

Sustainability at Iron Mountain

Our sustainability goals

We set ambitious public goals and are transparent in our reporting to hold ourselves accountable for the impact of our operations. We focus on creating positive change in the communities where we do business. Our goals encourage us to collaborate across disciplines to innovate and sustainably grow our business. We focus on what is most material and most impactful. We create our goals thoughtfully and in alignment with our strategic sustainability objectives and governance processes.

These goals demonstrate our ongoing dedication to embedding sustainability throughout our organizational processes. We aim to **protect our planet**, including achieving net zero greenhouse gas emissions, **empower our people**, and **strengthen our communities**.

Protecting our planet

What our role is:

We embrace our responsibility to contribute to a net-zero emissions future for the planet. We seek opportunities to improve environmental performance within our operations. We enable our customers to manage information while meeting their environmental goals. And we partner with our suppliers to unlock opportunities to protect our planet, together.

What we want to achieve:

- Net-zero GHG emissions by 2040

How will we measure progress:

- In 2024, the Science Based Targets initiative (SBTi) approved our updated emissions reduction targets, including near and long-term targets aligned with a 1.5-degree pathway and net zero by 2040.
 - By 2033 55% reduction of Scope 1 and 2 emissions from our 2022 baseline
 - By 2028 84.2% of our suppliers by emissions covering purchased goods and services, capital goods, business travel, upstream transportation and distribution, will have science-based targets
- By 2030: Reduce Scope 1 fleet emissions by 20% from our 2022 baseline
- By 2040: Achieve 100% clean energy for our global electricity consumption

"We believe that a sustainable future is not only possible, but essential, as we partner with our customers to support their goals."

- Bill Meaney,
President and CEO, Iron Mountain



Empowering our people

What our role is:

At Iron Mountain, we foster a culture of customer focus, collaboration, and courage that all Iron Mountain employees live by.

We work together to create a workplace where employees' authentic selves are welcomed, accepted, and included. When we fuel innovation through diverse ideas, backgrounds, and perspectives, our people thrive, our customers benefit, and our business succeeds.

What we want to achieve:

- Create an inclusive culture that is committed to innovation, diversity, and agility

How will we measure progress:

Our annual IM Listening global employee survey provides valuable feedback regarding our company culture and helps our leaders understand how we can best support our Mountaineers' collective well-being and success. Using that survey is a measurement tool we aim to:

- Achieve and maintain a global employee engagement score of 70% or higher
- Achieve and maintain a global employee belonging score of 75% or higher

Strengthening our communities

What our role is:

Our impact extends beyond the walls of our facilities. We contribute positively to the communities in which we operate by leveraging the unique capabilities of our business. We go beyond philanthropy to conduct business in a way that leads to a prosperous future for communities.

What we want to achieve:

- To be a catalyst for positive change in the communities in which we operate

How we will measure progress:

- By 2030: Contribute 200,000 additional hours of volunteerism in our local communities
- By 2027, work with charitable partners to add 15 projects to our cultural heritage preservation collections



Actions we are taking to achieve our goals

Energy efficiency projects



Virtual energy audits, site surveys, and utility monitoring allow us to identify opportunities to prioritize sites for energy efficiency projects.

Water efficiency projects



Remote monitoring of our irrigation systems allows us to customize irrigation schedules, taking into account weather, climate, soil, and plant types to fit each site's needs. In our data centers, green building certifications and design ensure efficient use of water.

Clean energy procurement



Our portfolio of clean energy solutions includes onsite generation, direct-to-supplier energy contracting, and virtual power purchase agreements for wind, solar, and hydropower.

Greener fleet implementation



We have a comprehensive approach to reducing emissions from our fleet, including fleet electrification, the use of biofuels, dynamic routing that improves efficiency, and eco-friendly driving practices. We now have 300 electric vehicles in service or on order across 22 countries.

Waste reduction



Our strategy for waste management maximizes diversion and the reach of our recycling programs. We determined the top sources of waste generated during facility consolidations in order to use circular solutions that divert waste from landfill. We partnered with our waste management vendor to reduce over-servicing of bins.

Employee resource groups



Our volunteer-based global Employee Resource Groups (ERGs) are open to all employees and play an essential role in fostering belonging, supporting talent attraction, development and retention, and serving as valuable allies across our company. Each group is sponsored by one or more members of Iron Mountain's senior leadership team.

Benefits aligned with our values



In 2024, we launched "Resources for Living", a new global employee assistance program that will support all Iron Mountain employees and their household members—24 hours a day, seven days a week—at no cost. The program includes a range of resources including counseling services, educational materials, and tools to enhance mental and emotional well-being.

Employee volunteerism



We understand how busy life can be and that finding time to volunteer can be difficult, so we give full-time employees 16 hours and part-time employees eight hours of annual paid time off to volunteer for the causes that are important to them.

Corporate philanthropy: Living Legacy



The Living Legacy Initiative is Iron Mountain's charitable commitment to preserving cultural and historical information and artifacts and making them globally accessible to the public through digitization and education. In 2023, we partnered with organizations focused on documenting, educating, and addressing how severe weather events are impacting cultural heritage sites across the globe.

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