



EQUINIX



CONNECTING WITH PURPOSE
2017 CORPORATE SUSTAINABILITY REPORT



OUR VISION

At Equinix, we believe in the power of interconnection. Digital business is inspiring innovative commerce and collaboration along with whole new ways of competing – interconnection makes it all happen, putting everything within reach.

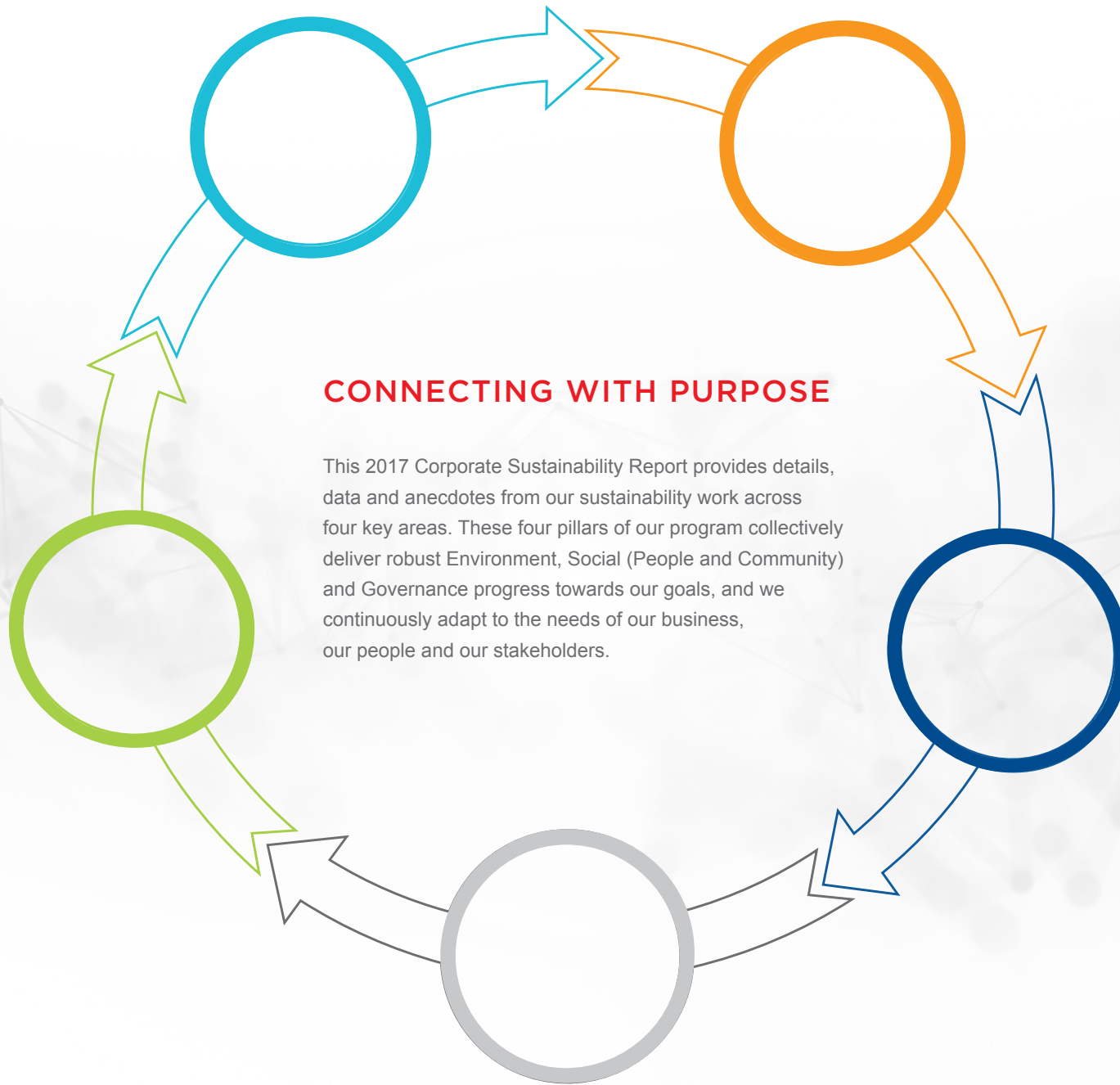
With interconnection as a foundation, Equinix is proud to approach our sustainability efforts in the same adaptable, resilient way we solve our customers' business challenges.

At Equinix, we are both steadfast and nimble in our response to the challenges and changes that our world is facing – climate change, social inequality, business risks, and globalized markets. In the 20 years since our founding, we have stayed true to our original mission. Our name literally means equality within the network of networks. We've taken our purpose – to connect, protect and power the digital world – and applied it to our corporate sustainability role as we adapt our programs to meet the needs and challenges of today's times through the powers of connection and community.

This report has been prepared in accordance with

Information contained in this report represents 2017 program results.

Cover Image: Rooftop of PA6 Paris IBX® Data Center.
Built in 2015, this 60m² rooftop supports our environmental sustainability goals by offering better insulation to save energy.



A MESSAGE FROM OUR EXECUTIVE CHAIRMAN

It's been 20 years since our founders asked some important questions about the way the internet worked, and then started a company to help it work better for everyone.

Jay Adelson and Al Avery saw the enormous potential of the internet early on, but they also saw some potential problems. How, they asked, could the internet's benefits be accessible to people everywhere when it was often confined to the boundaries drawn by specific network carriers? Why wasn't there a neutral place where all these networks could come together, on equal footing, to exchange traffic without limit and connect users around the world?

Why couldn't Equinix be that place?

As we continue to deliver on our mission to connect, protect and power the digital world, our dedication to corporate sustainability is an increasingly important part of our story. Just as we started Equinix two decades ago to enable equality and deepen connections in the digital world, we strive to uphold these founding principles in every facet of how we operate today. And as the demand for data center and interconnection services increases, we'll have more opportunities to be responsible custodians of the digital world. This report helps us stay true to our principles by annually assessing our Corporate Sustainability Program, including what's behind and what's ahead.

From Connection to Impact

Connection has always been the heart of everything we do at Equinix. But the demand for the special kind of interconnection we deliver has really changed since our early network-focused days. Now every business is a digital business, and our platform is vital to their ability to collaborate, innovate and reach globally dispersed users at the digital edge with ever-more robust levels of connectivity.

How does this relate to our corporate sustainability efforts? It means as we expand our facilities and footprint to offer our customers the broader access to interconnection they are demanding, we need to make sure our increased impact on those around us is always a net positive. It means our Corporate Sustainability Program needs to have the same adaptability and resiliency as our business as it helps customers face new challenges and seize the growing opportunities of the digital world.



Peter Van Camp

“As the demand for data center and interconnection services increases, we’ll have more opportunities to be responsible custodians of the digital world.”

We know our approach is working. The following pages will show we made real gains in 2017 across the four pillars of our Corporate Sustainability Program: 1) Environment; 2) People; 3) Community; and 4) Governance.

Here are a few highlights.

- 1. Environment.** In 2015, we publicly pledged to a long-term goal of using 100% clean and renewable power across our global interconnection platform. Progress since has been steady. In 2017, 77% of the energy we consumed on our global platform was covered by renewable energy, up from 56% the year before.
- 2. People.** We work to ensure our employees feel a sense of belonging at Equinix, and part of that means creating an environment where they are free to be exactly who they are and pursue any opportunity before them. Our efforts on gender parity, pay equity and worker safety support this, and they intensified in 2017. We know a workplace where people feel valued is a high-energy place where innovation thrives.
- 3. Community.** Our employees want to have a positive impact in the communities where they live, and we've learned they are most engaged when they can choose how to be involved. That's why we worked in 2017 to give them a greater voice in directing our philanthropic and volunteer efforts. A sure sign of success is the more than 11,500 hours our employees committed to volunteer work.
- 4. Governance.** Equinix's dedication to uphold the highest ethical standards has never wavered, and each year we commit anew to the comprehensive employee training and education that sustains and reinforces this pledge. In addition, as concerns about data privacy grow, we are accelerating our efforts to ensure compliance with new regulations and data protection laws, and we're helping our customers do the same.

Living out our ideals isn't a route to a final destination. Our Corporate Sustainability Program is a continuous commitment, not a project to be completed. But those ideals are guideposts that keep us headed in the right direction on a fast-changing path. For 20 years, we've been interconnecting our customers locally and globally for the betterment of their organizations and those around them. It's not just what we do, it's at the root of who we are. As our reach grows, so does our ability to positively impact the people, places and pursuits that bring us together to build a digital future for the benefit of all.

Peter Van Camp
Interim Chief Executive Officer, President & Executive Chairman



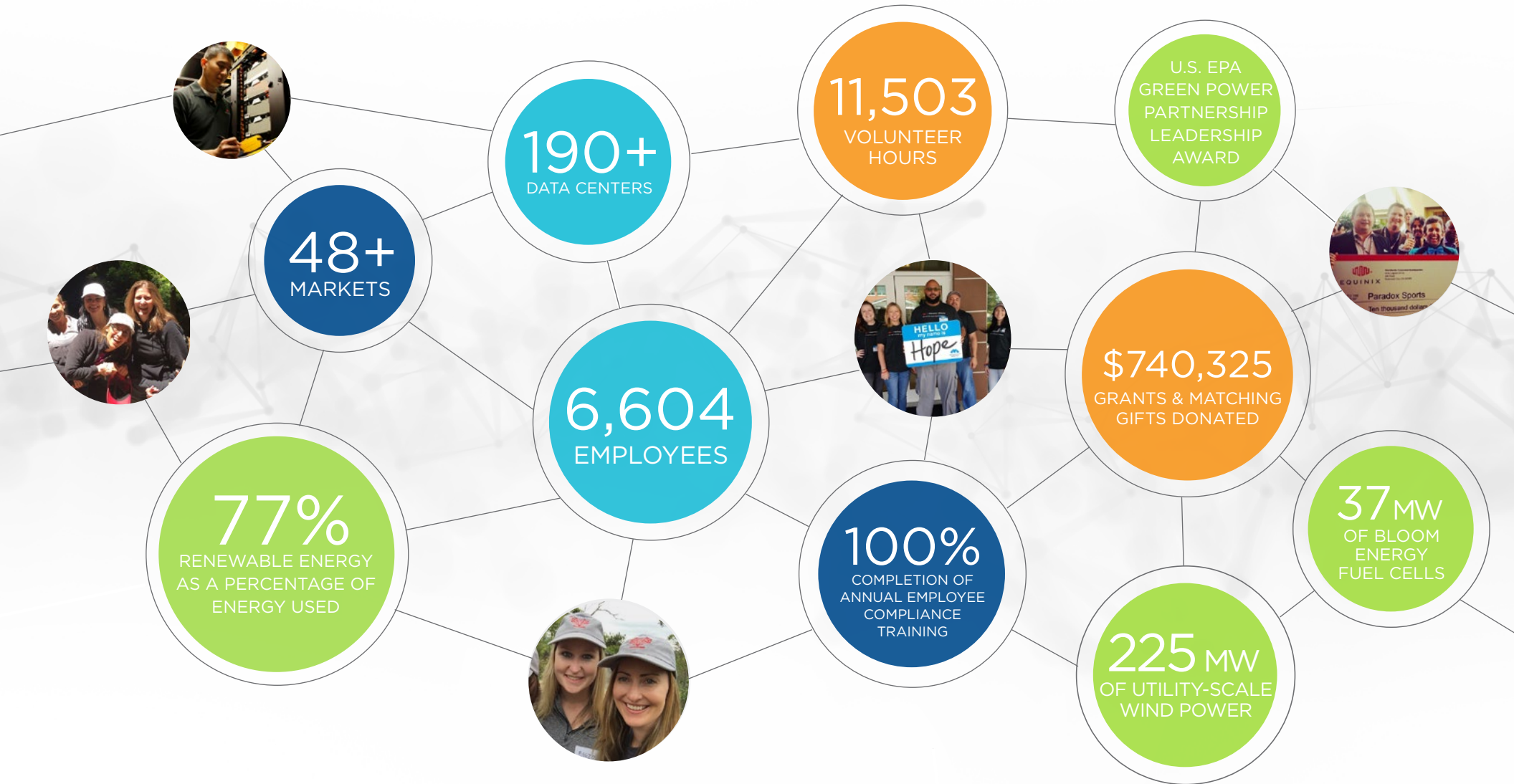
Converging Sustainability and Growth

Equinix's 2017 Annual Report highlights our commitment to growth from a customer, investor and employee perspective. This Corporate Sustainability report outlines our environmental, social and governance objectives. In combination, these two reports provide a complete perspective on Equinix's roadmap for positive, sustainable growth.



ABOUT US

Equinix connects the world's leading businesses to their customers, employees and partners globally. Equinix is where companies can reach everywhere, interconnect everyone and integrate everything.*



*NOTE: All metrics as of December 31, 2017.

OUR PARTNERS

Equinix participates in a variety of industry and non-governmental organization (NGO) advocacy opportunities, initiatives and activities, including:



OUR APPROACH

Equinix sees our purpose as being the equitable place where the digital world connects. We remain focused on the ever-changing edge of the internet – ensuring customers' online stores, applications and services are open 24/7/365 and accessible anywhere in the world. How we accomplish this is through a commitment to shared value with our customers, partners, investors and employees.

We recognize the need to adapt to the changing needs of all stakeholders and the world's challenges – adjusting our ESG programs to increase the benefits they bring wherever we can. In 2017, Equinix reaffirmed its sustainability commitments and delivered meaningful progress against our goals. For example, operationally, we constantly look for creative ways to deploy renewable energy seeking to maximize our environmental impact with new resources as close to our data centers as possible. Our commitment to increasing efficiency and improving resiliency has never wavered. We're also reinventing our community engagement and employee giving programs so that purpose, passion and impact are more closely aligned.

Our program initiatives have been guided by our 2015 materiality assessment which was conducted to assess and prioritize our sustainability efforts globally. The priorities identified have shaped our program over the last two years. With recent acquisitions and global growth, we have decided to update our sustainability assessment, an effort scheduled for late 2018.



DC12 Washington, D.C. IBX® Data Center



TR2 Toronto, IBX® Data Center

2014



Equinix manages its resource consumption through green building standards, energy efficiency investments, and operational continuous improvement. Increased scrutiny around ESG impacts including pressure to move towards renewable and low-carbon sources of electricity.

2015



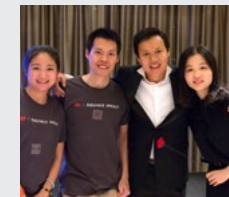
Corporate Sustainability Program formalized. Materiality assessment conducted. Public announcement of commitment to become 100% renewably powered. Increased transparency around ESG impacts including first ever third-party verification of reported emissions and first GRI-aligned sustainability report published.

2016



Second GRI-aligned sustainability report published. 225 MW of large-scale wind farm contracts in operation. Equinix positions itself as a leader in renewable energy procurement and corporate transparency. Expanded efforts to address issues across the ESG spectrum. Equinix wins NAREIT Leader in the Light award recognizing overall corporate sustainability progress.

2017



Equinix delivers against its goals. 77% renewable worldwide. Customers at over 130 sites can reduce their carbon footprint by partnering with Equinix. Increased commitment to corporate governance and privacy programs. Expanded efforts to address gender parity and diversity.

ENVIRONMENT

13 alternative energy
U.S. fuel cell
installations under
contract totaling
37
MW

77%
renewable energy
worldwide

U.S. Environmental
Protection Agency
Green Power
Leadership Award

A- CDP
rating
placing Equinix in the
Leadership band

100%
renewable
in the U.S.*

6th out of 100
Top Green Power Users
on the U.S. EPA's
Green Power Partnership list



*excluding our acquisition of 29 data centers from Verizon



PA6 Paris IBX® Data Center

Our goal is to design, build and operate world-class data centers in a way that does not negatively impact our environment.

Environment

Our goal is to design, build and operate world-class data centers in a way that does not negatively impact our environment. Our customers across the digital economy expect to deliver their applications with higher performance and minimal impact. Their goal is to integrate their architectures with ours. Minimizing our environmental impact and reducing our consumption of all resources positively impacts our customers' value chains. Driving down our impact means focusing our efforts on our biggest environmental challenges: energy consumption and the carbon footprint of our data centers.

We are dedicated to decreasing our reliance on fossil fuels, utilizing lower carbon energy sources, and creating the most energy-efficient data centers in the world. Our long-term goal is to utilize 100% clean and renewable energy across our global portfolio.

In the two calendar years since we announced our aspirational long-term 100% renewable energy target, we have made significant progress worldwide. In 2017, we achieved 77% renewables coverage worldwide, helping our customers green their supply chains and drastically reducing our market-based carbon footprint from 797,792 mtCO₂e in 2016 to 466,902 mtCO₂e. These improvements came in the face of rapid growth. Equinix's electricity consumption jumped from 3,692 GWh to 4,518 GWh, an 18% increase driven largely by the acquisitions of Verizon data centers, Itconic, IO, and Zenium in 2017.



Goal	Overall Progress	2017 Results
Use 100% clean and renewable energy across our global data center portfolio	Moved from 56% in 2016 to 77% renewable globally in 2017, including acquisitions	3,495 GWh of renewables procured in 2017 across all three regions: Americas, Asia-Pacific, and EMEA (up from 2,077 GWh in 2016)
Target U.S. Green Building Council LEED Silver or similar local standards targeted for all new builds	1.7 million sq. ft. at 28 sites under LEED certification (20% of portfolio by sq. ft.)	DC12, SV10, CH3 Phase 4, SG3 achieved LEED. SP3 and SY4 achieved LEED as of this writing.
Invest in local and additional clean and renewable energy	225 MW of large-scale wind under long term contract in Texas and Oklahoma 37 MW of fuel cells (alternative energy) under contract	945 GWh of renewable energy certificates generated from Wake Texas and Rush Springs Wind Farms in Oklahoma



AM4 Amsterdam IBX® Data Center

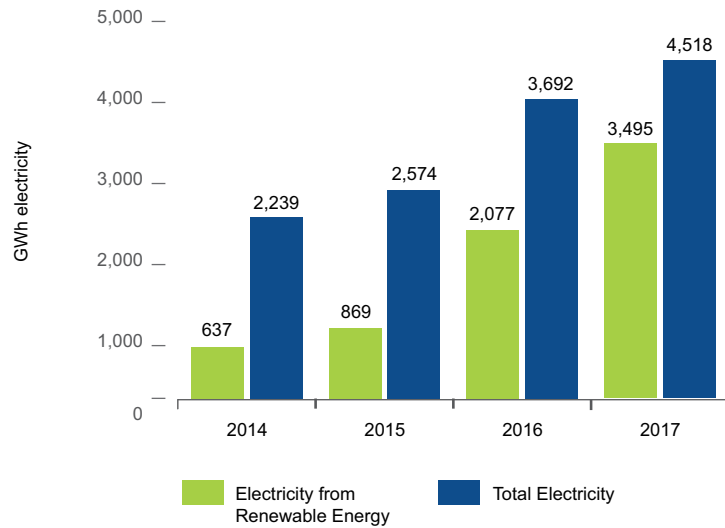
Our commitment extends to promoting innovation and change both in the electric power sector through large-scale renewable generation and at our data centers through on-site generation at the point of consumption. Our large 37 MW deployment of Bloom alternative energy fuel cells, announced in August 2017, ensures that some of our energy sources are in close proximity to our energy use, allowing to maximize efficiency and resiliency. 2017 highlights include:

- 77% renewable energy worldwide (73% in Americas, 65% in Asia-Pacific, 89% in EMEA)
- Increased from 56% renewable globally in 2016
- 100% renewable in the U.S. (excluding our acquisition of 29 data centers from Verizon)
- 13 alternative energy fuel cell installations totaling 37 MW capacity under contract throughout the U.S.
- Winning our first ever U.S. Environmental Protection Agency Green Power Leadership Award in October 2017
- “A-“ CDP Climate Change rating, placing Equinix in the Leadership band
- “B” grade from Greenpeace
- 6th out of 100 Top Green Power Users on the U.S. Environmental Protection Agency’s Green Power Partnership list as of July 23, 2018. And 5th on the Top 30 Tech & Telecom Users of Green Power; this list covers U.S. renewable energy purchasing in calendar year 2017 only

We are committed to promoting innovation in the electric power sector and at our data centers at the point of consumption.

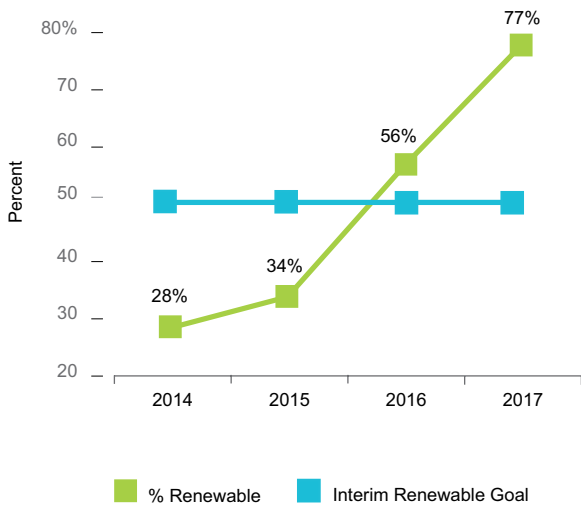


Global Electricity Consumption (GWh)

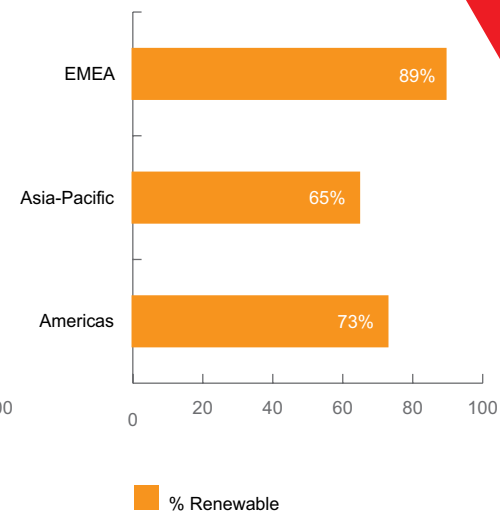
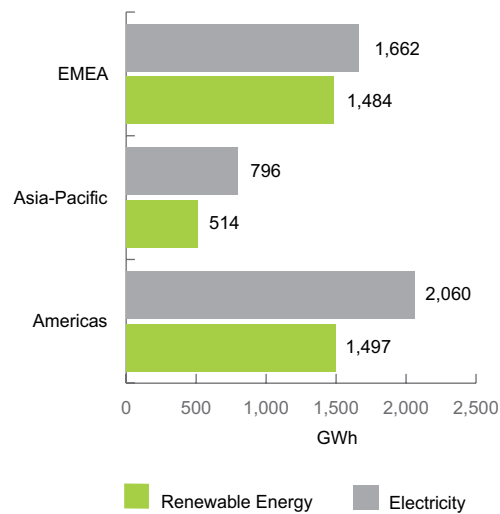


Equinix's long-term commitment to reach 100% clean and renewable is driving our progress globally.

Global Renewable Energy Coverage



Renewable Energy by Region*



*Data for calendar year 2017.



Our wind farm contracts provided
945 GWh
of renewable energy certificates in 2017
- enough to power
90,000
U.S. homes
for a year

NextEra Energy Rush Springs Wind Energy Center; Rush Springs, OK.

Update on Global Renewable Energy Purchasing

Reaching our 100% renewable energy goal requires thinking outside the box. At Equinix, we were one of the early adopters of the virtual power purchase (VPPA) contract structure. 2017 was the first full year of operations for our two wind farms: Rush Springs in Oklahoma and Wake in Texas. We received 945 GWh of wind renewable energy certificates (RECs) from these installations. We purchased another 530 GWh of U.S. Green-e RECs. These two tranches in 2017 covered our U.S. load 100% for legacy sites and 76% when data center sites we acquired from Verizon are included in the U.S. footprint.

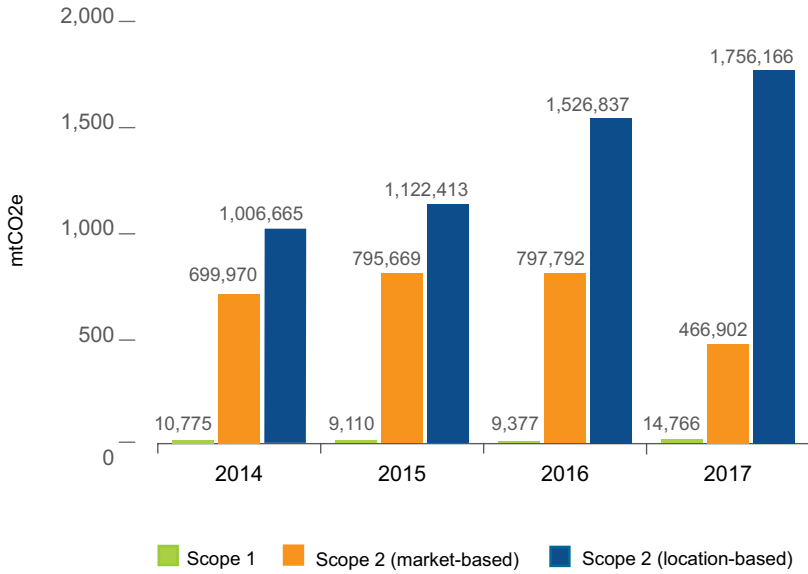
We continued our efforts around the rest of the world to green our portfolio.

- In Asia-Pacific, International RECs (I-RECs), Japan Greenhouse Gas Emission Reduction credits (J-credits), and Japanese Green Energy Certificates (GECs) provide us:
 - 100% coverage for Hong Kong and 100% coverage for Shanghai
 - 71% coverage for Japan
 - 59% coverage for Singapore
- In EMEA, we continued to work with our suppliers to buy green power products:
 - Achieved 89% coverage across EMEA
 - Continued progress adding renewable energy to Telecity data centers

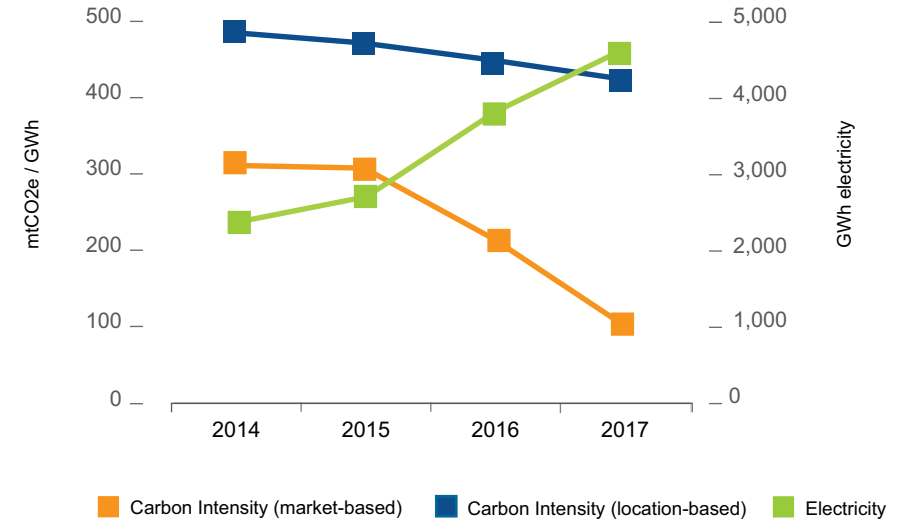
Reaching our 100% renewable energy goal requires thinking outside the box.



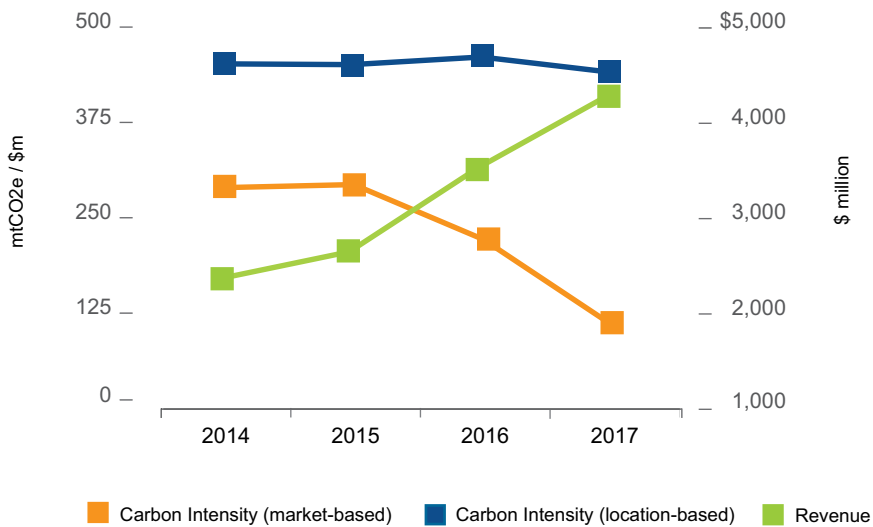
Greenhouse Gas Emissions



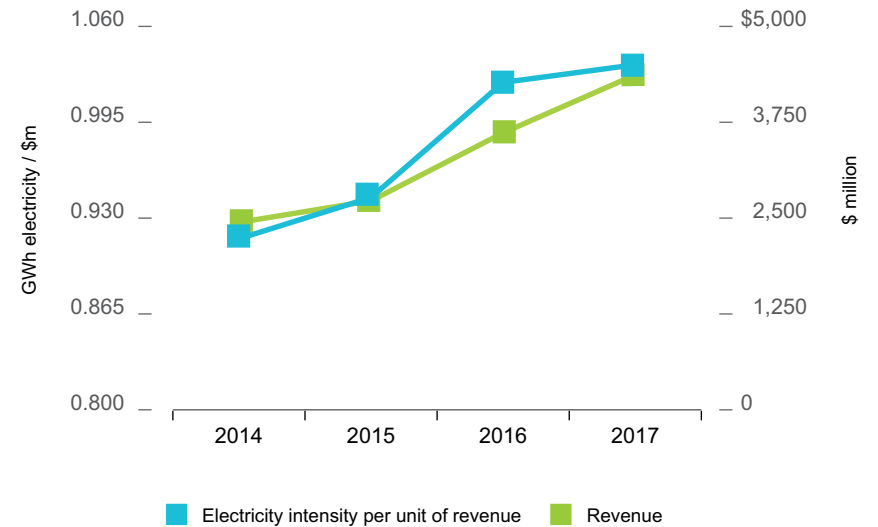
Carbon Intensity Per GWh



Carbon Intensity Per Unit Revenue



Electricity Intensity Per Unit Revenue





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European data centers are ISO 14001 compliant

LD6 London IBX® Data Center

Greening Our Operations and Facilities

Equinix is doing more than lowering our carbon footprint by increasing renewable energy use. We're also taking a closer look at how we consume and manage all resources.

Management systems standards:

Across EMEA, Equinix is working to align certification of facilities to our regional ISO 14001 Environmental Management and ISO 50001 Energy Management standards. As of April 2018, Equinix EMEA had successfully transitioned to the ISO 14001:2015 Environmental Management Standard, which superseded ISO 14001:2011. Fifty-eight sites are now certified to ISO14001:2015, and 55 sites are certified to the ISO 50001:2011 Energy Management Standard. This can be compared to the end of 2016 when only 39 European data centers were ISO 14001 compliant and 37 were ISO 50001 compliant. All our facilities in Sweden, Finland and Germany have been certified to both standards since the last report, and we plan to attain the certifications for our data centers in Spain, Portugal, UAE, Poland and Switzerland in 2019 or 2020. In addition, Itconic acquisition sites will be transitioning to the Equinix ISO 50001 and ISO 14001 standards in 2019.

Equinix also participates in the EU Code of Conduct Best Practice for Energy Efficiency in Data Centres – an initiative led by the European Union's Joint Research Center. Over 40% of Equinix's EMEA footprint is covered, establishing Equinix as a Corporate Participant. The Equinix-Itconic team is working to increase this percentage and began the process to join the initiative in October 2017.

Equinix greens the supply chains of its customers and ensures that it manages all resources efficiently.



Waste & Recycling

Equinix is working to reduce our waste, even though we don't generate a large amount of it. In 2017, our Asia-Pacific Operations teams reported new initiatives to green our footprint that are unrelated to our electricity load. In our data centers, Equinix Singapore participates in the national recycling program, helping the country reach a recycling rate of more than 60% of its trash reused or recycled in 2017.

In Hong Kong, Equinix participated in recycling programs organized by the Hong Kong Association of Youth Development to collect and separate polyfoam and plastic waste collection from IBXs with The Boys Brigade Hong Kong. Both programs are funded and supported by the Hong Kong government through the Environment and Conservation Fund (ECF) Hong Kong.

Overall, Equinix meets all local and country requirements for waste handling, including, where required, the separation and recycling of cans, plastic, paper, printer cartridges and other material. Our batteries are handled by our battery vendors and our office electronic waste from printers and computers is recycled based on locally available programs.

Outside of our data centers, we are committed to setting a good example for our employees. Equinix is piloting several programs for operational efficiencies and reductions within our office facilities. These include composting, water stations and energy efficient coffee dispensers. Simultaneously, we are looking to improve and standardize data collection on water and waste at both the corporate office level and data center level for future enhanced reporting.

Equinix meets all local and country requirements for waste handling.



Equinix Singapore participates in the national recycling program, helping the country reach a recycling rate of more than

60%



SOCIAL

We want our employees to feel a real sense of belonging, which is why we embrace diversity and inclusion and we're building a corporate citizenship program that reflects our employees' individual priorities.





Volunteers at Tampa Metropolitan Ministries.

We recommit to improving **gender parity** across all levels within the organization.

People

We want our employees to have an exceptional experience as part of the Equinix team. Part of this includes feeling a real sense of belonging, which is why we embrace diversity and inclusion and we're building a corporate citizenship program that reflects our employees' individual priorities. We know that treating employees fairly and giving them opportunities to succeed will only strengthen the feeling that Equinix is a company that cares about them.

At Equinix, we want employees to feel comfortable bringing every aspect of their personal backgrounds to their jobs in order to create a thriving culture. This starts with collecting data that enables insight and action. While gender parity was a key focus in 2017, we saw our numbers decline one percentage point from 2016 due, in part, to the absorption of employees from our acquisition of Verizon data centers. As we look ahead to 2018, we recommit to improving gender parity across all levels within the organization and taking a fresh look at our diversity and inclusion efforts, including seeking out new thoughts and perspectives.



Employee safety committee.

A thriving work culture also means a continued commitment to diversity and inclusion. This starts with collecting data that enables insight and action.



We adapted and modified our programs in 2017 to include gender parity and pay equity programs as well as increased recruiting outreach to underrepresented communities. Our workplaces continue to be safe places to work for all of our employees. Some key metrics and highlights include:

- Strong safety rate for workers, with only .05% lost day rate due to injury or disease. The 2017 lost day rate was lower than the lost day rate (USA and Canada) in 2016 (0.2%). This shows Equinix is consistently adhering to health and safety standards as well as continuously educating employees on safety
- Signed on as sponsors of Paradigm for Parity, a coalition of companies who are committed to achieving a new norm in corporate leadership: one in which women and men have equal power, status and opportunity. This is also an opportunity to tie Equinix diversity and belonging priorities to external best practices
- Participated in 2017 McKinsey Women in the Workplace Study to allow us to benchmark against our peers and identify opportunities to drive actions such as unconscious bias training coming in 2018
- Increased outreach to university relations groups at Historically Black Colleges and Universities (HBCU)
- We are advocates of pay equity – our Rewards & Compensation team engages in regular market studies about pay, and as of 2017 our global guidance to hiring managers is to refrain from asking candidates about their salary history, and instead focus on the appropriate pay for the job being offered. Globally, Equinix representation of females in the workforce and in leadership roles is on par with our peers in the industry
- Belonging surveys deployed in 2017 will drive action plans

Our workplaces continue to be safe places to work for all of our employees.

Shoreway Road cleanup in Redwood City, CA.



Equinix has a strong safety record with only **0.05% lost day rate** in 2017.





We have made an ongoing investment in the **Equinix Women Leaders Network**

EWLN in Singapore.

We have made an ongoing investment in the Equinix Women Leaders Network (EWLN), a resource group to expand leadership development and networking for women that includes partnering with men to create an inclusive workplace. As part of Equinix’s commitment to creating a safe and inclusive workplace, the company understands that everyone must engage in creating gender parity within all levels at Equinix. Elements of the program include:

- Strategy sessions with women leaders facilitated by the CEO, regional presidents, Chief Legal Officer, Chief Human Resources Officer (CHRO) and head of Customer Success
- Workshops for women on mentoring and career pathways
- Offerings specifically for women in technology roles, including insights from the CIO and other technology executives



EWLN in Amsterdam.



EWLN in Chicago.

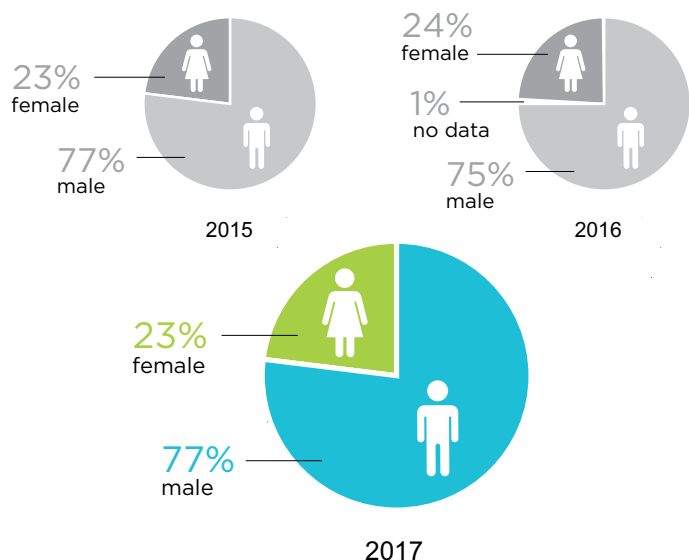


Shadhika provides women at Equinix with an opportunity to connect with young women in India through a combination of helping them practice their English as a pen-pal and sponsoring their English language education through the Shadhika program.

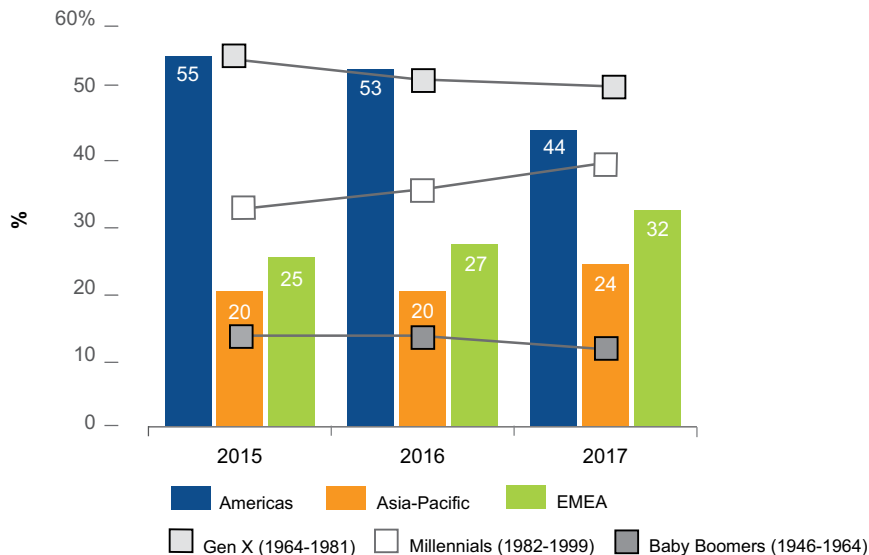


Engagement and Diversity

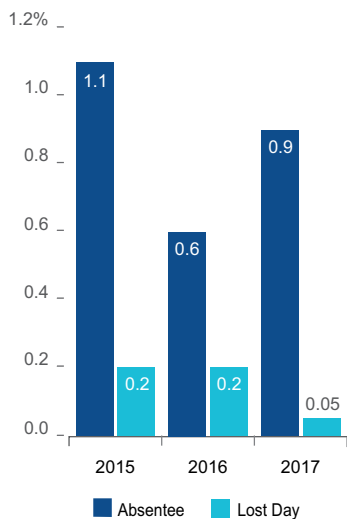
Total Global Workforce



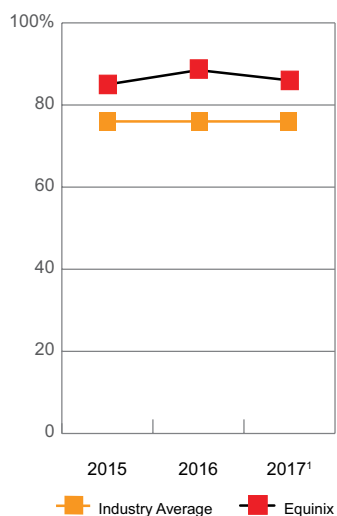
Global Employees



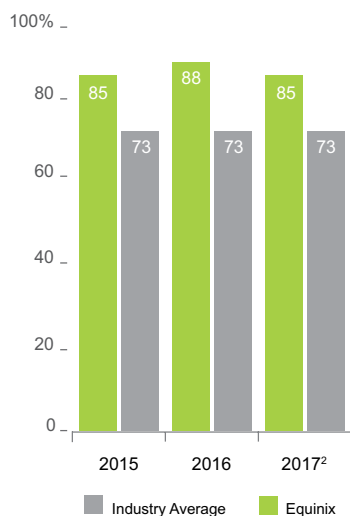
USA and Canada Absentee and Lost Day Rates



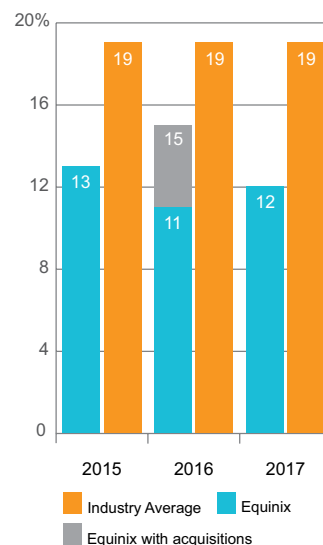
Employee Survey Participation Rate



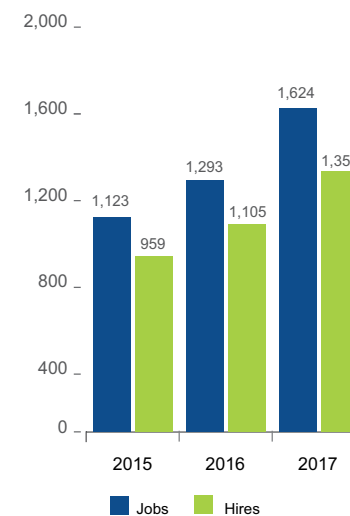
Engagement - Employee Satisfaction



Global Turnover Rate



Job Creation*



¹ Change in participation rate due to absorption of employees from the acquisition of Verizon data centers.

² Change in engagement numbers due to absorption of employees from the acquisition of Verizon data centers.

* "Jobs" refers to headcount positions created, "Hires" refers to actual personnel hired to fill open positions.





We connect employees to the **charitable programs and initiatives** they're most passionate about.

top: Hackney Quest, London, UK bottom: Book drive at Kars High School, Istanbul, Turkey above: Local food bank, San Carlos, CA.

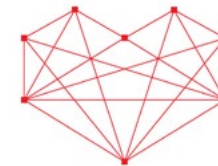
Community

We strive to create a work environment where people feel comfortable being themselves, and that includes giving them opportunities to help the people and causes most important to them. That's why we're changing Equinix Impact from a corporate-directed philanthropic program to a program where we connect employees to the charitable programs and initiatives they're most passionate about.

Equinix Impact is a grassroots movement that empowers our employees to wholeheartedly connect with purpose through wellbeing, creativity, service and community. By linking creativity, community need, company grants, and collaboration among colleagues, we achieve the greatest expression of positive impact at the individual and collective levels.

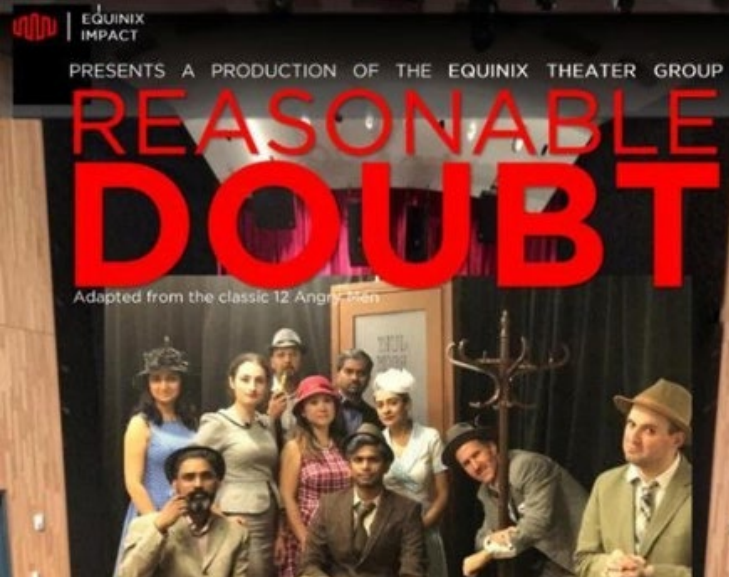
In 2017, leveraging Equinix's co-creative culture, the company and employees found innovative and effective ways to:

- Help more than 700 global charities by generating more than \$740,000 in donations from employees, the company and others
- Decentralize the employee engagement model to inspire over 1,230 employees to engage in more than 140 service, well-being and creativity events in more than 20 countries across the globe



Be Well.
Do Good.
Stay Connected.





The Theater Club raised **\$19,000** for the India Literacy Project

The Equinix Theater Club

The Equinix Theater Club produced the first-ever Equinix theater production of Reasonable Doubt. All aspects of the production were employee-led, from the acting and costumes, to the music and lighting. The club raised over \$19,000 for the India Literacy Project, a volunteer based non-profit organization dedicated to the cause of literacy in India.



Being Well Together in Rio de Janeiro

For Equinix Impact Month, the Rio Running Club jogged around the Lagoa Rodrigo de Freitas and planted trees along the path to add to the aesthetics of the park and promote a healthy, green environment. The Rio Running Club raised \$4,650 for various local charities in 2017 and also ran 10,087 kilometers.

Equinix Impact is a grassroots movement that empowers our employees to wholeheartedly connect with purpose through wellbeing, creativity, service, and community.



Singapore Serves up Meals

150 employees packaged 30,408 meals with Rise Against Hunger in just under 2 hours, a new Equinix record. The meals they packaged went to the Singapore Food Bank, which supports families in need all throughout the Singapore region. In total, Equinix employees packaged over 90,000 meals in 2017.



GOVERNANCE

We are all working together to build an organization defined by its honesty, integrity and consistently ethical behavior.





PA4 Paris IBX® Data Center

We continuously adapt to the changing requirements of an increasingly complex and interdependent world.

Governance

At Equinix, we are all working together to build an organization defined by its honesty, integrity and consistently ethical behavior. Our commitment to the highest standards of business and professional conduct differentiates our business as much as our technology. The sound corporate governance practices we have adopted enhance our accountability and transparency and promote our ethical pursuit of our stakeholders' best interests. And we continuously adapt to the changing requirements of an increasingly complex and interdependent world.

Our Governance initiatives are maturing, just as all of Equinix is after nearly two decades, by moving from programs of pure compliance and ethics towards resilient policies and processes that can respond to new concerns such as data security and privacy.

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

We use mandatory trainings on compliance topics to ensure that all Equinix employees are provided guidance on applying our ethical standards in their day-to-day decision-making and actions on behalf of our company.

Our commitment to the highest standards of business and professional conduct differentiates our business as much as our technology.



All new hires at Equinix must complete both Code of Business Conduct and Anti-Bribery and Corruption training courses within six months of being hired. After that, employees are expected to take online or in-person compliance trainings on an annual basis, depending on the training schedule each year. Trainings are available in multiple languages.

New board members receive training on Anti-Bribery and Corruption (ABC) risk and Equinix's ABC policy and training program as part of their onboarding orientation session. Equinix's management team also participates in the all-employee mandatory trainings described above.

As a global company, Equinix must comply with the laws in all the places we do business. Our employees understand this means they are responsible for understanding and complying with all laws and regulations that affect our jobs. In this way, we proactively avoid both the monetary and reputational risks associated with sanctions and fines for non-compliance. In 2017, Equinix received no significant or material fines or non-monetary sanctions for non-compliance with laws and regulations.

We provide the tools and training that operationalize the company's moral compass – something that has been part of our DNA for almost 20 years. We develop the policy infrastructure to support our commitment to be a good corporate citizen – treating people right and being good stewards of the environment.

Equinix supports sound policies that affect us or our customers, including:

- Outreach to regulators on Real Estate Investment Trust (REIT) issues
- Letters in support of renewable energy regulations
- Supporting initiatives that promote energy or resource efficiency

Equinix also supports policies advanced by the following organizations, of which we are members:

- National Security Telecommunications Advisory Committee (NSTAC) member
- Internet Infrastructure Coalition (i2C) board member
- Information Technology Industry Council (ITI) board member
- European Data Centre Association (EUDCA) board member

SG3 Singapore IBX® Data Center



We provide the tools and training that operationalize the company's moral compass – something that has been part of our DNA for almost 20 years.





SV10 Silicon Valley IBX® Data Center

Equinix's data centers provide colocation and interconnection services to some of the biggest companies in the world.

Privacy and Data Protection

Equinix's data centers provide colocation and interconnection services to some of the biggest companies in the world, ensuring the fast and secure storage and transmission of data for millions of people. At our founding 20 years ago, a key concern was the enablement of a fair and accessible network of networks. We continuously monitor, assess, analyze and adapt our policies and procedures to comply with all applicable regulations and customer requirements, including privacy and data protection.

Equinix, as a leading data center provider, takes seriously its responsibility to comply with data protection laws applicable to our business, including the European Union's General Data Protection Regulation (GDPR). In early 2017, we began an evaluation of the requirements under the GDPR and what they meant to Equinix for our own compliance as a global organization. We also reviewed what they meant in the context of our colocation, interconnection and ancillary services to determine where and how we might best support our customers' own compliance efforts.

Another critical aspect of Equinix's data protection strategy is the Global Information Security team (also known as InfoSec), which handles the Equinix data security and IT security aspects associated with data protection compliance. The InfoSec team monitors Equinix's systems and equipment 24/7 for threats and incidents related to system compromise. When detected, items such as malware, intrusions and other enterprise security issues are dealt with quickly and completely through the InfoSec program.

We are ensuring the fast and secure storage and transmission of data for millions of people.



Top ESG Results

Environment

- **CDP Participation** – Equinix’s response to the latest CDP questionnaire is publicly available. Equinix scored an **A-** placing it in the Leadership band in 2017
- **GHG Emissions** – Equinix has reported a Market-based GHG Footprint (Scope 1 + Scope 2) of **481,668 mtCO₂e (14,766 + 466,902)**
- **GHG Reduction** – Equinix is reporting a **reduction of 40%** year-over-year (2017 = 481,668 mtCO₂e; 2016 = 807,169 mtCO₂e)
- **Carbon Intensity** – Equinix is reporting **an intensity of 110 mtCO₂e/USD** revenue for 2017. This represents a 51% reduction since 2016 (223 mtCO₂e/USD)
- **Energy Use** – Equinix is reporting a total energy usage (Scope 1 + Scope 2) of **4,609,866 MWh** (68,743 + 4,541,123)¹
- **Renewable Energy** – Equinix is reporting a **total renewable energy coverage of 77%** for 2017; up from 56% in 2016
- **Assurance** – Equinix’s Scope 1 and Scope 2 emissions are **assured to ISO14064-3:2006** for quantification and reporting of greenhouse gas emissions

Social

- **Diversity Programs** – Equinix has **monitored diversity since 2015**
- **Employee Engagement** – Equinix’s Engagement index, which measures the commitment level and satisfaction level of employees, was **85% in 2017**, well above the industry average of 73%
- **Lost Day Rate** - **0.05%** in 2017²; **an improvement over 0.2%** in 2016
- **Nondiscrimination** – Equinix has listed the types of discrimination the company is committed to eliminate and has **put in place nondiscrimination policies globally**

Governance

- **Data Privacy Policy** – Equinix’s data protection notice is aligned with the GDPR and Equinix **has established a Global Data Privacy Office**

¹ Scope 2 here includes electricity from utilities and fuel cells under power purchase agreement and chilled water energy usage.

² In the USA and Canada only.

GRI INDEX



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

This report has been prepared in accordance with Global Reporting Initiative (GRI) G4 Standards: Core option. GRI is a voluntary, internationally recognized framework for sustainability reporting that allows organizations the opportunity to measure and report their economic, social and environmental efforts in a consistent manner. Using this guidance, we publish a GRI content index that depicts our GRI responses for calendar year 2017.

Learn more about the GRI at globalreporting.org.

HOW WE ENGAGE WITH OUR STAKEHOLDERS

A core component of Equinix's sustainability strategy is engagement. We maintain multi-dimensional communication channels with our network of customers, employees, investors, and service providers, as well as other groups, such as advocacy organizations and industry groups. The table below summarizes some of the principal ways we engage with these key stakeholder groups.

WHO	WHEN	HOW	DETAILS
Board Executive team members	Annually Semi-annually	Board Meeting Executive team meetings and one-on-one meetings	Inform board and executives of Corporate Sustainability strategy, activities and progress. Also advocate for resources and solicit their feedback
Equinix teams responsible for implementing Corporate Sustainability initiatives globally	Monthly meetings and ad hoc communications	In-person meetings, conference calls, and emails	Equinix's Corporate Sustainability program includes a working team whose members complete activities including benchmarking and metrics collection, setting goals and communicating progress, identifying risks and opportunities and discussing new ideas to advance corporate sustainability at Equinix
Employees	Equinix Pulse Survey is offered every six months, internal "HUB" articles occur monthly or more frequently	Third-party administered Pulse Survey platform and management relationships including quarterly conversations, company meetings, exit interviews and other internal articles and activities	Activities such as the semiannual Pulse Survey and departing employee exit interviews provide quantifiable information about Equinix's success as an employer; less formal communications provide ongoing feedback and add richness to these conversations
Customers	Ad hoc and annual global customer surveys	In-person meetings, emails with account management teams and third-party vendor survey platform for global customer survey	Providing an excellent customer experience is a primary goal of Equinix. In addition to informal calls and emails with their account managers and the Equinix Service Delivery (ESD) team, our customers have several official channels for giving feedback and making requests. Inputs vary from open-ended comment forms to in-depth surveys with scored questions
Vendors and service providers	Ad hoc	Account management, vendor selection process	Equinix vendors have personal relationships with the groups they serve. Equinix also has a Business Partner Code of Conduct included as part of its Global Supplier Information Form (GSIF) since June 2015
Investors and analysts	Ad hoc and quarterly	Conference calls, annual meeting, Analyst Days	Our Investor Relations team maintains active lines of communication with our investors and key investor analysts and research firms. Equinix responds to information requests from a variety of stakeholders including the media

HOW WE ENGAGE WITH OUR STAKEHOLDERS

WHO	WHEN	HOW	DETAILS
Industry and NGO groups	Annual and semi-annual conferences, monthly calls and ad hoc	Active participation in discussions, events and opportunities	<p>Equinix participates in a variety of industry and NGO advocacy opportunities, initiatives and activities. Some key organizations include:</p> <ul style="list-style-type: none"> • Business Renewables Center (BRC) • Corporate Renewable Energy Buyers' Principles • International Association of Volunteer Effort • National Association of Real Estate Investment Trusts (NAREIT) • Renewable Energy Buyers' Alliance (REBA) • RE100 • Singapore Infocomm Development Authority and the National Research Foundation • techUK • The Green Grid (including regional working teams)
Third-party rating and reporting schemes	Annual and ad hoc	Voluntary disclosure of ESG (environment, social and governance) information	<p>Equinix responds to inquiries around the impact of our operations and participates in third-party surveys such as:</p> <ul style="list-style-type: none"> • CDP Investor Climate Change and Supply Chain Surveys • EcoVadis Supplier Sustainability Ratings • Global Real Estate Sustainability Benchmark (GRESB) • MSCI Environment, Social and Governance (ESG) Corporate Data Verification • FTSE Russell ESG Ratings Data Review • Customer-specific supply chain surveys
Government and regulatory bodies	Ad hoc	Voluntary participation in public comment periods and other feedback opportunities	<p>Equinix seeks opportunities to provide input into government review processes such as utility planning processes and energy efficiency policies. Groups or activities we have worked with include:</p> <ul style="list-style-type: none"> • UK Government Climate Change Agreements (CCAs) • EU Emissions Trading Scheme (EU-ETS) • European Code of Conduct for Energy Efficiency in Data Centres • Advocacy work in Virginia pushing to bring online more cost-effective renewable energy resources in this state

GRI Indicator	Description	Response
Strategy and Analysis		
G4-1	Statement from the most senior decision-maker of the organization	Executive Chairman Letter, page 4
G4-2	Description of key impacts, risks and opportunities	2017 Form 10-K, Item 1A

Organizational Profile		
G4-3	Name of the organization	Equinix, Inc. (NASDAQ: EQIX)
G4-4	Primary brands, products, and/or services	Equinix provides a variety of International Business Exchange (IBX) data centers and colocations, as well as interconnection solutions and managed IT infrastructure services. Additional details are available in our 2017 Form 10-K .
G4-5	Location of organization's headquarters	One Lagoon Drive, Redwood City, California 94065, USA
G4-6	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	<p>In 2017, Equinix operated more than 190 IBX data centers in 48 strategic markets across the Americas, Asia-Pacific and Europe, the Middle East and Africa (“EMEA”). As of December 2017, Equinix operated:</p> <ul style="list-style-type: none"> • 18 metros in the Americas (USA, Canada, Colombia and Brazil) • 22 metros across Europe, Middle East and Africa (EMEA) (Bulgaria, Finland, France, Germany, Ireland, Italy, Netherlands, Poland, Portugal, Spain, Sweden, Switzerland, Turkey, UK and UAE) and; • 8 metros in Asia-Pacific (Australia, China, Japan, Hong Kong, Singapore and Indonesia).
G4-7	Nature of ownership and legal form	Equinix is a Real Estate Investment Trust (“REIT”) and is publicly traded on the NASDAQ Stock Market
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	In 2017, Equinix operated in 48 strategic markets across the Americas, Asia-Pacific, and EMEA with more than 9,800 customers, including a diversified mix of cloud and IT service providers, content providers, enterprises, financial companies and network and mobile service providers.
G4-9	Scale of the reporting organization (number of employees, sales, operations, assets, etc.)	2017 Form 10-K, Item 1 and Item 6

GRI Indicator	Description	Response
Organizational Profile		
G4-10	Total workforce by employment type, contract, and region, broken down by gender and region	<p>Total headcount: Equinix had 6,604 regular employees as of December 31, 2017. This is a 38% headcount growth since 2016. The 6,604 headcount excludes employees integrated from the Verizon data centers and Zenium acquisitions. 2,920 (44%) of these employees were located in the Americas, 1,559 (24%) in Asia-Pacific, and 2,125 (32%) in EMEA.</p> <p>Taking into account the acquisitions of data centers from Verizon and Zenium, the 2017 employee count was 6,843 (3,152 in Americas, 1,559 in Asia-Pacific, and 2,132 in EMEA). Overall, Equinix's headcount grew 17% since 2016. Please note this number is different than metric G4-9, as fixed term workers are excluded in these values.</p> <p>Headcount by Gender: 1,504 (23%) regular employees were women and 5,068 (77%) were men. The percentage of women decreased from 24% in 2016 to 23% in 2017. Asia-Pacific and Americas have an equal proportion of women (24%), while EMEA has a lower percentage (21%).</p> <p>Headcount by Employment Type: 20% of all jobs in Equinix are in manager roles and 80% in individual contributor roles. Regional breakdown: Americas (24% manager: 76% individual contributor), Asia-Pacific (16% manager: 84% individual contributor), EMEA (19% manager: 81% individual contributor).</p>
G4-11	Percentage of employees covered by collective bargaining agreements	<p>In the Americas, only Brazil has collective bargaining. 100% of the workforce in Brazil is covered by collective bargaining with the union. Brazil full-time employees (FTEs) accounted for 9% of the global workforce in 2017.</p> <p>In Asia-Pacific, Equinix employees are not covered by collective bargaining or labor unions. However, in Japan, for any change in benefit or employment terms, Equinix has an employee consultation process.</p> <p>In EMEA, we have formal works councils for France, a sub-section of our German operations and our IBX operations in the Netherlands. In addition, there is a voluntary staff consultation forum for the UK, and the French, Italian and Finnish businesses are covered by applicable collective industry agreements.</p> <p>In line with our values and an approach of consultation and social partnership, Equinix supports dialogue and consultation on changes affecting our employees, even where there is no obligation to do so.</p>

Organizational Profile

G4-12	Describe the organization's supply chain	<p>Equinix designs, builds and operates multi-tenant retail interconnection data centers globally. Our supply chain consists of the materials and utilities contracts needed to provide the space, power and cooling that we offer our customers. The space consists of the materials used to build our data centers and the contractors we hire during the construction phases. The power and cooling infrastructure consist of equipment inside the sites that bring power to our customers' electronic equipment reliably (including backup generators and UPS units) and maintain the necessary temperatures, airflow and humidity needed to keep our customers' equipment running effectively and reliably (HVAC equipment). Our power supply chain is heavily monitored and managed for both price and environmental concerns. We also use a variety of suppliers who help us maintain some aspects of data center operations and reliability, such as physical security measures and security personnel, janitors, waste management companies, etc. And we use a variety of consultants and vendors to help us improve our business strategy and processes.</p> <p>We are committed to ensuring that our suppliers maintain high standards of ethics and environmental compliance. Since 2015, we have instituted a Business Partner Code of Conduct that is part of our Global Supplier Information Form. It has been included in all contracts signed with our suppliers since June 2015.</p>
G4-13	Significant changes during the reporting period regarding size, structure, ownership, or its supply chain	<p>We significantly extended our scale and reach in 2017 with the Verizon, Zenium, Itconic and IO acquisitions in the United States and Europe. Additional information as follows:</p> <ul style="list-style-type: none"> • On February 3, 2017, the Company acquired IO UK's data center operating business in Slough, United Kingdom. The acquired facility was renamed as the London 10 ("LD10") data center and added to our 2017 portfolio. • On May 1, 2017, the Company completed the acquisition of certain colocation business from Verizon consisting of 29 data center buildings located in the United States, Brazil and Colombia. These sites increased our footprint in 2017. • On October 6, 2017, the Company acquired Zenium's a data center business in Istanbul. The site Istanbul 2 ("IS2") increased our 2017 footprint. • On October 9, 2017, the Company completed the acquisition of Itconic, a data center provider in Spain and Portugal, and also includes CloudMas. Five data centers were added to our 2017 portfolio. • On December 15, 2017, the Company entered into a transaction agreement with Ontario Teachers' Pension Plan to acquire all of the equity interests in the Metronode group of companies, an Australian data center business with 10 sites. This acquisition will be added to our 2018 footprint.

GRI Indicator	Description	Response
Organizational Profile		
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization	<p>Equinix does not specifically apply the precautionary principle; however, Equinix meets or exceeds all applicable local, regional and federal laws and regulations. We take steps to ensure that we operate with the highest levels of integrity and reliability, and we develop our programs to meet or exceed industry best practices across all areas: environmental, social and governance. Globally, we employ a risk-based approach to our policies and practices and seek to implement best practices around the world, including increased transparency around the impact of our operations and the policies we have in place.</p>
G4-15	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	<p>The following is a list of initiatives Equinix participates in. Please note this list is not exhaustive.</p> <ul style="list-style-type: none"> • Business Renewables Center Member - gold-status member of the Rocky Mountain Institute's (RMI's) initiative to build a collaborative platform aimed at accelerating corporate renewable energy procurement • CDP - participant in disclosing environmental and climate change data through CDD's Investor Climate Change and Supply Chain surveys • Corporate Renewable Energy Buyers' Principles - signatory to this joint initiative with the World Wildlife Fund and the World Resources Institute (WWF/WRI) to help the private sector more effectively seek renewable energy sources from traditional utility partners and developers • EU Code of Conduct for Data Centres – corporate participant in this voluntary initiative managed by the European Commission's Joint Research Centre, with the aim to inform and encourage data center operators and owners to reduce energy consumption • Green Datacentre Research Programme - an initiative by the Singapore Infocomm Media Development Authority and the National Research Foundation to raise overall energy efficiency of the Singapore data center industry • The Green Grid - participant globally and in regional working groups to improve the resource efficiency of data centers • International Association for Volunteer Effort - a network of leaders promoting volunteer efforts globally • ISO 50001 Energy Management system - a standard that supports organizations to use energy more efficiently through the use of an energy management system (EnMS) • ISO 14001 Environmental Management system - a standard that supports organizations to minimize their environmental footprint through the use of an environmental management system (EMS) • NAREIT Real Estate Sustainability Council (RESC) - member of NAREIT's effort to develop industry-wide ESG (environment, social, and governance) goals for the U.S. REIT industry • Paradigm for Parity – member of this coalition of business leaders dedicated to addressing the corporate leadership gender gap • RE100 - member of this global initiative to promote the use of renewable energy in the commercial and industrial sectors • techUK - member of the data centres council and active participant in discussions around data center best practices and related policy issues • Singapore BCA-IMDA Green Mark - participant in this scheme to reduce the environmental impact of Singapore data centers across five key criteria: energy efficiency, water efficiency, sustainable construction & management, indoor environment quality as well as other green features • U.S. Environmental Protection Agency (EPA) Energy Star Data Center Rating program - participant in U.S. to benchmark the energy performance of a data center relative to its peers • U.S. EPA Green Power Partnership - participant in U.S. to increase the voluntary use of renewable energy and award Partner organizations who are leading their industries • U.S. Green Building Council (LEED) - participant in U.S. and globally. LEED is the most widely used green building rating system in the world.

GRI Indicator	Description	Response
Organizational Profile		
G4-16	<p>List memberships of associations and/ or advocacy organizations in which the organization:</p> <ul style="list-style-type: none"> • Holds a position on the governance body • Participates in projects or committees • Provides substantive funding beyond routine membership dues • Views membership as strategic 	<p>Select Equinix employees sit on the boards of the following organizations:</p> <p>European Data Centre Association Information Technology Industry Council (ITI) Internet Infrastructure Coalition (i2C)</p>
G4-17	<p>List all entities included in the organization's consolidated financial statements and whether any entity included in the organization's consolidated financial statements is not covered by the report</p>	<p>All entities listed in our 2017 Annual Report and Form 10-K are included in this Report.</p>
G4-18	<p>Process for defining the report content and the Aspect Boundaries</p>	<p>For more details, please refer to page 7 of our 2015 Corporate Sustainability Report. We intend to update our views on Materiality in 2019.</p>
G4-19	<p>List all the material aspects identified</p>	<p>For more details, please refer to page 7 of our 2015 Corporate Sustainability Report. We intend to update our views on Materiality in 2019.</p>
G4-20	<p>For each material Aspect, identify the Boundaries within the organization</p>	<p>For more details, please refer to page 7 of our 2015 Corporate Sustainability Report. We intend to update our views on Materiality in 2019.</p>
G4-21	<p>For each material Aspect, identify the Boundaries outside the organization</p>	<p>For more details, please refer to page 7 of our 2015 Corporate Sustainability Report. We intend to update our views on Materiality in 2019.</p>
G4-22	<p>Explain the effect of any restatements of information provided in previous reports, and the reasons for such restatements</p>	<p>None</p>
G4-23	<p>Significant changes from previous reporting periods in the Scope and Aspect Boundaries</p>	<p>In 2017, we completed acquisitions of Verizon (United States), Itconic (Spain and Portugal) and select other sites (LD10 from IO).</p>

GRI Indicator	Description	Response
Stakeholder Engagement		
G4-24	List of stakeholder groups engaged by the organization	For more details, please refer to pages 5-6 of our 2015 Corporate Sustainability Report . In 2017, the same engagement efforts were undertaken.
G4-25	Basis for identification and selection of stakeholders with whom to engage	Equinix identifies key stakeholders based on their influence on the company's decisions, responsibility to the company, knowledge of external stakeholder concerns and those who rely and are affected by our services. We also identify stakeholders as those in the communities near our data centers and organizations we interact with regularly. This process is described in more detail on pages 5-6 of our 2015 Corporate Sustainability Report and will be updated during our next Materiality Assessment in 2019.
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	For more details, please refer to pages 5-6 of our 2015 Corporate Sustainability Report . In 2017, the same engagement approaches were undertaken.
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting	For more details, please refer to page 7 of our 2015 Corporate Sustainability Report . In 2016 and 2017, the same topics and concerns were considered.

Report Profile		
G4-28	Reporting period for information provided	2017 calendar year
G4-29	Date of most recent previous report	Our 2015 Corporate Sustainability Report was released November of 2016. Our 2016 Corporate Sustainability Report was released August of 2017.
G4-30	Reporting cycle	Annually
G4-31	Contact point for questions regarding the report or its contents	Jennifer Ruch Global Utilities and Sustainability Sr. Manager, Global Design & Construction Department Sustainability@equinix.com 1.800.322.9280
G4-32	Report the 'in accordance' option selected, supply the GRI Content Index, and reference to the External Assurance Report, if the report has been externally assured	This report is in accordance with GRI G4 Core.
G4-33	Policies and practices with regard to seeking external assurance for the report	At this time, Equinix does not seek external assurance for our report; however our 2015, 2016 and 2017 Scope 1, Scope 2 and select Scope 3 emissions have been externally verified to Limited Assurance Standards ISO 14064-3.

GRI Indicator	Description	Response
Governance		
G4-34	Governance structure of the organization, including committees under the highest governance body responsible	<p>At Equinix, we are all working together to build an organization that is defined by its honesty, integrity and consistently ethical behavior. Our commitment to the highest standards of business and professional conduct differentiates our business as much as our technology. The sound corporate governance practices we have adopted enhance our accountability and transparency and promote our ethical pursuit of our shareholders' best interests.</p> <ul style="list-style-type: none"> • Responsibilities of our Audit Committee of the Board of Directors of Equinix, Inc. include overseeing Equinix's accounting practices, system of internal controls, audit processes and financial reporting processes. • Responsibilities of our Governance Committee of the Board of Directors of Equinix, Inc. include (i) overseeing the evaluation of the Board; (ii) reviewing and considering developments in corporate governance practices and recommending to the full Board a set of effective corporate governance policies and procedures applicable to Equinix; and (iii) reviewing and considering developments related to Equinix's Governance, Risk and Compliance program (the "GRC Program") and reporting out to the full Board on GRC Program activities and recommendations. • Responsibilities of our Corporate Sustainability Steering Committee and Working Team include: setting corporate sustainability strategy and policy, monitoring and tracking Equinix's progress, and transparently communicating our efforts externally to enhance our reputation and lead our industry. Our program contains four program tracks (or pillars), each led by at least one member of the executive team (these members comprise the Corporate Sustainability Steering Committee). Day-to-day the program is led by a global program manager and executed by a Working Team that consists of global and regional leads. The Working Team meets monthly, the Steering Committee meets twice annually, and the program manager with support of the Working Team reports to the CEO and Board of Directors annually. • Equinix's corporate governance structure can be found on Equinix's Investor Relations website: under Governance. Additional details are available in our Annual Proxy Statement.

Ethics and Integrity		
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Equinix's Code of Business Conduct can be found on Equinix's Investor Relations Guidelines & Policies page.

Economic Performance

G4-EC1	Direct economic value generated and distributed	2017 Form 10-K, Item 6 and Item 7
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Indirect Economic Impacts

G4-EC7	Development and impact of infrastructure investments and services supported	<p>Infrastructure investments: 2017 Form 10-K, Note 16 in Notes to Consolidated Financial Statements</p> <p>Equinix's corporate philanthropy and citizenship efforts: Page 17 of this report.</p>
G4-EC8	Jobs created annually	<p>This metric helps determine how many job opportunities were created in 2017, both as a result of growth and from a need to replace leaving employees. A total of 1,281 employees were hired against the 1,624 positions, and the remaining positions not hired for were carried forward to 2018. New hires in 2017 includes hires that joined to support Verizon businesses after the acquisition, but does not include employees integrated from Verizon.</p>

Energy

G4-EN3	Energy consumption within the organization	<p>Equinix's total energy consumption was 4,610 GWh across Scope 1 and 2. The regional breakdown for total energy was: 46% Americas (2,126 GWh); 17% Asia-Pacific (804 GWh); 36% EMEA (1,680 GWh).</p> <p>Scope 2 for electricity only was 4,518 GWh. Electricity includes consumption from fuel cells operated under power purchase agreements or similar contract structures. The regional breakdown for electricity was: 46% Americas (2,060 GWh); 18% Asia-Pacific (796 GWh); 37% EMEA (1,662 GWh).</p> <p>These values were assured to Limited Assurance ISO 14064-3 requirements and include 2017 acquisitions (Verizon, IO, Itconic and Zenium sites).</p>
G4-EN5	Energy intensity	<p>Equinix's energy intensity as measured by electricity consumption (GWh) per unit revenue (million USD) was:</p> <ul style="list-style-type: none"> • 2017: 1.034 GWh electricity per million USD (change of +1% year-over-year) • 2016: 1.022 GWh electricity per million USD (change of +7% year-over-year) • 2015: 0.944 GWh electricity per million USD <p>Equinix's energy intensity as measured by electricity consumption per unit of revenue is driven both by site efficiency as well as how we generate revenue around the world.</p>
G4-EN6	Reduction of energy consumption	<p>Demand reduction from energy efficiency activities since 2011 is roughly 23,000 kW annually.</p>

GRI Indicator	Description	Response
Emissions		
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	<p>Equinix's Scope 2 Location-based GHG emissions (electricity + chilled water) were 1,756,166 mtCO₂e or 1,752,001 mtCO₂e from electricity alone. The regional breakdown for Scope 2 Location-based emissions (electricity + chilled water) was: 43% AMER (755,690 mtCO₂e); 26% APAC (456,574 mtCO₂e); 31% EMEA (543,802 mtCO₂e).</p> <p>Equinix's Scope 2 Market-based GHG emissions (electricity + chilled water) were 466,902 mtCO₂e or 462,737 mtCO₂e from electricity alone. The regional breakdown for Scope 2 Market-based emissions (electricity + chilled water) was: 44% AMER (204,539 mtCO₂e); 37% APAC (170,651 mtCO₂e); 20% EMEA (91,713 mtCO₂e).</p>
G4-EN18	Greenhouse gas (GHG) emissions intensity	<p>Equinix's carbon intensity as measured by total emissions (Scope 1+ Scope 2 Market-based emissions) per unit revenue (million USD) was:</p> <ul style="list-style-type: none"> • 2017: 110 mtCO₂e per million USD • 2016: 223 mtCO₂e per million USD • 2015: 284 mtCO₂e per million USD <p>This intensity is driven both by our supplier-based emissions factors and our purchases of low-carbon and renewable energy, as well as how we generate revenue around the world.</p>
G4-EN19	Greenhouse gas (GHG) emissions reductions	<p>In 2017, Equinix sourced clean and renewable energy around the world. Our regional renewable energy MWh totals were as follows:</p> <ul style="list-style-type: none"> • Americas: 1,497 GWh (up from 594 GWh in 2016 and 100 GWh in 2015) • Asia-Pacific: 514 GWh (up from 257 GWh in 2016 and 0 GWh in 2015) • EMEA: 1,484 GWh (up from 1,226 GWh in 2016 and 769 GWh in 2015) • Global: 3,495 GWh (up from 2,077 GWh in 2016 and 869 GWh in 2015) <p>These purchases reduce our total Scope 2 emissions from electricity from:</p> <ul style="list-style-type: none"> • 2017: 1,756,166 mtCO₂e absolute to 466,902 mtCO₂e net (aka an avoidance of 1,289,264 mtCO₂e). • 2016: 1,522,036 mtCO₂e absolute to 792,991 mtCO₂e net (aka an avoidance of 729,045 mtCO₂e). <p>Equinix also invests in energy efficiency upgrades, retrofits and improvements. Our \$100 million in investment since 2011 results in annual emissions reductions of approximately 340,000 mtCO₂e per year. Combined with our renewable energy purchases lowering our Market-Based Scope 2 emissions, we save/avoid approximately 1.6 million mtCO₂e per year.</p>
Overall		
G4-EN31	Total environmental protection expenditures and investments by type	<p>In 2017, Equinix invested \$13 million in energy efficiency upgrades, retrofits and improvements. Since 2011, we have invested over \$100 million in energy efficiency infrastructure. Our efficiency measures include indirect evaporative cooling units (IDECs), granular temperature monitoring and controls, high efficiency CRACs, CRAHs, chillers and UPS systems, motion-sensing lighting and other measures such as hot and cold aisle containment. Additional environmental investments include corporate spending on LEED, ISO, other local green building and energy management certifications.</p> <p>For Equinix, we do not generate a significant (material) amount of waste nor, do we manage remediation costs or emissions treatment for large amounts of emissions. Our sites use a small amount of diesel and natural gas, of which the total represents less than 1% of the total amount of Scope 1+2 location-based emissions from electricity that we are responsible for. Equinix does have an environmental compliance program to ensure that all applicable rules and regulations regarding environmental protection are addressed.</p>

GRI Indicator	Description	Response
Employment		
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	<p>New employee numbers depict how many people were hired during the year, both for newly created positions and for positions that became vacant as a result of employee attrition. Employees added as a result of acquisitions are not included here.</p> <p>In 2017, a total of 1,350 new employees were hired at Equinix. This is a new hire rate of 20% and implies that 20% of all employees at Equinix in 2017 were hired in 2017. The hire rate in 2017 (20%) is lower compared to 2016 (22%). In 2017, employee attrition decreased compared to 2016. With higher employee retention, the number of positions becoming vacant decreased; this is a reason for slightly lower hiring rate in 2016. New hire rate is calculated: # of new hires / average annual head count. Note: System limitations prevent us from excluding new hires who joined to support Verizon from calculations. However, Verizon legacy employees who joined as a result of merger (e.g., were not recruited after Verizon integration) were excluded from hire and end of year headcount for rate calculations.</p> <p>Employee turnover numbers depict how many employees left the organization voluntarily (includes retirement and death) as well as involuntarily (due to dismissal, misconduct, job performance etc.).</p> <p>In 2017, total turnover rate for Equinix declined since 2016 (from 15% to 12%). This means 13% of all employees in Equinix left the organization in 2016. This 13% attrition rate is lower than industry benchmarks of 19%. In this year's comparison, attrition in 2016 (15%) includes acquisitions made in that year, which were not reported before 2017 (11% was reported in the previous report for 2016).</p> <p>In 2017, attrition was observed to be higher amongst millennials and amongst women as compared to other employee groups. Note, Verizon employees who were integrated and later terminated are not included. Verizon employees who were integrated are not included in headcount for rate calculations.</p>
G4-LA3	Return to work and retention rates after parental leave, by gender	<p>Retention rate after parental leave shows what percentage of people taking leave in 2016 stayed in the organization in 2017. In 2016 a total of 49 employees (25 male and 24 female) across EMEA and the Americas took parental leave. 98% (48 of the 49 taking leave) were still working at Equinix in 2017. Only 1 person taking leave (2%) left Equinix in 2017. Retention rate for women taking parental leave was 96%; this is lower than 100% retention rate for women last year (2015 to 2016) and lower than the 98% retention rate for men taking parental leave in 2016.</p>
Equinix Internal Metric SOC-3-a	Employee satisfaction-response rate	<p>Equinix uses the semi-annual Equinix Pulse Survey to gauge employee experience and make changes to enhance employee engagement. The "response rate" metric shows how many employees participated in the Pulse Survey. Higher response rate is preferred because it indicates that the survey is representative of a larger percentage of the employee population. The Pulse Survey was released twice in 2017:</p> <ul style="list-style-type: none"> In February 2017, the Pulse Survey was sent out to 5,828 employees globally, of which 87% (5,070 employees) completed the survey. In August 2017, the Pulse Survey was sent out to 6,510 employees globally, of which 86% (5,611 employees) completed the survey. <p>When weighted averaged, the Pulse Survey response rate was 86.6%, a slight decrease from 2016. This may be due to Verizon and other acquisitions being included in the survey.</p>
Equinix Internal Metric SOC-3-b	Employee satisfaction-results	<p>The Equinix Pulse Survey has 5 indices: Communication, Alignment, Engagement, Belonging and Other. To determine employee satisfaction results, Equinix takes the "Engagement" index questions and creates an aggregate score (the Engagement index measures commitment and satisfaction level of employees).</p> <ul style="list-style-type: none"> In February and August 2017, employees responded with a 84% and 85% engagement score showing they are highly engaged. <p>In 2017, in addition to Engagement, Equinix has also introduced questions to assess whether employees feel like they belong at Equinix. Data from these questions will be used to inform and create a more inclusive workplace.</p>

Training and Education

G4-DMA

Disclose management approach to training and education, as it relates to labor practices and decent work

Training refers to learning opportunities that help advance an employee's knowledge and skills.

1. Equinix Learning Exchange: In 2017, Equinix introduced the Equinix Learning Exchange Platform.

This is an on-demand online learning portal that offers 35 learning channels; these channels are available to all employees. The learning channels have a minimum of one learning resource (e.g. content, video); most channels have more than one resource. In addition to 35 learning channels available for all employees, Equinix offers field specific courses on Sales, Operations, HR etc., which are available to employees who are required to take these trainings. The on-demand nature of Equinix Learning Exchange allows employees to take courses based on their availability, needs and learning interests.

In 2017, 6,284 employees took at least one course on Equinix Learning Exchange.

2. Internal Channels: In addition to the Equinix Learning Exchange, we also have in-house and in-person delivered training programs that help enhance functional and management-based knowledge. This includes:

- Management DNA. In 2017, 126 employees completed the Management DNA training
- Ops DNA. In 2017, 34 employees completed the Ops DNA training
- Archimedes: In 2017, 33 employees completed the Archimedes program
- Facilitative Leader. In 2017, 52 employees completed the Facilitative Leader training
- Corporate Athlete: In 2017, 33 employees completed the Corporate Athlete training
- Manage and Engage: In 2017, 759 employees completed Manage and Engage training

3. External Channels: Training and resources are also provided through external channels such as:

- Function-specific conferences
- Function-specific trainings such as Tableau training

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

5. Global Policy and Process Trainings: Equinix also has robust training programs covering our global policies and procedures. For example:

- Equinix Code of Business Conduct Training (available in multiple languages)
- Equinix Anti-Bribery and Corruption (ABC) Training
- Equinix Anti-Fraud Training
- Global Purchasing Policy
- Security Awareness and Responsibility Training

GRI Indicator	Description	Response
Diversity and Equal Opportunity		
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity	<p>The composition of Equinix's governance bodies and Executive team is as follows:</p> <ul style="list-style-type: none"> • Board of Directors: In 2017, Equinix had 8 Board of Directors (87% male and 13% female) • E-staff members: In 2017, Equinix had 17 E-staff members (76% male and 24% female) <p>This metric reports regional, gender, age and skills diversity. 2017 data show:</p> <ul style="list-style-type: none"> • Regional diversity: 44% of the Equinix employees were located in Americas region (down from 53% in 2016). In 2017, representation in EMEA and APAC increased after full incorporation of acquisitions. • Gender Diversity: 23% of all Equinix employees were women in 2017, AMER was 24% women, APAC 24% and EMEA 21% • Age Diversity: 51% of Equinix headcount falls under Generation X (born between 1965 – 1981). Millennial employees increased from 35% in 2015 to 39% in 2017, showing we are increasing age diversity at Equinix • Skills Diversity: 51% (majority) of Equinix headcount is IBX Operations. This demonstrates the high operational skillset. In 2017, employees in operations increased (from 49% in 2016), showing Equinix's investment in technical talent
Equal Remuneration for Women and Men		
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	<p>Comp-ratio shows the relationship between an employee's base salary and the salary mid-point for the grade and location the employee is based in. Median comp-ratios were measured in order to help compare compensation in a standard way and to eliminate the impact of currency conversions, location of employee, etc. In 2017 on average, the median comp-ratio was equal for men and women across regions and levels. Note, the Verizon data center acquisition is excluded from this metric.</p>

GRI Indicator	Description	Response
Anticorruption		
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	<p>Every organization is judged by the actions of its people. When individuals consistently act with honesty and integrity, their company builds trust and a reputation for ethical behavior. At Equinix, we believe that acting ethically is not only the right thing to do, but it also makes good business sense. Worldwide, Equinix is committed to the highest standards of business and professional conduct. We designed our Code of Business Conduct to reflect and document our ethical values and standards. We use mandatory trainings on the Code to ensure that all Equinix employees are provided guidance on applying our ethical standards in their day-to-day decision-making and actions on behalf of our company.</p> <p>Equinix continually reviews its business operations and market environment to assess the various risk factors that have the potential to adversely affect our business. These risk factors, including those related to corruption, are reported annually as part of our SEC reporting. Please refer to our 10-K filing for 2017.</p> <p>All new hires at Equinix must complete both Code of Business Conduct and anti-bribery and corruption training courses within six months of being hired. After that, employees are expected to take online or in-person compliance trainings on an annual basis, depending on the training schedule each year. Trainings are available in multiple languages.</p> <p>New Board members receive training on anti-bribery and corruption (ABC) risk and Equinix's ABC policy and training program as part of their onboarding orientation session. Equinix's management team also participates in all of our all-employee mandatory trainings described above.</p>
G4-SO4	Communication and training on anticorruption policies and procedures	<p>All new hires at Equinix must complete both Code of Business Conduct and anti-bribery and corruption training courses within six months of being hired. After that, employees are expected to take online or in-person compliance trainings on an annual basis depending on the training schedule each year. Trainings are available in multiple languages.</p> <p>New Board members receive training on anti-bribery and corruption (ABC) risk and Equinix's ABC policy and training program as part of their onboarding orientation session. Equinix's management team also participates in all of our all-employee mandatory trainings described above.</p>
Compliance		
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	<p>As a global company, Equinix must comply with the laws in all the places we do business. Our employees understand this means they are responsible for understanding and complying with all laws and regulations that affect our jobs. In this way, we proactively avoid both the monetary and reputation risks associated with sanctions and fines for non-compliance. In 2017, Equinix received no significant or material fines or non-monetary sanctions for non-compliance with laws and regulations.</p>

GRI Indicator	Description	Response
Customer Privacy		
G4-DMA	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	<p>Equinix is undertaking a cross-functional compliance program to implement the EU's General Data Protection Regulation (GDPR) by the end of May 2018, which will cover personal data breach notification measures and many other aspects of data privacy compliance. Equinix is establishing a Privacy Office led by Legal, but with functional representation to manage this program of work and continue to act as a support model for data privacy compliance at Equinix worldwide. As Equinix operates a global platform for many of its systems, processes and policies that relate to handling personal data of employees, customers or other third parties, we are implementing the EU's GDPR across that global platform. Under GDPR, our positioning vis-a-vis the customer data on the servers does not change for our core colocation and interconnection business, but we are responding to requests for customer support for their own GDPR compliance in an appropriate way in line with that positioning, and substantively in the case of the business contact information that we do collect.</p>
Managing Systemic Risk of Infrastructure Disruptions		
Equinix Internal Metric SOC-10	Total customer uptime in a given year as measured in yearly availability.	<p>Equinix IBX data centers feature advanced design, security, power and cooling elements to provide customers with industry- leading reliability, including average uptime of 99.9999% globally in 2017 (FY2017 Annual Report Page 4). All Equinix IBX data centers are equipped with UPS power, backup systems and N+1 (or greater) redundancy. The company guarantees certain service levels, such as uptime, as outlined in individual customer contracts. In 2017, Equinix regions reported the following uptimes:</p> <p>Global: 99.999929% AMER: 99.999942% APAC: 99.999996% EMEA: 99.999893%</p> <p>These values include Verizon acquisitions and LD10 but exclude acquisitions from Itconic and Zenium.</p>
Non-discrimination		
G4-DMA	Total number of incidents of discrimination and corrective actions taken	<p>Equinix takes seriously the importance of offering a workplace free of unlawful discrimination, harassment and retaliation. Our company policies, including our Employee Handbooks and Code of Business Conduct, outline Equinix's policies preventing unlawful discrimination, harassment and retaliation and the numerous resources employees have if they wish to report any potential violations of these policies. All reports of potential violations of policy are promptly and adequately addressed by members of Equinix's HR and/or Legal departments.</p>

GRI Indicator	Description	Response
Health and Safety (Occupational Health and Safety)		
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work related fatalities, by region and by gender	<p>For 2017 Equinix had an absentee rate of 0.9%.</p> <ul style="list-style-type: none"> • Calculated as number of days absent due to incapacity (FMLA, illness or disease and not including permitted leaves such as maternity, paternity, military, compassion) divided by total days worked by the workforce in 2017. For the sake of ease of calculation, average headcount at Equinix in 2017 was considered (5,691) and average number of days worked were 250 per employee. • 2017 absentee rate (0.9%) is higher than the 0.6% absentee rate in 2016. In the U.S., Equinix launched the Virgin Pulse program in 2016 to promote tracking of healthy behaviors and to encourage employees to take more steps to be well. Such programs have helped increase awareness about health, but at the same time, Equinix has rapidly acquired new facilities and must integrate those employees into our systems. Note, Verizon is not included in the 2017 data. <p>For 2017 Equinix had a lost day rate (USA and Canada only) of 0.05%.</p> <ul style="list-style-type: none"> • Calculated as number of days lost due to work-related injuries or disease divided by the total days worked by the workforce in 2017. Workers' compensation data was available only for the U.S. and Canada. Hence, for this calculation, average headcount for USA and Canada was considered (2,109) and average number of days worked were 250 per employee. • 2017 lost day rate of 0.05% lower than the lost day rate in 2016 (0.2%). This shows Equinix is consistently adhering to health and safety standards as well as continuously educating employees on safety. Note, Verizon is not included in the 2017 data. <p>In 2017 Equinix had no work-related fatalities.</p>

Product/Service Definition and Execution (Product and Service Labeling)		
G4-DMA	Results of surveys measuring customer satisfaction	<p>Besides informal calls and emails with their Customer Success Managers (CSMs), sales representatives and the Equinix Global Service Desk (GSD) team, our customers have several official customer satisfaction program channels for providing feedback and making requests. Customers are invited to discuss points of input vary from open-ended comment forms to surveys about their overall experience or focused on a specific type of experience. Equinix also hosts various face-to-face meetings where customers are invited discuss their challenges and strategies to strengthen our partnership with them. These meetings include Customer Advisory Boards, Customer Experience Workshops and Customer Validation Sessions.</p>

This 2017 Corporate Sustainability Report contains forward-looking statements, and actual results could differ materially. Risk factors that could cause actual results to differ are set forth in the "Risk Factors" section in our 2017 Annual Report on Form 10-K. These risk factors are subject to update by our future filings and submissions with the U.S. Securities and Exchange Commission. Equinix is under no obligation to, and expressly disclaims any obligation to, update or alter its forward-looking statements, whether as a result of changes, new information, subsequent events or otherwise.



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