themed walks for Operations team leadership to address trending issues, achieving a 98% completion rate. We also maintain an online reporting system across all operational sites for employees to report accidents, near misses and safety concerns.

Each report is classified by severity and investigated locally, with findings shared globally to support continuous improvement.

Maintaining standards with inspections and audits

Because our data centers rely on extensive electrical infrastructure, electrical safety is our most critical focus area. Employees may also encounter hazards such as exposure to hazardous substances, risks associated with working at height, fire, noise and heat stress.

We manage health and safety through a structured global framework anchored in ISO 45001, the international occupational health and safety standard, and reinforced by comprehensive internal policies. We maintain rigorous, multilayered inspection and audit programs to monitor risks, identify trends and continuously improve our management systems, ensuring compliance, regional consistency and a strong culture of safety accountability. In 2025, 33% of our live sites were ISO 45001 certified.²¹

Our audit framework includes:

- **Internal EHS audits:** Conducted on a risk-based cadence by internal EHS audit teams to assess performance, prioritize corrective actions and verify adherence to company policies.
- **Independent EHS compliance audits:** Performed by external consultants on a three-year cycle to evaluate each site’s compliance with local regulatory and corporate EHS requirements.
- **ISO-certified site audits:** Completed by our external certifying bodies, with annual surveillance sampling audits, to verify that ISO 45001-certified sites remain aligned with international occupational health and safety standards.

In 2025, 25% of sites underwent internal EHS audits, 30% underwent independent EHS compliance audits, and 16% of certified sites in EMEA completed ISO 45001 audits.

Health and safety performance

Comprehensive monitoring processes are built into our workplace health and safety culture. We track incidents, near misses and the results of our legal compliance and internal audits.

Total recordable incident rate (TRIR) and our lost-time incident rate (LTIR) are industry-standard metrics we use to measure our

Safety incident metrics²²

	2023	2024	2025
LTIR	0.17	0.10	0.28
TRIR	0.26	0.19	0.39

²² Each value is per 200,000 hours worked.

employee workplace safety performance. All injuries and incidents are recorded in a centralized system that allows us to identify trends, analyze root causes and implement targeted corrective actions.

In 2025, our TRIR was 0.39, an increase from 0.19 in 2024. Our LTIR was 0.28, an increase from 0.10 in 2024. The rise has been partly influenced by strengthened reporting behaviors across the organization. Through our 2025 safety awareness initiatives, employees were encouraged to report all incidents and near misses, resulting in more complete and transparent data. We are continuing to review underlying trends while reinforcing our safety culture.

In response to the increase, we launched targeted mitigation initiatives in early 2026. These include quarterly safety campaigns, each centered on a key focus area, such as PPE and management responsibilities. Each theme is reinforced through coordinated engagement and communication efforts, including 30-minute Pause & Learn sessions,

toolbox talks and leadership safety walks that spotlight the quarterly focus area. We have also expanded safety communications through internal channels and with posters displayed across sites that feature our new slogan, “Safe people, strong operations.” Operations leadership will continue to closely monitor safety metrics to ensure sustained progress.

Customer and contractor health and safety

At Equinix, we recognize that all stakeholders, including those outside of our internal employees, require a healthy and safe workplace.

Since 2024, we have offered [contractor safety videos](#) and [customer safety videos](#) for operational data centers to ensure that all visitors and partners entering our facilities are informed about potential hazards and safe operating procedures. In 2025, we rolled out an additional training on safe contractor management for our data center managers and supervisors.

²¹ Excludes sites that are outside our control or sites not yet live.

Our communities

As one of the world's leading digital infrastructure companies, we recognize the distinct role we play in the communities where we operate. We manage our impacts and engage with the communities we serve now and those we grow into to ensure our presence creates lasting, shared value.

Key actions

Engaged over 1,000 students in 32 locations through our Pathways to Tech program, a growing initiative that introduces students to opportunities in the data center industry.

Supported 31 nonprofit organizations in 28 WeAreEquinix team locations as part of WeGive, an employee-led, community-based giving program.

Launched a skills-based volunteering program, offering employees the opportunity to apply their professional expertise to support nonprofit partners.



Through targeted engagement and investment, we strengthen local economies, protect and enhance the surrounding environment and expand access to the benefits of the digital economy. Because every community is unique, our approach is tailored to local needs, with early stakeholder engagement helping us understand local priorities and inform our planning decisions.

Our approach is holistic and focuses on:

- Power access and affordability
- Natural resource protection
- Jobs and skills development
- Local economic investment
- Community connection

Power access and affordability

Equinix is committed to maximizing energy efficiency across our operations while ensuring that the electricity required to power our facilities does not increase costs or constrain availability for other customers. We are committed to funding our share of new transmission and generation capacity required to support growth and co-investing with utilities, regulators and system operators to strengthen overall system reliability.

In practice, this means:

- Broad support for rate structures that prevent cost shifting to residential or small commercial customers.
- Use of take-or-pay contracts that insulate other ratepayers from the financial risk of large grid investments.
- Partnering closely with utilities, regulators and regional system operators on solutions that enable necessary grid investment without burdening other ratepayers.
- Supporting policies that expand participation in voluntary demand response programs, including the use of on-site backup generation and future battery storage to enhance community resilience during periods of grid stress and reduce the risk of blackouts or load shedding.

For example, in Illinois, U.S., we entered a 10-year agreement with ComEd that the utility described as a model for ensuring large customers pay their share of infrastructure costs. In California, our collaboration with PG&E and the City of San Jose to expand power infrastructure has been cited by the utility as helping lower electric rates systemwide. Responsible cost sharing can support both growth and affordability.

To learn more about how we manage energy usage and advocate for more digital infrastructure that prioritizes sustainability, visit the [Climate](#) and [Advocacy and Collaboration](#) sections of this report.

Natural resource protection

Digital technologies are resource-intensive, and the rapid adoption of innovations such as AI increases demand for energy, water and infrastructure. We work closely with regulators, authorities and local stakeholders to help ensure responsible management of shared resources.

Biodiversity

During new-build development, we evaluate the existing biodiversity of the site, working to avoid impacting areas of high value, remediate contamination and identify opportunities to enhance the local community and ecosystem.

Our Global Design Standards require that all new builds dedicate a portion of the site's area to green space to support biodiversity

and employee wellbeing. We execute six key strategies for enhancing biodiversity, including selecting native plants, converting lawns to meadows, managing stormwater using nature-based solutions, reducing irrigation demand and protecting pollinators.

For example, at our new campus in Hertfordshire, England, we are designating more than half of the site's area for open, green space. We're also retaining existing high-value woodlands and streams, converting monoculture farmland into wildflower meadows, adding ponds and planting trees. These plans put us on track to exceed the U.K. government's 10% Biodiversity Net Gain permitting requirement.

In late 2025, we developed the Equinix Biodiversity Metric to help us evaluate the effectiveness of our site landscape designs by quantifying the change in biodiversity on a project site against the original condition of the site. We completed a small-scale pilot and plan to expand use of this metric with additional project teams in 2026 to intentionally support biodiversity across new site development, with a focus on conserving valuable habitats that may not otherwise be protected by local regulations.

At existing data centers, site teams leverage resources created by our Design and Construction function to execute biodiversity enhancements. Additionally, WeAreEquinix teams take action to support biodiversity, such as installing pollinator homes or hosting native planting events.

Water

The primary use of water is at data centers that rely on evaporative cooling. Equinix recognizes the importance of water stewardship to local communities and ecosystems. We are committed to ensuring our operations do not negatively affect access to water.

Even with efficient design and advanced technology, cooling IT equipment can require significant water use. Early in the design phase of a new data center, we commission independent studies to assess whether local water sources can sustainably support long-term operations. Where suitable sustainable water sources are not available, we implement alternative water-free cooling systems.

We also work with communities and nonprofits to identify local projects to protect or enhance local aquatic ecosystems. In the state of Georgia, we worked with the state Environmental Protection Division to design an on-site wastewater treatment facility. At the request of regulators, treated water is returned to a neighboring creek to support the Flint watershed, and the system is engineered to meet strict quality parameters that protect local ecosystems.

Learn more about our approach to managing water responsibly in the [Water](#) section of this report.

Jobs and skills development

We create quality jobs today and build educational pathways for tomorrow's workforce.

Job creation and benefits

Our data centers create a wide range of skilled, competitive paying roles across operations, IT and business functions. We champion belonging for all and foster a people-centered culture that helps us attract, support and retain highly skilled talent. Robust engagement programs, targeted benefits and supportive resources enable our people to build rewarding, long-term careers.

Our [talent attraction](#) efforts broaden access to technology careers for underrepresented groups from adjacent industries. These industries, such as construction, aviation and facility management, equip candidates with skills that are transferable to a data center environment.

We also support early-career entry into technology by offering internships, apprenticeships and certification programs designed to strengthen skills and enhance long-term career prospects. In 2025, nearly 12% of our new hires came through internships, apprenticeships and traineeships. This strengthens our talent pipeline while creating opportunities for the communities where we operate.



Pathways to Tech

Through our growing [Pathways to Tech program](#), Equinix employees educate youth about careers in the data center industry, helping bridge the gap between untapped talent and high-growth tech careers. Through Pathways to Tech, students get hands-on exposure to digital infrastructure through interactive sessions with Equinix professionals, IBX data center tours and immersive Education Day events. The program creates clear pathways into internships, apprenticeships and early-career operations roles, creating access to high-demand, well-paying careers many young people may not otherwise discover.

In 2025, our teams hosted more than 60 data center tours and education sessions around the world during [International Data Center Day](#). We also launched a school adoption program through Pathways to Tech in 2025, beginning with partnerships in Ashburn, Virginia, and Dallas, Texas. Through these collaborations, Equinix is building long-term relationships with local high schools to educate students about tech jobs and provide ongoing opportunities for student engagement, learning and mentorship.

After a successful two-year pilot reaching nearly 2,000 students in select communities across the Americas and Asia-Pacific, Pathways to Tech is **scaling** to all Equinix locations worldwide in 2026 to meet growing workforce needs fueled by AI and digital transformation.

Local economic investment

We believe our presence strengthens local economies by creating tangible benefits and opportunities for local people and businesses. We contribute economic value through local business taxes that support public services, employment during construction and long-term operations, supply contracts with local vendors, and targeted investments in local infrastructure and philanthropic initiatives.

In addition, our presence supports broader economic activity, stimulating indirect job creation, strengthening local infrastructure and utilities, building workforce skills and helping attract complementary industries over the long term.

Local taxes

We are committed to complying with applicable tax laws and regulations in every jurisdiction in which we operate. Our data centers contribute to local property tax bases over the duration of our time in a community, helping support essential public services such as schools, emergency response, infrastructure and community facilities.

CASE STUDY

Our economic contribution across global communities

Across our global footprint, independent economic analysis shows that Equinix's long-term infrastructure investments generate meaningful local economic value while enabling broader digital growth:

- In Australia, we found that our operations generated approximately AU\$785 million in economic output and supported more than 4,000 jobs, alongside an estimated AU\$76 million in tax contributions that help public services.
- In Ireland, Equinix's operations generated roughly €35 million in annual economic output and supported more than 350 jobs, with new facility construction expected to add an additional €313 million to the economy. Our presence also contributed an estimated €13 million in tax revenue to the Irish government.
- In the United Kingdom, Equinix's 2023 operations generated approximately £820 million in economic output and supported more than 5,000 jobs, with planned construction expected to deliver an additional £1.2 billion in economic impact. Beyond our direct activities, Equinix's customers' activity contributed an estimated £142 billion in gross value added to the U.K. economy.

These examples illustrate how resilient digital infrastructure strengthens local economies, supports public investment and creates lasting community benefits over the life of our operations.



Partnerships with local businesses

Our presence in a community provides business opportunities for local companies and the suppliers we work with every day. By prioritizing local procurement where feasible, we help keep economic value within the communities in which we operate and support the growth of local enterprises.

Our data centers create ongoing opportunities for local businesses, including initial construction and specialized contracting services and long-term operational roles such as facility maintenance, electrical and mechanical services, security, cleaning, landscaping and catering. These contracts support local employment, strengthen regional supply chains and contribute to a more resilient local economy.

We create opportunities for a broad range of suppliers through inclusive procurement practices and outreach programs. These efforts support small businesses, veteran-owned businesses and companies located in historically underutilized business zones, helping drive economic growth in the communities where we operate. In 2025, we spent over US\$95 million with certified and qualified businesses identified through these practices.

Through collaboration with leading national and regional supplier advocacy organizations, we advanced our mission to expand economic opportunity and foster a more inclusive supply chain.

We supported supplier growth through hands-on development initiatives, including:

- **One-on-one mentoring:** Providing guidance on strategic planning, operational scaling, financial readiness and market expansion.
- **Business coaching:** Engaging external subject-matter experts to deliver tailored coaching on proposal development, strategic growth planning and sustainability integration.
- **Information sharing:** Hosting joint sessions with partner organizations to share insights on industry trends; procurement expectations; environmental, social and governance alignment; and innovation readiness.

Public infrastructure improvements

Equinix frequently makes direct investments in community infrastructure as part of the planning consent process for new facilities and expansion of existing ones. For example, our Hertfordshire Campus development will fund £2 million to provide upgrades to the 398 bus service between Borehamwood and Potters Bar and support the Hertsmere Hopper bus service, as well as additional funding for a local cycle scheme.

CASE STUDY

Spurring local employment and connectivity

The Equinix Hertfordshire campus in Hertsmere, England, is a major digital infrastructure project that will strengthen the nation's data network and deliver social and economic benefits for surrounding communities, including through:

- A £3.9 billion investment toward strengthening the U.K.'s digital infrastructure.
- Creating 2,500 construction jobs and 200 permanent skilled roles.
- Workforce development partnerships to support local skills pathways.
- £2 million to upgrade and extend the Route 398 bus service.
- Funding for the new Hertsmere Hopper bus.
- Investment in local cycling infrastructure to improve access and connectivity.
- Ongoing engagement with residents, local authorities and community organizations to shape multiyear local investment programs.

£3.9B

investment in the U.K.'s digital infrastructure

200

permanent jobs created



Community connection

We connect people to the opportunities of a digital world while working to improve the communities where we operate. Through the Equinix Foundation, we support local nonprofits with grant funding focused on connectivity, digital skills and technical career development. Our employees extend this impact through volunteer initiatives, partnering with community organizations to address local priorities and strengthen long-term value.

Equinix Foundation

In 2025, an estimated 2.2 billion people, close to one-fourth of the world’s population, remain unconnected to the internet, with those offline disproportionately coming from economically marginalized communities.²³ To help address this global gap, we established the [Equinix Foundation](#) in 2022 with a mission to expand equitable access to digital technology. Improving digital access strengthens pathways to education and employment by enabling people to participate fully in today’s digital society. From the outset, the Foundation has focused on two issues: advancing digital inclusion and promoting environmental sustainability.

The Foundation serves as our primary vehicle for impact, using multiple interconnected

channels: grantmaking, Equinix employee volunteerism, Equinix product and service donations and discounts, and Equinix customer and partner co-funding and co-marketing. Equinix Foundation grantmaking supports global and community-based organizations advancing digital inclusion and sustainability, and employees contribute through volunteering, matching gifts and other community impact programs.

Through these mechanisms, the Foundation invests in three dimensions of digital inclusion:

- **Connectivity and digital infrastructure:** Expanding local access to the digital world through devices, connectivity and infrastructure. Expanded access to fast, reliable, affordable and secure connectivity for more people in low-income or under-resourced communities.
- **Digital skills and literacy:** Supporting programs that teach essential digital literacy and skills.
- **Workforce readiness and resilience:** Providing pathways to gain technical skills and jobs in data centers and adjacent fields.

In 2025, the Equinix Foundation funded 60 grant partners with a total of US\$2 million.

Beginning with employee-led service

Equinix employees play a critical role in advancing the Equinix Foundation’s mission. Their service and contributions are amplified through the Equinix Employee Matching Gifts Program, which matches eligible employee contributions up to an annual cap. In 2025, this cap increased from US\$1,000 to US\$2,500 per employee. Through the Dollars for Doers program, employees can also convert tracked volunteer hours into charitable giving rewards.

WeGive

Founded in 2023, WeGive is the Foundation’s employee-led, community-centered initiative advancing local digital inclusion. Through Foundation funding and collaboration with regional leaders and WeAreEquinix (WRE) teams around the world, WeGive supports nonprofit organizations creating meaningful impact in their communities.

In 2025, 28 WRE teams participated in WeGive, supporting 31 different organizations. More than half of these teams continued partnerships from the previous year, demonstrating the strength and sustainability of these relationships. Through the Foundation, WeGive provided \$280,000 in monetary funding to increase digital inclusion in communities where Equinix operates.



CASE STUDY

Collective X builds national plan to address South Africa’s digital divide

In 2025, the Equinix Foundation awarded a \$25,000 grant to [Collective X](#) to advance its efforts to address South Africa’s digital divide. With unemployment at 33% and youth disproportionately affected due to limited access to digital skills, expanding pathways to employment is critical.

The grant supported the development of a new platform to map digital jobs in South Africa and the skills required for each. The tool is designed for policymakers, employers, skills providers and young digital job seekers, helping them understand available roles, their scale, the skills needed to access them and how the digital job market is evolving. This cross-industry partnership is designed to expand access to pathways that might otherwise remain out of reach.

23. [“Measuring digital development: Facts and figures 2025,”](#) International Telecommunication Union (ITU), Nov. 17, 2025.

Utilizing skills-based volunteering

In 2025, the Equinix Foundation launched a skills-based volunteering program, offering employees the opportunity to apply their professional expertise to support nonprofit partners. Employees undertook project-based engagements with two Equinix Foundation grant partners: World Pulse and Computer Aid International, chosen because of our mission and vision alignment.

World Pulse provides a social impact network to make connections, share stories and build solidarity. For the inaugural project, Equinix employees helped strengthen the organization's data infrastructure.

Computer Aid International is a nonprofit that provides IT disposal services, reusing digital technologies by distributing them to marginalized communities. Our teams conducted a stakeholder benchmarking analysis and developed marketing tools to help the organization expand its presence in the United States.

Annual Impact Month

October is Equinix Impact Month, a time when our employees join forces globally to serve their communities through volunteering and fundraising. Impact Month reflects Equinix's commitment to being a strong community partner and deepening our local impact through community-driven action.

In 2025, more than 3,000 employees participated virtually or in person, raising over US\$636,800 and contributing over 19,000 service hours to 260 impact initiatives. Throughout October, we spotlighted weekly causes that centered on sustainability, health and wellbeing, belonging for all and digital inclusion.

This year's approach focused on creating opportunities for engagement across offices, data center locations and remote settings. During Impact Month, WRE teams, Equinix Employee Connection Networks and teams around the world organized giving campaigns and volunteer activities to engage colleagues and support communities. Some of these employee-led initiatives included aiming to:

- Advance breast cancer awareness in partnership with WomenConnect, engaging more than 400 employees and contributing more than 600 volunteer hours globally through education, fundraising and partnerships that promoted preventive care and strengthened local support organizations.
- Mobilize global sustainability learning through workshops, reaching 380 participants across the Americas; Europe, the Middle East and Africa; and Asia-Pacific, aligning employee action with the UN Sustainable Development Goals and generating a US\$12,540 donation to the **Inner Development Goals Foundation**.

- Inspire future talent by hosting **Culpeper Technical Education Center** students for hands-on exposure to data center operations, career pathways and interactive technical demonstrations.

Equinix Employee Relief Fund

The Equinix Employee Relief Fund (EERF) offers employees a meaningful way to support one another through company-matched donations. This fund provides financial assistance to employees facing unexpected hardships, natural disasters or urgent personal challenges, ensuring care and support when it's needed most. In 2025, employees contributed over US\$11,380 to the EERF, and the EERF awarded more than US\$45,000 across 19 grants.

Collaborating for impact

The Foundation takes a collaborative approach to philanthropy, working closely with key partners and customers to maximize its impact and expand the reach of initiatives. In 2025, the Foundation collaborated with the HPE Foundation, the Cisco Foundation, British Telecom and Dell Technologies to co-fund different nonprofit organizations aligned with shared missions.

Supply chain human rights

We are committed to respecting human rights across our value chain. In 2025, we advanced our supply chain human rights program by evaluating all current procedures and practices related to human rights due diligence with a focus on identifying operational and documentation gaps to meet regulatory requirements and international human rights standards.

As a result, we updated our roadmap to shape the future-state supply chain human rights program, with emphasis on:

- Strengthening due diligence governance and accountability.
- Expanding supplier risk assessment and monitoring mechanisms.
- Enhancing reporting capabilities to meet regulatory obligations.
- Improving supplier engagement, training and corrective-action processes.
- Establishing clearer escalation, oversight and documentation standards.

EQUINIX SUSTAINABILITY PILLAR

Governance

Our strong foundation of good governance and ethical business practices inspires trust and allows us to deliver accessible, resilient and responsibly managed digital infrastructure to our customers. Through prudent risk management, data protection, AI governance and business continuity planning, we protect our business and ensure long-term resilience. Our green bonds support the sustainable development of digital infrastructure, while, through our advocacy, we partner to drive the shift toward a fair, responsible and resilient digital economy for all.

In this section:

- 50 **2025 highlights**
- 51 **Governance, compliance and risk management**
- 60 **Data protection and AI governance**
- 63 **Advocacy and collaboration**
- 67 **Green finance**



2025 highlights

Future First focus areas

- Prioritize responsible business practices, strong corporate governance and global compliance
- Inspire trust by acting with accountability, transparency and sincerity
- Advocate for public policy that supports sustainable business and the digital economy

Policies

[Acceptable Use Policy](#)

[Channel Partner Code of Conduct and Ethics](#)

[Code of Business Conduct](#)

[Corporate Business Continuity Program Governance Policy](#)

[Corporate Governance Guidelines](#)

[Enterprise Risk Management Policy](#)

[Global Privacy Policy](#)

[Global Purchasing Policy](#)

[2024 Green Finance Framework](#)

[Issue Advocacy Policy](#)

[Partner Code of Conduct](#)

[Political Contributions Policy](#)

[Privacy Statement](#)

[Securities Trading Policy](#)

[Trade Associations Policy](#)

[Whistleblower Policy](#)

12

years of 100% employee completion of ethics and compliance trainings

99.99999%+

uptime, providing reliable service to our customers

\$9.5B

in green bonds issued since 2020, making Equinix one of the top five U.S. corporate issuers of green bonds²⁴

\$2.6B

in green bonds issued in 2025, including our first issuance in the Singapore market

ISO 22301

globally certified in business continuity management since 2022

2

new members joined the Equinix Board of Directors, bringing critical skills across technology and energy

27

board and leadership positions held by Equinix leaders on major regional data center trade associations, including the Data Center Coalition (U.S.), European Data Centre Association and Asia-Pacific Data Centre Association

Corporate and sustainability governance

Our ability to serve customers and other key stakeholders stems from strong corporate and sustainability governance. Our governance framework sets out how we lead with integrity and manage our business responsibly.

Key actions

Appointed two new Equinix Board members, bringing deep expertise in the technology and energy sectors.

Continued approval by the Talent, Culture and Compensation Committee of incentives linked to the achievement of our sustainability goals for senior employees.



Following clear [Corporate Governance Guidelines](#), our Board of Directors oversees strategic direction and promotes a culture of responsible business practices and global compliance.

Ensuring robust corporate governance

Our Board of Directors is responsible for ensuring sound corporate governance, including overseeing financial and business performance, guiding our sustainability strategy and fostering advocacy and collaboration. To manage specific areas of Equinix’s activities, the Board delegates authority to seven standing committees, which regularly report on their actions to the full Board.

The Board comprises ten members, each elected to serve for a term expiring at the next annual meeting of stockholders and subject to a successor’s election, or until the director’s death, resignation or removal. To ensure the Board maintains the expertise needed to navigate a rapidly evolving industry, we assess current and prospective members against our [Board skills matrix](#). The Nominating and Governance Committee uses this matrix to identify potential skill gaps and prioritize critical competencies when evaluating new

nominees. In 2025, two new Board members were appointed: Yanbing Li, bringing deep technology expertise, and Rebecca Kujawa, adding extensive energy-sector experience.

For more details, see our [Board and Governance](#) webpage.

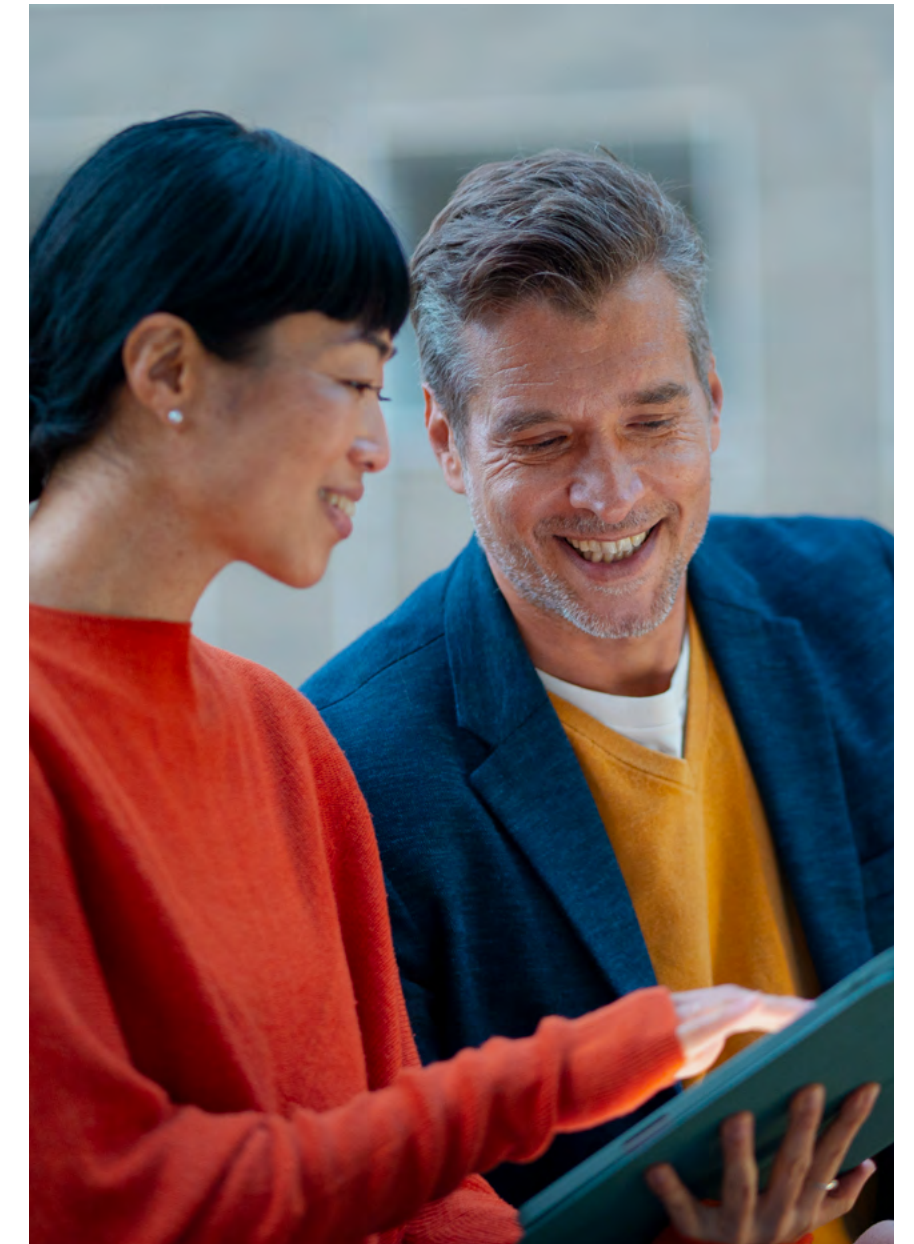
Upholding sustainability governance

Equinix’s governance for sustainability management includes Board-level oversight, executive leadership and cross-functional collaboration.

The Equinix Board of Directors has a total of seven committees. Three of these committees are engaged in sustainability matters:

- **The Nominating and Governance Committee** is responsible for sustainability oversight. It reviews strategies, policies, practices, performance and reporting related to corporate sustainability matters and provides periodic updates to the full Board. This committee receives updates from the Sustainability Program Office (SPO) on behalf of the Sustainability Executive Steering Committee at least annually. These briefings include progress against environmental metrics and serve as strategic forums to highlight sustainability risks and opportunities.

- **The Talent, Culture and Compensation Committee** provides oversight of human capital management. This includes strategies to attract, develop and retain talent at all levels; cultivate an engaged employee base; make Equinix’s culture a competitive advantage; and promote workplace inclusion and belonging. The committee also determines salaries and contingent compensation for executives, including establishing targets, incentive awards and incentive compensation plans. The Talent, Culture and Compensation Committee reviews and approves the remuneration targets that are linked to environmental and climate considerations. In 2025, it continued to approve a strategic modifier increasing or decreasing incentive plans for employees at the vice-president level and above by up to 10% based on the achievement of certain sustainability- and climate-related targets and aspirations, alongside other strategic priorities.
- **The Audit Committee** oversees the company’s accounting practices, internal controls, audit processes and financial reporting processes, including statutory reporting that includes sustainability-related information. The Audit Committee also discusses management of financial and nonfinancial risks, which may include financial effects of climate-related risks that are related to the committee’s oversight.



Managing sustainability

The Sustainability Executive Steering Committee reviews broader sustainability objectives, key results and initiatives to ensure their alignment with organizational goals and priorities. The committee includes the Executive Chairman; Chief Executive Officer and President; Chief Financial Officer; Executive Vice President, Global Operations; Chief Business Officer; and Chief Legal Officer, who are responsible for delegating sustainability topics to other senior executives and employees.

The Sustainability Executive Steering Committee meets annually and is updated on progress, impacts and priorities, including those related to climate risks and opportunities, by the SPO.

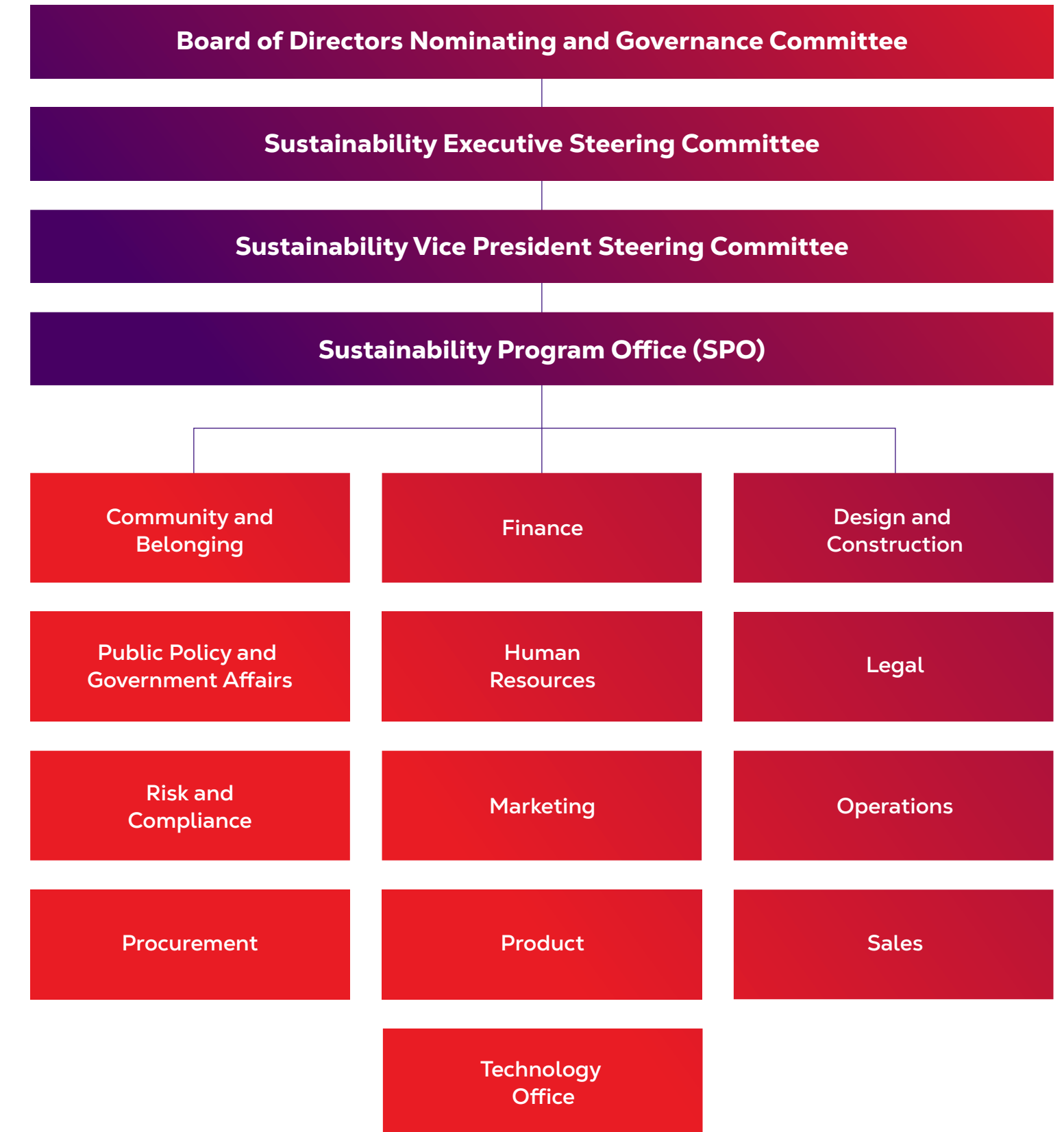
The Sustainability Vice President Steering Committee reports to the Sustainability Executive Steering Committee and meets bimonthly to drive regular program decision-making and strategies across functions. The cross-functional committee is made up of vice presidents and senior vice presidents from Procurement, Global Design and Construction, Operations, the Global Regulatory and Public Policy Office, and Global Markets and Product. The committee acts as a decision-making mechanism for matters related to executing the company's sustainability strategy. This includes strategy decisions related to climate risks and opportunities.

The SPO has a dedicated team that is responsible for the day-to-day oversight of Equinix's sustainability strategy, including how we are evolving our climate-related strategy. The SPO provides thought leadership, subject-matter knowledge and program management to ensure Equinix has the people, programs and systems in place to evolve its climate-related risk management. The SPO collaborates across a range of functional areas, such as design and construction, operations, renewable energy and energy procurement, energy efficiency and procurement. The SPO reports to the Chief Financial Officer and engages with the CEO and President through the Sustainability Executive Steering Committee.

In collaboration with other parts of our business, the SPO:

- Assesses changes in the external sustainability environment and their strategic implications for Equinix.
- Develops our sustainability strategy and key targets for approval by the Sustainability Executive Steering Committee and the Board.
- Updates and maintains our materiality assessment, which identifies the most important sustainability issues for our business and guides our focus.
- Implements sustainability initiatives, as well as tracks and reports on progress against goals.
- Engages stakeholders to further our Future First commitments.

Sustainability governance framework



Compliance and integrity

We expect everyone at Equinix to work with integrity, putting our customers at the center of everything we do. Our high standards inspire customer confidence and position us as a reliable partner and service provider. Our values of openness, honesty, accountability and transparency build stakeholder trust, strengthening our long-lasting business relationships.

Key actions

Strengthened our compliance program to better anticipate and respond to regulatory changes.

Implemented a new Channel Partner Code of Conduct, setting the standards for all partners serving our customers.



Equinix operates in a sector where regulation is constantly evolving. Upholding high standards of regulatory compliance is central to our operations and the services we provide to our customers. It underpins business resilience, customer trust and long-term value creation.

Maintaining regulatory compliance

The Nominating and Governance Committee of the Board oversees regulatory compliance and our public policy activities, receiving quarterly updates from the Global Regulatory and Public Policy Office (GRPO) and the Ethics and Compliance Office (ECO).

The Executive Management team is responsible for embedding our approach in everything we do, benefiting customers, business partners, our people and other stakeholders. It also monitors activities to maintain business integrity, conducting reviews as needed.

Various functions across Equinix share responsibility for maintaining compliance with local, national and international regulations. To oversee these efforts, the GRPO brings together specialist expertise in areas of strategic and regulatory significance for our business and customers.

To support our compliance in 2025, we:

- Operationalized a robust program management framework to ensure effective execution of regulatory compliance, track progress against our goals and facilitate cross-functional collaboration across the business.
- Provided regulatory-based training and other support to multiple teams across the business.
- Introduced working groups to focus on key areas of upcoming regulation, including human rights due diligence and sustainability reporting.

Promoting responsible business conduct

Our [Code of Business Conduct](#) outlines our expectations for ethical behavior in the workplace, enabling all officers, directors and employees to act with integrity. It is published in over 15 languages, reflecting our global workforce.

We continually review and update the Code of Business Conduct to ensure our operations remain aligned with global standards and best practices. We are planning an extensive refresh in 2026 to create an interactive, simplified code that continues to focus on the issues of greatest relevance to our business.



Our **Partner Code of Conduct** complements our Code of Business Conduct. It applies to all those acting on behalf of Equinix, including agents, representatives and consultants and ensures they uphold the same high standards that we expect within our business. The Partner Code will be updated in 2026 in parallel with our Code of Business Conduct.

In 2025, we implemented a **Channel Partner Code of Conduct**, outlining the expectations and standards required of all partners that deliver solutions and services to customers. It is rooted in the same principles as the Code of Business Conduct for our employees.

Our internal Global Purchasing Policy (GPP) sets sourcing standards for employees, including compliance and sustainability considerations, and provides guidelines for business process owners responsible for purchasing decisions. We regularly update the GPP to reflect evolving standards.

We work proactively to minimize the risk of unethical behavior within our business and supply chain, including by:

- Maintaining an online portal where employees can confidentially report concerns.
- Promoting ethical workplace behavior at all levels of the business and embedding our values through leadership development, performance reviews, onboarding and day-to-day decision-making.



- Requiring annual ethics training for all employees.
- Monitoring suppliers through a third-party risk management program and engaging with suppliers to uphold standards and ensure compliance with our Partner Code of Conduct.

Training our employees

Our employee training program enables everyone at Equinix to understand our policies and fulfill their ethical and legal

responsibilities. Most virtual courses are hosted on the Equinix Learning Center platform and available in multiple languages.

We require all new hires to complete mandatory training within 180 days of joining the company on our Code of Business Conduct, conflicts of interest and anti-bribery and corruption. Additionally, to maintain our high standards, all employees must complete refresher training on these topics at least once every two years. In 2025, 100% of employees completed the required ethics and compliance training.

Our ECO provides additional training on specific topics as required to support commercial and regional priorities, especially in high-risk markets. In 2025, we held training on local risks and legal requirements in multiple countries, including South Africa and the Philippines.

Grievance mechanisms

We foster a safe and supportive environment where employees and stakeholders are encouraged to speak up if they have concerns. Anyone can report potential compliance or ethical issues confidentially or anonymously to our ethics and compliance hotline without fear of retaliation.

Hosted by an independent third party, the hotline is available online and by phone (in select countries). Translation services are provided to accommodate our global workforce. Each inquiry or report is addressed on a case-by-case basis by relevant subject-matter experts. Based on the results of the investigation, we identify and implement appropriate remediation, as well as necessary changes to our policies and training to prevent future reoccurrence.

Our **Whistleblower Policy** outlines how to raise a concern and the protections available to those reporting an issue so that everyone can feel confident that Equinix will take their concerns seriously and investigate appropriately.

Risk management

Delivering stable, reliable digital infrastructure is one of our most essential service commitments and a defining strength of Equinix.

Key actions

Safeguarded our business and employees during potentially disruptive events, including the power outage in Spain and Portugal and wildfires in Los Angeles, California, by successfully activating our Business Continuity Program.

Refreshed our climate risk assessment, evaluating the physical and transition risks relevant to our operations globally.



We regularly review our operations to identify, manage and report on key business risks. Our mitigation plans and Business Continuity Program reduce the likelihood of disruption and protect our people, assets, customers and resources.

Managing enterprise risk

We follow a structured process of risk management and escalation to protect our business. Equinix’s Board of Directors has ultimate responsibility for risk governance, supported by its committees, each of which oversees and provides guidance on specific risks.

Our executive leadership is accountable for managing risk, delegating the execution of our Enterprise Risk Management (ERM) program to:

- **The ERM function**, led by our Vice President, Chief Risk and Compliance Officer, in close collaboration with our Vice President, Business Assurance Services. This team facilitates the risk identification process, recommending risks for further assessment. It reports quarterly to the Executive Team and Board.
- **The Emerging Risks team**, a cross-functional group of leaders from Business Operations, Corporate Development, Digital and Innovation, Finance, Investor Relations, IBX Operations, Legal, Technology and Architecture, Corporate Communications,

and Human Resources. This team meets monthly to consider new or fast-moving risks for potential inclusion in our top risk list.

- **The Governance, Risk and Compliance Committee (GRCC)**, comprising senior leaders from Finance, Human Resources and Corporate Communications; regional presidents; and representatives from the legal, compliance, risk management and internal audit functions. This team meets quarterly to prioritize risks reported via multiple channels for consideration by the Executive Team and Board and recommend mitigation options.

Equinix’s ERM program facilitates identification, assessment, management, monitoring and reporting of top strategic, financial, regulatory and external risks to our company, using multiple methodologies to create our risk list. For selected key risks, a detailed assessment outlines risk drivers, mitigation efforts, gaps, and action plans and results in a risk profile. An executive-level risk owner is designated as responsible for owning and managing the risk.

In January 2025, 40 people from senior leadership and the Board were interviewed to identify top risks. The interview findings informed a survey of employees at senior-director level and above to ensure that we were capturing feedback on top risks from multiple levels and types of visibility. The GRCC combined the survey results with the outcomes

of the monthly Emerging Risk team meetings to produce a refreshed list of top company risks, which was presented to the Executive Team and the Nominating and Governance Committee. From this list, select topics were further assessed, helping shape leadership priorities and Board committee agendas.

To ensure we have effective mitigation and control for key risks, our Business Assurance Services team conducts regular internal audits and presents findings to the Audit Committee, which has overall responsibility for our accounting practices, internal controls and reporting processes. We adopt a risk-based approach to auditing, prioritizing areas of highest risk informed by our ERM program. In 2025, we audited our cybersecurity, financial processes, country operations and IT systems, among other areas.

Read more about how we manage risk in our [2025 Annual Report](#) and [2026 Proxy Statement](#).

Evaluating climate risks

As part of our approach to climate resilience and business continuity, we periodically undertake climate-related risk and scenario analysis based on the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations.²⁵ The analysis models physical and transition risks for different climate change scenarios and time

horizons. This helps us proactively manage climate risks, ensure compliance with evolving regulations and maintain the resilience of our business consistent with customer expectations.

In 2025, a quantitative climate risk assessment was conducted using 2024 data to identify, assess and quantify Equinix’s climate-related transition and physical risks, as well as corresponding opportunities and potential financial impacts.

Assessment of climate change risks is an integral part of our building life-cycle management. We factor climate-related physical risk criteria into site selection, including potential exposure to natural disasters, water risk and resource availability. We then incorporate appropriate mitigation measures into the design and construction of new sites. We also periodically evaluate environmental threats to our data centers, such as wildfires, flooding, high winds and drought, as part of our threat and risk assessments, ensuring we have the necessary mitigation strategies and business protection in place.

Read more about how we how we evaluate climate risks in the [Equinix Global Climate Risk Report](#).

25. TCFD is now part of the International Financial Reporting Standards (IFRS).

Managing third-party risk

Our Know Your Supplier (KYS) program adopts best practices in third-party risk management to provide risk protection for

our business and customers. Through our KYS risk management program, we identify risks across the life cycle and categorize suppliers into four tiers depending on the scale and complexity of the business relationship, conducting the most detailed reviews of Tier 1 suppliers that present the greatest potential risk. Working together, we implement controls to manage and mitigate the impact of identified risks. The program spans multiple risk areas, including cybersecurity; privacy; environmental, health and safety; sustainability; and compliance.

Our Procurement team has overall responsibility for the program. The team reports to the Board and executive management on the program's effectiveness periodically, more often if required.

Maintaining business continuity

Effective planning minimizes the likelihood and impact of unplanned operational interruptions that could significantly affect our business and customers. Our Business Continuity Program (BCP) follows a standardized methodology and builds on industry best practices to detect and respond to major incidents, such as cyberattacks or extreme weather events. As part of our BCP, all our IBX data centers are ISO 22301 certified. In 2025, we achieved over 99.9999% uptime globally.

The BCP consists of four components, each contributing to a comprehensive and resilient strategy (see graphic at right).

The BCP Executive Steering Committee meets at least quarterly to review our BCP approach, activities and the results of any program tests. The Nominating and Governance Committee evaluates Equinix's BCP framework at least annually and more often if required.

All IBX employees must complete online business continuity training annually. It covers the actions they can take to protect our operations and maintain the service we provide to customers. Office-based employees must complete training every two years. In total, 99% of employees completed the most recent round of training in 2025.

Throughout 2025, we continued to strengthen and evolve our BCP. Key actions include:

- Proactively publishing the dates and outcomes of key tests.
- Adopting the ServiceNow platform to track and monitor Threat and Risk Assessments (TRAs), streamlining workflows and improving the management and analysis of risks.
- Transitioning to a comprehensive multiyear exercise program to evaluate the effectiveness of our crisis management process, test our customer communications and better prepare our teams for potential disruptive events. The BCPO schedules at least six tests each year, covering all major regions. Tests in 2025 focused on protecting our operations from solar storms and earthquakes in Japan.

Equinix Business Continuity Program

	Life safety and facilities management	Crisis management	Business recovery	Information technology (IT)/Disaster recovery
What it covers	Guidance on the immediate response to events to protect lives, operations and facilities at IBX sites and offices	Strategies to restore all components of the business following a business-impacting event	Plans by function and/or IBX site for the recovery of critical processes following an incident	Protocols for the recovery of technology infrastructure in the event of an IT failure or disruption
How we approach it	Maintain and regularly test site-specific Emergency Response Plans for all facilities	Operate dedicated regional and global CMTs with frequent testing and live simulations to validate roles, communication protocols, escalation procedures and decision-making	Maintain function-level or IBX site-specific business continuity/recovery plans, identifying critical processes and recovery priorities for each site and key office function	Maintain redundant infrastructure and implement data replication and automated failover of applications, supported by regular disaster recovery tests

Data protection and AI governance

We safeguard employee and customer profile data by integrating privacy and protection across our operations. We protect our customers and business from cyberthreats through a robust cybersecurity program strengthened by a strong culture of cyber awareness and continuous employee education.

Key actions

Strengthened AI governance program, incorporating AI-literacy content into our Global Data Privacy Training.

Updated the Privacy Statement, Global Privacy Policy and Cookie Notice published on Equinix.com to align with evolving regulatory changes globally.

Integrated assessment of supplier AI use into our supplier onboarding program using our AI Assessment Questionnaire.

Further strengthened our cybersecurity processes to mitigate vulnerabilities on technology assets.



Through prudent risk management from site selection to operation, we protect the physical resilience of our digital infrastructure and the equipment that customers deploy in our data centers. We have also implemented a **Global Privacy Program built on our “Privacy by Design” approach to safeguard the personal information we hold about our employees and our business relationships with customers.**

Our customers retain responsibility for the security of data stored on the equipment that they own and that we host, based on the services and solutions deployed, as outlined in our shared responsibility model.

The Chief Information Security Officer (CISO), supported by the Senior Vice President, Global Regulatory and Public Policy Office (GRPO), and the Data and Privacy Office (DPO), leads our ongoing efforts to maintain the highest levels of data security. The CISO and the Senior Vice President, GRPO report to the Board on cybersecurity and data privacy issues every quarter.

Prioritizing data privacy and delivering responsible AI

Our Global Privacy Policy sets out our commitment and provides a common standard on privacy and protection of employee and customer profile data, while the associated Privacy Statement outlines processes for the safe collection, use and sharing of personal data.

We have a shared responsibility model (SRM) outlining how we work with customers to maintain and enhance the security of the data each partner holds, fostering transparency and mutual trust. When developing new products and services, the DPO works with our legal and product teams to integrate appropriate controls based on our “Privacy by Design” approach for the data entrusted to us.

Our mandatory Global Data Privacy Training was completed by over 95% of employees in 2025.

As AI use continues to grow, laws and regulations around the world have evolved in response. Our AI Governance Program identifies and mitigates AI-related risks across the business. In 2025, we continued to build on our assessment program to analyze the potential risks and benefits of AI use cases, with a focus on compliance with emerging AI regulations and privacy requirements.



In 2025, we also:

- Updated the Global Privacy Policy, Privacy Statement and Cookie Notice to align with evolving regulation globally, including in the European Union, Oman, Saudi Arabia and the U.S., as well as in new locations for Equinix such as Indonesia and the Philippines.
- Reviewed our full product portfolio to ensure all products and services are covered by the SRM.
- Incorporated AI-literacy content, aligned with the EU Artificial Intelligence Act, into our Global Data Privacy Training.

Safeguarding data privacy with suppliers

Protecting personal data is a collective effort. We work closely with our suppliers to safeguard the personal data we share with them on our employees, customers and business partners, using our Data Privacy Questionnaire to identify, assess and manage supply chain risks. In 2025, we integrated our AI Assessment Questionnaire into our supplier onboarding program to understand the risks and benefits of supplier AI use. We will use the findings to identify where our supply chain uses AI and assess these situations to appropriately mitigate AI-related third-party risks.

Employee privacy notices

We respect the confidentiality of employees’ personal information. Our privacy notices explain why we collect and process personal data, how we manage and secure data, and how employees can access their data or exercise their rights under applicable regulations. To align with changes in our business and the markets where we operate, we regularly review and update the notices.

Ensuring cybersecurity

Equinix closely monitors the threat of cyberattacks against data centers to safeguard our customers and our business. Our Information Security Council oversees our approach to cybersecurity based on established industry standards and proactive risk management. The Information Security Council is a cross functional group of senior leaders spearheading Equinix’s strategies and programs to protect our business and customers from cybersecurity threats.

Our control framework reflects global standards, such as the National Institute of Standards and Technology (NIST) Cybersecurity Framework (800-53) and the ISO 27001 Information Security Management Framework, as well as relevant local standards and certifications.

In 2025, we strengthened our cybersecurity processes by:

- Enhancing tools and processes to mitigate vulnerabilities on technology assets.
- Deploying additional controls to monitor and protect company classified information.
- Improving protections around privileged accounts and other high-value credentials.

Training and development

Employees receive cybersecurity training when they join Equinix and refresh this knowledge annually. In 2025, 80% of new hires completed the Global Information Security Awareness training, and 94% of employees took the cybersecurity refresher training.

Our NEXTcode Development Training and Certification program provides software developers with the skills needed to write secure code, helping them analyze code vulnerabilities and eliminate potential weaknesses to reduce the number and severity of cyberattacks.

Operating transparently

Equinix’s Trust and Transparency program is the primary channel to inform customers about how we protect their equipment and data. It includes:

- **The Equinix Customer Portal (ECP)**, a dedicated self-service resource for our customers that provides easy access to Equinix’s information security policies, certifications, statements and educational material on security topics.
- **Attestation requests**, providing customers and partners with information they need to meet their own compliance requirements. Additionally, we conduct self-assessments and document the security controls integrated into our products. This information is publicly available in the

Cloud Security Alliance’s Security, Trust, Assurance and Risk (STAR) registry.

- **Our internal Trust and Transparency website**, which serves as the primary channel for customers and researchers to report concerns or security issues regarding our services. Accessible via the ECP, it provides information on our security and data privacy practices, including the SRM.

Managing third-party risks

Equinix maintains a third-party risk management program designed to identify, assess and oversee information security risks introduced through our supplier and contractor relationships. Suppliers are evaluated based on their calculated risk to our operations with assessments informed by industry-recognized certifications and compliance with established security standards. Our program includes continuous monitoring for high-risk vendors to ensure ongoing alignment with our security expectations as business relationships and threat landscapes evolve. In 2026, we plan to expand our program coverage and continue to evaluate services and technologies that will improve our ability to engage with contractors and suppliers to proactively manage third-party risks.



Advocacy and collaboration

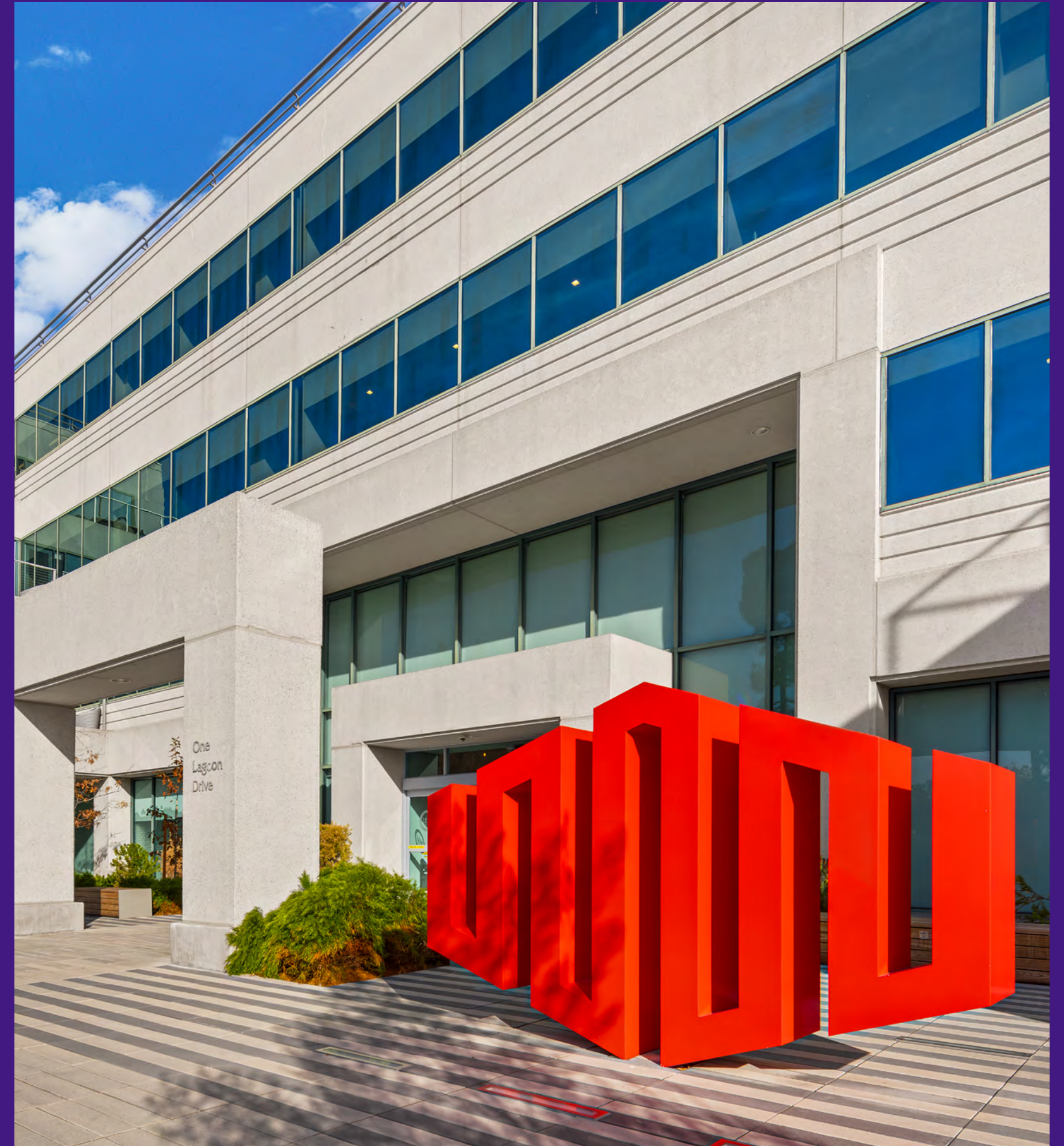
We advocate for public policy and regulations in the interests of our business, customers and other key stakeholders, focusing on clean and renewable energy, energy efficiency, digital safety and security, and increased transparency and comparability in sustainability reporting. By engaging with peers, industry associations and regulators, we aim to build international consensus on how to develop more sustainability-minded digital infrastructure.

Key actions

Equinix holds 27 board positions on major regional data center trade associations, including the Data Center Coalition (U.S.), the European Data Centre Association and the Asia-Pacific Data Centre Association.

Equinix was a founding member and driving force behind key regional sustainability-focused industry coalitions, including the Climate Neutral Data Centre Pact (EU) and the Sustainable Digital Infrastructure Accord (APAC).

Equinix actively participates in and leads multiple country-level data center trade associations in all regions.



Data centers are the backbone of the digital economy, providing the essential infrastructure to process and manage the data that underpins services such as AI, cloud computing, streaming and online transactions.

Governments and communities are increasingly focused on maximizing the societal benefits of digital infrastructure, but there is also concern about the energy requirements, greenhouse gas (GHG) emissions and water demand associated with this expansion.

Our ongoing discussions with regulators and other stakeholders worldwide are vital to achieving a sustainable vision for the growth of our industry.

Engaging in public policy debate

At the Board level, the Nominating and Governance Committee oversees our public policy governance. It reviews our policies, practices, lobbying activities, expenses and all other political contributions semiannually.

Day-to-day responsibility for our activities rests with our Public Policy and Government Affairs team, part of the Global Regulatory and Public Policy Office, which reports to the Chief Legal Officer.

Regional presidents and country managers play an important role in helping promote local policies and regulations that align with the needs of our business, customers and other key stakeholders.

Advancing public policy priorities

Our public policy advocacy reflects our strategic objectives and the issues of greatest importance to our business and stakeholders. Our current priorities include:

- Ensuring access to sufficient energy to support the development of the digital economy and power our expanding digital infrastructure in line with our goal to achieve 100% clean and renewable energy coverage across Equinix retail IBX data centers by 2030.



- Working with policy makers and regulators to ensure speedy, yet responsible, power construction and permitting processes.
- Educating public officials and others in the policymaking ecosystem on the importance and centrality of interconnection to our economic and national security.
- Educating local community stakeholders about the role and benefits of data centers to the economy and society.
- Promoting a more connected and secure world to enable digitally enabled economic growth.

In 2025 and early 2026, our key advocacy and thought leadership activities were:

- Participating in the White House AI Action Plan roundtable.
- Engaging with global CEOs and government leaders at the World Economic Forum conference in Davos, Switzerland, and the Semafor World Economy Summit in Washington, D.C., U.S.
- Being the sole U.S. data center company to attend the EU Digital Sovereignty Summit.

Advocating for the climate

We are working to reduce our impact in line with our science-based targets aligned with the objectives of the Paris Agreement. We also advocate for more transparent and comparable climate reporting. Read more in our [Climate](#) section.

We encourage wider action to support the global transition to a low-carbon economy.

Through our public policy work, we support regulation that helps Equinix progress toward its sustainability targets in line with regulatory, investor, customer and other stakeholder expectations, including policies to:

- Enable and reward energy-efficiency innovations in data center operations.
- Encourage and incentivize the development and delivery of clean and renewable energy.
- Streamline permitting to provide adequate investment in electrical grid infrastructure to enable more efficient energy delivery.

Setting standards

Equinix's involvement in public policy is subject to extensive regulation at the state, federal and international levels. Our policies and procedures guide employees on our requirements for undertaking advocacy and engagement. Our [Code of Business Conduct](#) outlines the ethical standards we expect of employees. The [Issue Advocacy Policy](#) provides further detail on how these standards apply in our public policy work. It prohibits employees from making or committing to political contributions on behalf of Equinix. Accordingly, we do not maintain a Political Action Committee (PAC) or allow independent expenditures on behalf of any level of government.

Maintaining transparency

We disclose our public policy activities in compliance with legal and ethical requirements through:

- Our semiannual [political contributions report](#), which provides details of trade associations where membership dues exceed \$50,000. Equinix does not make political contributions.
- Quarterly reports on federal lobbying activities and expenditures in compliance with the Lobby Disclosure Act. These reports are accessible through the Lobby Contribution Filing search on the [Lobbying Disclosure](#) webpage of the U.S. Congress or on our [Public Policy Activities](#) webpage under Disclosure.

CASE STUDY

Building capacity for the lower-carbon energy transition

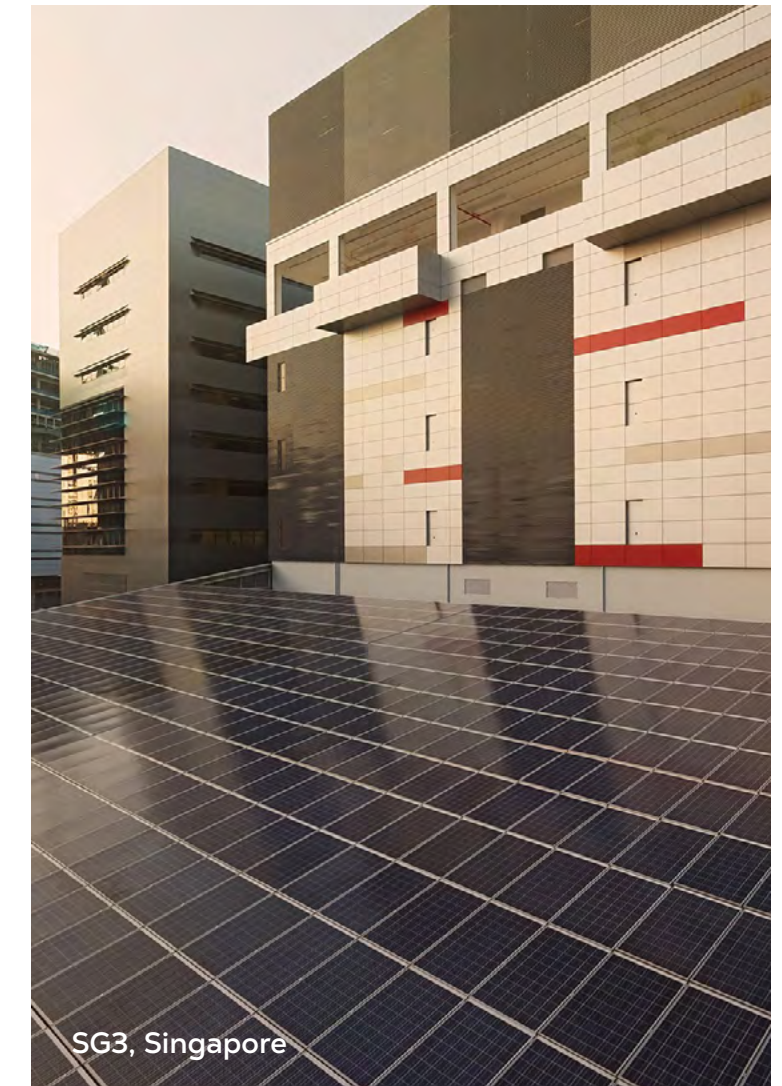
We partner with governments, industry leaders and local stakeholders to invest in clean and renewable energy solutions, support decarbonization policies and drive innovation that strengthens energy systems and advances our long-term climate goals.

In 2025, we disbursed \$1.3 million in grant funding in Singapore to support capacity building and alternative energy research.

We are also [diversifying our power portfolio](#) to help mitigate potential grid constraints in the future by combining new on-site power generation technologies.

Looking further into the future, we are exploring next-generation energy, such as small modular nuclear reactors. We have stated our support for tripling global nuclear capacity by 2050 by signing the [Large Energy Users Pledge](#) from the World Nuclear Association.

While small-scale nuclear solutions undergo assessment and development, we are evaluating the use of batteries to support strained grids during the transition and ensure the continuous delivery of compute power. We are partnering with local utilities to improve transmission and emergency backups to benefit all users in the grid region, including households and other businesses. This support for grid resilience helps us maintain our local license to operate by proactively addressing potential community concerns about power instability and pricing.



Working with partners

Equinix belongs to trade and industry associations in the U.S. and internationally. Membership in these organizations does not indicate our agreement with all views and positions taken by a given association but enables us to remain up to date on emerging trends, evaluate policy developments and help shape the future of our industry.

In 2025, we belonged to 73 associations and related organizations, including 15 in the U.S., Canada and Latin America; 38 in Europe, the Middle East and Africa (EMEA) and 20 in Asia-Pacific (APAC).

We are active in many of these organizations, including holding leadership roles in the Asia-Pacific Data Centre Association, the U.S. Data Center Coalition and the European Data Centre Association.

Our 2025 industry collaborations included:

- **European Union Data Centre Association (EUDCA)**: Eulalia Flo, Vice President of Growth and Emerging Markets, EMEA, at Equinix, was elected to the EUDCA Board. Other Equinix team members are involved in the organization's policy and technical committees. The EUDCA actively contributes to European debate on sustainability issues, including on energy efficiency, waste heat reuse, and AI and cloud development. It works closely with



the Climate Neutral Data Centre Pact (CNDCP).

- **Asia-Pacific Data Centre Association (APDCA)**: We are members of the APDCA's Tech Committee, working to launch the Sustainable Data Centre Accord (SDCA). The goals of the SDCA are to develop ambitious, credible voluntary industry targets for energy efficiency, clean energy, water use and circularity; establish regional baselines for regulatory standards; and collaborate with regulators to ensure standards are practical and achievable.

Collaborating on initiatives

We partner across our industry to advance common sustainability-related goals. Some examples from 2025 include:

- **S&P Global Market Intelligence**: In a joint **white paper**, Equinix and S&P Global Market Intelligence explored the sustainability benefits of colocation, including energy efficiency investments and access to renewable energy sources. Compared to operating on-premises data centers, the research shows that organizations working with data center partners that prioritize sustainability can significantly reduce indirect emissions, drive savings on power costs and simplify sustainability reporting efforts.

- **International Data Corporation (IDC)**: The **IDC InfoBrief**, sponsored by Equinix, compared emissions from enterprise on-premises data centers with emissions from colocation data center facilities leading on energy efficiency, such as those operated by Equinix. It found that energy-efficient data centers operated by colocation providers were 1.2 times more energy-efficient than a typical enterprise data center.

For a full list of our association memberships and other collaborations, refer to our **Sustainability Data Summary**.

Green finance

Equinix issues green bonds to raise capital to grow our digital infrastructure using more sustainable technology, materials and energy sources. Our program enables customers to execute their digital-first strategies while advancing environmental initiatives. As one of the world's largest corporate green bond issuers, we set a positive example for how the technology sector can finance a more sustainable future.

Key actions

Issued \$2.6B across four green bonds in 2025.

Allocated US\$7B in net proceeds to eligible green projects since 2020.

Completed our first Singapore green bond issuance in March 2025.



Our Green Finance Framework outlines how we allocate green bond net proceeds for projects that help us reach our sustainability goals.

Updated in 2024, the Framework aligns with the [Green Bond Principles of June 2021](#) and the [Green Loan Principles of February 2023](#).

The framework details:

- The types of projects eligible for allocations, including green buildings and projects supporting renewable energy, energy efficiency, resource conservation, decarbonization and climate change adaptation.
- The process for evaluating and selecting projects.
- Eligibility criteria and associated standards, such as the average power usage effectiveness (PUE) expected in the design of new green buildings.

- How we track impact and ensure contributions help reduce our environmental footprint.

Our Green Bond Allocation and Impact Reports outline the net proceed allocations we have made and the anticipated environmental benefit.

Independent validation of our Green Finance Framework assesses that it reflects best practices and that eligible projects can deliver long-term environmental impact. Moody’s ESG Solutions has evaluated our approach, awarding a “very good” quality score in its second-party opinion.

Tracking our progress

As of December 2025, Equinix has issued green bonds totaling approximately US\$9.5 billion. Of this, US\$7 billion has been allocated to projects such as power purchase agreements, energy-efficiency upgrades and green building initiatives, delivering an average annualized impact of over 727,000 metric tons of avoided carbon dioxide equivalent.



Read our latest allocation report, as well as our Green Finance Framework and the corresponding second-party opinion:

[2025 Green Bond Allocation and Impact Report](#)

[2024 Green Finance Framework](#)

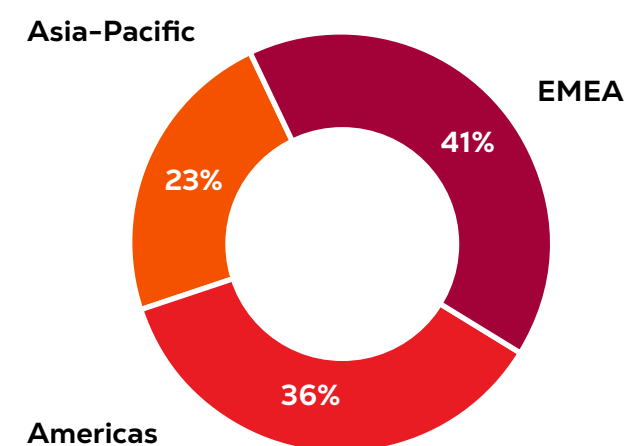
[2024 Green Finance Framework Second-Party Opinion](#)

Previous allocation reports are available on our [resource hub](#).

Green bond allocation

Bond offering	Aggregate principal amount	Issuance date	Green Finance Framework	Green bond allocation reports	Allocation %
1	US\$650,000,000	September 2020	2020	2021	100.0%
2	US\$700,000,000	September 2020	2020	2021	100.0%
3	€600,000,000	February 2021	2020	2021	100.0%
4	€500,000,000	February 2021	2020	2021	100.0%
5	US\$1,000,000,000	May 2021	2020	2021–2022	100.0%
6	US\$1,200,000,000	April 2022	2020	2021–2023	100.0%
7	€600,000,000	September 2024	2024	2025	100.0%
8	CHF 100,000,000	September 2024	2024	2025	100.0%
9	€650,000,000	November 2024	2024	2025	100.0%
10	€500,000,000	November 2024	2024	2025	100.0%
11	SG\$500,000,000	March 2025	2024	2025	68.5%
12	€750,000,000	May 2025	2024	2025	0.4%
13	€750,000,000	May 2025	2024	2025	0.4%
14	SG\$650,000,000	August 2025	2024	–	0.0%

Net proceeds allocation by region





About this report

This report, our 11th, covers the reporting period from January 1, 2025, to December 31, 2025, and covers all Equinix global operations and offices, unless otherwise specified. Changes in boundaries are disclosed when applicable. Please send questions and comments to sustainability@equinix.com.

Equinix continues to evolve its reporting to meet the requirements of leading industry frameworks, regulations and our stakeholders' expectations. Since 2015, we have reported with reference to the Global Reporting Initiative (GRI) Standards. Starting in 2019, we began including sustainability information in our annual report to show how Equinix is creating value for all stakeholders. Our 10-K reporting includes both environmental disclosures (through the Sustainability Accounting Standards Board [SASB] index) and human capital disclosures.

Equinix participates in industry dialogue concerning nonfinancial reporting. We are a founding member of the U.S. Chapter of the Prince of Wales' Accounting for Sustainability (A4S) Project CFO Leadership Network. To build resilient business models, A4S aims to inspire the rapid integration of social and environmental considerations, such as climate change, into business strategy and operations. Aligned with this initiative, Equinix produces a [climate risk report](#) following the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

Ensuring transparency

Transparency is a hallmark of our Future First strategy. We share our sustainability progress and performance through this report. In addition, we report in alignment with CDP and the GRI, as well as with the SASB and TCFD standards. We calculate our greenhouse gas footprint in reference to the Greenhouse Gas Protocol. Our Scope 1, 2 and 3 emissions; energy consumption; renewable energy consumption; and water consumption, withdrawal and discharge data are independently assured to ISO 14064-3:2019 standards.

See our [resource hub](#) for documentation.



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At Stadler, we are going through a digital transformation. The aim of this completely renewed environment is to increase the efficiency of the entire value chain. Partnering with Equinix has given us a future-proof digital infrastructure platform that we can innovate and expand on.”

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