

# THE MAGIC OF EQUINIX



## OUR PURPOSE

PROTECT, CONNECT AND POWER THE DIGITAL WORLD



## OUR DREAM

BE THE PLACE WHERE OPPORTUNITY CONNECTS



## OUR CULTURE

THE COLLECTIVE PERSONALITY OF OUR COMPANY THAT WILL DETERMINE OUR DESTINY

### Extraordinary opportunity

We play at the intersection of the greatest technology trends in the world.

### Extraordinary people

We are authentic, humble, gritty, informal and fun people who have a passion for winning.

### Extraordinary place

We believe that if we are a team that enjoys each other, trusts one another and is proud of where we work, we can sustain the Magic of Equinix.

## OUR VALUES

PUTTING THE CUSTOMER AT THE CENTER OF EVERYTHING WE DO. WE DON'T COMPROMISE ON OUR VALUES



### Open your mind, open your heart

- Keep your mind and your door open
- Listen to, understand and be balanced in your perspective
- Show respect and have compassion
- Embrace diversity in thought and contribution



### Keep your promises

- Be accountable and insist on it from others
- Commit fully
- Be trustworthy...you get more done when people trust you



### Be an energy supplier

- Be positive
- Inspire others with your passions, make our ambition for Equinix infectious
- Leave people better than you found them



### Serve others

- Think bigger than yourself
- Advocate for our customers
- Serve our communities



### Find a better way

- Set high standards of excellence & value disciplined execution
- Foster creativity...expirement, fail fast, learn quickly
- Be tenacious
- Embrace simplicity & speed



### Keep growing

- Be a learner and a teacher
- Fuel company growth through personal growth
- Be invested in your development and we'll invest in you



### Put we before me

- Win as a team
- Remember none of us is as smart as all of us
- Be committed to each other's success as we are to our own
- Share the credit, shoulder the blame
- Communicate with radical transparency
- Collaborate unselfishly



### Speak up, step up

- Have the conviction to say what you think
- Have the courage to take action
- Recognize one person can make a difference

## OUR OPERATING NORMS



### OUR ASSUMPTIONS

- Grant trust
- Assume positive intent
- Honor confidentiality
- Challenge the status quo and embrace change



### OUR DIALOGUE

#### I WILL:

- Be engaged, candid, transparent and respectful
- Honestly seek and value input
- Talk to you, not about you
- Demonstrate humility, acknowledge my mistakes and offer forgiveness



### OUR COMMITMENT

#### I WILL:

- Be as committed to your success as I am to my own
- Insist on and accept accountability
- Seek to constructively resolve conflicts quickly, objectively and at the lowest possible level
- Prioritize what is best for Equinix and our customers
- Empower and support my team to do the same
- Actively support decisions once made