

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT

This policy reaffirms the full support of every member of Equinix's management team to our policy of nondiscrimination 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 or civil union 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.

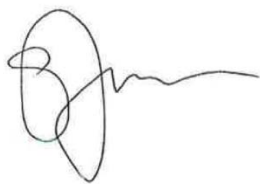
Equinix prohibits sexual harassment and the harassment of any individual on any of the other characteristics listed above. Equinix's "Policy Against Harassment and Retaliation" (contained in the U.S. Employee Handbook) provides further information about the types of conduct that constitute impermissible harassment and Equinix's internal procedures for reporting and investigating complaints of harassment and discrimination.

Equinix also is committed to taking affirmative action to recruit, employ, train, and advance in employment, minorities, women, protected veterans, and individuals with disabilities consistent with applicable 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.

Equinix will not tolerate any coercion, intimidation, interference or other retaliation for making a complaint or assisting in any investigation of unlawful discrimination or harassment. Similarly, applicants and employees shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in, or may engage in, any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"), or applicable provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("VEVRAA"), or any other federal, state or local law requiring equal opportunity for disabled individuals or protected veterans; (3) opposing any act or practice made unlawful by section 503 or its implementing regulations in this part or any other federal, state or local law requiring equal opportunity for disabled persons or protected veterans; or (4) exercising any other right protected by section 503, VEVRAA, or their implementing regulations. Equinix's "Policy Against Harassment and Retaliation" (contained in the U.S. Employee Handbook) provides further information about Equinix's internal procedures for making a complaint of retaliation.

It is the responsibility of every manager and employee to conscientiously follow this policy. Any candidate or employee having any questions regarding this policy should discuss them with any member of the Human Resources team. These same individuals can answer questions regarding our affirmative action program and activities, which the Human Resources Department (or its official designee) is responsible for implementing and evaluating.

A handwritten signature in black ink, appearing to read 'Charles Meyers', with a stylized, flowing script.

Charles Meyers, President and CEO