

# Sustainability Report

FY2024



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# A message from our CEO and President

Dear Partners,

When I took on the position of Equinix CEO and President in June 2024, it was with great appreciation for both the company's legacy and its promise for the future. Looking back, Equinix has been built on 26 years of strategic planning, operational excellence and customer service. Looking forward, with the continued momentum of cloud adoption and artificial intelligence, these qualities will no doubt endure—but we intend to augment them with an even bolder approach to growth and an even deeper aspiration to connect our customers and the world like never before.

In the first six months, my priority was listening—to customers, partners, policymakers, employees, shareholders, and members of the communities in which we operate. It is with the input and insights from these voices that we have defined the true scope of the opportunities ahead, as well as the measures we need to take to make the most of them.

Later in the year, we began putting these measures into action, adapting our business strategically, structurally and operationally to meet tomorrow's demand for digital infrastructure. I'm incredibly pleased and proud that, in 2024, the Equinix team clearly demonstrated its ability to evolve and execute equally successfully.

## Our Future First approach

We believe in a future where technology drives sustainable growth. Future First is our commitment to sustainability as we deliver digital infrastructure that fosters positive change through secure and efficient solutions.

In 2024, we remained true to our commitments around sustainability and operational excellence, delivering greater than five nines of uptime for our customers and improving our power usage effectiveness (PUE) by more than 6%. We also achieved our seventh consecutive year of greater than 90% renewable energy coverage and executed 370 megawatts of new power purchase agreements (PPAs).

In recognition of the dedication of our teams in advancing our sustainability efforts, we were pleased to be recognised on CDP's prestigious Climate Change 'A' List for the third consecutive year and to be rated AAA by MSCI for the first time. We were also delighted to be recognised as an industry leader in real estate by JUST Capital for the fourth consecutive year.

## Our way forward

The pace of technological change has never been faster. I strongly believe that the market opportunity, and Equinix's relevance to that opportunity, has never been greater.

The timing for a bolder approach could not be better. Equinix's future as a leader in the rapidly expanding digital infrastructure industry is at least as bright as its legacy. Our performance in 2024 demonstrates the strength, resilience and consistency of our business and is a tribute to our global footprint, leading interconnection density and deeply skilled teams. I am confident that all of this together will continue to extend our already substantial differentiation in the market and enable Equinix to deliver digital infrastructure that is more powerful, accessible and sustainable.

With appreciation for your continued trust,



A handwritten signature in black ink that reads "Adaire Fox-Martin". The signature is fluid and cursive, written in a professional style.

**Adaire Fox-Martin**  
Chief Executive Officer and President  
Equinix, Inc.

# Future First

We believe in a future where technology drives sustainable growth and transformative social impact. Future First is our commitment to sustainability as we deliver digital infrastructure that fosters positive change through secure, efficient solutions.



## Our approach

Our comprehensive Future First strategy focuses on driving our sustainability initiatives aligned to three pillars. We grow our digital infrastructure sustainably through our commitment to decarbonizing and minimizing environmental impact. We drive social progress by championing belonging for all, fostering a people-centered culture and working to close the digital divide in the communities where we build, work and live.

We lead with integrity by building our business on a foundation of ethical conduct for accessible, resilient and responsibly managed digital infrastructure. We believe in a future where technology drives sustainable growth and transformative social impact. Future First is our commitment to sustainability as we deliver digital infrastructure that fosters positive change through secure, efficient solutions.

### Grow our digital infrastructure sustainably

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Decarbonize our global operations

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Optimize efficiency through innovation, creating infrastructure that meets the rising demand of AI and new technologies

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Responsibly manage natural resources while enabling business expansion

### Drive social progress

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Foster belonging in our workforce

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Cultivate a people-centered culture

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Bridge the digital divide in communities where we work and live

### Lead with integrity

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Prioritize responsible business practices, strong corporate governance and global compliance

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Inspire trust by acting with accountability, transparency and sincerity

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Advocate for public policy supporting sustainable business and the digital economy

## Awards and recognition

In 2024, we received recognition for our sustainable operations, innovations and commitments.



## Committed to our customers

Our customers are at the center of everything we do. Our digital infrastructure enables them to seamlessly access a global portfolio, deliver innovative services at the edge and connect with sustainability-minded partners and suppliers. These are just a few reasons why more than 10,000 customers rely on Equinix.

We also help our customers drive progress toward their decarbonization goals and comply with reporting requirements through Green Power Reports (GPRs), which give visibility into electricity consumption, renewable energy coverage and carbon emissions from their activities at Equinix International Business Exchange™ (IBX™) sites. In 2024, customer requests for these reports increased nearly 50% from the previous year.

Read more about how we help customers succeed: [Equinix.com/insights/customer-success](https://equinix.com/insights/customer-success).



## Partnering for impact

We recognize that driving sustainability is a collaborative effort, so we work with peers, industry associations, nongovernmental organizations and others to maximize our impact within and beyond our sector. For instance, we played a lead role in the founding of the Asia-Pacific Data Centre Association (APDCA), a first-of-its-kind regional trade association formed to represent the collective interests of the data center industry. We also continue to partner with organizations such as Generation, Skillsbridge and Disability:IN to find new ways of connecting communities to meaningful opportunities at Equinix.

## Accountability

Equinix manages sustainability through a dedicated Sustainability Program Office (SPO). The SPO coordinates with cross-functional teams to embed sustainability globally. This includes defining our Future First strategy, implementing and advocating for initiatives, processes and systems, reporting progress, and engaging stakeholders. Our Sustainability Vice President Steering Committee supports the SPO by driving strategic decision-making across functions.

The SPO reports to the Chief Financial Officer and is accountable to the Sustainability Executive Steering Committee and Nominating and Governance Committee of Equinix's Board of Directors.

## Transparency

Transparency is a hallmark of our strategy. We provide updates on our sustainability progress and performance through our Sustainability Report website. Our disclosures consider international reporting frameworks such as Accounting for Sustainability (A4S), the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD).<sup>1</sup>

## Learn more

Learn more about our Future First strategy, commitments and strategic partnerships: [sustainability.equinix.com](https://sustainability.equinix.com).

"Having 100% certified green energy was a priority for us, especially for this type of high-performance, supercomputer/AI environment. Following Continental's sustainability framework, the project team was very happy to see that Equinix could provide us with the necessary resources to run AI trainings much faster with greater optimization and sustainably."

**CONTINENTAL AG**

1. SASB and TCFD are now part of the International Financial Reporting Standards (IFRS).

# Grow our digital infrastructure sustainably

We commit to decarbonizing and minimizing environmental impact while enabling our customers to leverage the full potential of the digital economy through high-performance data centers.



## Our progress

**96%**

renewable coverage

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

**1.2 GW** of PPAs under contract

370 MW of new PPAs executed in 2024, including our first in the APAC region<sup>2</sup>

**0.95**

average annual WUE

Water usage effectiveness of our entire global portfolio of data centers

**1.39**

average annual PUE

6% Power usage effectiveness improvement from 2023

**A** list CDP Climate Change rating

Achieved highest ranking score for the third consecutive year

**Customer Water Report launch**

Provides site-level WUE and customer's allocated water withdrawal

**\$51M**

invested in energy efficiency

Driving environmental stewardship and operational excellence in 2024

**29%**

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

Covered by supplier-set science-based targets

**14.5**

GWh of heat export

Putting recovered heat back to use in our communities and increasing community energy resilience, a 245% increase from 2023

2. Includes Australia, India and Singapore.

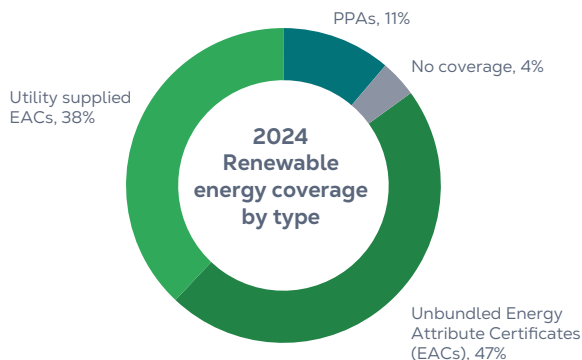
3. Includes Category 1 and 2 Scope 3 emissions.

## Environmental data<sup>4</sup>

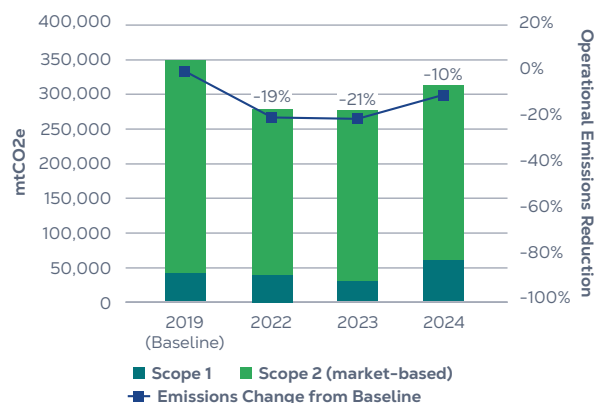
Metric	Units	2019 (Baseline)	2022	2023	2024
Electricity Consumption	GWh	5,700	7,750	8,170	8,560
Renewable Energy	GWh	5,250	7,430	7,850	8,230
% Renewable Energy <sup>5</sup>	%	92%	96%	96%	96%
PUE (Annual Average)	Quotient	1.54	1.46	1.42	1.39
Energy Intensity	GWh / million USD revenue	1.028	1.077	1.007	0.989
GHG Emissions: Scope 1	mtCO <sub>2</sub> e	40,700	40,300	29,000	59,400
GHG Emissions: Scope 2 (location-based)	mtCO <sub>2</sub> e	2,081,000	2,418,000	2,623,800	2,693,500
GHG Emissions: Scope 2 (market-based)	mtCO <sub>2</sub> e	308,000	241,000	247,600	253,300
GHG Emissions: Scope 3	mtCO <sub>2</sub> e	1,311,000	1,292,000	1,249,000	1,435,000
Carbon Intensity (location-based)	mtCO <sub>2</sub> e / million USD revenue	381	338	324	315
Carbon Intensity (market-based)	mtCO <sub>2</sub> e / million USD revenue	63	39	34	36
WUE (Annual Average; all sites)	Quotient	–	–	1.07	0.95
WUE (Annual Average; evaporative sites <sup>6</sup> only)	Quotient	–	–	1.63	1.55

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

### Renewable energy coverage by type



### Operational emissions reduction<sup>4</sup>



## Environmental partnerships



4. We have updated our methodology. The resulting adjustments explain the minor discrepancies between current figures and those reported historically.

5. Percent renewable energy coverage across all Equinix data centers for both building overhead and customer IT equipment.

6. Evaporative sites refer to data centers with cooling systems that utilize water. WUE data was first reported in 2023; thus, no prior-year data is available.

# Drive social progress

We drive social progress by championing belonging for all, fostering a people-centered culture and working to close the digital divide in the communities where we build, work and live.



## Our progress

81/83/86

employee satisfaction survey scores for eSat, belonging and wellbeing

70%

of global people managers completed hiring training to ensure a fair, transparent, standardized process

51  
training hours

Average per employee, a 28% increase from 2023

\$4.1M  
in funding

was donated to 2,300+ causes through employee donations, matching gifts, community-based donations, crisis response efforts and Equinix Foundation grants

63  
organizations

partnering in digital inclusion funded by Equinix Foundation<sup>7</sup>

37,695  
hours

of employee volunteering, a 49% increase from 2023

40 WeAreEquinix  
teams

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

853  
volunteer leaders

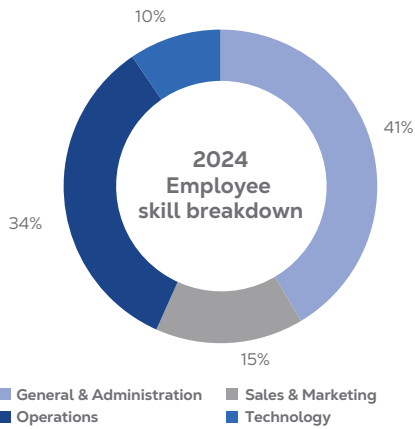
spearheading employee-led events and initiatives to further belonging and wellbeing

93%

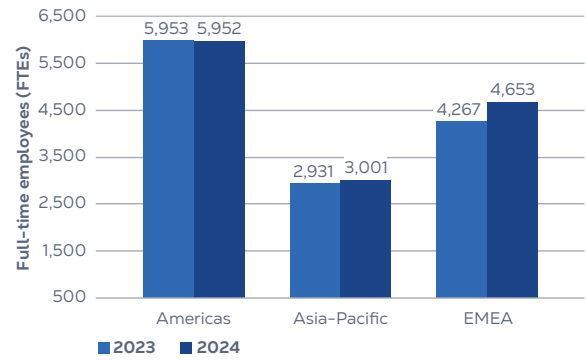
of employee volunteers say their leadership role positively affected their feelings of inclusion and belonging

7. Represents both grants and WeGive community-based donations.

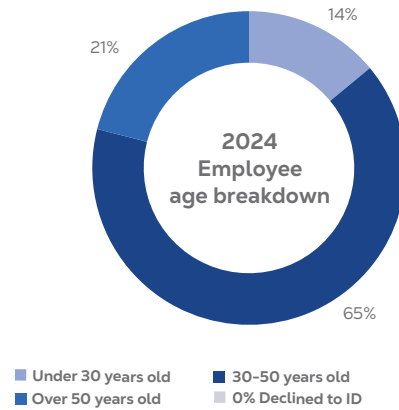
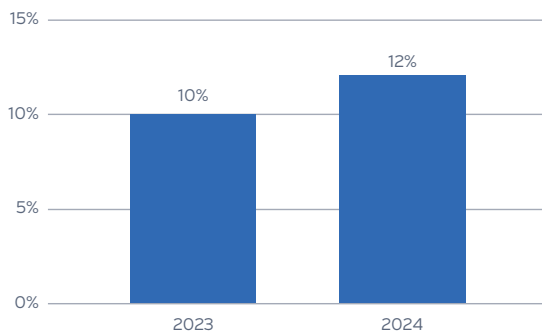
## Social data



EMPLOYEES BY REGION



EMPLOYEE TURNOVER



## Social impact partnerships



# Lead with integrity

We build our business on a foundation of ethical conduct for accessible, resilient and responsibly managed digital infrastructure.



## Our progress

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# 11 years

of 100% employee completion of ethics and compliance trainings

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## CPA-Zicklin Index Trendsetter

for second consecutive year as recognition for our political transparency

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## Successful Leadership Transition

Onboarded new CEO and President with robust succession planning process

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# \$7B+

issued in green bonds since 2020, making Equinix one of the top five U.S. corporate issuers of green bonds<sup>8</sup>

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# 18

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

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# Three

independent directors are currently operating executives of public companies, bringing key and relevant expertise to the boardroom

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## Globally ISO 22301 certified

in business continuity management for four years

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# 7.96 years

Average Board member tenure providing optimum oversight

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## Global Data Privacy Training program

created and launched to embed privacy by design into our business

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8. Reflects Green Bonds issued as of March 2025.

## Governance and Board structure<sup>9</sup>

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

9

Members on our Board of Directors

6

Number of standing Board Committees

>87%

Voting in favor of 2024 Say-on-Pay Advisory vote<sup>10</sup>

7

Independent directors

7.96

Average Board tenure in years

8

Number of Board meetings held in 2024



Sustainability oversight



Separate chair and CEO



Proxy access



Code of Business Conduct for directors and executive officers



Lead independent director



Independent chair

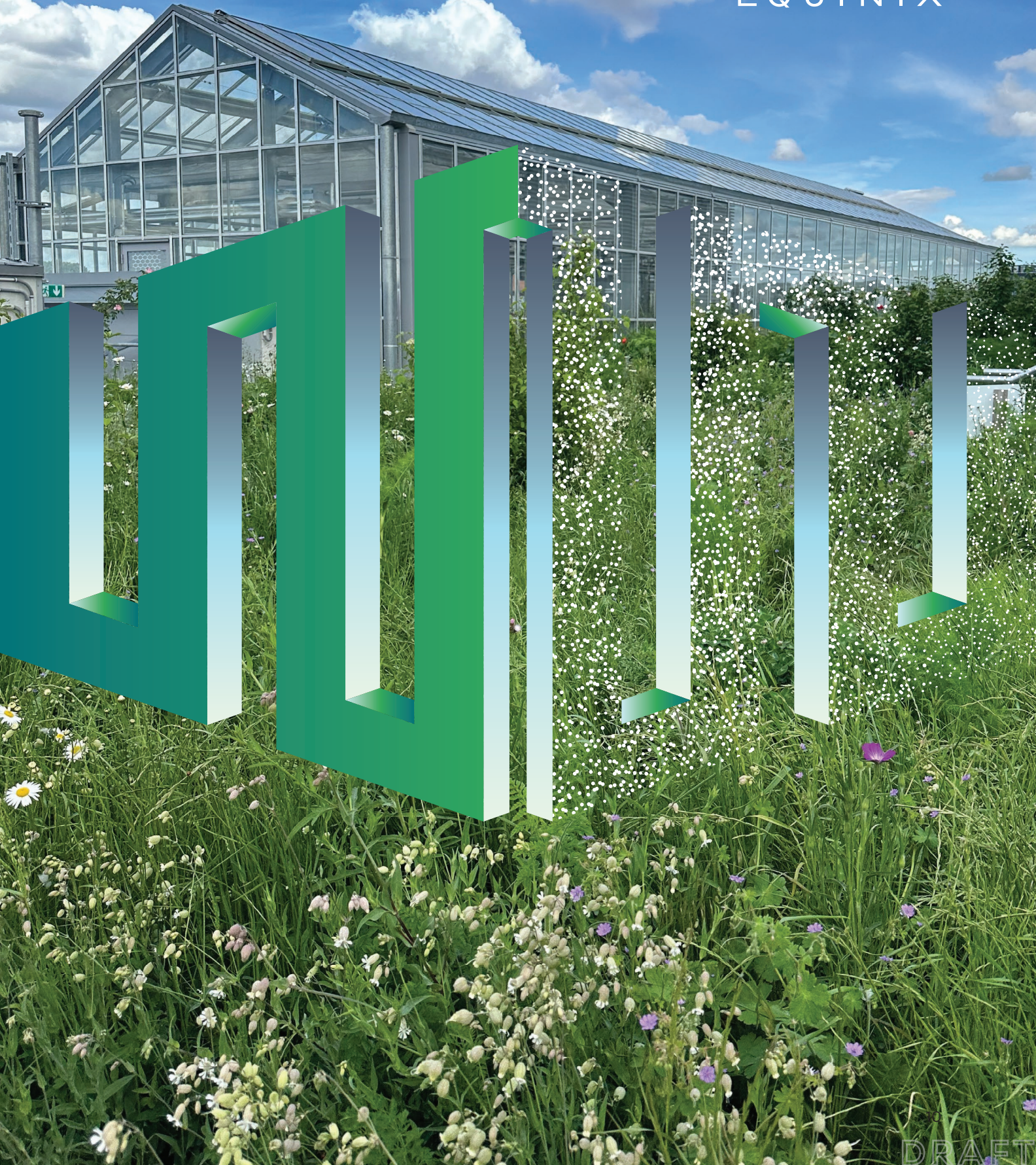
## Governance partnerships



9. Data as of December 31, 2024.

10. Based on shares represented in person or by proxy at the 2024 annual meeting of stockholders that voted on the matter.

# GRI Standards FY2024



## GRI Standards–Universal Standards

Equinix has reported with reference to the GRI Standards for the period January 1, 2024, to December 31, 2024.

GRI 1 used: GRI 1: Foundation 2021

GRI 2: The Organization and Its Reporting Practices		
Disclosure No.	Disclosure Title	2024 Response/Location
2-1	Organizational details	<p>Equinix, Inc. (Nasdaq: EQIX) is a Real Estate Investment Trust (REIT) and is publicly traded on the Nasdaq Stock Market. Our headquarters is located at One Lagoon Drive, Redwood City, California 94065, USA. Equinix operates 268 International Business Exchange™ (IBX) and xScale® data centers in 74 strategic markets in 35 countries across the Americas, Asia-Pacific, and Europe, the Middle East and Africa (EMEA). Equinix operates in:</p> <ul style="list-style-type: none"> <li>• Americas: Brazil, Canada, Chile, Colombia, Mexico, Peru and the U.S.</li> <li>• Asia-Pacific: Australia, China, India, Indonesia, Japan, Malaysia, Singapore and South Korea</li> <li>• EMEA: Bulgaria, Côte d'Ivoire, Finland, France, Germany, Ghana, Ireland, Italy, Netherlands, Nigeria, Oman, Poland, Portugal, South Africa, Spain, Sweden, Switzerland, Turkey, UAE and the U.K.</li> </ul>
2-2	Entities included in the organization's sustainability reporting	All entities listed in our <a href="#">2024 Form 10-K</a>
2-3	Reporting period, frequency and contact point	<p>Reporting for the 2024 calendar year; Equinix publishes its sustainability report annually. This report was released in April 2025 and covers 2024 data. For questions regarding the report, please contact:</p> <p>Sustainability Program Office  <a href="mailto:sustainability@equinix.com">sustainability@equinix.com</a>            1.800.322.9280</p>
2-4	Restatements of information	None
2-5	External assurance	This report does not have external assurance; however, Equinix's energy, renewable energy, greenhouse gas (GHG) emissions and water data have been externally verified to Limited Assurance Standards ISO 14064-3.

GRI 2: Activities and Workers

Disclosure No.	Disclosure Title	2024 Response/Location
2-6	Activities, value chain and other business relationships	<p>Equinix provides a variety of IBX and xScale data centers as well as interconnection solutions and managed IT infrastructure services. Additional details are available in our <a href="#">2024 Form 10-K</a>. Equinix operates in 74 strategic markets across the Americas, Asia-Pacific and EMEA with more than 10,000 customers, including a diversified mix of cloud and IT service providers, content providers, enterprises, financial companies, and network and mobile service providers. In 2024, we opened 16 new data centers, inclusive of new xScale sites via our joint ventures. When including an additional data center that opened in February 2025, this results in an increase in our total number of data center facilities to 268. See <a href="#">2024 Form 10-K</a>, Item 1 for details.</p> <p>Our global, state-of-the-art data centers meet strict standards of security, reliability, certification and sustainability. Our footprint consists of 268 data centers worldwide:</p> <ul style="list-style-type: none"> <li>• IBX data centers are our carrier-neutral colocation data centers, providing our customers with the secure, reliable and robust environments (including space and power) necessary to aggregate and distribute information and connect digital and business ecosystems globally. IBX data centers provide access to vital ecosystems where enterprises, network, cloud and SaaS providers, and business partners can directly and securely interconnect to each other.</li> <li>• xScale data centers are designed to serve the unique core workload deployment needs of a targeted group of hyperscale companies, which include the world's largest cloud service providers. Hyperscalers require infrastructure to support demanding workload requirements for cloud and AI initiatives. With xScale data centers, which are developed and operated through our joint venture partnership arrangements, hyperscale customers add to their core hyperscale data center deployments and existing customer access points at Equinix, allowing streamlined expansion with a single global vendor.</li> </ul> <p>Our supply chain consists of the materials and utilities contracts needed to provide the space, power and cooling that we offer our customers. The space consists of the materials used to build our data centers and the contractors we hire during the construction phases. The power and cooling infrastructure consists of equipment inside the sites that brings power to our customers' electronic equipment reliably (including backup generators and UPS units) and maintains the necessary temperatures, airflow and humidity needed to keep our customers' equipment running effectively and reliably (HVAC equipment). Our power supply chain is monitored and managed for both price and environmental concerns. We also use a variety of suppliers who help us maintain some aspects of data center operations and reliability, such as physical security measures and security personnel, janitors, waste management companies, etc. In addition, we use a variety of consultants and suppliers to help us improve our business strategy and processes. We are committed to ensuring that our suppliers maintain high standards of ethics and environmental compliance. Our <a href="#">Business Partner Code of Conduct</a> details our supplier sustainability requirements.</p>

GRI 2: Activities and Workers, continued		
Disclosure No.	Disclosure Title	2024 Response/Location
2-7	Employees	<p>Total employee headcount: Equinix had 13,606 employees as of December 31, 2024.</p> <p>Total number of employees by type:</p> <ul style="list-style-type: none"> <li>• Permanent: 13,267</li> <li>• Temporary: 339</li> <li>• Nonguaranteed hours: N/A</li> </ul> <p>Total number of employees by type and by gender:</p> <ul style="list-style-type: none"> <li>• Permanent: 9,494 men, 3,707 women, and 66 declined to identify</li> <li>• Temporary: 237 men, 102 women, and 0 declined to identify</li> <li>• Nonguaranteed hours: N/A</li> </ul> <p>Total number of employees by type and by region:</p> <ul style="list-style-type: none"> <li>• Americas: 5,935 permanent and 17 temporary</li> <li>• Asia-Pacific: 2,937 permanent and 64 temporary</li> <li>• EMEA: 4,395 permanent and 258 temporary</li> </ul> <p>Total number of employees by employment type and by gender:</p> <ul style="list-style-type: none"> <li>• Full-time: 9,681 men, 3,720 women, and 65 declined to identify</li> <li>• Part-time: 50 men, 89 women, and 1 declined to identify</li> </ul> <p>Total number of employees by employment work schedule and by region:</p> <ul style="list-style-type: none"> <li>• Americas: 5,922 full-time and 30 part-time</li> <li>• Asia-Pacific: 2,985 full-time and 16 part-time</li> <li>• EMEA: 4,559 full-time and 94 part-time</li> </ul>
2-8	Workers who are not employees	<p>The total number of workers who are not employees is 5,072, which includes the following: Staff Augmentation–Temp/Agency Workers, Independent Contractors/Small Business Contractors, Professional Services Consultants, Outsourced Services and Outsourced Security Officers, and Employees of a Joint Venture.</p> <p>All the above categories are not included in the full-time employee (FTE) headcount.</p>

GRI 2: Governance		
Disclosure No.	Disclosure Title	2024 Response/Location
2-9	Governance structure and composition	<a href="#">2025 Proxy Statement</a>
2-10	Nomination and selection of the highest governance body	<a href="#">2025 Proxy Statement</a>
2-11	Chair of the highest governance body	<a href="#">2025 Proxy Statement</a>

GRI 2: Governance, continued

Disclosure No.	Disclosure Title	2024 Response/Location
2-12	Role of the highest governance body in overseeing the management of impacts	<p>The Nominating and Governance Committee of the Board of Directors is responsible for sustainability oversight and reviewing strategies, policies, practices, performance and reporting related to sustainability matters. The Committee reviews focused environmental metrics quarterly and receives an annual update from the Sustainability Program Office (SPO).</p> <p>The Sustainability Executive Steering Committee helps to review broader objectives, key results and initiatives to ensure their alignment with organizational goals and priorities. The committee includes the Executive Chairman; Chief Executive Officer and President; Chief Financial Officer; Executive Vice President, Global Operations; Chief Business Officer; and Chief Legal Officer who are responsible for delegating sustainability topics to other senior executives and employees. The Executive Steering Committee meets every six months and is updated on progress, impacts and priorities by the Sustainability Program Office.</p> <p>Reporting to the Sustainability Executive Steering Committee, our Sustainability Vice President (VP) Steering Committee drives daily program decision-making and strategies across functions. This cross-functional committee is made up of vice president and senior vice president-level representatives from Procurement; Global Design and Construction (GDC); Operations; Global Regulatory, Public Policy, Privacy and Compliance (GRPC) and Global Products and Markets. Specifically, the committee acts as a decision-making mechanism for matters related to executing the company's overall sustainability strategy. The Sustainability VP Steering committee meets quarterly.</p> <p>Working with other Equinix teams, the SPO, led by the Global VP of Sustainability, sets the sustainability strategy and key targets for the company. The SPO also collaborates cross-functionally to interpret changes in the external sustainability environment and assess strategic consequences for Equinix. The team communicates and navigates organizational complexity to enable Equinix to deliver on its sustainability commitments, including defining strategy, implementing and measuring initiatives, reporting progress against goals and engaging stakeholders.</p> <p>Consultation with stakeholders is led by the Working Team. Equinix's <a href="#">materiality assessment</a> (last updated in the fall of 2022) engaged a variety of stakeholders who provided their feedback on Equinix's sustainability programs and goals.</p> <p>Equinix's Investor Relations (IR) team also met with numerous investors around the world by attending or hosting over 30 investor conferences, non-deal road shows, and investor group events. Certain investors also requested engagement meetings to discuss topics related to our corporate governance model, key sustainability issues or our executive compensation program. Additionally, Equinix's IR team proactively reached out for meetings with our 25 largest stockholders in late 2024 to discuss these topics and solicit feedback.</p> <p>Equinix's corporate governance structure can be found on Equinix's Investor Relations website under Corporate Governance. Additional details are available in our <a href="#">2025 Proxy Statement</a>.</p>
2-13	Delegation of responsibility for managing impacts	
2-14	Role of the highest governance body in sustainability reporting	
2-15	Conflicts of interest	<a href="#">2025 Proxy Statement</a>
2-16	Communication of critical concerns	For a description of our Board's oversight of risk management, please refer to our <a href="#">2025 Proxy Statement</a> . We do not report the total number and nature of the critical concerns presented to the Board.
2-17	Collective knowledge of the highest governance body	<p>Within our <a href="#">2025 Proxy Statement</a>, we have provided a matrix of the particular skills and experience our directors bring to the Board.</p> <p>Please refer to the <a href="#">Equinix Corporate Governance Guidelines</a> for continuing education of our Board members. All directors will be offered the opportunity and are encouraged to participate in continuing education programs, with any associated expenses to be reimbursed by the company. It is the intent of the Board that at least one member of the Board shall attend such a program at least once every two years.</p>
2-18	Evaluation of the performance of the highest governance body	<a href="#">2025 Proxy Statement</a> —A self-assessment of the Board is also conducted annually, at which time each member is free to evaluate and comment as to whether they feel this leadership structure continues to be appropriate.

GRI 2: Governance, continued		
Disclosure No.	Disclosure Title	2024 Response/Location
2-19	Remuneration policies	<a href="#">2025 Proxy Statement</a>
2-20	Process to determine remuneration	<a href="#">2025 Proxy Statement</a>
2-21	Annual total compensation ratio	<a href="#">2025 Proxy Statement</a>

GRI 2: Strategies, Policies and Practices		
Disclosure No.	Disclosure Title	2024 Response/Location
2-22	Statement on sustainable development strategy	<a href="#">A message from our CEO and President</a>
2-23	Policy commitments	<p>At Equinix, we are all working together to build an organization that is defined by its honesty, integrity and consistently ethical behavior. Our commitment to the highest standards of business and professional conduct differentiates our business as much as our technology. Our passion to create a great, enduring company is exceeded only by our promise to do so with uncompromising integrity and commitment to ethical business practices.</p> <p>As a global company, we embrace honesty and integrity because it's fundamentally the right thing to do, but ethical behavior also makes good business sense. When we place integrity and ethical values at the center of our business, our customers and partners know they can trust our company and the products and services we deliver.</p> <p>Our <a href="#">Code of Business Conduct</a> reflects and documents our ethical standards and policies each of us must uphold. It provides us with the information, resources and tools necessary to create clear, consistent global standards for ethical business conduct and compliance with laws. We are all expected to know our Code and to use it to guide our daily interactions. It is designed to help us make the right choices when we encounter challenging ethical situations.</p> <p>Equinix employees all have the right and the responsibility to protect our company culture from any conduct that threatens our values or harms our reputation. Holding each other accountable to live our values is what makes Equinix a special place to work. If we ever have questions or concerns that our Code of Business Conduct is being violated, we are asked to speak up. We are encouraged to talk with our managers, Equinix's Chief Compliance Officer, the Global General Counsel or the Chief HR Officer. We may also report anonymously using our online ethics form or multilingual phone service.</p>
2-24	Embedding policy commitments	<p>All Equinix employees must complete regular ethics and compliance-related training. In addition, all employees, including executives, as well as Board members must complete ethics and compliance-related training as part of onboarding.</p> <p>The Equinix <a href="#">Code of Business Conduct</a> applies to every Equinix officer, director and employee, including part-time and temporary employees. It should also be followed by those acting on Equinix's behalf, such as agents, representatives and consultants. We are all expected to comply with the letter and the spirit of the Code of Business Conduct.</p> <p>Equinix maintains a Business Partner Code of Conduct, which applies to all Business Partners, including, but not limited to, suppliers, resellers, consulting partners and service providers. It states our expectations from our Business Partners and their employees, agents and subcontractors when conducting business with or on behalf of Equinix.</p>

GRI 2: Strategy, Policies and Practices, continued

Disclosure No.	Disclosure Title	2024 Response/Location
2-25	Processes to remediate negative impacts	<p>Our reputation as an ethical company depends on all of us working together to ensure our high ethical standards are upheld. We take all reports seriously. When a concern is raised, an independent and impartial team will conduct a thorough review and investigate. We make every effort to understand the complete picture in an objective and thorough way. Information provided is only shared with people who need to know to resolve the issue.</p> <p>At Equinix, there are a number of appropriate ways for employees to speak up about questions or concerns they may have, including:</p> <ul style="list-style-type: none"> <li>• Talking to their manager</li> <li>• Contacting their HR representative or <a href="mailto:hrdirect@equinix.com">hrdirect@equinix.com</a></li> <li>• Raising a case with Human Resources</li> <li>• Contacting Equinix's Chief Compliance Officer</li> <li>• Emailing the Ethics and Compliance Office at <a href="mailto:ethicsandcompliance@equinix.com">ethicsandcompliance@equinix.com</a></li> <li>• Reaching out to a local legal representative</li> <li>• Contacting the Ethics and Compliance Helpline at <a href="http://equinix.ethicspoint.com">equinix.ethicspoint.com</a></li> </ul>
2-26	Mechanisms for seeking advice and raising concerns	<p>At Equinix, there are a number of appropriate ways for employees to speak up about questions or concerns they may have, including:</p> <ul style="list-style-type: none"> <li>• Talking to their manager</li> <li>• Contacting their HR representative or <a href="mailto:hrdirect@equinix.com">hrdirect@equinix.com</a></li> <li>• Raising a case with Human Resources</li> <li>• Contacting Equinix's Chief Compliance Officer</li> <li>• Emailing the Ethics and Compliance Office at <a href="mailto:ethicsandcompliance@equinix.com">ethicsandcompliance@equinix.com</a></li> <li>• Reaching out to a local legal representative</li> <li>• Contacting the Ethics and Compliance Helpline at <a href="http://equinix.ethicspoint.com">equinix.ethicspoint.com</a></li> </ul> <p>Equinix's <a href="#">Code of Business Conduct</a> also details the company's whistleblower protection practices. Equinix's <a href="#">Whistleblower Protection Policy</a> protects corporate "whistleblowers," ensuring that concerns around ethics and corruption are taken seriously and acted upon by the company.</p>
2-27	Compliance with laws and regulations	<p>As a global company, Equinix must comply with the laws in all the places we do business. Our <a href="#">Code of Business Conduct</a> makes clear, and our employees receive training that explains, all employees are responsible for understanding and complying with the laws and regulations that affect our jobs. In this way we proactively avoid both the monetary and reputational risks associated with sanctions and fines for noncompliance with applicable laws. In 2024, Equinix received no significant or material fines or nonmonetary sanctions for noncompliance with laws and regulations.</p>
2-28	Membership associations	<p>Equinix's membership in any trade association does not indicate our agreement with all views and positions taken by the association. As of December 31, 2024, we were active members of the following trade organizations, as well as others:</p> <ul style="list-style-type: none"> <li>• Asia-Pacific Data Centre Association (APDCA)</li> <li>• Brazil-U.S. Business Council</li> <li>• Clean Energy Buyers Association (CEBA)</li> <li>• Data Center Coalition (DCC)</li> <li>• Digital Infrastructure Ireland</li> <li>• Dutch Data Center Association</li> <li>• European Data Centre Association (EUDCA)</li> <li>• France Datacenter</li> <li>• German Datacenter Association</li> <li>• Information Technology Industry Council (ITI)</li> <li>• National Association of Real Estate Investment Trusts (Nareit)</li> <li>• Northern Virginia Technology Council (NVTC)</li> <li>• TechUK</li> <li>• U.S.-Colombia Business Council</li> <li>• U.S.-Mexico Economic Council</li> </ul>

**GRI 2: Strategy, Policies and Practices, continued**

Disclosure No.	Disclosure Title	2024 Response/Location
2-29	Approach to stakeholder engagement	We engage internal and external stakeholders to collaborate on our Future First strategy and performance, fostering dialogue about shared priorities. See <a href="#">the supplementary stakeholder engagement table</a> to learn more about our key stakeholders, engagement methods and frequency of engagement.
2-30	Collective bargaining agreements	<p>Equinix recognizes and supports the rights of employees regarding formal representation either via works councils or union membership and representation. In addition, Equinix employees in several locations are covered by the scope of industry bargaining agreements, which Equinix fully complies with.</p> <p>In the Americas, both Brazil and Canada have collective bargaining. In Brazil, 100% of the workforce is covered by collective bargaining with the union. In Canada, 2.2% of the workforce is unionized.</p> <p>In Asia-Pacific, Equinix employees are not covered by collective bargaining or labor unions. However, in Japan, China and Korea, for any change in benefit or employment terms, Equinix will have to go through an employee consultation process and get their consent.</p> <p>In EMEA, the countries of Finland, France, Germany, the Netherlands, Spain and Sweden have formal works councils or representative employee bodies. France has collective bargaining in place, with the current scope applying to 65% of employees. Additionally, in Finland, Italy, Spain and Sweden, Equinix is subject to industry collective agreements governing terms and conditions of employment.</p>

**GRI 3: Disclosures on Material Topics**

Disclosure No.	Disclosure Title	2024 Response/Location
3-1	Process to determine material topics	<a href="#">Materiality Assessment</a>
3-2	List of material topics	<a href="#">Materiality Assessment</a>

Stakeholder Engagement (Supplement to 2-29)			
Who	When	How	Details (purpose of engagement)
Board of Directors	Annually or as needed	In-person and virtual meetings  Quarterly written updates	The Nominating and Governance Committee of the Board of Directors is responsible for sustainability oversight and reviewing strategies, policies, practices, performance and reporting related to sustainability matters. The Committee reviews focused sustainability metrics quarterly and receives annual updates from the Sustainability Program Office (SPO).
Sustainability Executive Steering Committee	Annually or as needed	In-person and virtual meetings	The SPO presents focused metrics to the Steering Committee regularly. The Steering Committee ensures management support through the commitment of resources, processes, systems and tools, and review and oversight of key sustainability issues.
Sustainability VP Steering Committee	Quarterly or as needed	In-person and virtual meetings	The VP Steering Committee provides direct support to working teams to drive the implementation of projects and achievement of sustainability goals.
Sustainability Working Team	Monthly meetings or as needed and ad hoc communications	In-person and virtual meetings, conference calls and emails	The Sustainability Working Team is composed of functional leads representing sustainability pillars, as well as 30+ functional area leaders across all three regions. The team sets goals, completes specific deliverables and activities, collects metrics and communicates progress to the SPO. It also manages risks and opportunities and identifies ideas to advance sustainability at Equinix. Global team members work with designated regional leads to disseminate information and conduct work.
Employees	Quarterly employee pulse surveys, ad hoc sustainability surveys	Third-party administered Pulse Survey platform and management relationships, including 1:1 meetings	We conduct quarterly pulse surveys to understand our global employee experience through employee satisfaction, belonging and wellbeing scores. Insights are shared with people managers to develop action plans and address the findings. We also survey at key stages of the employee life cycle, including onboarding and exit, to detect recurring themes and challenges. Employees and managers engage in quarterly conversations focused on growth, wellbeing, development and progress toward annual goals as part of our performance management process. Educational trainings are provided as part of our new-hire onboarding and throughout the year to key Equinix groups about our sustainability strategies and progress. The SPO organizes year-round ad hoc regional sales trainings to educate different sales teams based on their experience and engagement level with customers on the topic.
Customers	Ad hoc, monthly and annual global customer surveys; audits and customer business reviews	In-person and virtual meetings, emails, global customer NPS surveys and annual Customer Advisory Board (CAB) meetings	Delivering a high-quality, high-value customer experience is a top Equinix priority. Sustainability strategies, programs and data hold an increasingly important place in the customer journey. Our Global Customer Care team provides our customers with several official channels for sharing feedback and making sustainability requests. Inputs vary from open-ended comment forms, in-depth surveys with scored questions and participation in face-to-face meetings. We aim to reach 100% of our customers through our ongoing Net Promoter Score (NPS) survey, as well as continuous listening and learning across all our customer relationships.
Suppliers and service providers	Ad hoc	Account management and supplier selection process	At Equinix, we value our supplier relationships, and our suppliers are an important part of how we conduct business. We continue to execute against our five-year Supply Chain Sustainability strategy.
Investors, analysts and third-party rating groups	Quarterly, annually and ad hoc	Conference calls, in-person and virtual meetings, Analyst Day, voluntary disclosure in surveys and executive-led coalitions such as A4S and CECP	Our Investor Relations team regularly communicates with investors and equity research analysts. Equinix responds to information requests from investors and other third-party rating organizations.

Stakeholder Engagement (Supplement to 2-29), continued			
Who	When	How	Details (purpose of engagement)
Advocacy and nongovernmental organizations (NGOs)	Ad hoc	Conference calls, in-person and virtual conferences and signatures on white papers and letters	Equinix participates in a variety of industry and NGO advocacy opportunities, initiatives and activities. Our involvement and memberships help Equinix remain apprised of emerging issues and industry standards, allowing us to analyze policy and political information, influence association focus and positions and provide educational opportunities for Equinix employees. Through various forums, we are actively advocating for policies that promote the generation and use of renewable energy and other low-carbon alternatives. We also seek to support change that will build strong and thriving communities and will enable our data centers to play an integral role in development that maximizes environmental and social benefits.
Community / Social impact partners	Ad hoc	In-person and virtual meetings, conference calls and emails	To facilitate positive social impact, we have forged partnerships with organizations that share our vision for a more sustainable and inclusive future. Our potential to effect change together is much greater than what we could accomplish on our own.
Government and regulatory bodies	Ad hoc	Conference calls; conferences; signatures on white papers, public comments and letters; and in-person advocacy at country, state and local levels	Equinix seeks opportunities to provide regular input into government reviews, including those for utility planning processes and energy efficiency regulatory policies.
Messaging working group	Ad hoc	In-person and virtual meetings, conference calls and emails	Responsible for reviewing new and emerging sustainability content to ensure it aligns with Equinix approved messaging. The group is composed of members across Brand, Communications, Product Marketing and Legal teams, and collaborates closely with the SPO, which is responsible for overseeing the corporate sustainability strategy, messaging and guidance.

## GRI Standards–Topic-specific Disclosures

GRI 201: Economic Performance		
Disclosure No.	Disclosure Title	2024 Response/Location
201-1	Direct economic value generated and distributed	<a href="#">2024 Form 10-K</a> , Item 7
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Equinix 2024 CDP Climate Change and Water Survey response</a> , Questions 3.1.1, 3.6, 3.6.2

GRI 203: Indirect Economic Impacts		
Disclosure No.	Disclosure Title	2024 Response/Location
203-1	Infrastructure investments and services provided	<p>Infrastructure investments: <a href="#">2024 Form 10-K</a>, Note 18 in Notes to Consolidated Financial Statements.</p> <p>Equinix's Community Impact &amp; Foundation includes the programs and initiatives that empower employees to give back, with a focus on helping the communities where we live and work. We continue to connect communities to the opportunities of the digital world while harnessing the passion of employees for community-based service and giving. In 2024, over \$4.1 million in funding was donated to 2,300+ causes through employee donations, matching gifts, community-based donations, crisis response efforts and Equinix Foundation grants. It was a record year for employee donations at Equinix, and our Equinix Community Impact efforts resulted in approximately \$2.2 million in employee donations and company matching gifts. In addition, our Equinix employees served a total of 37,690 volunteer hours, a 49% increase in employee volunteering year-over-year.</p>
203-2	Significant indirect economic impacts	This metric helps determine how many job opportunities were created in 2024, both as a result of growth and from a need to replace leaving employees. A total of 1,507 employees were hired externally in 2024 against the 2,177 open positions, 158 positions were filled internally, and the remaining positions were not hired for, carried forward to 2025 or cancelled.

GRI 205: Anti-Corruption		
Disclosure No.	Disclosure Title	2024 Response/Location
205-1	Operations assessed for risks related to corruption	<p>Every organization is judged by the actions of its people. When individuals consistently act with honesty and integrity, their company builds trust and a reputation for ethical behavior. At Equinix, we believe that acting ethically not only is the right thing to do, but it also makes good business sense. Equinix is committed to the highest standards of business and professional conduct. We designed our Code of Business Conduct to reflect and document our ethical values and standards, including our stance on corruption. We assign mandatory trainings on the Code of Business Conduct and anti-bribery and corruption to ensure that all Equinix employees are provided guidance on applying our ethical standards in their day-to-day decision-making and actions on behalf of our company. We also periodically survey our employees and conduct risk assessments to assess the effectiveness of our programs. We continually review our business operations and market environment to assess the various risks that have the potential to adversely affect our business. These risks, including those related to corruption, are reported annually in the risk factors section of our SEC reporting. Please refer to our <a href="#">2024 Form 10-K</a>.</p>

**GRI 205: Anti-Corruption, continued**

Disclosure No.	Disclosure Title	2024 Response/Location
205-2	Communication and training about anti-corruption policies and procedures	All new hires at Equinix must complete both the Code of Business Conduct and anti-bribery and corruption (ABC) 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 ABC risk and Equinix's ABC policy and training program as part of their onboarding orientation session. Equinix's management team also participates in all employee mandatory trainings described above. Equinix's <a href="#">Whistleblower Protection Policy</a> protects corporate "whistleblowers," ensuring that concerns around ethics and corruption can be taken seriously and acted upon by the company.
205-3	Confirmed incidents of corruption and actions taken	Please review our <a href="#">SEC filings</a> for detailed reporting on Corruption, Ethics and Compliance issues. Equinix strives to avoid duplicate reporting.  In 2024, Equinix had no verified violations of applicable anti-bribery and corruption laws.

**GRI 302: Energy**

Disclosure No.	Disclosure Title	2024 Response/Location
302-1	Energy consumption within the organization	<a href="#">Equinix 2024 Sustainability Data Summary</a> , Tables 1.2.1 and 1.2.2
302-3	Energy intensity	<a href="#">Equinix 2024 Sustainability Data Summary</a> , Tables 1.2.6
302-4	Reduction of energy consumption	Demand reduction from the \$51 million of energy efficiency investments made in 2024 is roughly 6,600 kW annually.

**GRI 303: Water and Effluents**

Disclosure No.	Disclosure Title	2024 Response/Location
303-1	Interactions with water as a shared resource	<a href="#">Equinix Interactive Sustainability Report, Environment: Water Management</a>
303-2	Management of water discharge-related impacts	<a href="#">Equinix Interactive Sustainability Report, Environment: Water Management</a>
303-3	Water withdrawal	<a href="#">Equinix 2024 Sustainability Data Summary</a> , Table 1.3.1
303-4	Water discharge	<a href="#">Equinix 2024 Sustainability Data Summary</a> , Table 1.3.2
303-5	Water consumption	<a href="#">Equinix 2024 Sustainability Data Summary</a> , Table 1.3.3

GRI 305: Emissions		
Disclosure No.	Disclosure Title	2024 Response/Location
305-1	Direct (Scope 1) GHG emissions	<a href="#">Equinix 2024 Sustainability Data Summary</a> , Table 1.1.2 and <a href="#">Equinix Interactive Sustainability Report, Environment: Key Metrics</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Equinix 2024 Sustainability Data Summary</a> , Table 1.1.2 and <a href="#">Equinix Interactive Sustainability Report, Environment: Key Metrics</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Equinix 2024 Sustainability Data Summary</a> , Table 1.1.1 and <a href="#">Equinix Interactive Sustainability Report, Environment: Key Metrics</a>
305-4	GHG emissions intensity	<a href="#">Equinix 2024 Sustainability Data Summary</a> , Table 1.1.3
305-5	Reduction of GHG emissions	<a href="#">Equinix 2024 Sustainability Data Summary</a> , Table 1.1.4

GRI 401: Employment		
Disclosure No.	Disclosure Title	2024 Response/Location
401-1	New employee hires and employee turnover	<p>New employees hired (including new hire rate):</p> <ul style="list-style-type: none"> <li>• 2024: 1,662 (12.0%)</li> <li>• 2023: 2,318 (18.1%)</li> <li>• 2022: 2,465 (21.5%)</li> <li>• 2021: 1,751 (17.0%)</li> </ul> <p>(Note: Numbers depict how many people were hired during the year, both for newly created positions and for positions that became vacant as a result of employee attrition. Employees added as a result of acquisitions are not included. The new hire rate is determined as the number of new hires divided by the average annual head count.)</p> <p>Employee turnover rate:</p> <ul style="list-style-type: none"> <li>• 2024: 12%</li> <li>• 2023: 10%</li> <li>• 2022: 12%</li> <li>• 2021: 10%</li> </ul> <p>These numbers represent how many employees left the organization voluntarily (includes retirement and death) as well as involuntarily (due to dismissal, misconduct, job performance, etc.).</p>
401-3	Parental leave	<p>Retention rate after parental leave across all three regions:</p> <ul style="list-style-type: none"> <li>• 2024: Of 709 employees who took leave in 2023, 92% were still at Equinix in 2024 (92% of men, 93% of women).</li> <li>• 2023: Of 545 employees who took leave in 2022, 92% were still at Equinix in 2023 (91% of men, 93% of women).</li> <li>• 2022: Of 265 employees who took leave in 2021, 94% were still at Equinix in 2022 (96% of men, 90% of women).</li> </ul> <p>(Note: AMER numbers capture only the U.S., Canada and Brazil.)</p>

GRI 403: Occupational Health and Safety		
Disclosure No.	Disclosure Title	2024 Response/Location
403-1	Occupational health and safety management system	<a href="#">Equinix Interactive Sustainability Report, Social: Health, Safety and Wellbeing</a>
403-5	Worker training on occupational health and safety	<a href="#">Equinix Interactive Sustainability Report, Social: Health, Safety and Wellbeing</a>
403-9	Work-related injuries	<p>In 2024, Equinix had:</p> <ul style="list-style-type: none"> <li>• No fatalities as a result of work-related injury</li> <li>• 0% high consequence work-related injury rate</li> <li>• A recordable work-related injury rate of 0.07 globally per 200,000 hours worked</li> <li>• Lost-time injuries frequency rate (LTIFR) of 0.14 globally per 200,000 hours worked</li> </ul>

GRI 404: Training and Education		
Disclosure No.	Disclosure Title	2024 Response/Location
404-1	Average hours of training per year per employee	In 2024, Equinix employees averaged 51 hours of training per employee.
404-2	Programs for upgrading employee skills and transition assistance programs	<p>Learning resources available to employees include: Equinix-specific material created and deployed by various departments such as HR, Sales, Operations and Customer Care; Project Management; Agile; PMP Certification; Digital Literacy; Microsoft Office; Leadership; LinkedIn Learning; and a large variety of leadership and soft skills training resources.</p> <p>Equinix also has robust training programs covering our global policies and procedures. These are mandatory courses assigned to all employees and are available in multiple languages. Examples include: Global Code of Business Conduct, Anti-Bribery and Corruption, Preventing Workplace Harassment (in the U.S. and Asia-Pacific), Security Awareness and Responsibility, Business Continuity Training, and An Introduction to REITs. Training and resources are also provided through external channels such as function-specific conferences and function-specific trainings such as Tableau training.</p> <p>Equinix also offers tuition reimbursement for academic programs, which contributes to overall employee development.</p> <p>In 2024, Equinix averaged \$669 in training costs per FTE.</p>
404-3	Percentage of employees receiving regular performance and career development reviews	100% of managers hold quarterly conversations with their direct reports to address career development, feedback and progress against their goals in Workday. Employees also lead these conversations, providing feedback and sharing self-assessment reflections on their progress toward goals and their career development plans.

GRI 405: Diversity and Equal Opportunity		
Disclosure No.	Disclosure Title	2024 Response/Location
405-1	Diversity of governance bodies and employees	<p>The 2024 composition of Equinix's governance bodies and the executive team was as follows:</p> <ul style="list-style-type: none"> <li>• <a href="#">Board of Directors</a></li> <li>• <a href="#">Executive team</a></li> </ul> <p>The 2024 composition of Equinix's employees was as follows:</p> <ul style="list-style-type: none"> <li>• Regional employee breakdown: Americas (5,952: 43.7%), Asia-Pacific (3,001: 22.1%), EMEA (4,653: 34.2%), Total (13,606)</li> <li>• Gender diversity: women (28.0%), men (71.5%), declined to identify (0.5%)</li> <li>• Race/ethnic diversity: Black/African American (8.1%), Hispanic/Latinx (16.3%), Asian (23%), White (45.1%), Other (4.1%), declined to identify (3.4%)</li> <li>• Age diversity: Under 30 (14%), 30-50 (65%), Over 50 (21%), declined to identify (0%)</li> <li>• Skills diversity: General &amp; Administrative (41.4%), Sales &amp; Marketing (15.3%), Operations (33.8%), Technology (9.5%)</li> </ul> <p>Representation of women in 2024 by level, globally:</p> <ul style="list-style-type: none"> <li>• Representation of women at VP and above levels was at 35%</li> <li>• Representation of women at manager to senior director levels was at 28.8%</li> <li>• Representation of women below manager levels was at 27.4%</li> </ul> <p>Representation of women in 2024 in technical roles, globally:</p> <ul style="list-style-type: none"> <li>• Representation of women in technical roles is 12.7%</li> </ul> <p>Representation at each level by race/ethnicity, in the U.S. only:</p> <ul style="list-style-type: none"> <li>• At manager level to senior director level: Black/African American (4.4%), Hispanic/Latinx (8.9%), Asian (27.5%), White (52.9%), Other (2.7%), declined to identify (3.5%)</li> <li>• At levels below manager: Black/African American (12.0%), Hispanic/Latinx (23.9%), Asian (19.1%), White (36.2%), Other (5.5%), declined to identify (3.2%)</li> <li>• At VP levels and above: Black/African American (3.8%), Hispanic/Latinx (8.6%), Asian (12.4%), White (68.6%), Other (1.9%), declined to identify (4.8%)</li> </ul>
405-2	Ratio of basic salary and remuneration of women to men	<p>We are advocates of fair pay. Our Rewards &amp; Compensation team engages in regular market studies about pay, and since 2017, our global guidance to hiring managers is to refrain from asking candidates about their salary history and instead focus on the appropriate pay for the job being offered.</p>

GRI 406: Nondiscrimination		
Disclosure No.	Disclosure Title	2024 Response/Location
406-1	Incidents of discrimination and corrective actions taken	<p>Equinix recognizes the value of providing a work environment free from unjustified discrimination, harassment and retribution. Discrimination is prohibited by our company policies, which include our Employee Handbooks and Code of Business Conduct. These documents also describe how Equinix prohibits unlawful discrimination, harassment and retaliation, as well as the many resources available to staff members who wish to report any potential violations of these guidelines. Additionally, in the U.S. and Asia-Pacific, Equinix offers harassment training. Members of Equinix's Human Resources and/or Legal departments immediately and appropriately respond to all notifications of possible policy infractions. Equinix opposes contemporary slavery and human trafficking in all its manifestations, and we insist that everyone with whom we do business also opposes these practices.</p> <p>In 2024, Equinix had zero verified incidents of discrimination.</p>

GRI 417: Marketing and Labeling		
Disclosure No.	Disclosure Title	2024 Response/Location
417-1	Requirements for product and service information and labeling	Equinix data centers provide a secure and reliable place for our customers' IT equipment. Equinix supplies the power needed to run that equipment 24/7. In 2024, Equinix tracked the energy content for 100% of its IBX data centers globally and makes energy consumption, energy efficiency and renewable energy data available to its customers. Equinix's 100% clean and renewable energy goal is bringing more renewable energy generation sources online both locally and regionally in order to address the urgent need to move utility grids away from fossil fuels to address climate change. Upon request, customers can access custom Green Power Reports for their deployments within Equinix data centers. Sites covered with 100% renewable energy have zero Scope 2 market-based emissions for electricity-related operational emissions.

GRI 418: Customer Privacy		
Disclosure No.	Disclosure Title	2024 Response/Location
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2024, no material complaints concerning breaches of data privacy impacting our customers or losses of customer data were substantiated.

Company-specific Metrics		
Disclosure No.	Disclosure Title	2024 Response/Location
SOC-3-a (Equinix internal metric)	Employee satisfaction—survey response rate	<p>The Pulse Survey was released four times in 2024:</p> <ul style="list-style-type: none"> <li>• In Q1 of 2024, 82% of employees completed the survey.</li> <li>• In Q2 of 2024, 80% of employees completed the survey.</li> <li>• In Q3 of 2024, 79% of employees completed the survey.</li> <li>• In Q4 of 2024, 77% of employees completed the survey.</li> </ul> <p>When averaged across the quarters, the response rate was 80%.</p>
SOC-3-b (Equinix internal metric)	Employee satisfaction—survey results	In 2024, employee satisfaction was determined by the score in response to the survey question "How happy are you working at Equinix?" In 2024, employees responded with a satisfaction score of 82 in Q1, 82 in Q2, 81 in Q3 and 80 in Q4. Overall, 2024 employee satisfaction score average is 81.
SOC-10 (Equinix internal metric)	Total customer uptime in a given year as measured in yearly availability	Equinix IBX data centers feature advanced design, security, power and cooling elements to provide customers with industry-leading reliability, including average uptime of 99.999%+ availability globally in 2024. All Equinix IBX data centers are equipped with UPS power, backup systems and N+1 (or greater) redundancy. The company guarantees certain service levels, such as uptime, as outlined in individual customer contracts.
SOC-11 (Equinix internal metric)	Annual average power usage effectiveness (PUE)	<a href="#">Equinix 2024 Sustainability Data Summary</a> , Table 1.2.7
SOC-12 (Equinix internal metric)	Annual average water usage effectiveness (WUE)	<a href="#">Equinix 2024 Sustainability Data Summary</a> , Table 1.3.4

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We have the proper connectivity, the proper access to any cloud provider we want and we find more and more partners are meeting us in Equinix locations which of course is easier for us.”

AIR CANADA



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DRAFT