EQUINIX

SUSTAINABILITY REPORT
FY2019

9,700+
Customers[†]

55
Markets[†]

99.9999%
Reliability[†]

210
Data centers[†]

363,000+
Interconnections[†]

† Noted numbers are as of Q4 2019 but include the purchase of three data centers from Axtel in January 2020

CONTENTS

A MESSAGE FROM OUR EXECUTIVE LEADERSHIP

As we reflect on the past year, we are filled with gratitude for our nearly 10,000 team members across the globe and for the passion they bring to keeping our customers at the center of everything we do. We are proud of what we have accomplished and are optimistic about what lies ahead, even in this time of increased physical isolation and uncertainty. Our hearts go out to all those who have been impacted by COVID-19 and now, more than ever, it is important for us to be united in community and remain #InServiceTo each other. We are privileged that the Equinix business model has been resilient through times of uncertainty, providing both the opportunity and responsibility to help our greater communities and planet at large.

Our business continues to perform year after year because our people, organization and culture remain #InServiceTo one another, enabling us collectively to be in service to our customers, to our shareholders and to the communities in which we operate. To further our #InServiceTo mindset, we are committed to protecting, connecting and powering a more sustainable digital world. We are advancing a bold sustainability agenda and have made meaningful progress across our environmental, social and governance commitments. In 2019, over 90% of our global data center energy consumption was covered by renewable energy sources, and we were recognized again by the U.S. Environmental Protection Agency (EPA) for our leading green power use, ranking number four on the EPA's National Top 100 Partners list and winning our third consecutive EPA Green Power Leadership Award. We also continued to expand our work with the Renewable Energy Buyers Alliance (REBA) as a founding and board member where we educate our peers and advocate for a swift transition towards low-carbon energy, and call on other companies who care about climate change to join REBA and set renewable energy targets.

Diversity, Inclusion and Belonging (DIB) is a strategic priority for Equinix, and in 2019 we stood up a DIB working team, Allies Council of global senior leaders, and expanded our Equinix Employee Connection Networks (EECNs). As a part of CEO ACT!ON, Charles pledged, along with several hundred fellow CEOs, to build a more inclusive workplace. As a company, we recently held our first "Days of Understanding" conversations, creating room for authentic conversations about diversity and difference as we work toward making sure Equinix is a place where every employee can confidently say, "I'm safe, I belong, I matter." We also added

significant diversity and talent to our board to respond to the technology shifts shaping our industry with the outstanding additions of Sandra Rivera from Intel and, in January of 2020, Adaire Fox-Martin from SAP. Finally, we remain focused on equipping our employees with the training and knowledge needed to live our compliance principles, ensuring that Equinix remains a trusted and ethical partner. For the sixth year in a row, we achieved 100% participation in our global compliance training.

We remain as confident as ever that we are playing the best hand in the industry. We continue to separate ourselves from our traditional competitors and expand our relevance to customers and our investors. We believe the market opportunity is expansive and is taking shape in ways that will require ongoing capability development and sustained investment in our people, culture, processes, footprint and technology. We are excited about the future of Equinix and honored to work with our dedicated teams around the world #InServiceTo our customers, our employees, our communities and our shareholders. We are excited to share our latest corporate sustainability accomplishments and look forward to keeping you up to date as we progress on this important journey.

With gratitude,

Peter Van Camp
Executive Chairman
Equinix, Inc.

Charles Meyers
President and Chief
Executive Officer
Equinix, Inc.

Keith Taylor
Chief Financial
Officer
Equinix, Inc.

2019 EQUINIX SUSTAINABILITY REPORT[1]

Digital transformation is reshaping virtually every industry across the globe. But as this era of innovation accelerates, so does the demand for the resources that fuel our rapidly evolving digital world.

As a leader in our industry, we are committed to maximizing the benefits of technology for all people while minimizing its impact on our planet. This is a challenge we thrive on tackling. Every day we innovate to protect, connect and power a more sustainable digital world.[2]

Our Approach

As a digital leader, we have the opportunity to harness the power of technology in order to create a more sustainable future. At Equinix, we are committed to protecting the planet, connecting everyone to the benefits of the digital world and powering global trust and responsibility.

Our corporate sustainability program is comprised of our environment, social and governance (ESG) initiatives that focus on material issues to positively impact our key stakeholders.

Environment
- Protecting our planet and climate through the use of low-carbon technologies.
- Protecting worldwide energy and natural resources by reducing our consumption.
- Protecting our infrastructure through design and innovation.

Social
- Connecting our employees to the best opportunities the digital world has to offer.
- Connecting the communities we inhabit to the advantages of a digital world.

Governance
- Powering global trust.
- Powering global responsibility.

Awards and Recognition

Our sustainable innovations and commitment to diversity, inclusion and belonging have been recognized by industry and non-governmental organizations worldwide.

ENVIRONMENT

~5,740 GWh
Energy consumption (electricity & chilled water)

+120%
Absolute change in energy consumption since 2015

~5,250 GWh
Renewable energy purchased

92%
Renewable energy as a percent of energy consumption

Scope 1: 40,700 mtCO2e, Scope 2: 306,000 mtCO2e
Greenhouse gas (GHG) emissions

62 mtCO2e / million USD
Carbon intensity (emissions per unit revenue)

-60%
Absolute change in Scope 2 GHG emissions since 2015

SOCIAL

22%
Women full-time employees

85%
Employee engagement rate

US$4.7 million since 2015
Corporate citizenship, employee donations, matching gifts and corporate grants

US$884 per FTE
Training & education investment

GOVERNANCE

8 (80%)
Independent Directors

2 women (20%), 8 men (80%)
Board diversity

Yes
Board oversight of ESG

95%
Average director participation in board and applicable committee meetings

100%
Anti-bribery and corruption training

* All metrics as of December 31, 2019

Non-Financial Reporting Frameworks

Equinix continues to evolve its reporting to meet the requirements of several frameworks such as CDP, S&P Global SAM, GRESB, Ecovadis, SASB, TCFD and A4S.

Our Stakeholders

A core component of Equinix's sustainability strategy is engagement with our stakeholders. We maintain open and flexible, multidimensional communication channels with our 9,700+ customers, in addition to our employees, investors and industry analysts. We also prioritize collaboration and partnerships with advocacy organizations and industry groups.

Equinix is especially proud to be a founding board member and training facilitator for the Renewable Energy Buyers Alliance (REBA), where we partner with over 200 companies and several NGOs to advocate for the procurement and scaling of clean and renewable energy globally. We believe collaboration and education reduce the barriers to renewable energy adoption, and we encourage our peers and partners to set renewable energy targets and join REBA.

"Equinix has gone beyond their own footprint to serve as true leaders in the clean energy buyer community, and their expertise is helping us move the needle to a cleaner, more affordable, zero-carbon energy future."

Miranda Ballentine, REBA CEO April 2019

Our Transparency

We are committed to transparency around the impact of our operations and we empower our customers to quantify their environmental impacts within Equinix—including their energy consumption, renewable energy usage and carbon footprints. In 2019, we developed customized Green Energy Reports based on the principles of The Greenhouse Gas (GHG) Protocol.

These reports equip customers that are colocated in Equinix IBX data centers with the data they need to understand their renewable energy usage and meet their greenhouse gas reduction targets. Below is a subset of customers who have used our Green Energy Reports in their sustainability reporting efforts.

For further information about our stakeholder engagement process and partnerships, please visit our sustainability website.

SUSTAINABLE DEVELOPMENT GOALS

Equinix, along with other companies, countries and non-governmental organizations (NGOs), has chosen to align our objectives with the United Nations Sustainable Development Goals (UN SDGs) in order to accelerate our collective progress on the world's most important social and environmental challenges.

While all SDGs are important, we have prioritized our alignment with the six SDGs that we believe are the most material to our business.
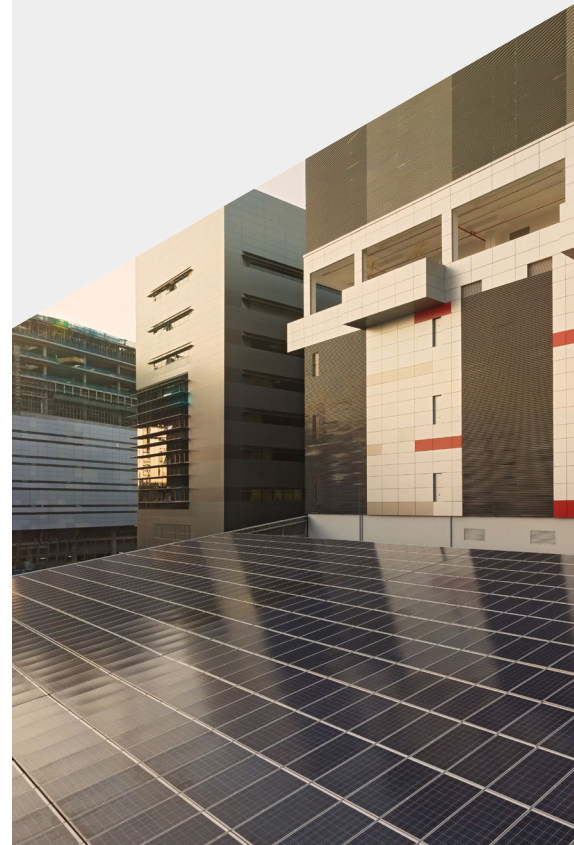
Gender Equality (#5)

Affordable & Clean Energy (#7)

Decent Work & Economic Growth (#8)

Industry, Innovation & Infrastructure (#9)

Reduced Inequalities (#10)

Climate Action (#13)

🌱 ENVIRONMENT

Our planet is facing critical challenges such as climate change, natural disasters and other environmental pressures.

Companies, organizations and communities are coming together and connecting with shared vision and purpose—collectively accomplishing more than what one company could alone. At Equinix, we are committed to protecting our collective future by partnering with like-minded companies to advance low-carbon energy policies, share renewable energy procurement knowledge and encourage innovation.

We are dedicating ourselves to improving our own environmental performance, while proactively creating a future where zero-carbon is the bar to which all companies and countries strive. We protect our planet and climate by minimizing energy consumption, increasing clean and renewable energy usage and reducing our carbon footprint across our global portfolio.

Our scale of over 200 data centers also enables us to deploy cutting-edge innovations that benefit all our customers, such as machine-learning to maximize energy efficiency.[3,4] By building and operating the most energy-efficient data centers in the world, we are helping to protect worldwide energy resources.

In 2019, we achieved over 90% renewable energy use, totaling 5,250 GWh, up from 34% in 2015. Our renewable energy efforts have driven down our carbon footprint by 60% since 2015, even as our overall data center footprint and energy consumption has doubled from 2,600 GWh in 2015 to ~5,740 GWh in 2019.

Our Environmental Commitments

- Reaching our commitment to 100% clean and renewable energy across our global portfolio for ourselves and our customers.
- Deploying best-in-class data center energy efficiency technologies, innovations and strategies for reducing energy consumption while addressing resilience and climate change.
- Reducing our global carbon footprint across direct and indirect energy consumption with an increasing focus on indirect value chain emissions.
- Building and maintaining healthy and sustainable office settings for our employees.

Environmental Partnerships

RE 100   REBA Renewable Energy Buyers Alliance   CDP DISCLOSURE INSIGHT ACTION   EPA GREEN POWER PARTNERSHIP

Energy Consumption
Equivalent to nearly 500,000 U.S. homes' energy use for a year, a 120% increase in energy consumption since 2015 or ~5,740 GWh

Renewable Energy
Purchases equivalent to 802 wind turbines running for a year, which is over 90% renewable energy use globally or ~5,250 GWh across 20 countries

Carbon Footprint
60% reduction since 2015, which is equivalent to ~450,000 metric tons CO2e avoided in Scope 2

Green Buildings
16 million sq. ft. of gross floor area under LEED, ISO 50001 or 14001, or other environmental certification

Assurance
Voluntarily receiving ISO 14064-3 Limited Assurance for energy and emissions since 2015

On-site Generation
Cleaner, reliable electricity provided by 38 MW of fuel cells

3. https://blog.equinix.com/blog/2019/10/09/machine-learning-sustainability-the-data-center-of-the-future
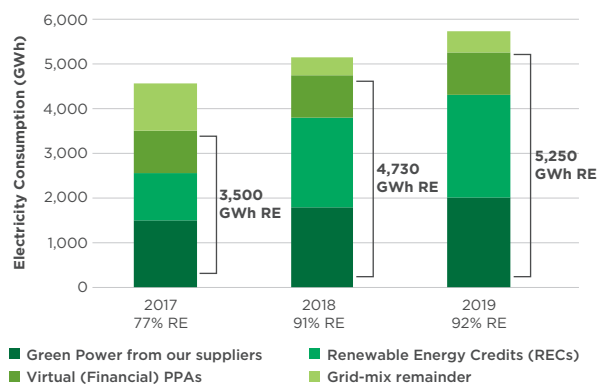4. https://sustainability.equinix.com/environment/innovation-building-green-data-centers

Environmental Data: Energy and Emissions

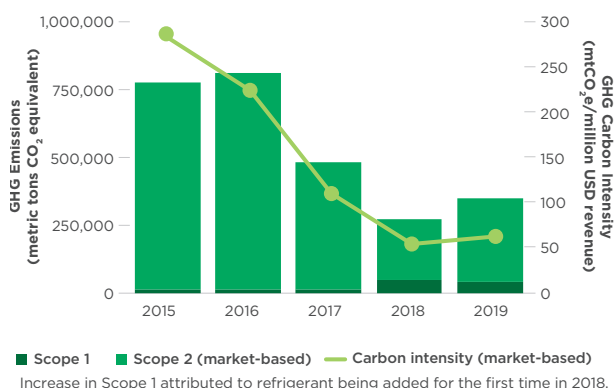| Metric	Units	2015	2016	2017	2018	2019
Energy Consumption*	GWh	2,600	3,720	4,540	5,180	5,740
Renewable Energy	GWh	870	2,080	3,500	4,730	5,250
% Renewable Energy	%	34%	56%	77%	91%	92%
Energy Intensity	GWh / million USD	0.953	1.029	1.040	1.021	1.028
GHG Emissions: Scope 1	mtCO2e	9,100	9,400	14,800	46,700	40,700
GHG Emissions: Scope 2 (location-based)	mtCO2e	1,122,400	1,526,800	1,756,200	1,916,400	2,079,000
GHG Emissions: Scope 2 (market-based)	mtCO2e	766,100	797,800	466,900	224,000	306,000
Carbon Intensity (location-based)	mtCO2e/ million USD	415	425	405	387	381
Carbon Intensity (market-based)	mtCO2e/ million USD	284	223	110	53	62

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

*Energy Consumption from electricity and chilled water.

RENEWABLE ENERGY BY TYPE

Green Power from our suppliers
Virtual (Financial) PPAs
Renewable Energy Credits (RECs)
Grid-mix remainder

GHG EMISSIONS AND CARBON INTENSITY

Scope 1   Scope 2 (market-based)   Carbon intensity (market-based)
Increase in Scope 1 attributed to refrigerant being added for the first time in 2018.

RENEWABLE ENERGY COVERAGE

% Renewable
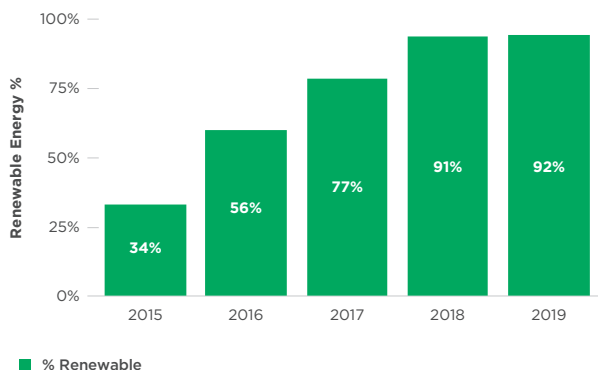
GHG EMISSIONS VS. ELECTRICITY CONSUMPTION
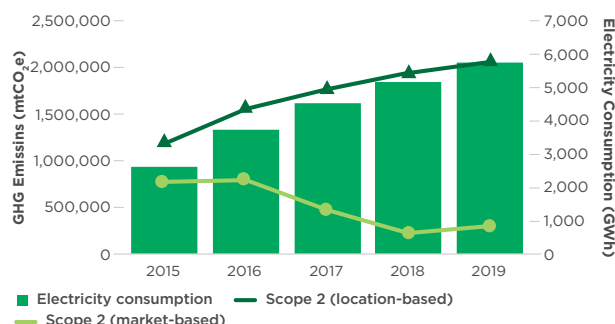
Electricity consumption   Scope 2 (location-based)
Scope 2 (market-based)

Scope 2 includes electric power, electricity from fuel cell PPAs and chilled water. Increase in GHG emissions YOY 2018 to 2019 driven by the inclusion of Metronode acquistion sites within our footprint.

👥 SOCIAL

At Equinix, we are about building connections. Just as we empower our customers to connect to everything and everyone that matters to them, we are connecting our employees and communities to the best opportunities the digital world has to offer.

To that end, we continue to invest in the employee experience with a focus on attracting, inspiring and developing a diverse global workforce. We are connecting the communities we inhabit to the advantages of a digital world and finding ways to be a good neighbor by recognizing that our business can inspire opportunities in the communities we serve.

Social Progress

EWLN Growth
Grew the Equinix Women Leaders Network (EWLN) to over 1,900 members, quadrupling in size since 2017, and held 137 events globally.

Expanded Benefits
Expanded benefits including parental leave (2018), comprehensive IVF coverage and gender reassignment in the U.S. (2019).

Women Leaders
1 in 4 Equinix leaders are women.

Charitable Contributions
US$1.3 million contributed to >1,100 global charities in 2019.

Employee Well-being
11% of employees participated in activities related to well-being, such as mental health awareness, yoga and meditation.

Equinix Impact
33% of employees volunteered time or gave money through Equinix Impact—a 4% increase over 2018.

Advocacy
Doubled the size of Equinix's DIB Allies Council which is comprised of senior leaders who advocate for underrepresented communities.

PrideConnect Launch
Launched PrideConnect, an employee network supporting the LGBTQ+ community.

Our Social Commitments

Diversity, Inclusion and Belonging
Embedding diversity, inclusion and belonging (DIB) in our business activities and empowering leaders at all levels to create the best teams where employees are doing the best work of their lives.

Meaningful Opportunities
Creating new channels and on-ramps to connect underrepresented communities to meaningful opportunities at Equinix.

Inclusive Culture
Building an environment and culture where every employee can confidently say "I'm safe, I belong and I matter" each and every day.
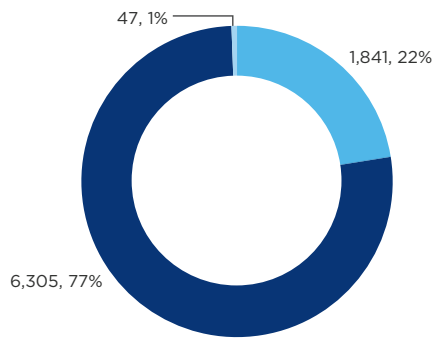
Global Benefits
Bringing consistency to global benefits and standards that impact the health, safety and environments of our workers.
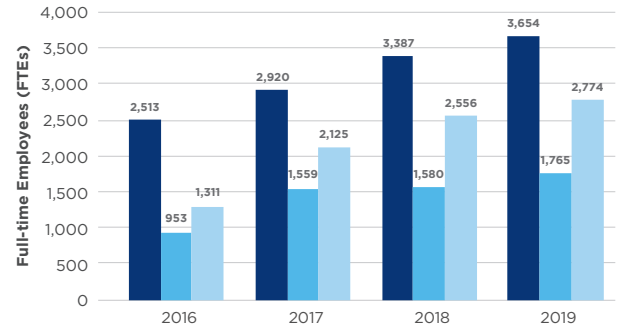
Social Data

EMPLOYEES BY GENDER

47, 1%

1,841, 22%

6,305, 77%

- Women
- Men
- Declined to ID

REGION BREAKDOWN

Full-time Employees (FTEs)

Year	Americas	Asia-Pacific	EMEA
2016	2,513	953	1,311
2017	2,920	1,559	2,125
2018	3,387	1,580	2,556
2019	3,654	1,765	2,774

- Americas
- Asia-Pacific
- EMEA

EMPLOYEE SATISFACTION SURVEY

Year	Engagement Score
2016	88%
2017	85%
2018	85%
2019	85%
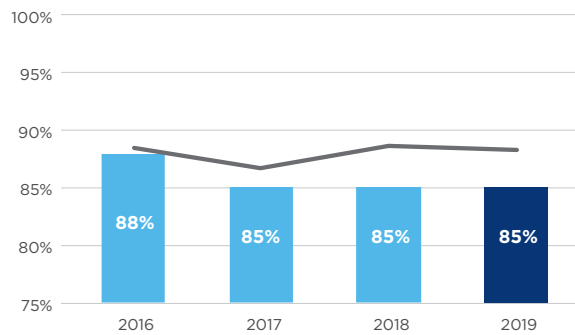
- Employee Engagement Score
- —— Participation Rate

TURNOVER RATE

	Turnover rate FY18	Turnover rate FY19
Equinix	12%	13%
Males	11%	12%
Females	14%	15%
Industry Average	19%	19%
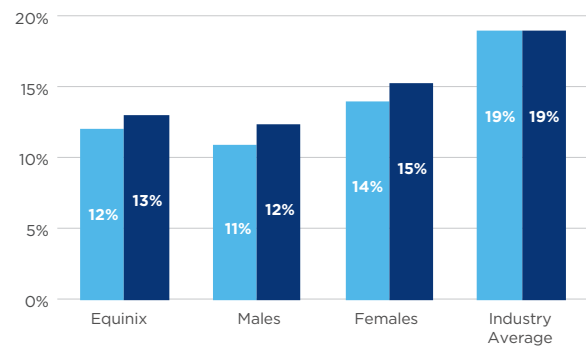
- Turnover rate FY18
- Turnover rate FY19

WOMEN IN LEADERSHIP ROLES

Year	Percentage
2018	23%
2019	25%

EMPLOYEE AGE BREAKDOWN

Full-time Employees (FTEs)

	Age Breakdown FY18	Age Breakdown FY19
Millennials (1982–1999)	3,010	3,474
Gen X (1964–1982)	3,739	3,916
Baby Boomers (1946–1964)	767	780
Decline to ID	7	23
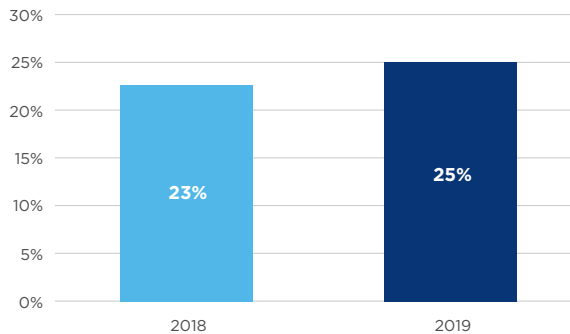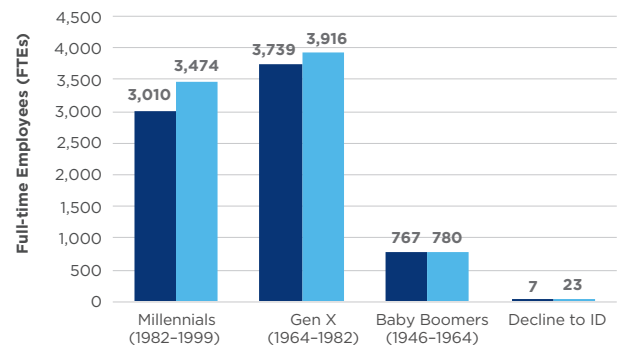
- Age Breakdown FY18
- Age Breakdown FY19

Social Impact and Diversity, Inclusion and Belonging (DIB) Partnerships

CEO ACTION FOR DIVERSITY & INCLUSION

PARADIGM FOR PARITY

CECP

WATERMARK
weanewatermark.org

International Association for Volunteer Effort

⚖️ GOVERNANCE

At Equinix, we are powering global trust and responsibility through a foundation of unwavering corporate values and ethical business practices.

Good corporate governance is not just a competitive advantage, but a key driver of Equinix's culture of trust—one that is built with customers, suppliers and employees. We protect human and digital assets and deliver superior results with the highest standards of integrity and excellence.

Our Governance Commitments

- A commitment to doing business with honesty, integrity, transparency and the highest standard of excellence.
- Uncompromising integrity based on a foundation of unwavering values and ethical practices.
- Data privacy and data security.
- Legal and regulatory compliance.

Ethics & Compliance

Integrity is a core Equinix value. All employees, officers and directors must adhere to the Equinix Code of Business Conduct. The Code outlines the framework that guides our decision-making and actions on behalf of Equinix.

Mandatory Trainings on Compliance Topics
Code of Business Conduct and Anti-Bribery and Corruption trainings reach 100% of employees worldwide. Annual trainings are provided live and online and are available in multiple languages.[5]

Whistleblower Policy
Emphasizes zero tolerance for any discrimination or retaliation against whistleblowers.[6]

Ethics Helpline
Accessible by all employees through our internal website, online and by third parties.[7]

Public Policy & Government Affairs

Equinix believes its responsibility as a good corporate citizen extends to active engagement to advance progress on clean energy resilience in the energy sector and bring about a more connected and secure world. Our Public Policy and Government Affairs team[8] is committed to working alongside a wide range of stakeholders at all levels of government, including local and regional governments as well as organizations in the communities in which we operate. Key aspects of our program include the following:

- Equinix does not make political contributions and does not have a Political Action Committee (PAC).
- Our Code of Business Conduct[9] prohibits employees from making or committing to political contributions on behalf of Equinix.
- As required by the Lobby Disclosure Act of 1995, Equinix files quarterly reports summarizing our lobbying[10] activities.

Data Privacy & Data Security

Our customers are some of the largest companies in the world. They require physical security for the equipment they deploy in our data centers, as well as data privacy protection for the business contact information that they share with us.

Equinix's Privacy Officer, in partnership with our Global Information Security Officer, leads our ongoing efforts to monitor, assess, analyze and adapt our policies, processes and procedures to comply with all applicable data privacy and data security regulations. Regular employee training is conducted on how to spot suspicious activity and educate our employees on potential data privacy and security risks.

GDPR
Equinix meets the requirements of the European Union (EU)'s General Data Protection Regulation (GDPR).[11]

Binding Corporate Rules
Equinix has attained approval from the EU for its Binding Corporate Rules[12] regulating the transborder flow of personal data from the EU worldwide.

Data Privacy & Security Training
Regular employee training is conducted on how to spot suspicious activity and educate our employees on potential data privacy and security risks.

Governance & Board Structure

Equinix's Board of Directors Governance Committee oversees our ESG strategy. Our Corporate Sustainability Executive Steering Committee—comprised of our Executive Chairman, President & CEO, CFO, CLO & CHRO, and EVP, Global Operations—manages the ESG program via quarterly meetings.

✓ ESG Oversight

✓ Separate Chair & CEO

✗ Independent Chair

✓ Proxy Access

✓ Code of Business Conduct for Directors & Executive Officers

10
Size of Board at Equinix

10
Number of Board Meetings Held in 2019

20%
Women Board Members

100%
Anti-Bribery and Corruption (ABC) Training Compliance

Summary

As the leading global interconnection and data center company, Equinix is dedicated to powering, protecting and connecting the organizations and ecosystems that will shape this new era, and doing so in a sustainable and responsible way. We are driven by a shared commitment to deliver strong operating performance while never losing sight of our #InServiceTo mindset...in service to each other, to our customers, to our shareholders and to the communities in which we operate.

For comprehensive information on all our sustainability efforts, please visit our sustainability website:

Sustainability.Equinix.com

Governance Partnerships and Certifications

EUROPEAN DATA CENTRE ASSOCIATION · DATA CENTER COALITION · ITI · EU GDPR COMPLIANT · nvtc NORTHERN VIRGINIA TECHNOLOGY COUNCIL

5. http://investor.equinix.com/static-files/3fd56e06-44ac-4739-91dd-e6a6de7b7522
6. http://investor.equinix.com/static-files/01455cb7-0ee9-4de2-beff-92264ddf6ef1
7. https://secure.ethicspoint.com/domain/media/en/gui/54104/index.html
8. http://invest.equinix.com/phoenix.zhtml?c=122662&p=PublicPolicy
9. http://investor.equinix.com/static-files/3fd56e06-44ac-4739-91dd-e6a6de7b7522
10. https://lobbyingdisclosure.house.gov
11. https://www.equinix.com/company/legal/privacy
12. https://www.equinix.com/company/legal/privacy/global-privacy-policy

GRI STANDARDS

2019

International Business Exchange™ pictured above is SY5 exterior

GRI Standards—Universal Standards

GRI 102: ORGANIZATIONAL PROFILE		
Disclosure No.	**Disclosure Title**	**2019 Response**
102-1	Name of the organization	Equinix, Inc. (NASDAQ: EQIX)
102-2	Activities, brands, products and services	Equinix provides a variety of International Business Exchange™ (IBX®) colocation data centers, as well as interconnection solutions and managed IT infrastructure services. Additional details are available in our 2019 Form 10-K.
102-3	Location of headquarters	One Lagoon Drive, Redwood City, California 94065, USA
102-4	Location of operations	As of the end of 2019, Equinix operated 210 IBX data centers in 55 strategic markets in 26 countries across the Americas, Asia-Pacific, and Europe, the Middle East and Africa ("EMEA"). As of December 2019, Equinix operated: ■ 20 metros in the Americas (U.S., Canada, Colombia, Brazil and Mexico). ■ 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). ■ 13 metros in Asia-Pacific (Australia, China, Japan, Hong Kong, Indonesia, South Korea).
102-5	Ownership and legal form	Equinix is a Real Estate Investment Trust ("REIT") and is publicly traded on the NASDAQ Stock Market.
102-6	Markets served	In 2019, Equinix operated in 55 strategic markets across the Americas, Asia-Pacific and EMEA with more than 9,700 customers, including a diversified mix of cloud and IT service providers, content providers, enterprises, financial companies, and network and mobile service providers.
102-7	Scale of the organization	2019 Form 10-K, Item 1 and Item 6
102-8	Information on employees and other workers	Total headcount: Equinix had 8,193 regular employees as of December 31, 2019. This is an 8.9% headcount growth since 2018. The 8,193 headcount excludes employees integrated from the Switch acquisition. Total number of employees/workers by type and by gender: ■ Regular employees: 6,305 male employees; 1,841 female employees; and 47 employees declined to ID. ■ Fixed-term employees: 212 male employees; 97 female employees; and 6 employees declined to ID. ■ Contingent workers: 267 male workers; 83 female workers; and 2,758 workers declined to ID (no data available). Total number of employees by employment by type and by region: ■ Americas: 3,654 regular employees and 58 fixed term employees. ■ Asia-Pacific: 1,765 regular employees and 80 fixed term employees. ■ EMEA: 2,774 regular employees and 174 fixed term employees. Total number of employees by employment type, by gender: ■ Full-time employees: 6,282 male employees; 1,790 female employees; and 47 employees declined to ID. ■ Part-time employees: 23 male employees and 51 female employees.
102-9	Supply chain	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. 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 Suppler Information Form. It has been included in all contracts signed with our suppliers since June 2015.

GRI 102: ORGANIZATIONAL PROFILE, *continued*

Disclosure No.	Disclosure Title	2019 Response
102-10	Significant changes to the organization and its supply chain	In 2019, Equinix opened ten new data centers, invested in two xScale™ data centers, added capacity in 22 markets and expanded the total number of IBX and xScale data center facilities to 210, including our acquisition of three data centers in Mexico from Axtel S.A.B. de C.V. in early 2020. The acquisition of Axtel Mexico data centers are excluded from the 2019 operational boundary.
102-11	Precautionary Principle or approach	Equinix does not specifically apply the precautionary principle; however, Equinix meets or exceeds all applicable local, regional, and federal laws and regulations. We take steps to ensure that we operate with the highest levels of integrity and reliability, and we develop our programs to meet or exceed industry best practices across all areas: environmental, social and governance. Globally, we employ a risk-based approach to our policies and practices and seek to implement best practices around the world, including increased transparency around the impact of our operations and the policies we have in place.
102-12	External initiatives	Equinix participates in the following initiatives, in no particular order: Accounting for Sustainability (A4S), CDP, CEO ACT!ON Network, EcoVadis, EU Code of Conduct for Data Centres, Global Real Estate Sustainability Benchmark (GRESB), Green Data Centre Research Programme, Information Technology Industry Council (and the former The Green Grid), ISO 14001 Environmental Management System, ISO 50001 Energy Management System, NAREIT Real Estate Sustainability Council (RESC) and ESG Forum, Paradigm for Parity, Renewable Energy Buyers Alliance (REBA), RE100, SASB, Singapore BCA-IMDA Green Mark, S&P Global Sam Corporate Sustainability Assessment, TCFD, techUK, U.S. Environmental Protection Agency (EPA) Energy Star Data Center Rating program, U.S. EPA Green Power Partnership, U.S. Green Building Council (LEED). Please note this list is not exhaustive.
102-13	Membership of associations	Equinix sits on the boards of the following organizations: Data Center Coalition (DCC) in Northern Virginia, European Data Centre Association (EUDCA), Information Technology Industry Council (ITI), and Renewable Energy Buyers Alliance (REBA) and is an active member of the Northern Virginia Technology Council (NVTC).

GRI 102: STRATEGY

Disclosure No.	Disclosure Title	2019 Response
102-14	Statement from senior decision-maker	CEO Letter
102-15	Key impacts, risks and opportunities	2019 Form 10-K, Item 1A

GRI 102: ETHICS AND INTEGRITY

Disclosure No.	Disclosure Title	2019 Response
102-16	Values, principles, standards and norms of behavior	Equinix's Code of Business Conduct can be found on Equinix's Investor Relations Guidelines & Policies page.

GRI 102: GOVERNANCE

Disclosure No.	Disclosure Title	2019 Response
102-17	Mechanisms for advice and concerns about ethics	Equinix's Code of Business Conduct can be found on Equinix's Investor Relations Guidelines & Policies page. And Equinix's Whistleblower Protection Policy protects corporate "whistleblowers," ensuring that concerns around ethics and corruption can be taken seriously and acted upon by the Company.

GRI 102: GOVERNANCE, *continued*		
Disclosure No.	**Disclosure Title**	**2019 Response**
102-18 102-19 102-20 102-21 102-30 102-31 102-32	Governance structure Delegating authority Executive-level responsibility for economic, environmental and social topics Consulting stakeholders on economic, environmental and social topics Effectiveness of risk management processes Review of economic, environmental and social topics Highest governance body's role in sustainability reporting	At Equinix, we are all working together to build an organization that is defined by its honesty, integrity and consistently ethical behavior. Our commitment to the highest standards of business and professional conduct differentiates our business as much as our technology. The sound corporate governance practices we have adopted enhance our accountability and transparency and promote our ethical pursuit of our shareholders' best interests. ■ 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. ■ The Governance Committee has oversight of Equinix's sustainability and ESG efforts including engaging on risks and opportunities. Equinix's Chairman of the Board champions sustainability. ■ Responsibilities of our Corporate Sustainability Executive Steering Committee and Working Team include: (i) setting corporate sustainability strategy and policy, (ii) monitoring and tracking Equinix's progress, and (iii) transparently communicating our efforts externally to enhance our reputation and lead our industry. ■ Our program contains three program tracks (or pillars), each led by at least one member of the executive team (these members comprise the Executive Steering Committee which includes our CEO, CFO, CHRO/CLO, and EVP, Global Operations) who are responsible for delegating ESG topics to other senior executives and employees. ■ Day-to-day the program is led by a global program director and executed by a Working Team that consists of ~25 global and regional leads. The Working Team meets every other week, the Steering Committee meets 2-4x annually, and the program director with support of the Working Team has access to the CEO and Board of Directors quarterly as needed. ■ Consultation with stakeholders is led by the Working Team, and Equinix's materiality assessment (last updated in December 2018) engaged a variety of stakeholders who provided their feedback on Equinix's ESG programs and goals. ■ Equinix's corporate governance structure can be found on Equinix's Investor Relations website under Corporate Governance. Additional details are available in our Annual Proxy Statement.
102-22	Composition of the highest governance body and its committees	2019 Proxy Statement
102-23	Chair of the highest governance body	2019 Proxy Statement
102-24	Nominating and selecting the highest governance body	2019 Proxy Statement

GRI 102: STAKEHOLDER ENGAGEMENT		
Disclosure No.	**Disclosure Title**	**2019 Response**
102-40	List of stakeholder groups	For more details, please refer to our Stakeholder Engagement Table.
102-41	Collective bargaining agreements	■ In the Americas, only Brazil has collective bargaining. 100% of the workforce in Brazil is covered by collective bargaining with the union. Brazil FTEs account for 8% of the global workforce in 2019. ■ In Asia-Pacific, Equinix employees are not covered by collective bargaining or labor unions. However, in Japan, China and Korea, for any change in benefit or employment terms, Equinix has an employee consultation process. ■ In EMEA, the representative employee bodies cover 2,307 employees (28% of global total, 83% of EMEA employees). Collective bargaining in France applies to 136 employees (5% of EMEA total and 2% of global employees). 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.

GRI 102: STAKEHOLDER ENGAGEMENT, *continued*		
Disclosure No.	**Disclosure Title**	**2019 Response**
102-42	Identifying and selecting stakeholders	Equinix identifies key stakeholders based on their influence on the company's decisions, responsibility to the company, knowledge of external stakeholder concerns and those who rely on and are affected by our services. We also identify stakeholders as those in the communities near our data centers and organizations we interact with regularly. This process is described in more detail in the Stakeholder Engagement section.
102-43	Approach to stakeholder engagement	This process is described in more detail in the Stakeholder Engagement section.
102-44	Key topics and concerns raised	This process is described in more detail in the Stakeholder Engagement and Materiality sections.

GRI 102: REPORTING PRACTICE		
Disclosure No.	**Disclosure Title**	**2019 Response**
102-45	Entities included in consolidated financial statements	All entities listed in our 2019 Form 10-K.
102-46	Defining report content and topic Boundaries	For more details, please refer to our Report Profile discussion.
102-47	List of material topics	For more details, please refer to our Materiality Assessment discussion.
102-48	Restatements of information	None
102-49	Changes in reporting	The Metronode acquisition sites that were excluded from the 2018 operational reporting boundary have been added to the 2019 boundary. In addition, data center expansions at existing sites are also included.
102-50	Reporting period	2019 calendar year
102-51	Date of most recent report	Released August 2019 covering 2018 data
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	Jennifer Ruch Director of Sustainability sustainability@equinix.com 1.800.322.9280
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	Included in this section
102-56	External assurance	This report does not have external assurance; however, Equinix's 2015-2019 energy consumption, renewable energy coverage and emissions across Scope 1, Scope 2 and Scope 3 have been externally verified to Limited Assurance Standards ISO 14064-3.

GRI Standards—Topic-specific Disclosures

GRI 201: ECONOMIC PERFORMANCE		
Disclosure No.	**Disclosure Title**	**2019 Response**
103-1	Explanation of the material topic and its Boundary	Materiality Assessment
103-2 103-3	The management approach and its components Evaluation of the management approach	2019 Form 10-K
201-1	Direct economic value generated and distributed	2019 Form 10-K, Item 6 and 7
201-2	Financial implications and other risks and opportunities due to climate change	Equinix CDP Climate Change Survey response

GRI 203: INDIRECT ECONOMIC IMPACTS		
Disclosure No.	**Disclosure Title**	**2019 Response**
103-1	Explanation of the material topic and its Boundary	Materiality Assessment
103-2 103-3	The management approach and its components Evaluation of the management approach	Equinix's corporate philanthropy and citizenship efforts
203-1	Development and impact of infrastructure investments and services supported	Infrastructure investments: 2019 Form 10-K, Note 17 in Notes to Consolidated Financial Statements. Other indirect impacts come from Equinix's corporate philanthropy and citizenship efforts. Equinix's corporate philanthropy and citizenship efforts Community grants: • 2019 = $375,000 • 2018 = $125,000 • 2017 = $195,000 • 2016 = $300,000 • 2015 = $280,000 Employee volunteer hours: • 2019 = 13,815 • 2018 = 16,735 • 2017 = 11,503 • 2016 = 8,717 • 2015 = 5,000 Matching gifts: • 2019 = $447,000 • 2018 = $450,000 • 2017 = $344,000 • 2016 = $314,000 • 2015 = $212,000 Metrics reported in USD
203-2	Significant indirect economic impacts	This metric helps determine how many job opportunities were created in 2019, both as a result of growth and from a need to replace leaving employees. A total of 1,666 employees were hired externally in 2019 against the 2,632 open positions; 341 positions were filled internally and the remaining positions not hired for were carried forward to 2020 or cancelled.

GRI 205: ANTI-CORRUPTION		
Disclosure No.	**Disclosure Title**	**2019 Response**
103-1	Explanation of the material topic and its Boundary	Materiality Assessment
103-2 103-3	The management approach and its components Evaluation of the management approach	Equinix's Governance Pillar

GRI 205: ANTI-CORRUPTION, *continued*

Disclosure No.	Disclosure Title	2018 Response
205-1	Operations assessed for risks related to corruption	Every organization is judged by the actions of its people. When individuals consistently act with honesty and integrity, their company builds trust and a reputation for ethical behavior. At Equinix, we believe that acting ethically is not only the right thing to do, but it also makes good business sense. 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 of Business Conduct 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.
		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 2019.
205-2	Communication and training about anti-corruption policies and procedures	All new hires at Equinix must complete both Code of Business Conduct and anti-bribery and corruption training courses within six months of being hired. After that, employees are expected to take online or in-person compliance trainings on an annual basis depending on the training schedule each year. Trainings are available in multiple languages through a software program that enables us to reach 100% of Equinix employees. New Board members receive training on anti-bribery and corruption (ABC) risk and Equinix's ABC policy and training program as part of their onboarding orientation session. Equinix's management team also participates in all employee mandatory trainings described above.
		Equinix's Whistleblower Protection Policy protects corporate "whistleblowers," ensuring that concerns around ethics and corruption can be taken seriously and acted upon by the Company.
205-3	Confirmed incidents of corruption and actions taken	Please review our SEC filings for detailed reporting on Corruption, Ethics and Compliance issues. Equinix strives to avoid duplicate reporting.

GRI 302: ENERGY

Disclosure No.	Disclosure Title	2019 Response
103-1	Explanation of the material topic and its Boundary	Materiality Assessment
103-2 103-3	The management approach and its components Evaluation of the management approach	Equinix's Environment Pillar
302-1	Energy consumption within the organization	**Energy Consumption:** Total energy consumption in 2019 was 5,830 GWh across Scope 1 and 2 (up from 5,564 GWh in 2018 or 4%). Scope 2 was 5,740 GWh (+10% YOY). The regional breakdown for Scope 2 was: ▪ Americas: 2,470 GWh (43%, +6% YOY) ▪ Asia-Pacific: 1,130 GWh (20%, +26% YOY) ▪ EMEA: 2,130 GWh (37%, +10% YOY) Note: This includes consumption from electric power, fuel cells operated under power purchase agreements and chilled water. It also includes the Metronode acquisition that was excluded last year. Equinix's energy and renewable energy consumption values are assured to Limited Assurance ISO 14064-3 Standards. **Renewable Energy Consumption:** Total renewable energy consumption in 2019 was 5,250 GWh (+10% YOY). The regional breakdown was: ▪ Americas: 2,300 GWh (+4% YOY) ▪ Asia-Pacific: 850 GWh (+23% YOY) ▪ EMEA: 2,100 GWh (+13% YOY)

GRI 302: ENERGY, *continued*		
Disclosure No.	**Disclosure Title**	**2018 Response**
302-3	Energy intensity	Energy intensity as measured by electricity consumption (GWh) per unit revenue (million USD) was: ■ 2019: 1.028 GWh electricity per million USD (change of +1% YOY) ■ 2018: 1.021 GWh electricity per million USD (change of -2% YOY) ■ 2017: 1.040 GWh electricity per million USD (change of +1% YOY) ■ 2016: 1.029 GWh electricity per million USD (change of +8% YOY) ■ 2015: 0.953 GWh electricity per million USD Note includes electric power and chilled water for all years. Equinix's energy intensity as is driven both by site efficiency as well as how we generate revenue around the world.
302-4	Reduction of energy consumption	Demand reduction from energy efficiency activities since 2011 is roughly 25,100 kW annually including 2,000 kW from projects completed in 2019.

GRI 305: EMISSIONS		
Disclosure No.	**Disclosure Title**	**2019 Response**
103-1	Explanation of the material topic and its Boundary	Materiality Assessment
103-2 103-3	The management approach and its components Evaluation of the management approach	Equinix's Environment Pillar
305-1	Direct (Scope 1) GHG emissions	Scope 1 emissions from: on-site diesel consumption for backup generation, natural gas used for heating and fuel cells, and refrigerant losses (included since 2018): ■ 2019: 40,700 mtCO2e ■ 2018: 46,700 mtCO2e ■ 2017: 14,800 mtCO2e ■ 2016: 9,400 mtCO2e ■ 2015: 9,100 mtCO2e
305-2	Energy indirect (Scope 2) GHG emissions	Scope 2 Location-based GHG emissions (electricity + chilled water), with YOY trend: ■ 2019: 2,079,000 mtCO2e (+9%) ■ 2018: 1,916,400 mtCO2e (+9%) ■ 2017: 1,756,200 mtCO2e (+36%) ■ 2016: 1,526,800 mtCO2e (+11%) ■ 2015: 1,122,400 mtCO2e The regional breakdown in 2019 was: 40% AMER (824,000 mtCO2e); 31% APAC (641,000 mtCO2e); 30% EMEA (614,000 mtCO2e). Scope 2 Market-based GHG emissions (electricity + chilled water) including contribution of renewable energy purchasing, with YOY trend: ■ 2019: 306,000 mtCO2e (+36%) - driven by acquisitions ■ 2018: 224,000 mtCO2e (-52%) ■ 2017: 466,900 mtCO2e (-41%) ■ 2016: 797,800 mtCO2e (+4%) ■ 2015: 766,100 mtCO2e The regional breakdown in 2019 was: 25% AMER (77,000 mtCO2e); 68% APAC (209,000 mtCO2e); 7% EMEA (20,000 mtCO2e). Market-based methodologies take into account Equinix's large renewable energy purchases which allow us to use a 0 mtCO2e/MWh emissions factor (or net zero emissions from electricity).

GRI 305: EMISSIONS, *continued*		
Disclosure No.	**Disclosure Title**	**2019 Response**
305-3	Other indirect (Scope 3) GHG emissions	Scope 3 emissions come from business air travel, business car rentals, business hotel stays, employee commuting, upstream diesel and natural gas (new category for 2019) and transmission & distribution losses. Scope 3 totals were: ▪ 2019 = 155,000 mtCO2e ▪ 2018 = 135,200 mtCO2e
305-4	GHG emissions intensity	Carbon Intensity as measured by total emissions (Scope 1+ Scope 2 Market-based emissions) per unit revenue (million USD) was: ▪ 2019: 62 mtCO2e per million USD (change of +16% YOY) ▪ 2018: 53 mtCO2e per million USD (change of -52% YOY) ▪ 2017: 110 mtCO2e per million USD (change of -51% YOY) ▪ 2016: 224 mtCO2e per million USD (change of -21% YOY) ▪ 2015: 284 mtCO2e per million USD Carbon intensity is driven both by our supplier-based emissions factors and our purchases of low-carbon and renewable energy, as well as how we generate revenue around the world. The trend of intensity increasing in 2019 was driven by the acquisition and inclusion of Metronode sites in the global portfolio. Overall, since 2015, carbon intensity has trended down 78%.
305-5	Reduction of GHG emissions	Equinix sources clean and renewable energy around the world to make progress against our 100% renewable energy goal. Renewable energy coverage vs. our electricity usage in 2019 was: ▪ Americas: 2,300 GWh out of 2,480 GWh (93%) ▪ Asia-Pacific: 850 GWh out of 1,130 GWh (75%) ▪ EMEA: 2,100 GWh out of 2,130 GWh (99%) ▪ Global: 5,250 GWh out of 5,740 GWh (92%) Specifically, Renewable Energy purchases reduce Scope 2 GHG emissions (from location-based to market-based): ▪ 2019: 1,773,000 mtCO2e reduction (2,079,000 reduced to 306,000 mtCO2e) ▪ 2018: 1,692,000 mtCO2e reduction (1,916,400 reduced to 224,000 mtCO2e) ▪ 2017: 1,289,000 mtCO2e reduction (1,756,000 reduced to 467,000 mtCO2e) ▪ 2016: 729,000 mtCO2e reduction (1,527,000 reduced to 798,000 mtCO2e) ▪ 2015: 356,000 mtCO2e reduction (1,122,000 reduced to 766,000 mtCO2e) Note: Scope 2 includes electric power, fuel cells under power purchase agreement, and chilled water. Equinix also invests in energy efficiency upgrades, retrofits and improvements. Our $129 million in investment since 2011 results in annual emissions reductions of approximately 430,000 mtCO2e per year.

GRI 401: EMPLOYMENT		
Disclosure No.	**Disclosure Title**	**2019 Response**
103-1	Explanation of the material topic and its Boundary	Materiality Assessment
103-2 103-3	The management approach and its components Evaluation of the management approach	Equinix's Social Pillar

GRI 401: EMPLOYMENT, *continued*		
Disclosure No.	**Disclosure Title**	**2019 Response**
401-1	New employee hires and employee turnover	New employees hired and (hire rate): ▪ 2019: 1,666 (20%) ▪ 2018: 1,243 (17%) ▪ 2017: 1,350 (20%) ▪ 2016: 1,105 (22%) ▪ 2015: 959 (24%) Note, numbers depict how many people were hired during the year both for newly created positions and for positions that became vacant as a result of employee attrition. Employees added as a result of acquisitions are not included. New Hire rate = # of new hires / average annual head count. Employee turnover rate: ▪ 2019: 13% ▪ 2018: 12% ▪ 2017: 10% ▪ 2016: 11% ▪ 2015: 13% Represents how many employees left the organization voluntarily (includes retirement and death) as well as involuntarily (due to dismissal, misconduct, job performance, etc.). The 2019 attrition rate is lower than industry benchmark of 20%. In 2019, attrition was observed to be higher among millennials and women as compared to other employee groups.
401-3	Parental leave	Retention rate after parental leave (for EMEA and the Americas 2015 - 2018; Americas only for 2019): ▪ 2019: Of 61 employees who took leave in 2018, 93% were still at Equinix in 2019 (100% of men, 83% of women). ▪ 2018: Of 82 employees who took leave in 2017, 79% were still at Equinix in 2018 (85% of men, 73% of women). ▪ 2017: Of 49 employees who took leave in 2016, 98% were still at Equinix in 2017 (100% of men, 96% of women). ▪ 2016: Of 54 employees who took leave in 2015, 98% were still at Equinix in 2016 (97% of men, 100% of women). ▪ 2015: Of 55 employees who took leave in 2014, 89% were still at Equinix in 2015 (92% of men, 82% of women).
SOC-3-a (Equinix Internal Metric)	Employee satisfaction—survey response rate	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 2019: ▪ In the first half of 2019, the Pulse Survey was sent out to 7,684 employees globally, of which 89% (6,874 employees) completed the survey. ▪ In the second half of 2019, the Pulse Survey was sent out to 7,848 employees globally, of which 87% (6,843 employees) completed the survey. When averaged, the Pulse Survey response rate was 88%, which is a slight decrease from 89% in 2018.
SOC-3-b (Equinix Internal Metric)	Employee satisfaction—survey results	The Pulse Survey has 5 indices: Communication, Alignment, Engagement, Belonging and Other. To determine employee satisfaction results, Equinix takes the "Engagement" index questions and create an aggregate score. The Engagement index measures the commitment level and satisfaction level of employees. Engagement or satisfaction score: ▪ 2019: 1st half 85%; 2nd half 85% (85% avg) ▪ 2018: 1st half 85%; 2nd half 85% (85% avg) ▪ 2017: 1st half 84%; 2nd half 85% (85% avg) ▪ 2016: 1st half 88%; 2nd half 88% (88% avg) ▪ 2015: 85% In addition to Engagement, Equinix includes 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.

GRI 403: OCCUPATIONAL HEALTH AND SAFETY

Disclosure No.	Disclosure Title	2019 Response
103-1	Explanation of the material topic and its Boundary	Materiality Assessment
103-2 103-3	The management approach and its components Evaluation of the management approach	Equinix's Social Pillar
403-9	Work-related injuries	In 2019, Equinix had:

In 2019, Equinix had:

- No fatalities as a result of work-related injury.
- 0% high consequence work-related injury rate.
- A recordable work-related injury rate of 0.78 globally per 200,000 hours worked.

Equinix previously reported its absentee rate and lost day rates for the U.S. and Canada, but it is not a recommended disclosure in the new version of the GRI Standards: GRI 403: Occupational Health and Safety 2018. To request this information, please contact sustainability@equinix.com.

GRI 404: TRAINING AND EDUCATION

Disclosure No.	Disclosure Title	2019 Response
103-1	Explanation of the material topic and its Boundary	Materiality Assessment
103-2 103-3	The management approach and its components Evaluation of the management approach	Equinix's Social Pillar
404-1	Average hours of training per year per employee	In 2019, Equinix averaged $884 in training costs per FTE, with an average total hours of 21.8 hours on training and development per FTE.
404-2	Programs for upgrading employee skills and transition assistance programs	Learning resources available to employees include: Equinix-specific material created and deployed by various departments such as Agile; CrossKnowledge libraries; Digital Literacy; HR, Sales, Operations and Customer Care; Leadership; Microsoft Office; PMP Certification; Project Management; and a large variety of leadership and soft skills training resources. Equinix also has robust training programs covering our global policies and procedures. These are mandatory courses assigned to all employees, and are available in multiple languages. Anti-Bribery and Corruption; Business Continuity Training; Global Code of Business Conduct; an introduction to REITs; Preventing Workplace Harassment (in U.S.and Asia-Pacific); and Security Awareness and Responsibility. Training and resources are also provided through external channels such as function-specific conferences and function-specific trainings such as Tableau training. Equinix also offers tuition reimbursement for academic programs, which contributes to overall employee development.

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

Disclosure No.	Disclosure Title	2019 Response
103-1	Explanation of the material topic and its Boundary	Materiality Assessment
103-2 103-3	The management approach and its components Evaluation of the management approach	Equinix's Social Pillar

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY, *continued*		
Disclosure No.	**Disclosure Title**	**2019 Response**
405-1	Diversity of governance bodies and employees	The 2019 composition of Equinix's governance bodies and Executive team was as follows: ▪ Board of Directors: 8 male: 2 female (80%; 20%). ▪ E-staff members: 9 male: 2 female (82%; 18%). The 2019 composition of Equinix's employees was as follows: ▪ Regional FTEs: Americas (3,654), Asia-Pacific (1,765), EMEA (2,774), TOTAL (8,193). ▪ Regional diversity: Americas (45%), Asia-Pacific (22%), EMEA (34%). ▪ Gender diversity: Female (22%), Male (77%), Not identified (1%). ▪ Age diversity: Millennials (1982 – 1999) (42%), Gen X (1965-1981) (48%), Baby Boomers (1946-1964) (10%), Decline to ID (0.3%). ▪ Age diversity: Under 30 (14%), 30-50 (67%), Over 50 (19%), Decline to ID (0.28%). ▪ Skills diversity: General & Administrative (28%), Sales & Marketing (17%), Operations (46%), Technology (9%).
405-2	Ratio of basic salary and remuneration of women to men	We are advocates of pay equity. Our Rewards & Compensation team engages in regular market studies about pay, and as of 2017, our global guidance to hiring managers is to refrain from asking candidates about their salary history, and instead focus on the appropriate pay for the job being offered. Globally, Equinix representation of females in the workforce and in leadership roles is on par with our peers in the industry.

GRI 406: NON-DISCRIMINATION		
Disclosure No.	**Disclosure Title**	**2019 Response**
103-1	Explanation of the material topic and its Boundary	Materiality Assessment
103-2 103-3	The management approach and its components Evaluation of the management approach	Equinix's Social Pillar
406-1	Incidents of discrimination and corrective actions taken	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 prohibit discrimination and outline Equinix's policies preventing unlawful discrimination, harassment and retaliation, and the numerous resources employees have if they wish to report any potential violations of these policies. ▪ Equinix also conducts harassment training in the U.S. and Asia-Pacific. ▪ All reports of potential violations of policy are promptly and adequately addressed by members of Equinix's HR and/or Legal departments. ▪ Equinix is opposed to modern slavery and human trafficking in all its forms and expects the same opposition from all who work for us and we demand it from anyone with whom we have business dealings. ▪ In 2019, Equinix had 0 verified incidents of discrimination.

GRI 417: MARKETING AND LABELING		
Disclosure No.	**Disclosure Title**	**2019 Response**
103-1	Explanation of the material topic and its Boundary	Materiality Assessment
103-2 103-3	The management approach and its components Evaluation of the management approach	Equinix's Environment Pillar

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY, *continued*		
Disclosure No.	**Disclosure Title**	**2019 Response**
417-1	Requirements for product and service information and labeling	Equinix data centers provide a secure and reliable place for our customers' IT equipment. Equinix supplies the power needed to run that equipment 24/7. Equinix tracks the energy content for 100% of its IBX data centers globally and makes available energy consumption, energy efficiency and renewable energy data to its customers. We believe that data centers should leverage their large electricity loads for positive social and environmental impact, and Equinix's 100% renewable energy goal is bringing more renewable energy generation sources online both locally and regionally in order to address the urgent need to move utility grids away from fossil fuels to address climate change. Upon request, customers can access custom environmental sustainability reports for their deployments within Equinix data centers, including data for all deployments covered 100% with renewable energy in the calendar year and resulting in a net-zero market-based carbon emissions factor (CEF) at those sites.
SOC-11 (Equinix Internal Metric)	Customer experience	Equinix is built on a culture of putting the customer at the center of everything we do. Aligning around the customer means delivering value for their business, building long-term strategic partnerships and driving loyalty by listening to and acting on their feedback. We want customers to recommend Equinix above all others because we deliver experiences they value and trust. We aim to reach 100% of our customers through our ongoing Net Promoter Score (NPS) survey, listening and learning across all industries and personas. We are pleased that customer sentiment has reflected our NPS above the tech industry average for both years of measurement with this metric. In 2019, we saw a healthy increase in our score, represented by 6,500 voices. Our efforts to make the customer experience a strategic differentiator revolve around: ■ Listening – We listen through voice-of-the-customer programs that aggregate feedback from a variety of sources, including outbound surveys, events and focus groups, passive forms/surveys, online feedback buttons and employee collected forms. ■ Analyzing the Data – We measure feedback from customers' experiences during value moments and by collecting data on how they feel about our overall relationship. Learnings from the analysis inform our strategy and shape our customer improvement initiatives and focus areas. ■ Taking Action – As we prioritize, implement and track customer improvements across the company, our goal is to ensure our actions are delivering value and positively impacting our customers' experience. ■ Sharing Progress – Finally, we recognize that customer improvements aren't meaningful if no one knows about them. We follow up with customers so they know their voice is being heard and to demonstrate how their feedback makes a difference in how they can expect to do business with us.

GRI 418: CUSTOMER PRIVACY		
Disclosure No.	**Disclosure Title**	**2019 Response**
103-1	Explanation of the material topic and its Boundary	Materiality Assessment
103-2 103-3	The management approach and its components Evaluation of the management approach	Equinix protects our customers' business contact information and other personal data used to facilitate access to our data centers. Equinix has delivered a cross-functional compliance program to implement the EU's General Data Protection Regulation (GDPR). GDPR is a comprehensive set of data privacy compliance measures, including stringent personal data breach notification measures, and a process for responding to individual subject access requests. GDPR compliance is implemented across our global platform for systems, processes and policies that handle personal data of our customers, employees and other third parties, helping us facilitate compliance with new data privacy laws as they emerge globally. As Equinix launches new applications and systems, the Equinix Privacy Office is embedded in the process for such builds and launches to ensure that data privacy processes and policies are appropriately addressed. The Privacy Office is led by Legal with functional representation that manages this program of work and reports to the Governance Committee. The Privacy Office continues to enforce data privacy compliance at Equinix worldwide on an ongoing basis. Equinix continues its involvement across our global customer base to assist customers in their own data privacy compliance, as appropriate.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Please review our SEC filings for detailed reporting on Privacy and other Ethics and Compliance issues. Equinix strives to avoid duplicate reporting.

GRI 419: SOCIOECONOMIC COMPLIANCE		
Disclosure No.	**Disclosure Title**	**2019 Response**
103-1	Explanation of the material topic and its Boundary	Materiality Assessment
103-2 103-3	The management approach and its components Evaluation of the management approach	Equinix's Governance Pillar
419-1	Non-compliance with laws and regulations in the social and economic area	As a global company, Equinix must comply with the laws in all the places we do business. Our employees understand this means they are responsible for understanding and complying with all laws and regulations that affect our jobs. In this way we proactively avoid both the monetary and reputation risks associated with sanctions and fines for non-compliance. In 2019, Equinix received no significant or material fines or non-monetary sanctions for non-compliance with laws and regulations.

COMPANY-SPECIFIC METRICS		
Disclosure No.	**Disclosure Title**	**2019 Response**
SOC-10 (Equinix Internal Metric)	Total customer uptime in a given year as measured in yearly availability.	Equinix IBX data centers feature advanced design, security, power and cooling elements to provide customers with industry- leading reliability, including average uptime of 99.9999% globally in 2019. 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 2019, Equinix regions had the following availabilities: ▪ Americas: 99.999918% ▪ Asia-Pacific: 99.999992% ▪ EMEA: 99.999995% ▪ Global: 99.999962%

Americas Corporate HQ

Equinix, Inc.
One Lagoon Drive
Redwood City, CA 94065
USA

+1.650.598.6000
info@equinix.com

EMEA

Equinix (EMEA) BV
Rembrandt Tower
Amstelplein 1
1096 HA Amsterdam
Netherlands

+31.20.754.0305
info@eu.equinix.com

Asia-Pacific

Equinix Hong Kong Limited
65/F International
Commerce Center
1 Austin Road West
Kowloon, Hong Kong

+852.2970.7788
info@ap.equinix.com

International Business Exchange™ pictured above is MX1 exterior

Equinix.com

EQUINIX