

Non-Financial Information Statement

EQUINIX SPAIN S.A.U.

**6, Calle Valgrande
28108 Alcobendas
Madrid, Spain**

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A. BASIS OF NON-FINANCIAL STATEMENT

According to the 11/2018 law of 28th of December (**Law 11/2018**), about non-financial information and diversity, the Board of Directors of Equinix Spain S.A.U. (**Equinix Spain**) issues this Non-financial Information Statement (**NFIS**) for the Financial Year ended on December 31, 2023 (**Reporting Year**) which is part of the management report and is presented in a separate document.

Additionally, this NFIS has a public character and could be consulted on the website www.sustainability.equinix.com. Also, this NFIS covers the aspects of Law 11/2018 that are not disclosed under the global GRI Index published by Equinix Inc. (**Equinix**), the parent company of Equinix Spain at <https://sustainability.equinix.com/gri-index-and-results/>. This NFIS has been prepared in reference to the reporting requirements and recommendations of the Global Reporting Initiative (**GRI**), consolidated set of sustainability reporting standards.

Moreover, Equinix has performed a materiality analysis considering the opinion of its main stakeholders. Based on materiality analysis, the following topics were identified as non-material:

Information required under Law 11/2018	GRI Reference	Reasons for Exclusion
Air pollution, including noise and light pollution	GRI 3-3 (2021) GRI 305-7	Not material for the business activities of Equinix Spain
Actions to fight food waste	GRI 3-3 (2021) GRI 306-4	Not material for the business activities of Equinix Spain
Measures for consumer health and safety	GRI 3-3 (2021) GRI 416-1	Not material for the business activities of Equinix Spain

B. ENVIRONMENTAL MANAGEMENT

1. Resources dedicated to preventing environmental risks

Equinix employees from multiple teams are working on global climate commitments and are organized globally, regionally, and in the country, including Spain Climate commitments are coordinated by a centrally staffed corporate Sustainability Program Office (SPO). Several other teams are also involved, such as Design & Construction, and in the country (regional), the Sustainability Project and Program Managers and Operations Compliance Managers. Across the teams, approximately 12 to 16 employees are involved in managing and reducing environmental impact (and risks) from their area of expertise with a direct and/or indirect impact on the environment in Spain.

2. Number of provisions and safeguards for environmental risks

The premises pollution liability insurance policy provides coverage for pollution conditions or indoor environmental conditions, including storage tanks. The limits of liability are USD \$1 million per pollution condition and USD \$1 million in the aggregate. The current policy period is November 15, 2022, to November 15, 2025; three-year policy term. In addition, the all risks property insurance policy provides coverage for all risks of physical loss or damage to property and equipment. We maintain property insurance on a replacement cost basis.

3. Environmental assessment or certification procedures

The Equinix EHS management system has been designed around the ISO 45001:2018 and ISO 14001:2015 management system model. The EHS policy (which includes energy management) has been established and is available publicly on the Intranet (under Legal) and on Equinix’s Investor site. This policy sets out Equinix’s commitment to protect staff, visitors, and others from harm when they are on our sites and to also prevent pollution to the environment.

4. Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste

Equinix recognizes that various types of waste are produced as a by-product of our activities and operations. The company applies the waste hierarchy to eliminate waste where possible. The segregation of waste is carried out by the local IBX waste management system and the usage of correct bins for disposing of the waste is ensured. A waste matrix is used to manage the duty of care with waste legislation in Spain. This is maintained and updated by the Health & Safety Compliance Manager. For all personnel who are involved in managing the disposal of waste and hazardous waste, specific training is provided to them. The waste matrix as well as consumption and waste records are held in the internal shared server. Also, only authorized collectors for waste are used. All documentation is fully completed, and records of each consignment are retained.

Used fluorescent tubes are classified as hazardous and must be safely stored in a place where they cannot break. The lead-acid batteries are removed and disposed of by the authorized waste contractors who maintain the technical equipment. Electronic equipment, such as printers, personal computers and monitors, and customer equipment are recycled where possible. All chemicals such as glycol, fuels, lubricating oils, etc. are discharged by a company that has a license for transporting and disposing of hazardous waste.

Hazardous & Non-Hazardous Waste	Quantity (kg)
Hazardous waste	8,348

Non-hazardous waste	19,777
Total	28,125

5. Consumption of raw materials and measures taken to improve the efficiency of their use

Equinix has undertaken embodied carbon studies for new build projects in Spain. These studies are part of a global effort aimed at understanding the distribution of embodied carbon within the facilities and identifying focus areas for future decarbonisation and determining which commodities and suppliers to prioritise. The findings from these studies inform and guide decisions on how to minimise material (embodied carbon) by optimising the form factor of the building, the site layout, and the positioning of the external plant. Equinix has updated the sustainability design standards to include a requirement for design teams to explore and maximise the opportunities for reusing construction materials onsite and offsite, as well as repurposing existing buildings whenever feasible. These updated standards, implemented in December 2023, will have an impact on future construction projects. In addition, Equinix has also evaluated the sustainability credentials of the highest emitting suppliers that are used on site through the supplier engagement program. Understanding supply chain embodied carbon impact is important for Equinix and its stakeholders and explains why “Green Building and Materials” are seen as a material aspect for the global company. For Equinix Spain, consumption of raw materials under Law 11/2018 in Spain is not material as the actual building and sourcing of raw materials is executed by sub-contractors.

6. Direct and indirect energy consumption

In Spain, the direct diesel consumption for the Reporting Year was 32,500 liters. Indirect energy consumption (electricity) has been part of global reporting and is published on the global sustainability website: [GRI Index & Results - Equinix Sustainability](#)

C. SOCIAL ISSUES

1. Total number and distribution of employees according to criteria representative of diversity (gender, age, country, occupational classification)

All employees in Equinix Spain have a permanent contract. Below are the details based on age and gender:

A. Age Range

Career Level	18-24	25-34	35-44	45-54	55-64	Total
Advisors, Associates	7	31	20	19	5	82
Sr Associates, Sr Analysts, Sr Staff	6	22	62	57	8	155
Managers, Sr. Managers, Principals,	0	2	23	34	4	63
Directors, VPs	0	0	2	5	2	9
Total	13	55	107	115	19	309

B. Gender

Career Level	Female	Male	Do not wish to self-identify	Total
Advisors, Associates	15	66	1	82
Sr Associates, Sr Analysts, Sr Staff	23	132	0	155
Managers, Sr Managers, Principals	15	48	0	63
Directors, VPs	1	7	1	9
Total	54	253	2	309

2. Total number and breakdown of employment contracts, average annual number of permanent contracts, temporary contracts, and part-time contracts by gender, age, and employee classification

All employees in Equinix Spain have a permanent contract. Also, the variation between the total number of employees at the end of the Reporting Year and the number of employees as an annual average was not significant.

Below are the details of contracts based on the type of employees, age range, and nature of the contract:

A. Gender

Gender	Employee Type
	Regular
Female	54
I do not wish to Self-Identify	2

Male	253
Total	309

Gender	Time Type		Total
	Full time	Part time	
Female	53	1	54
I do not wish to Self-Identify	2	0	2
Male	252	1	253
Total	307	2	309

B. Age Range

Age Range	Employee Type
	Regular
18-24	13
25-34	55
35-44	107
45-54	115
55-64	19
Total	309

Age Range	Time Type	
	Full time	Part time
18-24	13	0
25-34	55	0
35-44	106	1
45-54	114	1
55-64	19	0
Total	307	2

C. Ocupacional Classification

Career Level	Full Time	Part Time	Total
Advisors, Associates	82	0	82
Sr Associates, Sr Analysts, Sr Staff	153	2	155
Managers, Sr Managers, Principals	63	0	63
Directors, VPs	9	0	9
Total	307	2	309

3. **Number of dismissals by gender, age and occupational classification**

Below are the details for involuntary termination:

Career Level	Female	Male	Total
Advisor, Associate	0	6	6
Sr Associate, Sr Analyst	0	2	2
Manager	1	1	2
Director, VP	0	0	0
Total	1	9	10

Career Level	18-24	25-34	35-44	45-54	55-64	Total
Advisor, Associate	1	1	2	1	1	6
Sr Associate, Sr Analyst	0	0	0	1	1	2
Manager	0	1	0	0	1	2
Director, VP	0	0	0	0	0	0
Total	1	2	2	2	3	10

4. **Average salaries and their evolution broken down by gender, age and professional classification or equal value**

Below are the details of average salaries:

A. **Gender**

For FY 2022

Career Level	Female	Male
Advisors, Associates	25,930	22,815
Sr Associates, Sr Analysts, Sr Staff	44,067	42,609
Managers, Sr Managers, Principals	63,322	61,549
Directors, VPs*	-	123,030

* In the category of Directors and VPs, there are fewer than 3 female employees or employees who do not wish to self-identify their gender, so the information is not included.

For FY 2023

Career Level	Female	Male
Advisors, Associates	28,497	27,702
Sr Associates, Sr Analysts, Sr Staff	46,177	44,437
Managers, Sr Managers, Principals	65,816	67,084
Directors, VPs*	-	129,079

* In the category of Directors and VPs, there are fewer than 3 female employees or employees who do not wish to self-identify their gender, so the information is not included.

B. Age Range

For FY 2022

Career Level	Age Range				
	18-24	25-34	35-44	45-54	55-64
Advisors, Associates*	14,341	22,130	26,288	26,639	-
Sr Associates, Sr Analysts, Sr Staff*	-	42,285	42,227	43,583	49,338
Managers, Sr Managers, Principals*	0	-	58,326	65,181	59,396
Directors, VPs*	0	-	140,493	-	-

*Categories for certain age groups are not included because there are less than 3 employees in these groups.

For FY 2023

Career Level	Age Range				
	18-24	25-34	35-44	45-54	55-64
Advisors, Associates	25,399	26,534	28,386	29,731	30,765
Sr Associates, Sr Analysts, Sr Staff	27,678	44,312	45,248	44,816	53,369
Managers, Sr Managers, Principals	0	81,300	64,155	69,030	55,521
Directors, VPs*	-	-	105,691	136,908	161,703

*Categories for certain age groups are not included because there are less than 3 employees in these groups.

5. Pay gap, equal or average compensation for equal or average jobs in the company

Below are the details:

Average Salary by Age				
18-24	25-34	35-44	45-54	55-64
26,451	35,636	47,290	53,487	59,277

Gender	Average Salary
Female	49,848
Male	46,710

Pay Gap: -0.0672, calculated as per option 1 - gender wage gap by work classification (average): (men average – woman average) / men average

6. Implementation of policies for the disconnection from work

As part of the Employee Handbook, Equinix Spain describes the following:

Equinix takes employee wellbeing, including remote working and disconnection, very seriously. There are various tools and programs employees can choose from to manage and monitor their own personal wellbeing, including disconnection. The wellbeing team at Equinix also addressed wellbeing of employees at home during the Corona crisis. An example of internal programs available for employees via the well-being intranet, demonstrating all kind of programs available for employees. Equinix also recognized that during Covid times it became even more important than ever to seek out resources to support physical, mental and emotional wellbeing. Various internal and external resources have been gathered to support employees in taking care of themselves and loved ones. A few examples:

- Emotional, financial, physical thriving
- Connecting & social thriving programs
- Work-life thriving
- Community & giving back
- Manager Resources
- Global wellbeing calendar
- Finding a better way

Another example of how Equinix is supporting employee's wellbeing by going offline and disconnect at times when needed, building it into the daily and weekly routine which has been part of the wellbeing calendar program which supports virtual 15 minute wellbeing breaks to help make time for self-care.

7. **Employees with disabilities**

Equinix Spain is compliant with the General Law on Disability through to a "Certificate of Exceptionality (Ley General de Discapacidad trough a "Certificado de Excepcionalidad). Below is the number of employees with disabilities:

- Equinix Spain SAU entity: 1
- Equinix Spain Enterprises entity: 2

8. **Organization of working time**

Sections 4.2, 5, and 7.1 of the Employee Handbook for Spain comprise provisions on wellbeing, work-life balance, and parental leave. Equinix Spain provides one optional and one additional week of birth and childcare leave to the mother. Also, if any employee feels that they are not getting enough breaks and there is no work-life balance, then such an employee can approach the manager. For wellbeing of the employees, Equinix has an Employee Assistance Program which provides confidential counseling to deal with personal issues.

9. **Number of hours of absenteeism**

Below are the details on the absenteeism, average work day is 8 hours:

Reasons for Absenteeism	Number of hours
Disease	5,730
Maternity	802
Part-Time Maternity	82
Paternity	5,640
Part-Time Parenthood	603
Extension of Mutual Direct Payment	1,979
Relapse due to Illness	586
Total	15,420

10. **Occupational health and safety conditions**

In Spain, except for two IBXs – MD3x and MD6, all IBXs are certified to ISO45001 (Occupational Health and Safety Management System). MD3x and MD6 are the newly constructed IBXs and Equinix Spain is in the process of getting them ISO certified. Additionally, we have internal policies/guidelines on a range of subjects including but not limited to the usage of hazardous substances, personal protective equipment, confined space management, and operational work at height.

11. Occupational accidents, in particular their frequency and severity, as well as occupational diseases; disaggregated by sex

Equinix Global Environment Health and Safety (EHS) Accident, Incident and Reporting Policy defines the policy and the requirements for effective management of EHS related incidents. In EHS policy the following classifications of incidents are being defined:

- Lost time injuries
- Serious Injury
- Occupational Illness / Disease
- Restricted Work Case
- Medical Treatment Case
- First Aid Injury
- Near Miss

For the Reporting Year, there were no accidents at work with medical leave and the severity and frequency rates are null.

12. Organization of social dialogue, including procedures for informing, consulting and negotiating with employees

Equinix Spain is a member of Spain DC, AICA (Business Association of Alcobendas), REDI (Business Network for LGBTI Diversity and Inclusion Association) and AEBALL (Business Association and Metallic Employer's Union). Also, in terms of the frequency of the meetings, Equinix Spain has annual meetings with REDI, monthly meetings with AICA, and weekly meetings with Spain DC. In addition, Equinix Spain joined AEBALL in December 2023 and no substantial meetings were conducted during that month.

13. Mechanisms and procedures in place to promote employee involvement in the management of the company, in terms of information, consultation and participation

Equinix Spain has the following processes in place for employee involvement:

- Quarterly All Hands with all the teams in Spain
- Quarterly meetings of employees with their managers
- Quarterly pulse survey
- Additional surveys like Great Place To Work survey

14. Percentage of employees covered by collective bargaining agreements by country

All employees in Spain are covered by the State Collective Bargaining Agreement for Consultancy, Information Technology and Market and Public Opinion Research Companies (Convenio colectivo estatal de empresas de consultoría, tecnologías de la información y estudios de mercado y de la opinión pública).

15. **The balance of collective bargaining agreements, particularly in the field of occupational health and safety**

Equinix Spain has only one collective bargaining agreement – Convenio colectivo estatal de empresas de consultoría, tecnologías de la información y estudios de mercado y de la opinión pública and there are no provisions in this agreement for the health and safety.

16. **Policies implemented in the field of training**

Equinix has an Employee Handbook for Spain that comprises policies, procedures, guidelines, guidance, or other rules that apply to the employees. Section 6.4 of the Employee Handbook provides details on the training, an employee can undertake, and below is the abstract:

Equinix gives regular opportunities to learn and develop existing and new skills. The employees are encouraged to discuss their training needs with the managers. There are various trainings on the Equinix Learning Center (ELC), as well as other resources to meet individual and team training needs. Examples are language and LinkedIn trainings.

17. **Number of training hours per professional category**

In Spain, for the Reporting Year, total of 10,638 hours were spent by the employees on English language training and other trainings. Below are the training hours:

Training	Hours
English Language	4,736
Other Trainings	5,902
Total	10,638

Career Level	Hours
Advisors, Associates	3,755
Sr Associates, Sr Analyst, Sr Staff	4,860
Managers, Sr Managers, Principals	1,771
Directors, VPs	252
Total	10,638

18. Universal accessibility for people with disabilities

Equinix has an Employee Handbook for Spain that comprises policies, procedures, guidelines, guidance, or other rules that apply to the employees. Sections 3.1 and 4.1 of the Employee Handbook provides details on the accessibility for people with disabilities, and below is the abstract:

- Equinix's offices are designed for everyone, and it offers a variety of standards as per global design guidelines to meet the needs of employees. Equinix provides reasonable adjustments based on disability in accordance with applicable law.
- Equinix has a Reasonable Accommodation Policy under which it provides reasonable accommodations for qualified applicants with disabilities in the selection process and for disabled employees, including pregnant employees seeking accommodations related to pregnancy, childbirth, or related medical conditions.

19. Measures adopted to promote equal treatment and opportunities between women and men

Equinix has an Employee Handbook for Spain that comprises policies, procedures, guidelines, guidance, or other rules that apply to the employees. Section 3.1 of the Employee Handbook provides details on the equal treatment and opportunities, and below is the abstract:

- Equinix has a policy on Equal Opportunity and Affirmative Action. Such policy reaffirms support for non-discrimination, equal opportunity, diversity, and inclusion, including affirmative action programs. It prohibits unlawful discrimination based on various factors such as sex, race, religion, gender, identity, physical or mental disability, age, and more, as per local, state, and federal laws. The policy applies to all aspects of employment, and all employees are expected to adhere to such policy. Managers have a special responsibility to understand and follow anti-discrimination laws and regulations applicable to their operating locations.
- Equinix is committed to taking affirmative action to employ, career progress minority groups, women, protected veterans, and individuals with disabilities consistent with applicable country laws.

20. Equality plans (Chapter III of Organic Law 3/2007, of March 22, 2007, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility for people with disabilities

Equinix Spain has no formal equality plan and is pending union negotiation. However, the topics covered under the equality plan are addressed in the Employees Handbook for Spain. A selection from the handbook is included below:

Equal Opportunity and Affirmative Action

This policy reaffirms the full support of every member of Equinix's management team to our policy of non-discrimination and equal opportunity, and to our diversity and inclusion and our affirmative action programs.

Equinix does not unlawfully discriminate on the basis of sex (including pregnancy, childbirth, breastfeeding or related medical conditions), race, religion (including religious dress and grooming practices), creed, color, gender (including gender identity and gender expression), national origin or ancestry, citizenship, handicap, physical or mental disability, mental illness, legally protected medical condition or information, genetic information, family care status, military caregiver status, marital status, registered domestic partner status, age, sexual orientation, protected military or veteran status (including reserve status, National Guard status, and military service or obligation), status as a victim of domestic violence, stalking, or sexual assault, perceived membership in any such protected category, association with individuals in such protected categories, or any other basis protected by local, state, or federal laws.

It is the policy of Equinix to strive for full compliance with those laws that prohibit discrimination. This policy applies to all Equinix operations and every aspect of the employment relationship, including but not limited to personnel actions such as recruitment, selection procedures (i.e. hiring, work assignments, shift selection), compensation decisions, employee development, training, performance evaluations, promotions, transfers, benefits, disciplinary action and Company social and recreational programs.

It is the responsibility of every employee to follow these policies conscientiously. In addition, managers have a special responsibility to understand and follow anti-discrimination laws and regulations that apply in their operating locations and to ensure that all hiring, promotion, and other employment decisions and actions are free of unlawful discrimination. Equinix prohibits sexual harassment and the harassment of any individual on any of the other characteristics listed above.

Equinix is addressing in chapters 3.2 and 7.6 of the Handbook information about the types of conduct that constitute harassment and Equinix's internal procedures for reporting and investigating complaints of harassment and discrimination. Equinix also is committed to taking affirmative action to employ, career progress minority groups, women, protected veterans, and individuals with disabilities consistent with applicable country laws.

Equinix makes reasonable accommodations for qualified applicants with disabilities during the selection process, and for disabled employees, including for pregnant

employees who request an accommodation for pregnancy, childbirth, or related medical conditions.

21. The policy against all types of discrimination and, where appropriate, diversity management

Equinix has an Employee Handbook for Spain that comprises policies, procedures, guidelines, guidance, or other rules that apply to the employees. Section 3.3 of the Employee Handbook provides details on the diversity, inclusion, and belonging strategy, and below is the abstract:

- Diversity, Inclusion, and Belonging (DIB) is foundational to Equinix’s values as a company.
- Equinix has embedded DIB strategy into all areas of business and consequently, it empowers all employees to bring DIB to life. The employees are given different options for how they can get involved. For example, they can become an active member of one of our Equinix Employee Connection Networks (EECNs) or a local WeAreEquinix group. These groups offer opportunities to build community, advocate for change, and learn with colleagues.
- In Spain, there is a local WeAreEquinix group for the latest events and initiatives on DIB. See list of events under section F.

D. HUMAN RIGHTS

1. Implementation of human rights due diligence procedures; prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and remedy possible abuses committed

Equinix has a business partner's code of conduct, under which Equinix opposes all forms of discrimination in employment, including modern slavery, human trafficking, forced labor, and child labor. The business partners including suppliers, resellers, consulting partners, and service providers are required to comply with all relevant human rights laws and regulations respect their employees’ right to associate or engage in collective bargaining, and ensure workers have access to work-related documents.

Additionally, Equinix is working to increase, build and maintain human rights due diligence processes in light of upcoming EU regulations.

2. Reporting of human rights abuses

In Spain, there are no cases of human rights abuses for the Reporting Year.

E. CORRUPTION AND BRIBERY

1. Measures taken to prevent corruption and bribery

Equinix has undertaken steps to prevent corruption and bribery, and it is covered under the annual report and code of conduct. Below is the abstract from Equinix's annual report:

“We believe our commitment to the highest standards of honesty, integrity and ethical behavior differentiates our business as much as our technology. We promote these high standards through a number of policies including the Equinix Code of Business Conduct. All employees are required to complete trainings on ethics and the company's anti-bribery and corruption policies. In addition, we maintain a confidential ethics helpline where employees are encouraged to speak up if they have any questions or concerns that our code is being violated. We have a zero-tolerance, non-retaliation policy that protects our employees when they speak up.”

2. Measures to combat money laundering

Equinix has implemented comprehensive money laundering controls and compliance policies to mitigate anti-money laundering risks. While the execution of controls involves multiple teams, the Global Regulatory, Policy & Compliance team is the main point of contact for legal guidance on this matter. Below are some of the key measures that are employed:

- **Customer/Supplier Onboarding**
The accounts receivable and procurement teams conduct thorough Know Your Customer (KYC) and Know Your Supplier (KYS) checks during onboarding processes. These checks verify third-party identities, understand their business activities, and assess associated risks.
- **Internal Control & Compliance**
The dedicated Ethics & Compliance team consistently monitors jurisdictional sanctions and ensures adherence to sanction regulations.
- **Screening Tools**
The screening tools are utilized for sanctions checks, ensuring compliance with regulatory requirements and identifying potential risks associated with counterparties.
- **Bank Partnership**
The treasury team collaborates closely with banks, who act as gatekeepers for the transactions. All transactions undergo rigorous inspection within the bank's compliance program before any crediting or debiting occurs in the accounts.

3. Contributions to foundations and non-profit organizations

Below are the details of the membership fees Equinix Spain is paying to the associations:

- Spain DC: €10.000 on annual basis
- AICA: €2.177 on annual basis
- REDI: €2.950 on annual basis
- AEBALL: €1.058 on annual basis

F. SOCIETY

1. The impact of the company's activities on employment and local development

Equinix Spain embodies a commitment to community empowerment by actively hiring local residents in proximity to its offices. In Spain, out of a total of 319 employees, 303 are living near the corporate offices or relevant data centers amounting to 95% of the total employees from the local communities. Such local employment not only supports economic value but also cultivates a sense of belonging and creates a symbiotic relationship between Equinix Spain and the local communities.

The local Spain organization: WeAreEquinix, has organized various events in 2023 to support and develop wellbeing local communities, such as:

- **Students Visit in MD2.** At a local level, we collaborate with various schools to welcome students in their first contact with a technology company.
- **Red Cross.** Blood donation and Sorteo del Oro" in collaboration with Cruz Roja We collaborate with the **Red** Cross at a local level in various school material collection campaigns, charity lottery and blood donation campaigns.
- **Earth Day, River Trash cleanup initiative.** Every year we carry out an environmental or waste clean-up activity somewhere in the Community of Madrid.
- **Food Collection.** For a Soup Kitchen, Collaboration with Fundación Seur Campaign "Tapones para una nueva vida", Alcobendas government. In addition, in 2023 we collaborated directly with a foundation in Alcobendas to celebrate Christmas, social events in favour of disadvantaged communities.

Subcontractors and suppliers

2. **Monitoring and auditing systems and their results**

The details on our supplier risk program can be found here [Supplier Sustainability - Equinix Sustainability](#).

In the Reporting Year, 10 new critical and non-critical Tier 1 suppliers were screened for ESG performance. All 10 suppliers fell below the ESG performance threshold and received additional ESG risk assessments. Suppliers were subject to additional review meetings to ensure risks are addressed by the supplier, or to allow Equinix to take appropriate action (i.e. downgrade risks level, agree on corrective actions or choose alternative suppliers). In the Reporting Year, the number of suppliers with significant ESG risk requiring action plans is less than 1% of our active supply base.

Consumers

3. **Claims systems, complaints received and resolution thereof**

Below are details of complaints received in Spain for the Reporting Year:

Relevant Area/Function	Complaints/Claims
Health & Safety	Equinix Spain has no complaints in the Reporting Year.
Data Privacy	Equinix Spain has internal communication on one privacy incident in the Reporting Year. The Equinix SharePoint folder that was accessible to employees contained salary details for employees in Spain. The incident was notified to the Data & Privacy Office. Following investigations, Equinix Spain established that the root cause was human error in storing the personal data in an internally accessible drive, so the access was closed and Equinix Spain worked to educate the employees in question about the correct procedure to follow in sharing information in a secure and controlled environment. Equinix Spain reported the incident to the Spanish data privacy authorities, who confirmed that the report had been closed.
Human Rights	Equinix Spain has no complaints in the Reporting Year.
Ethics & Compliance	Equinix Spain has no complaints in the Reporting Year.

For data privacy, section 6 of the privacy policy provides details on the complaints mechanism and below is the abstract of such section:

A person who has concern over the personal data processed may report such concern to the regional privacy counsels, and such counsel will acknowledge the receipt of such claim in 5 days, investigate the complaint, and provide remedial actions within 1 month from the date of acknowledgment. However, if the matter is complex and there are numerous requests, such a period of 1 month may be extended to two months with an intimation to the person who raised the complaint. Also, a regional counsel may transfer the complaint to the relevant department within Equinix and will act as a central point of contact.

For ethics & compliance, Equinix has an ethics and compliance helpline, available for employees and the public, to raise concerns and ask a question.

Tax information

4. Profits earned on a country-by-country basis

In the Reporting Year, Equinix Spain has earned €4,798,000 as profit.

5. Profit taxes paid

In the Reporting Year, Equinix Spain has paid €230,000 as profit taxes.

6. Public subsidies received

In the Reporting Year, Equinix Spain has not received any subsidies.

ANNEX I Table of contents required by Law 11/2018, of 28 December

The selected GRI standards below refer to those published in 2016, except for those that have been updated and in which case the year of publication is indicated.

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
A brief description of the business model including its business environment, organization and structure	Yes	GRI 2-6 (2021)	GRI Index & Results - Equinix Sustainability
Markets in which it operates	Yes	GRI 2-1 (2021) GRI 2-6 (2021)	GRI Index & Results - Equinix Sustainability
Organizational goals and strategies	Yes	GRI 2-1 (2021) GRI 2-22 (2021)	GRI Index & Results - Equinix Sustainability
Main factors and trends that may affect its future evolution	Yes	GRI 2-22 (2021) GRI 3-3 (2021)	GRI Index & Results - Equinix Sustainability
Reporting framework used	Yes	GRI 1 (2021)	3
Principle of materiality	Yes	GRI 3-1 (2021) GRI 3-2 (2021)	GRI Index & Results - Equinix Sustainability IT Sustainability Approach - Equinix Sustainability
Environmental Issues			
Management approach: description and results of policies related to these issues as well as the main risks related to these issues linked to the activities of the group	Yes	GRI 3-3 (2021)	GRI Index & Results - Equinix Sustainability Corporate Sustainability - Green Computing Technology Equinix Green IT Solutions - Equinix Sustainability
Detailed General Information			
Detailed information on the current and foreseeable effects of the undertaking's activities on the environment and, where appropriate, on health and safety	Yes	GRI 3-3 (2021)	GRI Index & Results - Equinix Sustainability Green IT Solutions - Equinix Sustainability

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
Environmental assessment or certification procedures	Yes	GRI 3-3 (2021)	4
Resources dedicated to the prevention of environmental risks	Yes	GRI 3-3 (2021)	3
Application of the precautionary principle	Yes	GRI 2-23 (2021)	GRI Index & Results - Equinix Sustainability Green IT Solutions - Equinix Sustainability
Amount of provisions and guarantees for environmental risks.	Yes	GRI 3-3 (2021)	4
Pollution			
Measures to prevent, reduce or repair emissions that seriously affect the environment; taking into account any form of activity-specific air pollution, including noise and light pollution	No	GRI 3-3 (2021) GRI 305-7	N.A.
Circular economy and waste prevention and management			
Prevention, recycling, re-use, other forms of waste recovery and disposal measures.	Yes	GRI 306-1 GRI 306-2 GRI 306-3 a 306-5	4 - 5
Actions to fight food waste	No	GRI 3-3 (2021) GRI 306-4	N.A.
Sustainable use of resources			
Water consumption and water supply according to local constraints	Yes	GRI 303-1 a 303-3 GRI 303-5	GRI Index & Results - Equinix Sustainability Green IT Solutions - Equinix Sustainability
Consumption of raw materials and measures taken to improve the efficiency of their use	Yes	GRI 301-1 GRI 301-2 GRI 301-3	5
Direct and indirect energy consumption	Yes	GRI 302-1 GRI 302-3	5

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
Measures taken to improve energy efficiency	Yes	GRI 3-3 (2021) GRI 201-2	GRI Index & Results - Equinix Sustainability Scaling Renewable Energy - Equinix Sustainability
Use of renewable energy	Yes	GRI 302-1	GRI Index & Results - Equinix Sustainability Scaling Renewable Energy - Equinix Sustainability
Climate Change			
Greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces	Yes	GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4	Carbon Footprint Reduction - Equinix Sustainability GRI Index & Results - Equinix Sustainability
Measures taken to adapt to the consequences of climate change	Yes	GRI 3-3 (2021) GRI 201-2	Carbon Footprint Reduction - Equinix Sustainability GRI Index & Results - Equinix Sustainability
Voluntary medium- and long-term reduction targets for reducing greenhouse gas emissions and the measures implemented to that end	Yes	GRI 3-3 (2021) GRI 305-5	Carbon Footprint Reduction - Equinix Sustainability GRI Index & Results - Equinix Sustainability
Protection of Biodiversity			
Measures taken to preserve or restore biodiversity	Yes	GRI 3-3 (2021) GRI 304-3	Design and Innovate for the Environment - Equinix Sustainability
Impacts caused by activities or operations in protected areas	Yes	GRI 3-3 (2021) GRI 304-1 GRI 304-2	Design and Innovate for the Environment - Equinix Sustainability
Social Personal Questions			

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
Management approach: description and results of policies related to these issues as well as the main risks related to these issues linked to the activities of the group	Yes	GRI 3-3 (2021)	<u>Social - Equinix Sustainability</u>
Employment			
Total number and distribution of employees by country, sex, age and occupational classification	Yes	GRI 405-1	5 - 6
Total number and distribution of employment contract modalities and annual average of open-ended contracts, temporary contracts and part-time contracts by sex, age and occupational classification	Yes	GRI 2-7 (2021)	6 - 8
Number of dismissals by sex, age and occupational classification	Yes	GRI 3-3 (2021) GRI 401-1	8
Average wages and their evolution disaggregated by sex, age and occupational classification or equal value	Yes	GRI 3-3 (2021)	8 - 9
Wage gap, remuneration for equal or average jobs in society	Yes	GRI 3-3 (2021) GRI 405-2	9 - 10
Average remuneration of directors and directors, including variable remuneration, allowances, allowances, payment to long-term saving schemes and any other income disaggregated by sex	Yes	GRI 3-3 (2021)	8 - 9
Implementation of labour disconnection policies	Yes	GRI 3-3 (2021)	10
Number of employees with disabilities	Yes	GRI 3-3 (2021) GRI 405-1	11
Organization of Work			
Organization of working work	Yes	GRI 3-3 (2021)	11
Number of hours of absenteeism	Yes	GRI 3-3 (2021) GRI 403-9	11

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
Measures to facilitate the enjoyment of conciliation and encourage the exercise of co-responsibility by both parents	Yes	GRI 3-3 (2021) GRI 401-3	Caring for Our People - Equinix Sustainability GRI Index & Results - Equinix Sustainability
Health & Safety			
Health and safety conditions at work	Yes	GRI 3-3 (2021) GRI 403-1 a 403-8	11
Accidents at work, including frequency and severity, and occupational diseases; disaggregated by sex	Yes	GRI 403-9 GRI 403-10	12
Social Relations			
Organisation of the social dialogue including procedures for informing, consulting and negotiating with staff	Yes	GRI 3-3 (2021)	12
Percentage of employees covered by collective agreement by country	Yes	GRI 2-30 (2021)	12
Assessment of collective agreements, particularly in the field of health and safety at work	Yes	GRI 3-3 (2021) GRI 403-4	13
Training			
Policies implemented in the field of training	Yes	GRI 404-2	13
Total hours of training by occupational category	Yes	GRI 3-3 (2021) GRI 404-1	13
Integration and universal accessibility of persons with disabilities	Yes	GRI 3-3 (2021)	14
Equality			
Measures taken to promote equal treatment and opportunities for women and men	Yes	GRI 3-3 (2021)	14 - 15

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
Equality plans, measures taken to promote employment, protocols against sexual and gender-based harassment	Yes	GRI 3-3 (2021)	14 - 16
Policy against all forms of discrimination and, where appropriate, diversity management	Yes	GRI 3-3 (2021)	16
Respect for Human Rights			
Management approach: description and results of policies related to these issues as well as the main risks related to these issues linked to the activities of the group	Yes	GRI 3-3 (2021)	<u>GRI Index & Results - Equinix Sustainability</u> <u>https://www.equinix.com/resources/product-documents/business-partner-code-of-conduct-bpcoc</u>
Implementation of human rights due diligence procedures and prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress potential abuses	Yes	GRI 2-23 (2021) GRI 2-26 (2021) GRI 410-1 GRI 412-1 a 412-3	16
Complaints of human rights violations	Yes	GRI 3-3 (2021) GRI 406-1 (2016)	16
Measures implemented to promote and comply with the provisions of the fundamental ILO conventions relating to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in employment and occupation; elimination of forced or compulsory labour; effective abolition of child labour	Yes	GRI 3-3 (2021) GRI 407-1 GRI 408-1 GRI 409-1	<u>https://www.equinix.com/resources/product-documents/business-partner-code-of-conduct-bpcoc</u>
Combating Corruption and Bribery			

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
Management approach: description and results of policies related to these issues as well as the main risks related to these issues linked to the activities of the group	Yes	GRI 3-3 (2021)	<u>GRI Index & Results - Equinix Sustainability</u>
Measures taken to prevent corruption and bribery	Yes	GRI 3-3 (2021) GRI 2-23 (2021) GRI 2-26 (2021) GRI 205-1 a 205-3	17
Measures to combat money-laundering	Yes	GRI 3-3 (2021) GRI 2-23 (2021) GRI 2-26 (2021) GRI 205-1 a 205-3	17
Contributions to foundations and non-profit entities	Yes	GRI 2-28 (2021) GRI 201-1 GRI 415-1	18
Information of the Company			
Management approach: description and results of policies related to these issues as well as the main risks related to these issues linked to the activities of the group	Yes	GRI 3-3 (2021)	<u>GRI Index & Results - Equinix Sustainability</u>
Corporate commitments to sustainable development			
The impact of society's activity on employment and local development	Yes	GRI 3-3 (2021) GRI 203-2 GRI 204-1	18
The impact of society's activity on local populations and on the territory	Yes	GRI 3-3 (2021) GRI 413-1 GRI 413-2 GRI 411-1	https://sustainability.equinix.com/social/connecting-our-communities/ . <u>GRI Index & Results - Equinix Sustainability</u>

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
Relations with local community actors and modalities of dialogue with them	Yes	GRI 2-29 (2021) GRI 413-1	https://sustainability.equinix.com/social/connecting-our-communities/ . <u>GRI Index & Results - Equinix Sustainability</u>
Partnership or sponsorship actions	Yes	GRI 3-3 (2021) GRI 201-1	https://sustainability.equinix.com/social/connecting-our-communities/ . <u>GRI Index & Results - Equinix Sustainability</u>
Subcontracting and suppliers			
Inclusion of social, gender and environmental issues in procurement policy	Yes	GRI 3-3 (2021)	https://www.equinix.com/resources/product-documents/business-partner-code-of-conduct-bpcoc . <u>GRI Index & Results - Equinix Sustainability</u>
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	Yes	GRI 2-6 (2021) GRI 308-1 GRI 414-1	https://sustainability.equinix.com/governance/supplier-sustainability/ .
Monitoring and auditing systems and their results	Yes	GRI 2-6 (2021) GRI 308-2 GRI 414-2	19
Consumers			
Measures for consumer health and safety	No	GRI 3-3 (2021) GRI 416-1	N.A.
Complaint systems, complaints received and resolution of complaints	Yes	GRI 3-3 (2021) GRI 418-1	19 - 20
Tax Information			
Country-by-country benefits obtained	Yes	GRI 3-3 (2021) GRI 207-4	20
Taxes on benefits paid	Yes	GRI 3-3 (2021) GRI 201-1 GRI 207-4	20
The public subsidies received	Yes	GRI 201-4	20

INFORME DE VERIFICACIÓN EXTERNA

El informe completo de Equinix (Spain) S.A.U. correspondiente al ejercicio 2023, contenido entre las páginas 1 y 28 anteriores, incluye la información complementaria que da respuesta a los requerimientos legales asociados al estado de información no financiera de la sociedad. Dicho informe, que forma parte de su Informe de Gestión Consolidado de la sociedad, ha sido formulado por el Consejo de Administración en su reunión celebrada el día 22 de Julio de 2024.

Rene Smit	Regional Finance Director	
Eulalia Flo	Managing Director, Equinix Spain	