

# **Non-Financial Information Statement**

**EQUINIX SPAIN S.A.U.**

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## A. BASIS OF NON-FINANCIAL STATEMENT

According to 11/2018 law of 28th of December, about non-financial information and diversity, the Board of Directors of Equinix Spain S.A.U. (henceforth **Equinix Spain**) issues this Non-financial Information Statement (**NFIS**) for the Financial Year ended on December 31, 2022 (**Reporting Year**) as (annex/document) to the management report which is presented into year accounting. This statement has a public character and could be consulted within the following website [www.sustainability.equinix.com](http://www.sustainability.equinix.com).

Equinix has performed a materiality analysis taking into account the opinion of its main stakeholders. As it's showed in Annex I, "Content Index required by law 11/2018" please find reference to the Global Reporting Initiative (GRI) to those relevant requirements for business, all except the following:

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 country, including Spain Climate commitments are coordinated by a centrally staffed corporate Sustainability Program Office (SPO). A number of other teams are also involved, such as Design & Construction, and more regional and in country the Sustainability Project and Program Managers and Operations Compliance Managers. Across the teams appr 10-14 employees are involved in managing and reducing environmental impact (and risks) from their own 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 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. Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste

The Equinix EHS Management system has been designed around the ISO45001:2018 and ISO 14001:2015 Management System model. Refer to Global EHS System Manual for further information. The EHS Policy (which includes energy management) has been established and is available publicly on the Intranet (under Legal) and on the Equinix's Investor site. The Policy sets out Equinix commitment to protect staff, visitors, and others from harm when they are on our sites and to also prevent pollution to the environment.

#### Waste

Equinix recognizes that various types of waste are produced as a by-product of our activities and operations. Where possible the company will apply the waste hierarchy to eliminate waste where possible. Segregation of waste is carried out by the local IBX waste management system. Please ensure you use the correct bins for any waste you are disposing of. A waste matrix is used to manage our duty of care in relation to waste legislation in Spain. This is maintained and updated by the Health & Safety Compliance Manager. If you are involved in managing the disposal of waste and hazardous waste, specific training will be provided. Waste matrix as well as consumption and waste records are held in our internal shared server. Only authorized collectors for waste must be used. All documentation must be fully completed and records of each consignment retained.

Used fluorescent tubes are classified as hazardous and must be safely stored in a place where they cannot break. Lead Batteries must be removed and disposed of by the authorized waste contractors who maintain the Technical Equipment. Electronic equipment, such as printers, personal computers and monitors, customer equipment will be 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	14.080
Non-hazardous waste	7.389
<b>Total</b>	<b>21.469</b>

#### 4. **Water consumption and water supply in accordance with local constraints**

In Spain, for the Reporting Year, the total quantity of water consumed across data center locations was 21.115 m<sup>3</sup> liter water.

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

Equinix is undertaking embodied carbon studies for new build projects in Spain. These studies are part of a global effort to understand the distribution of carbon within the facilities and highlight focus areas for future decarbonisation and which commodities and suppliers we will prioritise. Also, this study helps inform decisions on how to minimise material (embodied carbon) by optimising the form factor of the building, the site layout and positioning of external plant. In addition, Equinix evaluated the sustainability credentials of the highest emitting suppliers that are used on site through the supplier engagement program.

Understanding our supply chain embodied carbon impact is important for Equinix and our 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 the 11/2018 law in Spain is not material as the actual building and sourcing of raw materials is executed by our (sub)contractors.

#### 6. **Direct and indirect energy consumption**

In Spain, the direct diesel consumption for the Reporting Year was 58.467 litre. Indirect energy consumption (electricity) has been part of global reporting and is published on the global sustainability website: [Carbon Footprint Reduction - Equinix Sustainability](#).

### C. **SOCIAL ISSUES**

#### 1. **Management approach: Policies and risks**

Human capital management is key to Equinix’s success and is being managed and measured in various ways. The report can be found on our interactive website and exists in the full Social Section of the Interactive Sustainability Report (ISR): [Social - Equinix Sustainability](#)

#### **Our Social Commitments**

- **Building a diverse and inclusive culture where every employee can say “I’m safe, I belong, and I matter”**

- Embedding diversity, inclusion, and belonging in all our business activities and empowering leaders at all levels to create outstanding teams where employees are doing the best work of their lives.
  - Creating new channels and on-ramps to connect historically marginalized communities to meaningful opportunities at Equinix.
- **Supporting the physical, mental and emotional wellbeing of all employees**
    - Providing opportunities to help employees toward achieving optimum health and lifelong wellness.
    - Bringing consistency to global benefits and standards that impact the health, safety and environments of our workers.
  - **Connecting communities to the opportunities of a digital world**
    - Harnessing the passion of employees for community-based service and giving.
    - Partnering with organizations and communities to advance digital inclusion in areas of need.
    - Creating pathways to new employment opportunities in the digital economy.
    - Investing in the digital transformation of the social impact and innovation sectors.

In addition, Equinix is measuring key metrics to demonstrate progress in various areas:

#### Key Social Metrics

52%

of our U.S. workforce is comprised of historically marginalized<sup>1</sup> talent, a 5% increase from 2021

+13%

increase in women employees globally

+20%

growth in Black/African American employee population in the U.S.

\$2M+

of employee donations, corporate matching and grants

\$50M

contributed to establish the Equinix Foundation

22,760 hours

37% increase in employee volunteering

35 WeAreEquinix teams

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

600+ volunteer leaders

spearheading employee-led events and initiatives to further Diversity, Inclusion and Belonging

85

score for Belonging in quarterly employee satisfaction survey, a 2-point increase from last year

<sup>1</sup>Includes those who identify as Asian, Hispanic/Latinx, Black/African American, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander

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

The tables below show break downs of Equinix employees with a permanent contract, no temporarily workers are included. Below are the details based on age and gender:

**A. Age Range**

Career Level	18-24	25-34	35-44	45-54	55-64	Grand Total
Intern, Advisors, Associates	12	23	22	17	2	76
Sr Associates, Sr Analysts, Sr Staff	1	21	63	52	5	142
Managers, Sr. Managers, Principals,	0	2	16	31	4	53
Directors, VPs	0	1	4	1	1	7
<b>Total</b>	<b>13</b>	<b>47</b>	<b>105</b>	<b>101</b>	<b>12</b>	<b>278</b>

**B. Gender**

Career Level	Female	Male	I do not wish to self-identify	Grand Total
Interns, Advisors, Associates	11	64	1	76
Sr Associates, Sr Analysts, Sr Staff	24	118	0	142
Managers, Sr Managers, Principals	12	40	1	53
Directors, VPs	0	7	0	7
<b>Total</b>	<b>47</b>	<b>229</b>	<b>2</b>	<b>278</b>

3. **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**

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

	Employee Type		
Gender	Intern	Regular	Grand Total
Female	1	46	47
I do not wish to Self-Identify		2	2
Male	11	218	229
<b>Grand Total</b>	<b>12</b>	<b>266</b>	<b>278</b>

	Time Type		
Gender	Full time	Part time	Grand Total
Female	46	1	47
I do not wish to Self-Identify	2		2
Male	225	4	229
<b>Grand Total</b>	<b>273</b>	<b>5</b>	<b>278</b>

	Employee Type		
Age Range	Intern	Regular	Grand Total
18-24	8	5	13
25-34	4	43	47
35-44		105	105
45-54		101	101
55-64		12	12
<b>Grand Total</b>	<b>12</b>	<b>266</b>	<b>278</b>

	Time Type		
Age Range	Full time	Part time	Grand Total
18-24	11	2	13
25-34	46	1	47
35-44	104	1	105
45-54	100	1	101
55-64	12		12
<b>Grand Total</b>	<b>273</b>	<b>5</b>	<b>278</b>



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

Below are the details:

Career Level	Male	Grand Total
Advisor, Associate	2	2
Sr Associate, Sr Analyst	2	2
Manager	1	1
Director, VP	1	1
<b>Total</b>	<b>6</b>	<b>6</b>

Career Level	35-44	45-54	Grand Total
Advisor, Associate	2		2
Sr Associate, Sr Analyst		2	2
Manager		1	1
Director, VP		1	1
<b>Total</b>	<b>2</b>	<b>4</b>	<b>6</b>

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

Below are the details:

Gender	Average of Unprorated Salary (in euros)
Female	44.738
Male	42.843

Age Range	Average of Unprorated Salary (in euros)
18-24	15.091
25-34	34.370
35-44	45.084
45-54	47.879
55-64	54.278

Career Level	Average of Unprorated Salary (in euros)
Advisor/Associate/Analyst	23.357
Sr Associate, Sr Analyst, Supervisor, Staff	42.855
Manager/Sr Staff/Sr Manager/ Principal	62.468
Sr Manager, Director, VP, Sr Fellow	123.030

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

Below are the details:

Gender	Median Salary
Female	44.738
Male	42.843

Median Salary by Career Level
46.213

Median Salary by Age
41.344

Pay Gap: -0,0442370932762417 <> -4.423% Option 1. Gender wage gap by work classification (medians):  $(Men\ Medians - Woman\ medians) / Men\ medians$

#### 7. 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 our 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.

#### 8. **Employees with disabilities**

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

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

#### 9. **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. In Spain, Equinix 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.

#### 10. **Number of hours of absenteeism**

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

Reasons for Absenteeism	Number of hours
Covid-19 benefit (75%)	39,65
Non-occupational accident	455,6
Illness	9.902,6
Covid-19 disease	822,5

Motherhood	778,5
Paternity	7.102,75
Mutual Direct Payment Extension	576,3
<b>Total</b>	<b>19.628.1</b>

#### 11. Occupational health and safety conditions

In Spain, all IBXs are certified to ISO45001 (Occupational Health and Safety Management System). 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.

#### 12. 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

Based on this policy in Spain, for the Reporting Year, there were 3 First Aid incidents.

#### 13. 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), and REDI (Business Network for LGBTI Diversity and Inclusion Association). 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.

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

In Spain, Equinix 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

**15. 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).

**16. 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.

**17. 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.

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

In Spain, for the Reporting Year, total of 6.070 hours were spent by the employees on English language training and other trainings. Below are the training hours:

Training	Hours
English Language	4.278
Other Trainings	1.792
<b>Total</b>	<b>6.070</b>

**19. 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.

**20. 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.

**21. 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 has addressed equality and protocols against sexual and gender-based harassment in the Employee Handbook as mentioned above. 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.

**22. 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 chapter F. Society.

**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 the near future to be fully in line with the requirements specified in the United Nations Guiding Principles and OECD guidelines.

**2. Reporting of human rights abuses**

In Spain, there are no cases of any 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**

It is covered under Equinix's code of conduct on pages 13 and 14.

### **3. Contributions to foundations and non-profit organizations**

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

- Spain DC: €10.000 on annual basis
- AICA: €2.177 on monthly basis
- REDI: €2.950 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 278 employees, 268 are living near the corporate offices or relevant data centers amounting to 96.4% 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 2022 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 2022 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**

From the Equinix Integrated Sustainability Report (ISR) website: [Supplier Sustainability - Equinix Sustainability](#)

Cultivating a responsible, inclusive and reliable supply chain is a priority for Equinix. We hold ourselves to the highest standards and expect our suppliers to act in a way which inspires confidence and trust and demonstrates stewardship.

As industry leaders, we are in a unique position to share our expertise with our suppliers, focusing on topics such as supplier diversity, inclusion and belonging, as well as engaging suppliers to set near-term science-based targets to reduce carbon emissions. We are eager to deepen our engagement programs with critical suppliers to ensure we are mutually aligned on core environmental, social and governance goals. Through this engagement, we are confident we can continue to build trust with our suppliers as we run a world-class supply chain.

The Senior Director of Supply Chain ESG & Corporate Services reports to the Chief Procurement Officer. In 2022, we began execution of our five-year Supply Chain Environmental, Social and Governance (ESG) strategy. The strategy prioritizes supplier data and relationship development. Equinix's Procurement team collaborates with the Sustainability Program Office and with senior-level leaders across Operations to further embed strategic sustainability work across the organization while bringing together internal stakeholders.

#### **Equinix Business Partner Code of Conduct**

The Equinix Business Partner Code of Conduct ("PCoC") applies to all Business Partners, including but not limited to our suppliers, resellers, consulting partners and service providers. It states our expectations of our Business Partners and their employees, agents

and subcontractors when conducting business with or on behalf of Equinix, inclusive of ESG. We post the PCoC on our public website and include it in our standard terms and conditions within supplier contracts.

### **Supplier Risk Management**

We run an industry-leading supplier risk program that identifies and manages supplier risk to protect Equinix and its customers. In 2022, Equinix further strengthened our Supplier Risk Management program by enhancing our supplier monitoring and incorporating real-time commercial data to monitor our supply base and alert us when circumstances change. These improvements unite internal stakeholders by systematically monitoring risks and mitigation activities. As part of the Supplier Risk Management process, we introduced a formal ESG supplier assessment to each supplier that mirrors the five material issues in our supply chain strategy: Human Rights; Supplier Diversity, Inclusion and Belonging; Ethics; Supplier Resource Use; and Climate Risk. This process also includes periodic Information Security quality checks.

In FY22, we screened 305 critical and non-critical Tier 1 suppliers for ESG performance. Of the 305, 12 suppliers fell below our ESG performance threshold and received additional ESG risk assessments. Of the 12, 4 suppliers have been 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 FY22 the number of suppliers with significant ESG risk requiring action plans is less than 1% of our active supply base.

### **Supplier Diversity, Inclusion and Belonging**

Diversity, inclusion and belonging (DIB) are core values at Equinix, and this extends to our supply chain. We take a proactive approach to establishing relationships with our suppliers and have reviewed our supply chain performance to broaden our social impact by continuing to make supplier diversity, inclusion and belonging one of our Supplier ESG performance dimensions.

In 2022, Equinix maintained membership with external organizations to further our Supplier Diversity, Inclusion and Belonging progress, including:

- National LGBT Chamber of Commerce (NGLCC; [nglcc.org](http://nglcc.org))
- Western Regional Minority Supplier Development Council (WRMSDC; [WRMSDC.org](http://WRMSDC.org))
- Disability:IN ([disabilityin.org](http://disabilityin.org))

These organizations help us access tools, knowledge, development programs and networking opportunities with industry peers which facilitate our program growth. Through utilization of these resources, we can identify diverse suppliers that can add value to our supply chain.

### *Consumers*

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

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

<b>Relevant Area/Function</b>	<b>Number of Complaints/Claims</b>
Health & Safety	0
Data Privacy	0
Human Rights	0
Ethics & Compliance	0

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**

This information is being disclosed under section 14 of the financial statements for the Reporting Year.

**5. Profit taxes paid**

This information is being disclosed under section 14 of the financial statements for the Reporting Year.

**6. Public subsidies received**

This information is being disclosed under section 11 of the financial statements for the Reporting Year.

# 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)	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
Markets in which it operates	Yes	GRI 2-1 (2021) GRI 2-6 (2021)	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
Organizational goals and strategies	Yes	GRI 2-1 (2021) GRI 2-22 (2021)	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
Main factors and trends that may affect its future evolution	Yes	GRI 2-22 (2021) GRI 3-3 (2021)	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
Reporting framework used	Yes	GRI 1 (2021)	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
Principle of materiality	Yes	GRI 3-1 (2021) GRI 3-2 (2021)	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a> <a href="#">IT Sustainability Approach - Equinix Sustainability</a>
<b>Environmental Issues</b>			
<b>Management approach:</b> 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)	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a> <a href="#">2023 CDP climate change survey   Equinix sustainability</a> <a href="#">Green IT Solutions - Equinix Sustainability</a>
<b>Detailed General Information</b>			

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
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)	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a> <a href="#">Green IT Solutions - Equinix Sustainability</a>
Environmental assessment or certification procedures	Yes	GRI 3-3 (2021)	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a> <a href="#">Green IT Solutions - Equinix Sustainability</a>
Resources dedicated to the prevention of environmental risks	Yes	GRI 3-3 (2021)	3
Application of the precautionary principle	Yes	GRI 2-23 (2021)	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a> <a href="#">Green IT Solutions - Equinix Sustainability</a>
Amount of provisions and guarantees for environmental risks.	Yes	GRI 3-3 (2021)	3 - 4
<b>Pollution</b>			
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.
<b>Circular economy and waste prevention and management</b>			
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
Actions to fight food waste	No	GRI 3-3 (2021) GRI 306-4	N.A.
<b>Sustainable use of resources</b>			

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
Water consumption and water supply according to local constraints	Yes	GRI 303-1 a 303-3 GRI 303-5	5
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
Measures taken to improve energy efficiency	Yes	GRI 3-3 (2021) GRI 201-2	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a> <a href="#">Scaling Renewable Energy - Equinix Sustainability</a>
Use of renewable energy	Yes	GRI 302-1	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a> <a href="#">Scaling Renewable Energy - Equinix Sustainability</a>
<b>Climate Change</b>			
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	<a href="#">Carbon Footprint Reduction - Equinix Sustainability</a> <a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
Measures taken to adapt to the consequences of climate change	Yes	GRI 3-3 (2021) GRI 201-2	<a href="#">Carbon Footprint Reduction - Equinix Sustainability</a> <a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
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	<a href="#">Carbon Footprint Reduction - Equinix Sustainability</a> <a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
<b>Protection of Biodiversity</b>			
Measures taken to preserve or restore biodiversity	Yes	GRI 3-3 (2021) GRI 304-3	<a href="#">Design and Innovate for the Environment - Equinix Sustainability</a>



Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
Impacts caused by activities or operations in protected areas	Yes	GRI 3-3 (2021) GRI 304-1 GRI 304-2	<a href="#">Design and Innovate for the Environment - Equinix Sustainability</a>
<b>Social Personal Questions</b>			
<b>Management approach:</b> 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)	5 - 6
<b>Employment</b>			
Total number and distribution of employees by country, sex, age and occupational classification	Yes	GRI 405-1	7
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)	8
Number of dismissals by sex, age and occupational classification	Yes	GRI 3-3 (2021) GRI 401-1	9
Average wages and their evolution disaggregated by sex, age and occupational classification or equal value	Yes	GRI 3-3 (2021)	9 - 10
Wage gap, remuneration for equal or average jobs in society	Yes	GRI 3-3 (2021) GRI 405-2	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)	10
Implementation of labour disconnection policies	Yes	GRI 3-3 (2021)	10 - 11
Number of employees with disabilities	Yes	GRI 3-3 (2021) GRI 405-1	11

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
<b>Organization of Work</b>			
Organization of working work	Yes	GRI 3-3 (2021)	11
Number of hours of absenteeism	Yes	GRI 3-3 (2021) GRI 403-9	11 - 12
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	<a href="#">Caring for Our People - Equinix Sustainability</a>  <a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
<b>Health &amp; Safety</b>			
Health and safety conditions at work	Yes	GRI 3-3 (2021) GRI 403-1 a 403-8	12
Accidents at work, including frequency and severity, and occupational diseases; disaggregated by sex	Yes	GRI 403-9 GRI 403-10	12
<b>Social Relations</b>			
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)	13
Assessment of collective agreements, particularly in the field of health and safety at work	Yes	GRI 3-3 (2021) GRI 403-4	13
<b>Training</b>			
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
<b>Equality</b>			

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
Measures taken to promote equal treatment and opportunities for women and men	Yes	GRI 3-3 (2021)	14
Equality plans, measures taken to promote employment, protocols against sexual and gender-based harassment	Yes	GRI 3-3 (2021)	14 - 15
Policy against all forms of discrimination and, where appropriate, diversity management	Yes	GRI 3-3 (2021)	16
<b>Respect for Human Rights</b>			
<b>Management approach:</b> 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)	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a> <a href="https://www.equinix.com/resources/product-documents/business-partner-code-of-conduct-bpcoc">https://www.equinix.com/resources/product-documents/business-partner-code-of-conduct-bpcoc</a>
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

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
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	<a href="https://www.equinix.com/resources/product-documents/business-partner-code-of-conduct-bpcoc">https://www.equinix.com/resources/product-documents/business-partner-code-of-conduct-bpcoc</a> .
<b>Combating Corruption and Bribery</b>			
<b>Management approach:</b> 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)	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
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	17
<b>Information of the Company</b>			
<b>Management approach:</b> 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)	<a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
<b>Corporate commitments to sustainable development</b>			

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
The impact of society's activity on employment and local development	Yes	GRI 3-3 (2021) GRI 203-2 GRI 204-1	17 - 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	<a href="https://sustainability.equinix.com/social/connecting-our-communities/">https://sustainability.equinix.com/social/connecting-our-communities/</a> .  <a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
Relations with local community actors and modalities of dialogue with them	Yes	GRI 2-29 (2021) GRI 413-1	<a href="https://sustainability.equinix.com/social/connecting-our-communities/">https://sustainability.equinix.com/social/connecting-our-communities/</a> .  <a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
Partnership or sponsorship actions	Yes	GRI 3-3 (2021) GRI 201-1	<a href="https://sustainability.equinix.com/social/connecting-our-communities/">https://sustainability.equinix.com/social/connecting-our-communities/</a> .  <a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
<b>Subcontracting and suppliers</b>			
Inclusion of social, gender and environmental issues in procurement policy	Yes	GRI 3-3 (2021)	<a href="https://www.equinix.com/resources/product-documents/business-partner-code-of-conduct-bpcoc">https://www.equinix.com/resources/product-documents/business-partner-code-of-conduct-bpcoc</a> .  <a href="#">GRI Index &amp; Results - Equinix Sustainability</a>
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	Yes	GRI 2-6 (2021) GRI 308-1 GRI 414-1	<a href="https://sustainability.equinix.com/governance/supplier-sustainability/">https://sustainability.equinix.com/governance/supplier-sustainability/</a> .
Monitoring and auditing systems and their results	Yes	GRI 2-6 (2021) GRI 308-2 GRI 414-2	18 - 20
<b>Consumers</b>			
Measures for consumer health and safety	No	GRI 3-3 (2021) GRI 416-1	N.A.

Information requested by Law 11/2018	Materiality	Reporting criteria: Selected GRI	Online Reference or / page nr
Complaint systems, complaints received and resolution of complaints	Yes	GRI 3-3 (2021) GRI 418-1	20
<b>Tax Information</b>			
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	21
The public subsidies received	Yes	GRI 201-4	21