



# Espresa

Powering Great Workplaces®

## Case Study



## DIGITAL REALTY™

# Advancing Global Equity and Well-Being with Lifestyle Benefits

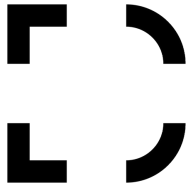
Powering Great Workplaces® with Personal Benefits Employees Love

[espresa.com](https://espresa.com)



"Ensuring global equity and inclusion in well-being benefits is a priority for us at Digital Realty. With Espresa, we've been able to provide a seamless, flexible experience that meets the diverse needs of our employees worldwide—empowering them to choose benefits that truly enhance their lives, no matter where they are."

**Kylee Ngo**  
**Benefits Director, Digital Realty**



Digital Realty is a global leader in data center solutions, providing secure, scalable, colocation and interconnection services. With a worldwide network of carrier-neutral data centers, the company enables businesses to connect, collaborate, and grow seamlessly.

## The Challenge

Digital Realty, a global leader in data center solutions, sought a consistent and scalable well-being reimbursement program that could adapt across multiple regions. Managing legacy benefits from acquisitions led to inequities in access and inconsistent employee experiences. Digital Realty aimed to remove these disparities by establishing a globally consistent and equitable well-being reimbursement program—one that respects local differences while ensuring all employees receive meaningful support.

Their previous U.S. provider lacked the global support and reporting capabilities to unify their program. Digital Realty searched for a new partner with a more adaptable and equitable benefits structure.



# Advancing Global Equity and Well-Being with Lifestyle Benefits

## The Solution

With Espresa, Digital Realty created a unified experience that prioritized fairness—ensuring all employees, regardless of region, have access to the same level of support tailored to local needs.

Espresa's flexible, tech-enabled platform consolidated multiple regional vendors into a unified experience, reducing manual processes and enhancing program visibility.

### Why Digital Realty Chose Espresa

- One platform for global reimbursements
- Localized benefits while maintaining consistency
- Simplified payroll with U.S. direct deposit
- Scalable solution to expand into APAC and beyond

## Well-Being Program Impact

### Strong Employee Participation & Engagement

Espresa's streamlined solution drove high engagement across key regions, with employees actively using their benefits for fitness memberships, mental wellness apps, and personal training.

### Program Highlights

- Faster reimbursements in the U.S. with direct deposit
- Advanced reporting and analytics for deeper HR insights

## Global Program Rollout & Highlights

The rollout order was informed by strategic priorities and acquisition timelines, with a guiding principle of equitable access across regions over time.

### LSA Rollout

- EMEA launch: May 2023
- Canada launch: Late 2024
- US launch: Jan 2025
- APAC launch: Coming soon

### US Uptake

- \$60K reimbursed (initial program 3 months)
- 50% of all 2024 activity in one quarter

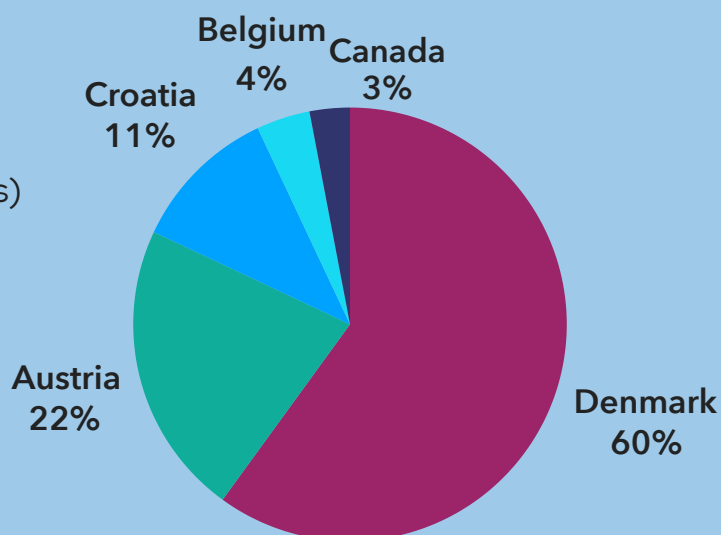
### Plan Design

- \$100/monthly allotment

### Top Submissions

Gym + Peloton + Mental Health Apps  
Personal Training + Dance + Climbing

### Top Global Regions for LSA Reimbursement





# Espressa

Powering Great Workplaces®



"We've transformed our well-being program at Digital Realty into a truly global, seamless experience. Espresa's flexibility and real-time insights have streamlined administration and enhanced the employee experience. As we evolve, we remain committed to benefits that empower our people and foster a culture of well-being."

**Ashura Jackson**  
**Benefits Manager, Digital Realty**

## Looking Ahead – A Fully Unified Global Program

By 2025, Digital Realty will complete its global rollout with Espresa, delivering a unified and equitable well-being experience for all employees. The final APAC expansion ensures every region has access to a consistent, locally relevant program. As the offering evolves, employees will benefit from expanded categories, greater flexibility, and intuitive automation—reinforcing Digital Realty's commitment to inclusion, simplicity, and well-being for all.



**Espressa is Powering Great Workplaces® with personal benefits people love.**

Driving global employee engagement programs, Espresa is inclusively available in all languages, time zones, and currencies. And, with Espresa LSA Plus™, companies can power flexibility and freedom of choice with integrated total well-being, recognition, and community in a single app.

