



Iron Mountain

# 2025 Sustainability Report

This report represents our commitment to enhancing stakeholder awareness of our sustainability priorities and describes how our performance is contributing to long-term value creation and a sustainable, responsible, and customer-centric business model.

<a href="#">03</a>	Letter from our President and CEO
<a href="#">04</a>	About Iron Mountain
<a href="#">09</a>	Safeguarding customer trust
<a href="#">13</a>	Protecting our planet
<a href="#">19</a>	Empowering our people
<a href="#">24</a>	Strengthening our communities
<a href="#">29</a>	Sustainability performance
<a href="#">41</a>	Double materiality assessment and stakeholder engagement
<a href="#">45</a>	Global Reporting Initiative (GRI) index
<a href="#">62</a>	Appendix A: UN Sustainable Development Goals
<a href="#">64</a>	Appendix B: External assurance statement
<a href="#">71</a>	Appendix C: Forward-looking statements

# Letter from our President and CEO

As I reflect on the past year, we have continued to navigate a complex and rapidly changing global landscape. From geopolitical tensions and economic shifts to the increasing frequency of extreme weather, our company, customers, and communities face significant challenges.

At Iron Mountain, we are driven every day by our purpose: to protect and elevate the power of our customers' work. We foster a culture of inclusion and belonging, which fuels innovation and supports our growth.

In these times, our commitment to operating responsibly—ensuring the safety of our Mountaineers and steadfastly pursuing our long-term sustainability goals—has never been more vital. I am incredibly proud that in 2025, we recorded our safest year on record in terms of both total recordable incident rate and lost time incident rate. This achievement underscores our core value of “owning safety and security” and our dedication to protecting each other and our customers' assets as if they were our own.

## Expanding our solutions

We continue to scale our service offerings to help our customers achieve both their business and sustainability objectives. This includes broadening the reach of our Asset Lifecycle Management (ALM) business to address the interconnected challenges of data security, affordability, and sustainability.

Furthermore, as we embrace AI-led solutions and processes that drive value for our customers and shareowners, we remain dedicated to the highest standards of data privacy and ethical information governance.

## Delivering on our commitments

We remain steadfast in our sustainability commitments. We continue to make progress toward our near-term emissions reduction and Net Zero by 2040 targets, which are validated by the Science Based Targets initiative (SBTi). To date, we have achieved a 16% reduction in greenhouse gas (GHG) emissions since our 2022 baseline. We are pioneering innovative strategies to accelerate this progress, such as deploying electric and hybrid mobile shred units (MSUs) and developing a concept-stage Battery Energy Storage System (BESS) for our data centers to enhance local grid resilience.

## Collaborating with partners

Collaboration is key to securing a sustainable future. We are holding our suppliers to the same high standards we set for ourselves, recognizing they are an essential extension of our business. By expanding our supply chain due diligence and engaging critical partners, we reduce risk and support our climate targets.

This report provides a comprehensive overview of our progress and our aspirations for the future. We invite you to join us as we continue to climb higher, building a more resilient and sustainable world for everyone.

Yours sincerely,



William L. Meaney  
President and CEO, Iron Mountain





# About Iron Mountain

## Our purpose

### To protect and elevate the power of our customers' work

Every day, organizations generate more content, data, devices, documents, archives, and digital artifacts—adding complexity, not clarity. Most of it remains unseen, underused, and scattered across systems or lost in storage. In a world defined by speed and AI, progress doesn't come from more information but from unlocking the value in what already exists.

At Iron Mountain, we believe information has power when it's **protected**, **connected**, and **activated**. And we've been building on this belief for over 70 years as the trusted steward of the world's most valuable assets.

We help organizations of all sizes seamlessly manage their digital and physical assets across their lifecycle—making them visible, secure, accessible, and AI ready.

From payments to pathology, mortgages to media, fine art to IT—we are the trusted partner to 95% of the Fortune 1000 to unlock the value from what's already within reach. Transforming information into intelligence and assets into advantage.

### Key facts and figures

61  
countries

70+  
years of proven  
experience

\$6.9B  
US fiscal 2025 revenue

240,000+  
customers

~1,340  
facilities

740+M  
cubic feet of customer  
assets stored

29,400  
employees

98M  
sq ft of real estate

95%  
of the Fortune 1000  
are customers

### Awards and recognition



- Listed on the 2025 FTSE4Good Index
- Scored 100 on the 2025 Disability Index
- Received ITAD Company of the Year award at the ITAD Summit
- Achieved an 'A' score on the CDP Supplier Engagement Assessment (SEA)
- Achieved the Equality 100 Award from the Human Rights Campaign Foundation
- Awarded Silver Medal [Sustainability Rating](#) by EcoVadis
- Received the CBRE Sustainability Excellence Award
- Awarded top honor in AI Implementation at Tech Top 50 Awards by Mass Technology Leadership Council
- Recognized as a Great Place To Work in 12 locations

In compliance with Regulation (EU) 2024/3005, please visit the [FTSE Russell ESG Ratings Disclosure page](#), [CDP Full Corporate Scoring Methodology page](#), and [EcoVadis ESG Ratings Methodology page](#) for detailed information on the rating methodologies, data sources, and ESG weighting factors.

## Our approach to sustainability

### Securing a sustainable future

As a global leader in innovative solutions, data center infrastructure, and asset lifecycle and information management services, we strive to take responsibility for a sustainable future by unlocking opportunities in our operations and beyond.

Iron Mountain has embedded sustainability across its organizational processes to optimize performance and meet stakeholder needs. Our collaborative approach enables customers to make better decisions about how they manage their most valuable information and assets, prioritizes employee well-being and development, and supports our local communities.

### Our four sustainability pillars



**Safeguarding customer trust**

To be our customers' most trusted partner for unlocking business value



**Protecting our planet**

To take responsibility for a sustainable future by unlocking opportunities in our operations and beyond



**Empowering our people**

To have past, current, and future employees view their experiences at Iron Mountain as an accomplishment and a source of pride



**Strengthening our communities**

To catalyze positive change in the communities in which we operate



## Customer connections



### 2025 Education Series

Iron Mountain hosts an annual Education Series to help our clients grow and refine their digital information management capabilities as they continue to evolve and adapt to today's technology-driven landscape.

Our 2025 Education Series "Prepared and aware in the age of AI" is designed to equip business leaders with the knowledge needed to thrive in this dynamic environment.

#### Six expert-led sessions dove into topics including:

- Navigating the latest in compliance requirements and regulatory practices
- Optimizing data management strategies to ensure security and accessibility
- Exploring new options for responsible data disposition
- Developing a data-driven mindset to harness the power of AI
- Embracing change as an Information Management professional
- Anticipating future trends and preparing for the challenges ahead

You can view our education series webinars, blogs, and articles [here](#).

## Sustainability oversight

We believe that executive oversight and leadership are essential to delivering on our sustainability commitments and promoting trust in what we say and do.

### Our governance framework is designed to provide oversight of our:

- Progress against our global sustainability strategy and goals with a view of our programs and processes to meet those targets
- Business unit planning to help support the attainment of the enterprise sustainability goals
- Processes to measure and report on progress in alignment with regulatory requirements and voluntary reporting frameworks
- Process to identify, assess, and manage climate-related risks

These objectives are achieved through a multi-layered leadership model focused on the management and oversight of key sustainability issues. On behalf of our board of directors, the Nominating and Governance Committee has primary responsibility for overseeing Iron Mountain's strategy, goals, reporting, and environmental, social, and governance (ESG) risks. The Nominating and Governance Committee has responsibility for coordinating such oversight with the full Board, as it deems appropriate, for reviewing the Company's ESG initiatives, monitoring key performance metrics and addressing emerging ESG issues.

Our Sustainability Steering Committee (SSC) is chaired by our General Counsel and Corporate Secretary and includes business and functional leaders. The SSC is responsible for allocating resources as needed to implement our sustainability strategy and meet objectives, monitoring sustainability performance against company goals, and reporting to the Nominating and Governance Committee and full Board on our sustainability program and our progress.



# Our sustainability goals

Protecting our planet	Empowering our people	Strengthening our communities
<b>What our role is</b>	<b>What our role is</b>	<b>What our role is</b>
We embrace our responsibility to contribute to the fight for a net-zero future. 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.	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.	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.
<b>What we want to achieve</b>	<b>What we want to achieve</b>	<b>What we want to achieve</b>
To create a more sustainable future through continuous innovation and collaboration	To create an inclusive workplace that is committed to innovation, agility and customer focus	Be a catalyst for positive change in the communities in which we operate
<b>How will we measure progress</b>	<b>How will we measure progress</b>	<b>How will we measure progress</b>
<p>By 2040: Achieve net-zero GHG emissions, inclusive of Scopes 1, 2, and 3 On our way there:</p> <ul style="list-style-type: none"> <li>By 2033: 55% reduction of Scope 1 and 2 emissions from our 2022 baseline*</li> <li>By 2028: 84.2% of our suppliers by emissions covering purchased goods and services, capital goods, business travel, and upstream transportation and distribution, will have science-based targets*</li> <li>By 2030: Reduce Scope 1 fleet emissions by 20% from our 2022 baseline</li> <li>By 2040: Match 100% of our annual enterprise electricity consumption with clean energy</li> </ul> <p>* The target boundary includes land-related emissions and removals from bioenergy feedstocks.</p>	<p>Our annual IM Listening global employee survey provides valuable feedback and helps our leaders understand how we can best support our employees' collective well-being and success. Using the survey as a measurement tool, we aim to:</p> <ul style="list-style-type: none"> <li>Achieve and maintain a global employee engagement score of 70% or higher</li> <li>Achieve and maintain a global employee inclusion and belonging score of 75% or higher</li> </ul>	<ul style="list-style-type: none"> <li>By 2027: Work with charitable partners to add 15 projects to our cultural heritage preservation collections</li> <li>By 2030: Contribute 200,000 additional hours of employee volunteerism in our local communities</li> </ul>



Safeguarding  
customer trust

## Data privacy

### Commitment to data privacy

Securing the trust of our customers is critical to our business, and our robust privacy and data protection practices are essential to maintaining it. We are strongly committed to ensuring customer data remains safe and secure, and we embed best-in-class privacy and data protection measures into all our services in line with global regulations.

Iron Mountain's Global Privacy Program and related privacy certifications remain core to assuring customer trust and demonstrating our rigor. We maintain and continuously mature these critical assurances, including International Organization for Standardization (ISO) 27701 certification for privacy information management which is an independent verification of our adherence to the highest international standards for data privacy protection.

### Evolving digital landscape

The rapid evolution of the digital data economy, particularly the proliferation of Artificial Intelligence (AI) technologies, presents both a catalyst for innovation and a source of new data privacy and cybersecurity risks. Governments worldwide are responding with increasingly complex regulations, creating adaptation challenges for both Iron Mountain and our customers.

In this dynamic environment, governance, compliance, and responsible data management have become paramount. Iron Mountain proactively addresses these risks by navigating new digital data, cybersecurity, AI, and data protection laws (e.g., EU AI Act, Digital Operational Resilience Act (DORA), Network and Information Security Directive 2 (NIS2), Data Act, and US State AI laws). We continuously assess the impact of these laws on the enterprise and our customer services, protecting our reputation and effectively turning compliance into a competitive business advantage.

### Responsible innovation

To foster responsible use of AI, we have established a dedicated AI Governance program. This program is designed to identify and manage the unique risks created by AI, ensuring we operate with transparency and accountability. We continuously enhance this framework to keep pace with regulatory developments, emerging technologies, and evolving customer expectations.



## Customer connections



## Collaboration to advance data management

To keep abreast of policy and regulatory changes, and to share best practices of physical and digital data management, we collaborate internally and externally across industries, sectors, and regulators. Our privacy experts contribute to a number of in-person and virtual panel discussions, exhibits, and conferences, as well as actively participate in Iron Mountain U.S. and EMEA Customer Advisory Board meetings. Iron Mountain is an active member of the International Association of Privacy Professionals (IAPP), Privacy, InfoSec, Compliance, Culture, Awareness, Strategy & Ops (PICCASO), Centre for Information Policy Leadership (CIPL), and Information Technology Industry Council (ITI), which promote data privacy policies and standards that advance competition and innovation worldwide.



## Safeguarding customer trust

# Supporting our customers

We are committed to enabling our customers to protect and elevate the power of their work, while making a lasting, positive impact. Through innovative solutions, we can help our customers achieve their business and sustainability goals.

We aim to provide solutions that address clear sustainability challenges, yield a net positive impact, and feature claims based on third-party standards or transparent calculation methodologies.

## Supporting our customers with sustainable products and services



### Secure Paper Shredding

Iron Mountain's **Secure Paper Shredding** solution offers a comprehensive information destruction program for paper records that is convenient, compliant, cost-effective and sustainable.



### Eco Box

The Iron Mountain **Eco Box** provides durability and security while also being Forest Stewardship Council (FSC®)-certified, 100% recyclable and easy to order and receive.



### IT Asset Disposition

Iron Mountain **IT Asset Disposition services** make it easier for companies to deploy newer, more efficient, and environmentally-friendly technology while our remarketing and recycling programs minimize the amount of material entering waste streams.



### Green Power Pass

Iron Mountain's **Green Power Pass** provides customers with a certificate of attestation validating that 100% of the power they use at Iron Mountain's data centers is carbon-free, which supports their sustainability objectives.



### Smart Sort

Iron Mountain's **Smart Sort** enables customers to quickly and confidently make decisions about their legacy files, creating a more compliant and efficient records management program.

Read more about how we are helping our customers achieve their sustainability goals [here](#).



## Measuring the impact of our products and services

### In 2025, on behalf of customers we

- Shredded and recycled **423,525** metric tons (mt) of paper and cardboard products, the equivalent of preserving approximately **11.2** million trees
- Purchased more than **13.4** million FSC®-certified boxes
- Recycled **6,521** mt of plastic, the equivalent of over 540 million single-use plastic water bottles.

## Customer environmental impact reporting

We recognize that our customers are seeking more transparency from their supply chains. We have developed a portfolio of reports that measure the environmental impacts and benefits of customer programs.

### Iron Mountain's Secure Shredding Green Report

This report communicates the impact an organization is having by making responsible shredding decisions. The report provides customers with the total weight of paper that was shredded and recycled. It also provides equivalencies from the Environmental Paper Network's Paper Calculator™ to illustrate the environmental benefits of recycled paper vs. sourcing virgin materials. Learn more [here](#).

### Iron Mountain's Asset Lifecycle Management (ALM) Environmental Benefits Report

This customer-specific report allows customers to quantify the positive environmental impact of their IT Asset Disposition program. The report provides the total weight of IT Assets processed during the reporting period and the associated environmental benefit of the customer's choice to recycle or remanufacture those devices. Learn more [here](#).

### Iron Mountain's Customer Greenhouse Gas Emissions Allocation Report

This report allows customers to understand the Scope 3 emissions that are associated with their activity at Iron Mountain. The tool uses a spend-based allocation methodology, taking into account the specific services we provided for the customer during the reporting period. Learn more [here](#).



Our customers downloaded more than **19,500** environmental impact reports during **2025**, providing transparency into the impacts and benefits of their programs.





Protecting  
our planet



# Greenhouse gas emissions

## Our journey to net zero

Our emissions reduction targets, which align with the Paris Climate Agreement aspiration to limit the global temperature increase to 1.5 degrees Celsius, have been validated by the [Science Based Targets initiative](#) (SBTi). This includes near-term targets as well as net zero by 2040.

Transparency and data have been at the core of our program since we began our journey over a decade ago. Through transparency, we build trust and enable collaboration. We are committed to being a valued partner to our customers, investors, employees, and the communities in which we operate. Together, we are making strides toward a more sustainable future and remain committed to the work ahead.

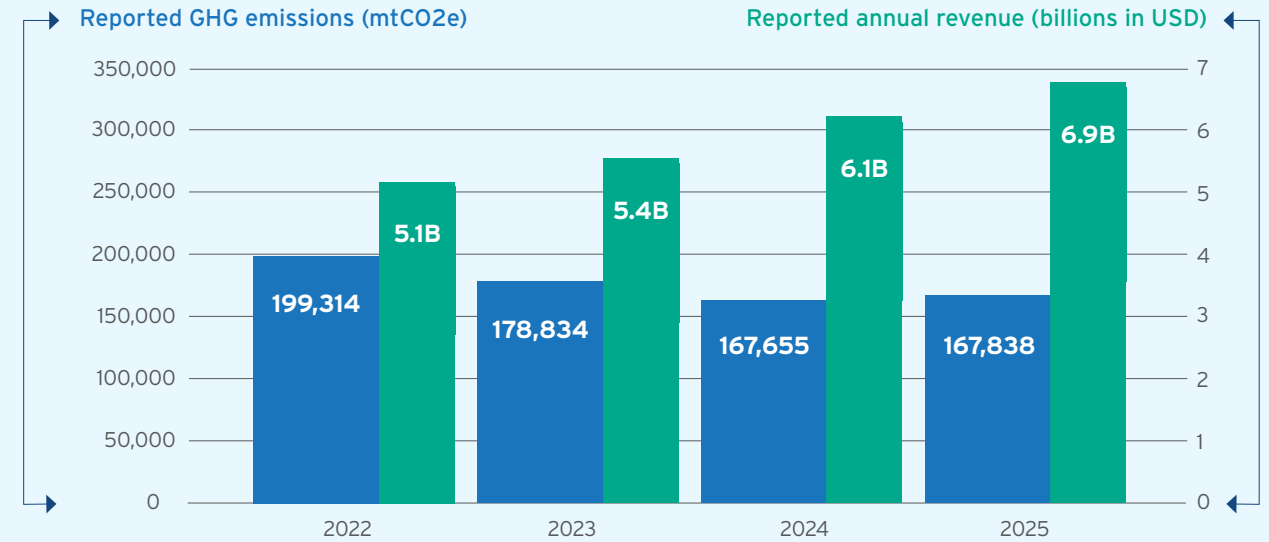
We are using a measured approach to expand the reach of our emissions reduction initiatives and identify opportunities to decarbonize our operations. Our path to net zero focuses on reducing energy use and increasing the efficiency of our facilities, electrifying our systems, increasing our use of clean energy and addressing the environmental impact of our fleet. Our approach has delivered meaningful reductions in our emissions.



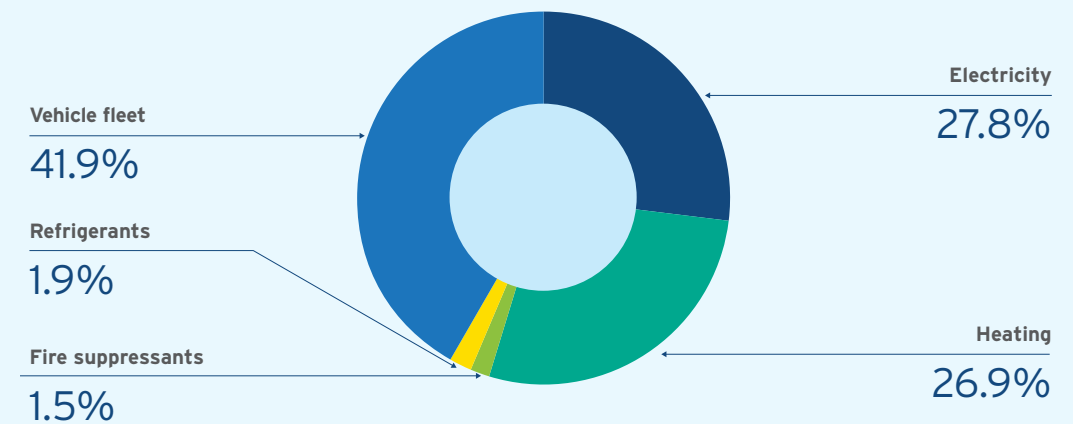
In **2025**, we reduced corporate **Scope 1 and 2** emissions by **16%** since our **2022** baseline year.

## Responsible growth trend

Scope 1 and 2 (market-based) emissions and annual revenue



## 2025 Scope 1 and 2 (market-based) emissions breakdown



## Decarbonizing our operations

### Greener fleet

Vehicles play an essential role in our operations. We depend on our fleet to deliver exceptional service to our customers worldwide. In 2025, vehicle emissions accounted for 41.9% of our Scope 1 and 2 greenhouse gas emissions, making our fleet a key focus area of our emissions-reduction strategy. We are taking action to achieve a 20% reduction of Scope 1 fleet emissions by 2030 from our 2022 baseline.

### Innovation in mobile shred vehicles

Over the last several years, we have been investigating options to reduce emissions in our fleet operations. In 2025, we took the next step in this journey by evaluating solutions to reduce emissions from the idling of our mobile shred units (MSU) during onsite shredding services. We tested a prototype of a fully electric mobile shred unit and launched two hybrid units into service. This innovation is key to developing a more sustainable path for our fleet.

These next-generation MSUs offer tangible benefits for both our customers and the environment. Our onsite shredding customers appreciate the significantly quieter processing capabilities of these new units, which enhances their service experience while also reducing fossil fuel consumption. We look forward to continuing to work with the manufacturers on adjustments that would enable us to deploy these vehicles more broadly across our operations.



This image was edited using an AI generative tool.



In **2025**, **18%** of our global light-duty fleet, including vans, trucks, and company cars, were electric and we increased the use of biofuels by **186%** since **2022**.

### Our greener fleet focus areas include:



**Fleet electrification** | We now have over 335 electric vehicles in service, or on order, across 31 countries.



**Alternative fuels** | We continue to expand the use of biofuels and alternative energy sources.



**Route optimization** | We plan efficient travel routes, minimizing unnecessary driving and reducing fuel consumption.

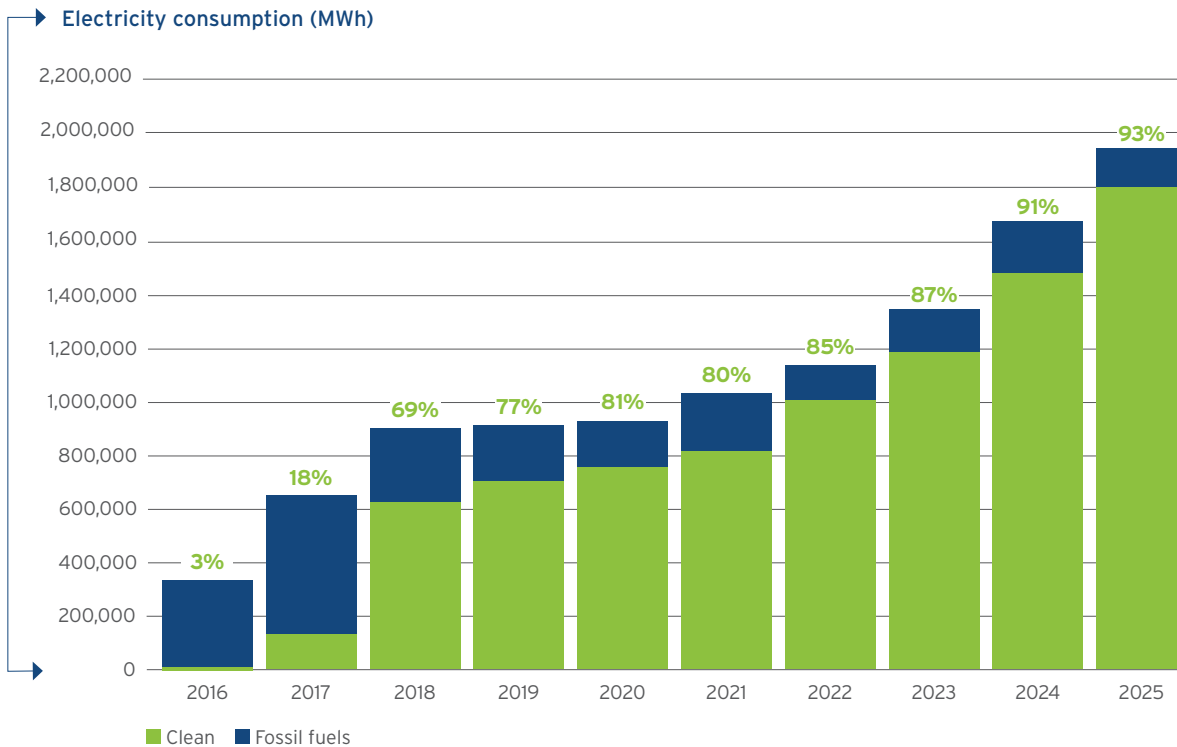


**Driver behavior** | We promote eco-friendly driving practices among our drivers to further enhance fuel efficiency.

### Clean energy

In 2025, our global electricity consumption was covered by 93% clean energy, including 65 onsite solar projects that generated more than 23,098 MWh of electricity. Since 2017, we have continued to match 100% of the electricity consumption in our data centers with clean energy. Our portfolio of clean energy solutions includes onsite generation, direct-to-supplier energy contracting, and renewable energy certificates (RECs) and virtual power purchase agreements (VPPAs) for wind, solar, and hydropower. We work closely with our utility data aggregation and advisory services partner to evaluate the utility-level green power landscape, including green tariffs and other utility-specific programs.

### Annual clean electricity percentage trend



## Customer connections



### Expanding onsite solar

In 2025, Iron Mountain's Global Real Estate (GRE) team reached a major milestone in our onsite clean energy generation journey by successfully completing our first solar project in Thailand.

The 250 kilowatt-peak (kWp) solar system, installed at our IC1+IC2 facility in Soi Wat Nam Daeng, became operational in July. In its first two months alone, the installation generated approximately 55,000 kilowatt-hours (kWh) of clean power, successfully covering 33% of the site's energy needs. Beyond the environmental benefits, the project is projected to deliver approximately \$44,000 in annual utility savings.

By retaining all environmental attributes generated by the system, we ensure that every kilowatt produced directly supports our sustainability roadmap and the decarbonization of the APAC region. By expanding onsite solar capacity, we aren't just reducing our carbon footprint; we are supporting resilient, clean energy infrastructure that allows Iron Mountain to lead by example.

## Supporting grid resilience

### 24/7 Carbon-Free Energy Data Centers

Conventional clean power solutions are designed to match a buyer's load annually. This approach does not account for whether clean power is available when clients use electricity, and as a result, doesn't help decarbonize the grid.

Iron Mountain's Data Center division became a founding signatory to the UN Compact on 24/7 Carbon-Free Energy, committing to seeking hour-by-hour matching of our site consumption with local carbon-free energy (CFE) by 2040. This approach not only supports the decarbonization of the grid, but allows us to offer the Green Power Pass product to customers. They can then report—at any Iron Mountain Data Center—the power they consume as clean power in their public reporting, making Iron Mountain an important part of their decarbonization roadmaps and commitments.

The tools used to monitor our progress toward our 24/7 CFE commitment of our data centers is also creating valuable insights for other facilities. We currently have over 201 locations globally, including over 137 locations in the United States, with the ability to track and match clean energy usage on an hourly basis.

### Battery storage

Iron Mountain's data center division designed an innovative grid-enhancing Battery Energy Storage Systems (BESS) that delivered up to 100 megawatt (MW) of grid support across our Virginia campuses, the largest data center market in the world. BESS played a crucial role in stabilizing electricity grids and facilitating the integration of clean energy. While still at the concept stage, this R&D has the potential to significantly enhance the sustainability and resilience of the local grids we operate within. We are also developing a 12 MW battery storage solution at our New Jersey facility, scheduled for deployment in 2027.



# Environmental impact initiatives

## Facility efficiency



We use innovative design, construction, and operation to reduce a building's lifelong environmental footprint and we pursue certifications that enhance our service offerings and mitigate risks.

- Virtual energy audits, site surveys, and utility monitoring allow us to identify opportunities to prioritize sites for energy efficiency projects.
- We continue to expand our LED retrofit initiatives and the installation of motion-sensing lights, programmable thermostats, and HVAC optimization projects. To date, we have upgraded more than 455,500 light fixtures.
- All new-construction, multi-tenant data center facilities are certified to BREEAM Green Building Standard, or a similar local standard. Iron Mountain data centers are a signatory to the EU Climate Neutral Data Centre Pact.

## 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.

- In 2025, 93% of our global electricity consumption was covered by clean energy sources.
- As of 2025, there were 65 facilities with onsite solar arrays in our global real estate portfolio, representing a cumulative system size of more than 24.6 MW.

## Greener fleet



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 335 electric vehicles in service, or on order, across 31 countries.
- Over the last two years we have been testing a fully-electric mobile shred unit as well as hybrid mobile shred units, in order to reduce emissions and noise from idling while servicing onsite shredding customers.

## Water conservation and management



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.

- We have completed our evaluation and site implementation for our irrigation management program. As a result of the program, we have installed smart irrigation controls at 25 sites, which is estimated to save 12.6 million gallons of water annually. These prevent over watering, provide utility savings, and identify leaks and other potential issues early, minimizing impact.
- The Iron Mountain Data Center team continued to align all new facility designs with the Climate-Neutral Data Centre Pact targets for Power Usage Effectiveness (PUE) and Water Usage Effectiveness (WUE). WUE overall improved from 1.81 to 0.996 globally from 2017 to 2024.

## Waste reduction



Our strategy for waste management maximizes diversion and the reach of our recycling programs. We completed an analysis to identify top waste sources and opportunities for circular solutions.

- Facility consolidations can generate one-time waste, potentially lowering our landfill diversion rates. In 2025, we recycled 32,300 tons of metal racking.
- We recycled 515,375 pounds of secure shredding totes at the end of their useful life into reusable plastic pallets for our operations and resold or scrapped 460,300 pounds of powered industrial transport equipment from our facilities.
- We partnered with Habitat for Humanity to donate more than 16,930 pounds of repurposed materials. We also provided the Salvation Army Disaster Relief Center with containers that were no longer in use, so they could become tornado relief kits, recycling more than 2,900 pounds of plastics.





Empowering  
our people

## Our culture

We are committed to making a meaningful impact on our customers, our people and our business by cultivating a culture that is firmly grounded in our values: **Acting with Integrity, Owning Safety and Security, Building Customer Value, Taking Ownership, and Promoting Inclusion and Teamwork.**

While we foster an environment of learning, collaboration, inclusion and wellbeing, we know culture truly thrives in the everyday experience of working at Iron Mountain.

Our culture encourages open communication and innovation while fostering trust, engagement, and exceptional performance. We evaluate our progress through our annual global employee engagement survey (IM Listening) and use data-driven insights to deepen our understanding of our global workforce. These insights collectively enable us to drive enhanced employee engagement, measure effectiveness, and refine our approach for sustained success.

Led by our President and CEO, William Meaney, our Executive Leadership Team plays a pivotal role in advancing our culture and driving growth. The Executive Leadership Team reviews and supports key initiatives, monitors progress toward enterprise goals, ensures accountability through measurable targets, and communicates achievements to stakeholders. The Executive Leadership Team actively reviews the results of our IM Listening Survey, aligning on enterprise-wide actions and focus areas that continue to reinforce our culture. Several members of our executive team are also active sponsors of Employee Resource Groups, acting as allies and champions of inclusivity and belonging across the enterprise.

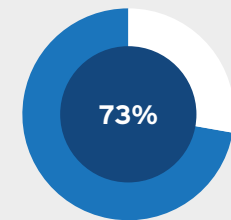
### The IM Listening survey:

Our annual IM Listening global employee survey provides valuable feedback and helps our leaders understand how we can best support our employees' collective wellbeing and success. In 2025, we added new questions on workplace safety, learning and development, performance management, and customer centricity. We also introduced enterprise-wide engagement focus areas and increased leader support for action planning. The IM Listening Survey:

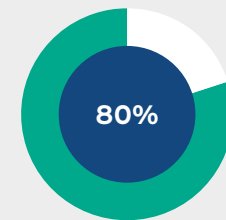
- Provides valuable feedback to people managers, offers insights for understanding employee engagement, inclusion, and belonging, and identifies opportunities for improvement.
- Strengthens Iron Mountain's focus on our future vision, enhances communication around the rationale for change, and supports the collective development, well-being, collaboration, and success of Mountaineers.
- Serves as a vital resource for leaders to reference and integrate into decision-making when planning, announcing, and implementing initiatives.
- Acts as a key measure of success for our enterprise priorities.



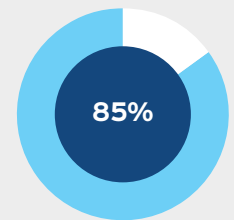
## 2025 Employee engagement survey results



Engagement index score



Inclusion and belonging score



Overall participation rate

## 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 promoting allyship across our company. Each group is sponsored by one or more members of Iron Mountain's senior leadership team.

### Highlights in 2025 include:

- The **Black Colleagues@IM ERG** strengthened community engagement through "Water Cooler Conversations," a networking event that helped employees broaden their internal networks. To mark Black History Month, the ERG delivered educational initiatives and launched a Buy Black Businesses Guide to encourage support for Black-owned enterprises. The group also curated Juneteenth activities, including a skills-development series to enhance career performance and opportunities, led by Career Gems for the Journey.
- The **Capable@IM ERG** launched a new Mental Health Subcommittee to promote mental wellness within and beyond the workplace, with the goal of fostering a culture of openness, support, and resilience. The ERG also continued to host a wide range of events, including autism awareness, celebrations of neurodiversity, employee well-being initiatives, and expanded resources for caregivers. In addition, Capable@IM strengthened community and connection through team-building activities.
- The **LGBTA@IM ERG** continued their series of quarterly "Safe Space" calls—a dedicated time for LGBTA@IM ERG members and allies to come together in an open, supportive environment to chat, share, and connect on topics that matter to the community. These calls are optional and unrecorded, creating a truly safe space for all to join as they wish.
- The **NA Asians@IM ERG** celebrated Asian American Pacific Islander (AAPI) Month by launching a speaker series featuring Mountaineers and external speakers as the ERG continues to focus on creating a culture of diversity and resilience through events centered on awareness, personal growth and professional networking.
- The **Veterans@IM ERG** advanced support for the Department of Defense SkillBridge program by mentoring transitioning service members, translating military experience into corporate pathways, and strengthening veteran recruitment and retention. ERG-led onboarding also fosters community, belonging, and long-term engagement for SkillBridge participants. They partnered with Capable@IM's mental health subcommittee and Freedom Service Dogs to showcase how custom-trained assistance dogs transform lives.
- The **Women@IM ERG** hosted nine live events this year, including a professional development session featuring Brooke McIntosh, a decorated pairs skater with national titles for both Canada and Spain, as well as World Junior and Senior Grand Prix medals, along with her sister, Summer McIntosh, a three-time Olympic gold medalist swimmer and the holder of multiple world records. The Women@IM ERG also cemented the Global Women in Influence Awards as an annual event.



### Welcoming a new ERG

In May 2025, the **Early Career@IM ERG** was launched, focused on helping employees in the early stages of their careers to thrive. It is designed to provide a space where early career professionals and allies can come together to share experiences, gain valuable insights, and access the resources they need to succeed.

## Benefits to help employees thrive



The Global Benefits, Wellbeing, and Mobility teams ensure Iron Mountain's benefits align with our culture and values. We offer a diverse range of benefits supporting holistic wellbeing: physical, financial, social, and emotional.

Preventive care and resilience are key priorities. We promote mental wellbeing as equal to physical health, embedding this mindset through monthly programming, leadership training, ERG partnerships, and regular executive messaging.

"Resources for Living," our global Employee Assistance Program, provides confidential, 24/7 support to all Mountaineers and their households at no cost. This foundational program fosters proactive resilience, addressing emotional support, financial and legal counsel, caregiver needs, family matters, and emergency resources.

In 2025, we launched global mental health training during Mental Health Awareness Month, achieving 79% participation. We also successfully piloted Mental Health First Aid Training for U.S. supervisors, with plans to expand globally in 2026.

Demonstrating the power of collaboration, the Global Benefits Team recently partnered with the Richard Reese Employee Relief Fund. Together, we offer immediate financial assistance alongside emotional support and community resources. This partnership aids Mountaineers in crisis, supporting both immediate needs and long-term recovery.

Additionally, Mountaineers have free, 24/7 access to Psych Hub—the world's largest library of curated mental health content—and our Mental Health Ally Program. Employees worldwide also enjoy no-cost access to virtual lifestyle coaching, mindfulness, and resilience resources.



## Customer connections



### Driving world-class service with the 360 Communication Tool

In June 2025, our North America Transportation team launched the new 360 Communication Tool, a major enhancement to our transportation proof-of-service application, IMTransport, utilized by all drivers in North America Operations (NAO). This cross-functional partnership between drivers, routers, market teams, and customer service agents is designed to identify and quickly resolve service roadblocks in real time. The tool addresses the long-standing challenge of receiving real time feedback from drivers on the road. Drivers now have a dedicated place inside IMTransport to log issues, such as outdated contact information, special client instructions, or safety concerns, while they are at a customer stop.

Since its launch, the program has demonstrated tremendous success, including:

- 13,710 individual entries submitted by drivers across North America
- A 99.85% closure rate
- Over 1,900 customer contact updates and 600 routing updates

This successful collaboration provides a scalable model for global expansion, as the tool can be applied in any market that uses IMTransport.

## Professional development and learning

Iron Mountain recognizes that our people are the foundation of our success. We are deeply committed to continuous learning and development, enabling employees to advance their careers while building the skills and capabilities necessary to address future challenges. By investing in our people, we empower them to create value, drive innovation, and contribute to a sustainable, high-performing business.

### Leadership development

We offer tailored development programs for supervisors, managers, and directors designed to build essential skills, provide coaching, facilitate peer networking, and establish partnerships with senior leadership and industry experts. Through hands-on exercises and real-world case studies, participants gain the confidence and competence to effectively manage high-performing teams, lead through change, and foster global, cross-functional collaboration. Our alumni program provides participants with continued access to curated content that reinforces their development.

### On-demand learning

Approximately 6,400 employees have access to LinkedIn Learning, which offers a rich digital library of on-demand courses that supports both personal development and professional growth. Licenses are managed and distributed to employees based on role-specific needs, providing access to individualized learning opportunities.

Through these integrated development initiatives, Iron Mountain reaffirms its commitment to cultivating talent as a central pillar of sustainable business success and long-term resilience.

Learning and development programs	Audience	Number of participants 2025	Hours of content consumed 2025	Key highlights 2025
<b>Leadership development programs</b>	Selected supervisors, managers, and directors	335	10,474	<ul style="list-style-type: none"> <li>Enhanced coaching skills and learning offerings across all programs</li> <li>Increased manager and supervisor program cohort sizes</li> <li>Introduced Leading for Growth Director Program, including monthly skill-focused development sessions, 360° assessments, executive coaching, peer group collaboration, and quarterly speaker series delivered by external thought leaders</li> <li>Increased coaching roles and support for personalized learning paths</li> <li>Increased engagement in alumni programs, strengthening long-term talent pipeline and driving sustained organizational growth</li> </ul>
<b>LinkedIn Learning</b>	Coordinator and above	4,682 licenses activated on average	42,357	<ul style="list-style-type: none"> <li>Curated learning paths with courses designed for role-based skill development</li> <li>Integrated select learning resources into leadership development programs, talent management processes, and business-specific training and development initiatives</li> <li>More than 1,500 learners explored content related to AI to enhance their skills</li> </ul>





# Strengthening our communities

## Corporate philanthropy: Living Legacy Initiative

Iron Mountain's commitment extends beyond our business operations to the communities where our employees live and work. We engage in corporate philanthropy by leveraging our core expertise in safeguarding and managing physical and digital assets for the benefit of our communities through strategic nonprofit partnerships. The cornerstone of this effort is the Living Legacy Initiative, Iron Mountain's charitable program dedicated to preserving cultural and historical information and making it accessible globally through education.



Through our grant program, we forge mutually beneficial partnerships with nonprofit agencies, museums, and other nongovernmental organizations. This program combines financial contributions with donated services and customized solutions, ensuring a positive community impact. We select partners whose missions align with ours and who can benefit significantly from our unique asset management expertise. Further details on our partner organizations are available [here](#).

In 2025, we continued partnering with organizations to preserve at-risk cultural heritage sites and information throughout the world. We remain dedicated to providing the public with educational resources focused on our shared history, which in turn offers insights to build a better future. Our commitment is fulfilled through resources such as easily accessible online archives, interactive virtual guided tours, efforts to preserve indigenous heritage, and other similar initiatives.

This year, the Living Legacy Initiative welcomed Cultural Emergency Response (CER) as a new partner. CER provided vital assistance for an urgent conservation project focused on the Monastery of Saint Ioulita and Kyriakos in Dhuvjan, Albania. This 16th-century monument, a significant surviving example of post-Byzantine architecture in the Balkans, is still actively used by the local community. The project utilized traditional local techniques to stabilize the monastery. To explore more of CER's global projects, click [here](#).

Iron Mountain also partnered with the National Geographic Society to fund Explorer Dr. Victoria Herrmann's "Preserving Legacies" initiative. Our support enabled the implementation of climate adaptation solutions at three critical cultural heritage sites: Petra in Jordan, the Ifugao rice terraces in the Philippines, and Koutammakou in Togo. These solutions aim to strengthen community resilience. Through a virtual webinar with Iron Mountain employees and customers, Dr. Herrmann shared her commitment to leveraging effective preservation techniques to safeguard humanity's diverse cultural heritage. Click [here](#) to watch a webinar exploring that work.

CyArk, our longtime partner, continues to deliver high-quality digital documentation and virtual guided tours of sites throughout the world. Their work empowers site managers to conserve their locations, ensuring future generations will be able to enjoy them. To date, visitors have experienced more than 300,000 virtual tours of Iron Mountain Living Legacy Initiative funded projects. Visit Iron Mountain's collection on the [CyArk](#) page to take a virtual field trip today.

## Preserving cultural heritage

Watch to learn more about Iron Mountain's Living Legacy Initiative and our commitment to preservation and accessibility.



## Volunteerism: Moving Mountains

With our success in reaching 100,000 volunteer hours in 2024, we set the goal of logging an additional 200,000 volunteer hours by 2030. Throughout the year, we celebrated the impact our volunteers had on various organizations and initiatives—including animal rescue groups, environmental cleanups, disaster relief efforts, local firehouses, schools, nonprofit boards, and youth sports teams—by sharing their stories with fellow employees and on social media.

To empower employees to support the causes they care about, we provide 16 hours of paid annual volunteer time off for full-time employees and eight hours for part-time employees. In 2025, the program experienced continued growth, with higher employee engagement resulting in an increase in both the number of volunteer hours logged and the community organizations supported.

While we encourage year-round volunteerism, we specifically promote participation during Moving Mountains month in May and International Volunteer Week in December. These initiatives offer leaders dedicated times to integrate volunteering into their team meetings and activities.



In **2025**, employees spent **43,739** hours volunteering in their local communities.



## Customer connections



## Investing in the future with Early Careers at Iron Mountain

Our Early Careers program is a vital, strategic resource, providing our business and culture with the fresh energy and bold ideas of emerging professionals. This program includes students joining us for summer internships and recent graduates entering the workforce full-time and serves as a critical pipeline for building a workforce prepared for tomorrow's challenges.

The 2025 US Summer Internship Program was defined by immersive learning and direct engagement. Rather than just shadowing teams, our interns participated in development workshops, leadership panels, and direct conversations with senior executives.

We are focused on moving beyond a short-term, seasonal experience to a model of conversion and retention. Our aim is to foster internships into long-term careers, ensuring that the fresh perspective they bring today can become the leadership of tomorrow. As these Mountaineers grow professionally, they won't just fill roles but will help shape our organization and make Iron Mountain an essential part of their professional journey.

## Community engagement

At Iron Mountain, our sustainability journey isn't just about internal goals, it's about finding innovative partners who share our commitment to a healthier planet. This commitment has led to a powerful collaboration that transforms our waste into a valuable resource while strengthening our communities.

We partnered with Green Current Solutions, a woman-owned company, that is helping us create a powerful circular solution in our operations across North America. Green Current Solutions provides a responsible end-of-life solution for our damaged shred collection containers. Their recycling and manufacturing facility transforms plastic waste into durable plastic pallets. We have been transitioning from traditional wooden pallets to Green Current Solutions' reusable plastic alternatives for our internal pallet usage. This shift is a win for both our business and the environment. Plastic pallets are more sustainable due to their reusability and recyclability. They are also safer than their wood counterparts since they do not have nails or give splinters. We've already implemented an estimated 16,000 of these pallets across 20 markets in North America.

This closed-loop design is further reinforced by a buy-back program for any damaged plastic pallets, which are simply returned and incorporated into new ones. In 2025, 155,130 pounds of resin was produced from damaged bins and used to make new plastic products. Due to embedded metal safety features and wheels of the bins, special handling was necessary, and Green Current Solutions was unique in their ability and willingness to take on the challenge.

### Partnering for impact

This collaboration is a testament to our broader mission of giving back and strengthening our communities. The co-founder of Green Current Solutions also runs Living Lands and Waters, a non-profit dedicated to cleaning up America's rivers. On September 23, 2025, a team of Iron Mountain employees teamed up with Living Lands and Waters for a river cleanup event on the Ohio River. This partnership demonstrates that a commitment to sustainability allows us to build powerful connections that benefit our operations, our planet, and the communities where we live and work. Learn more about Living Lands and Waters [here](#).



### Waste removed from the Ohio riverbank during the event:



## Supply chain engagement

### Supply chain due diligence

We recognize that, like us, our customers are working toward sustainability goals, and as a key part of their supply chain, we have an important role to play. A crucial aspect of this role is ensuring that we uphold a responsible supply chain.

Our Supplier Code of Conduct establishes clear principles, standards, and practices required for doing business with us. Regardless of the type or location of service provided, Iron Mountain's suppliers and their subcontractors must adhere to all applicable legal and other binding obligations concerning employment practices and workplace conditions. We are committed to fostering strong relationships with our suppliers to mitigate risks, identify opportunities, and ensure compliance with existing and emerging international regulations.

In 2025, we conducted an initial risk mapping assessment of 275 critical suppliers using a third-party platform to strengthen our supply chain due diligence with regard to sustainability risks. This evaluation focused on four key risk categories: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. The results of this mapping exercise found that fewer than 1.5% of assessed suppliers were classified in the critical risk category.

Building on this foundational assessment, we will broaden the risk mapping evaluation to our entire supply chain in 2026. Suppliers classified in the critical risk category will be asked to complete an in-depth questionnaire that will result in a supplier-specific rating and more detailed view into their sustainability practices. The results from these efforts will guide further supplier engagement.

### Supply chain emissions

In alignment with our SBTi-validated Scope 3 supplier engagement target, we are engaging suppliers who contribute to our Scope 3 emissions and encouraging them to adopt their own science-based emissions reduction targets. This outreach includes suppliers with emissions exceeding 200 metric tons of CO<sub>2</sub>e or annual spend greater than \$5 million. While these suppliers represent 16% of our total suppliers, they are responsible for approximately 85% of our supplier-related Scope 3 emissions and 78% of our overall supplier spend. By measuring and reducing their own emissions, our suppliers will help refine the accuracy of our Scope 3 emissions inventory and collectively contribute to Scope 3 emissions reductions.



In **2025**, **~17%** of our suppliers by emissions covering purchased goods and services, capital goods, business travel, and upstream transportation and distribution had their own science-based targets, compared to **9%** in our **2022** baseline year.



# Sustainability performance data

# Performance tables

Iron Mountain has received external assurance for content in this report as described in [Appendix B, page 64](#). We have indicated which metrics received assurance throughout the performance tables.



Corporate inventory of greenhouse gas emissions				
Greenhouse gas emissions (metric tons of CO2e)	2022	2023	2024	2025
Scope 1	136,006	113,532	115,728	120,873
Scope 2, market based	63,308	65,302	51,927	46,965
Scope 2, location based	209,112	210,216	234,238	265,073
Total Scope 1 and Scope 2 emissions, market based	199,314	178,834	167,655	167,838
Real estate GHG intensity Scope 1 and 2 (mtCO2e/sq ft)	0.0021	0.0018	0.0017	0.0017
Revenue GHG intensity Scope 1 and 2 (mtCO2e/USD)	0.000039	0.000033	0.000027	0.000024
Category 1 - Purchased goods and services	258,126	239,495	191,708	179,673
Category 2 - Capital goods	215,674	363,717	519,156	614,737
Category 3 - Fuel- and energy-related activities	102,409	99,321	76,509	90,238
Category 4 - Upstream transportation and distribution	40,418	35,648	61,604	72,231
Category 5 - Waste generated in operations	3,914	6,814	7,234	6,916
Category 6 - Business travel*	25,106	35,361	19,459	15,492
Category 7 - Employee commuting	28,986	32,871	37,490	41,016
Category 8 - Upstream leased assets	850	113	0	0
Category 13 - Downstream leased assets	0	0	0	0
Total Scope 3 emissions, market-based	675,484	813,340	913,160	1,020,303
Total corporate inventory of GHG emissions, market based	874,798	992,174	1,080,816	1,188,141
Certified offsets	30,000	0	0	0

Other greenhouse gas emissions				
Greenhouse gas emissions (metric tons of CO2e)	2022	2023	2024	2025
Other greenhouse gas emissions*	26,078	10,662	7,164	7,894
Biogenic emissions**	1,863	2,744	4,161	5,209

Halon 1301 is regulated by the Montreal Protocol. The GHG Protocol recommends that these emissions should be reported outside of the scope of a corporate inventory.

\*Other greenhouse gas emissions are emissions that are covered by the Montreal Protocol and therefore excluded from the GHG Protocol. These emissions are voluntarily reported outside the corporate inventory.

\*\*Per the GHG Protocol, biogenic emissions are reported separately from our corporate GHG inventory (Scopes 1, 2, and 3) and are considered net-zero emissions.

Greenhouse gas (GHG) emissions data is as of 12/31/2025. Time frame for data is 1/1/2022 to 12/31/2025. The data boundary for the corporate inventory of GHG emissions includes all Scope 1 and 2, and 3 emissions covered by the GHG Protocol across all Iron Mountain operations.

[See](#) the Iron Mountain Climate Transition Plan for additional information on our GHG emissions sources and calculation methodology.

\*The business travel category is a combination of emissions from air travel and from rental vehicles. In 2022-2024, air travel emissions were calculated by our travel booking partner. In 2025, air travel emissions were calculated using commercial air travel methodology and emissions factors from our third-party emissions platform.

# Performance tables

 Third-party assured



Energy				
Energy consumption (MWh)	2022	2023	2024	2025
Total electricity consumption from operations	625,603	637,007	715,998	825,710
Total electricity consumption from customer IT Load*	549,010	733,634	903,341	1,114,322
Total electricity consumption	1,174,613	1,370,641	1,619,339	1,940,033
Total clean electricity consumption	1,001,511	1,194,957	1,471,836	1,800,142
Percentage of electricity consumption from clean sources	85%	87%	91%	93%
Total energy consumption**	1,754,610	1,874,776	2,124,919	2,478,067
Total clean energy consumption	1,009,310	1,206,564	1,489,911	1,822,225
Percentage of energy consumption from clean sources	58%	64%	70%	74%
Energy intensity*** (MWh/sq ft)	0.018	0.019	0.022	0.025

Energy data is as of 12/31/2025. Time frame for data is 1/1/2022 to 12/31/2025. The data boundary is all Iron Mountain operations and includes a gap analysis and estimation process to cover all operations.

\*Total electricity consumption from customer IT Load is the electricity consumed at our data center facilities by our customers.

\*\*Total energy consumption is electricity and fuels consumed within our operations.

\*\*\*Energy intensity is calculated using total energy consumption and total facility area.

# Performance tables

 Third-party assured

 Waste management				
Waste category (metric tons)	2022	2023	2024	2025
	Waste from our direct operations	Waste from our direct operations	Waste from our direct operations	Waste from our direct operations
Total	12,509	72,242	79,486	59,709
Landfill	8,193	13,136	13,737	13,194
Recycling	3,947	3,541	15,097	13,334
Recovery (energy from waste)	368	442	179	619
Reuse*	**	55,123	50,473	32,562
Diversion rate	32%	81%	82%	77%
Data coverage	100%	100%	100%	100%

Waste data is as of 12/31/2025. Time frame for data is 1/1/2022 to 12/31/2025. The data boundary for 2025 is all operations. It includes a gap analysis and an estimation process to cover all operations.

\*In 2023, Iron Mountain added the reuse category as part of our data collection processes.

\*\*Data not available.

 Water				
Water withdrawals (cubic meters)	2022	2023	2024	2025
Water withdrawals	1,298,175	1,192,566	1,361,673	1,444,367
Water intensity (m <sup>3</sup> /sq ft)*	0.029	0.029	0.028	0.030

Water data is as of 12/31/2025. Time frame for data is 1/1/2022 to 12/31/2025. Water data for 2022, 2023, 2024 and 2025 represents approximately 48%, 42%, 49%, and 49% respectively, of our total global square footage.

\*Water intensity is calculated using total water withdrawals and total facility area.

# Performance tables

 Third-party assured

Facility area				
Facility area (square feet)	2022	2023	2024	2025
Total square footage	96,771,153	98,013,604	98,079,499	98,623,120

Figures are as reported in Iron Mountain Form 10-K.




Workforce: gender												
Percentage of female employees	2023	2024	2025									
Company-wide	39.1%	39.6%	38.4%									
Workforce breakdown by gender	Total			Females			Males			Not declared		
Employment contract	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Permanent	26,094	28,262	29,082	10,200	11,204	11,163	15,893	17,045	17,919	1	13	0
Temporary	716	1,028	1,096	*	*	*	*	*	*	*	*	*
Employment type	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Full time	25,476	27,542	28,366	9,809	10,837	10,806	15,666	16,692	17,560	1	13	0
Part time	618	720	716	391	367	357	227	353	359	0	0	0
Employment category	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Vice president and above	134	136	125	35	32	31	99	104	94	0	0	0
Director	598	460	474	184	147	159	414	313	315	0	0	0
Supervisor/manager	4,650	2,426	2,429	1,619	768	754	3,031	1,658	1,675	0	0	0
Individual contributor	20,712	25,240	26,054	8,362	10,257	10,219	12,349	14,970	15,835	1	13	0
Board of directors	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Board of directors	11	13	11	4	5	5	7	8	6	0	0	0

Workforce data is as of 12/31/2025. The data boundary is all active employees in our internal human resources database. This represents 29,082 of approximately 29,400 employees, or approximately 99% of the global Iron Mountain workforce.

\*Data not available

# Performance tables

 Third-party assured

Workforce: age 									
Age composition of employees	Under 30 years old			30-50 Years old			Over 50 years old		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Vice president and above	0.0%	0.0%	0.0%	45.5%	41.2%	37.6%	54.5%	58.8%	62.4%
Director	0.3%	0.2%	0.0%	55.7%	58.9%	60.8%	44.0%	40.9%	39.2%
Supervisor/manager	3.5%	3.2%	3.7%	70.2%	70.8%	70.4%	26.3%	26.0%	25.9%
Individual contributor	24.8%	22.5%	21.9%	53.8%	55.1%	55.4%	21.5%	22.4%	22.7%
Board of directors	2023	2024	2025	2023	2024	2025	2023	2024	2025
Board of directors	0%	0%	11%	0%	8%	0%	100%	92%	100%

Workforce data is as of 12/31/2025. The data boundary is all active employees in our internal human resources database. This represents 29,082 of approximately 29,400 employees, or approximately 99% of the global Iron Mountain workforce.

# Performance tables

 Third-party assured

Workforce: ethnic composition															
Ethnic composition of U.S. employees	Total			Vice president and above			Director			Supervisor/manager			Individual contributor		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
American Indian or Alaskan Native	0.3%	0.4%	0.4%	0.0%	0.0%	0.0%	0.3%	0.4%	0.4%	0.2%	0.4%	0.2%	0.4%	0.4%	0.5%
Asian	5.7%	6.3%	6.8%	10.9%	8.2%	12.0%	16.8%	14.9%	15.2%	7.6%	5.2%	6.1%	4.7%	6.2%	6.6%
Black or African American	24.7%	24.6%	25.0%	6.5%	5.1%	2.2%	2.5%	2.8%	2.7%	10.5%	13.9%	13.1%	29.2%	26.4%	26.8%
Hispanic/Latino	20.1%	20.9%	21.6%	3.3%	2.0%	2.2%	5.3%	6.1%	7.8%	10.4%	17.3%	18.0%	23.2%	21.9%	22.4%
Native Hawaiian or other Pacific Islander	0.6%	0.5%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.7%	0.5%	0.6%	0.5%	0.5%
Two or more races	2.0%	1.9%	2.2%	1.1%	3.1%	4.3%	0.6%	0.4%	0.8%	1.5%	1.9%	2.1%	2.2%	2.0%	2.3%
White	44.3%	43.4%	41.7%	77.2%	81.6%	79.3%	72.8%	72.9%	69.9%	67.7%	59.0%	58.5%	37.2%	40.7%	39.2%
Decline to state/not specified	2.3%	1.9%	1.8%	1.1%	0.0%	0.0%	1.7%	2.7%	3.1%	1.6%	1.6%	1.4%	2.5%	1.9%	1.8%
<b>Special populations</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Veteran	4.8%	5.0%	4.7%	9.8%	8.2%	10.9%	4.5%	4.6%	3.9%	5.4%	7.0%	6.7%	4.6%	4.7%	4.5%
Disability	4.5%	7.0%	7.5%	5.4%	4.1%	3.3%	4.2%	4.6%	5.1%	4.0%	5.7%	6.0%	4.6%	7.2%	7.7%

Workforce data is as of 12/31/2025. The data boundary is all active US employees in our internal human resources database.

# Performance tables

 Third-party assured

New employees			
New employee hires	2023	2024	2025
Company-wide	8,877	10,514	9,843
New hires by gender	2023	2024	2025
Female	4,023	4,608	4,032
Male	4,773	5,840	5,753
Not declared	81	66	58
New hires by age group	2023	2024	2025
Under 30 years old	3,990	4,478	3,980
30-50 years old	3,928	4,769	4,645
Over 50 years old	879	1,197	1,160
Not declared	80	70	58

Workforce data is as of 12/31/2025. The data boundary is all active employees in our internal human resources database. This represents 29,082 of approximately 29,400 employees, or approximately 99% of the global Iron Mountain workforce.

Employee turnover									
Employee turnover and rate	Total employees			Turnover			Turnover rate		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Voluntary	N/A	N/A	N/A	4,842	4,938	5,217	18.6%	17.5%	17.9%
Involuntary	N/A	N/A	N/A	2,612	3,413	3,801	10.0%	12.1%	13.1%
Company-wide	26,094	28,262	29,082	7,454	8,351	9,018	28.6%	29.5%	31.0%
Turnover by gender	2023	2024	2025	2023	2024	2025	2023	2024	2025
Female	10,200	11,204	11,163	3,506	3,601	4,075	34.4%	32.1%	36.5%
Male	15,893	17,045	17,919	3,867	4,696	4,883	24.3%	27.6%	27.3%
Turnover by age group	2023	2024	2025	2023	2024	2025	2023	2024	2025
Under 30 years old	5,293	5,748	5,794	2,804	3,246	3,162	53.0%	56.5%	54.6%
30-50 years old	14,797	15,952	16,485	3,476	3,849	4,344	23.5%	24.1%	26.4%
Over 50 years old	6,004	6,543	6,802	1,094	1,203	1,449	18.2%	18.4%	21.3%
Did not declare age	0	0	1	80	53	63	0.3%	0.2%	0.2%

Workforce data is as of 12/31/2025. The data boundary is all active employees in our internal human resources database. This represents 29,082 of approximately 29,400 employees, or approximately 99% of the global Iron Mountain workforce.

# Performance tables

2025 female to male average compensation ratios: top ten countries by employee headcount										
Management level	United States of America	India (1)	Brazil	United Kingdom	Colombia	Mexico	Canada	Australia	Poland	Romania
Senior vice president	91.4%	*	*	*	*	*	*	*	*	*
Vice president	99.6%	*	*	*	*	*	*	*	*	*
Director	99.4%	104.8%	*	96.6%	*	*	98.70%	*	121.2%	*
Manager	97.5%	95.3%	102.4%	90.2%	119.2%	75.0%	84.2%	106.70%	81.6%	74.2%
Supervisor	88.6%	84.0%	99.9%	92.3%	90.6%	99.7%	94.7%	105.0%	90.8%	112.6%
Professional: non-sales	92.1%	90.5%	72.8%	88.3%	84.7%	91.6%	81.3%	89.5%	85.9%	84.0%
Professional: sales	80.5%	80.8%	73.2%	80.9%	67.1%	81.8%	84.2%	86.2%	114.5%	82.7%
Support: clerical/ administrative	86.5%	95.8%	98.0%	94.0%	81.5%	102.0%	100.1%	102.7%	95.1%	102.1%
Support: manual	89.6%	73.4%	100.7%	89.9%	98.0%	96.6%	98.8%	97.4%	97.1%	92.1%

(1)Total Guaranteed Pay (TGP): Due to local pay practices, TGP was used in place of base salary in local currency

\*Too few to report and maintain confidentiality.

Professional: non-managerial roles that contribute to strategic objectives by applying specialized knowledge of theories, practices, and procedures. In the United States, these positions are typically exempt from overtime regulations.

The "Sales" category includes selling jobs compensated through a combination of base salary, sales commissions, and/or sales compensation incentive plans.

The "Non-Sales" category encompasses all other professional roles.

Support: non-managerial roles focused on task completion and skills-based contributions, often involving administrative, clerical, or manual tasks. In the United States, individuals in these roles are typically eligible for overtime pay as outlined in local labor regulations.

"Manual" category includes roles primarily involving hands-on physical tasks.

"Clerical/Administrative" category includes roles focused on clerical or administrative duties, typically not involving physical labor.

Workforce data is as of 12/31/2025. Data boundary is all active employees in our internal human resources database. This represents 29,000 of approximately 29,400 employees, or approximately 99% of the global Iron Mountain workforce.

## Performance tables

Female to male average compensation ratios: weighted averages by region (excluding the top ten countries in the previous tables)			
Management level	LATAM weighted average ratio	EMEA weighted average ratio	APAC weighted average ratio
Senior vice president	*	*	*
Vice president	*	*	*
Director	*	93.4%	97.6%
Manager	105.3%	91.3%	87.0%
Supervisor	*	103.7%	100.0%
Professional: non-sales	94.0%	94.0%	93.1%
Professional: sales	70.1%	82.0%	86.6%
Support: clerical/administrative	100.7%	95.5%	99.0%
Support: manual	110.5%	97.8%	95.6%

\*Too few to report and maintain confidentiality.

Professional: non-managerial roles that contribute to strategic objectives by applying specialized knowledge of theories, practices, and procedures. In the United States, these positions are typically exempt from overtime regulations.

The "Sales" category includes selling jobs compensated through a combination of base salary, sales commissions, and/or sales compensation incentive plans.

The "Non-Sales" category encompasses all other professional roles.

Support: non-managerial roles focused on task completion and skills-based contributions, often involving administrative, clerical, or manual tasks. In the United States, individuals in these roles are typically eligible for overtime pay as outlined in local labor regulations.

"Manual" category includes roles primarily involving hands-on physical tasks.

"Clerical/Administrative" category includes roles focused on clerical or administrative duties, typically not involving physical labor.

Workforce data is as of 12/31/2025. Data boundary is all active employees in our internal human resources database. This represents 29,000 of approximately 29,400 employees, or approximately 99% of the global Iron Mountain workforce.

# Performance tables

 Third-party assured

U.S. maternity and paternity leave			
2025 U.S. maternity and paternity leave	Total	Female	Male
Employees on maternity or paternity leave at some time during 2025	240	80	160
2024 U.S. maternity and paternity leave	Total	Female	Male
Employees on maternity or paternity leave at some time during 2024	258	92	166
2023 U.S. maternity and paternity leave	Total	Female	Male
Employees on maternity or paternity leave at some time during 2023	247	94	153

Workforce data is as of 12/31/2025. The data boundary is all active employees.

Health and safety			
Total Recordable Incident Rate (TRIR)	2023	2024	2025
North America	1.35	1.91	1.26
Latin America	0.71	0.54	0.18
Asia Pacific	0.35	0.44	0.22
Europe, Middle East, and Africa (EMEA)	0.42	0.93	0.76
Worldwide	0.81	0.81	0.77
Lost Time Incident Rate (LTIR)	2023	2024	2025
North America	0.63	0.88	0.62
Latin America	0.64	0.54	0.18
Asia Pacific	0.14	0.17	0.10
Europe, Middle East, and Africa (EMEA)	0.27	0.35	0.58
Worldwide	0.45	0.45	0.36

Workforce data is as of 12/31/2025. The data boundary is all active employees, including temporary employees that were employed during the course of the year. Data for 2023 was adjusted to include Australia and New Zealand in the Asia Pacific region in line with the company's reporting regions.

# Performance tables

 Third-party assured

Training and development			
Training and development hours	2023	2024	2025
Training hours	37,767	63,818	52,831
Hours of training per employee	1.45	2.26	1.82

Training hours as of 12/31/2025. The data boundary is all hours captured through the LinkedIn Learning system as well as training and development hours that are part of our Global Management Development Program (MDP), Supervisor Development Program (SDP), and Leading for Growth Director Program.

Union representation			
Union representation	2023	2024	2025
Percent of employees covered by union representation	4.2%	6.2%	5.2%

Figures are as reported in Iron Mountain Form 10-K.

Charitable contributions			
Charitable contributions category	2023	2024	2025
Living Legacy	\$534,999	\$540,000	\$545,000

Charitable contributions data is as of 12/31/2025. Data includes grants awarded under the Living Legacy program.

Volunteerism			
Volunteerism	2023	2024	2025
Employee volunteer hours	36,612	41,759	43,739

Workforce data is as of 12/31/2025. Data includes self reported volunteer hours via internal volunteerism tracking mechanisms or via time-off requests for volunteering.



# Double materiality assessment and stakeholder engagement

## Assessing material topics and sustainability impacts

Double materiality assessments enable organizations to consider how sustainability topics impact the business and its performance or value, as well how the organization impacts the environment and society. We use data from our double materiality assessment to refine our sustainability strategy. We revisit this process periodically to account for changes to the business, regulations, and stakeholder expectations. In 2024, we refreshed our double materiality assessment using guidance from European Financial Reporting Advisory Group (EFRAG) and the European Sustainability Reporting Standards (ESRS), as well as the Global Reporting Initiative (GRI) 3: Material Topics 2021 standard.

### We used the following inputs to complete our double materiality assessment:

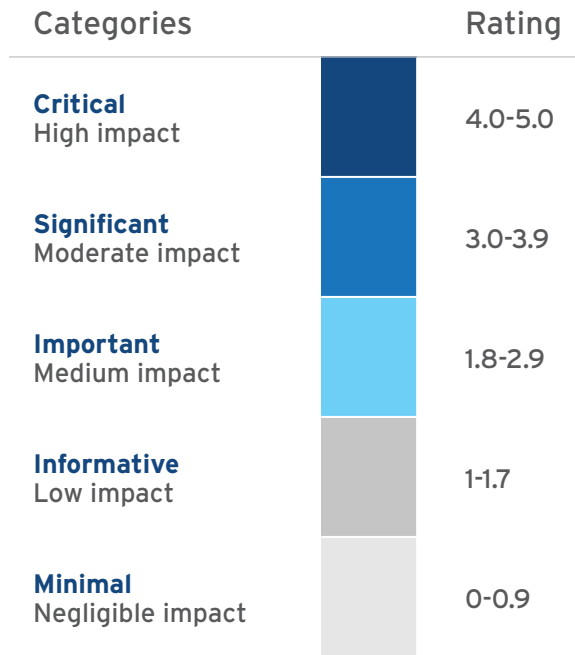
- An inventory of our company's values, policies, strategies, management systems, goals and targets, and previously identified material issues
- An assessment of our core competencies and their contributions to the United Nations Sustainable Development Goals (SDGs)
- A review of topics and future challenges for our sector, as identified by competitors, industry groups, and internationally recognized sustainability standards boards and reporting frameworks
- A review of laws, regulations, international agreements, and voluntary frameworks
- ESRS topics, sub-topics, and sub-sub-topics
- Interviews with affected stakeholders and subject matter experts

The stakeholder engagement component of our double materiality assessment included perspectives from our employees, customers, suppliers, nonprofit partners, investors, human rights experts, and affected community members. Our collection methods included interviews as well as research of publicly available materials produced by our stakeholders. Participants were asked to evaluate potential impacts, risks, and opportunities within issue topics, provide feedback on the relative importance of topic areas based on their relationship with Iron Mountain, and consider how Iron Mountain affects our stakeholders, society, and the environment.



Double materiality assessment and stakeholder engagement

# Double materiality assessment results



The thresholds used to categorize materiality are Critical, Significant, Important, Informative and Minimal. Per ESRS, a sustainability matter is considered "material" if it is above a medium threshold (Important) for impact materiality, financial materiality, or both.

Sustainability topics	Impact materiality (Society and environment)	Financial materiality (Enterprise value)	Overall rating
Biodiversity & ecosystems	Grey	Light Grey	Grey
Business resilience	Grey	Grey	Grey
Circular economy	Light Blue	Dark Blue	Dark Blue
Climate change adaption - physical risks and opportunities	Grey	Grey	Grey
Climate change mitigation	Light Blue	Dark Blue	Dark Blue
Community impact & engagement	Grey	Grey	Grey
Cybersecurity & data privacy	Dark Blue	Dark Blue	Dark Blue
Emerging technology	Grey	Dark Blue	Dark Blue
Employee wellbeing and safety	Dark Blue	Dark Blue	Dark Blue
Energy	Light Blue	Dark Blue	Dark Blue
Environmental impact of facilities and operations	Light Blue	Light Blue	Light Blue
Ethical business practices	Grey	Dark Blue	Dark Blue
Security & conflict	Grey	Grey	Grey
Supply chain management	Grey	Grey	Grey
Sustainable solutions	Light Blue	Light Blue	Light Blue
Talent acquisition, retention, development and belonging	Light Blue	Dark Blue	Dark Blue
Water consumption	Light Blue	Light Blue	Light Blue

## Continuous stakeholder engagement

Stakeholder group engaged	Ongoing methods for dialogue
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Annual global employee engagement surveys</li> <li>• Performance evaluations, including mid-year and end-of-year reviews and periodic career and development planning conversations</li> <li>• Feedback via frontline managers in daily pre-shift meetings and monthly team meetings</li> <li>• Roundtable discussions held with employees</li> <li>• Multiple one-way and two-way communication channels and internal digital platforms to reach targeted employee groups including leaders, people managers, and frontline teams</li> <li>• Interviews of leadership and subject matter experts as part of double materiality assessment</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Regular customer feedback collected via Customer Advisory Board (CAB), customer experience surveys, and Service Experience follow-up calls from the Customer Advocacy Center</li> <li>• Regular customer-initiated requests for information or annual audits</li> <li>• Education series on the Iron Mountain website</li> <li>• Association event attendance as sponsor/presenter</li> <li>• Interviews of customers as part of double materiality assessment</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Association event attendance as sponsor/presenter</li> <li>• Request for proposal, requests for information, and contract initiation and execution</li> <li>• Regular business reviews</li> <li>• Interviews of suppliers as part of double materiality assessment</li> </ul>
<b>Nonprofit partners and affected community stakeholders</b>	<ul style="list-style-type: none"> <li>• Feedback from partner organizations and grant recipients</li> <li>• Discussion with prospective grant recipients</li> <li>• Volunteer events and activities</li> <li>• Interviews of nonprofit partners, human rights experts, and affected community members as part of double materiality assessment</li> </ul>
<b>Investors</b>	<ul style="list-style-type: none"> <li>• Annual shareholder meeting</li> <li>• Quarterly earnings, teleconferences, and webcasts</li> <li>• Industry- and broker-sponsored conferences, facility tours, and non-deal roadshows</li> <li>• Requests for information</li> <li>• Investor Relations page on the Iron Mountain website</li> </ul>





# Global Reporting Initiative (GRI) index

## Global Reporting Initiative (GRI) index

The Global Reporting Initiative (GRI) provides the world’s most widely used framework for sustainability reporting. The GRI Standards offer a structured format to coherently and comprehensively share information about material issues, performance metrics, and the management of sustainability-related issues within the organization. This report has been prepared in accordance with the GRI Standards GRI 1: Foundation 2021.

Statement of use: Iron Mountain has reported the information cited in this GRI content index for the period January 1, 2025–December 31, 2025, with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

Disclosure and requirement	Location or description	
<b>GRI 2: General disclosures 2021</b>		
2-1 Organizational details	All	<a href="#">2025 Form 10-K</a>
2-2 Entities included in the organization's sustainability reporting	2-2-a	<a href="#">2025 Form 10-K</a>
	2-2-b	There are no differences between the entities included in our sustainability reporting and the entities listed in our audited consolidated financial statements filed on public record.
	2-2-c	We do not make adjustments to information for minority interests in our Sustainability Report. Our sustainability reporting includes all entities under operational control during the reporting period.
2-3 Reporting period, frequency, and contact point	2-3-a	Sustainability reporting period: January 1, 2025–December 31, 2025 Reporting frequency: annually
	2-3-b	Financial reporting period: January 1, 2025–December 31, 2025
	2-3-c	Sustainability report publication date: May 2026
	2-3-d	Contact point: Jennifer Grimaudo, <a href="mailto:Jennifer.Grimaudo@IronMountain.com">Jennifer.Grimaudo@IronMountain.com</a>
2-4 Restatements of information	2-4-a	Iron Mountain does not have any restatements of information from prior years.

## Global Reporting Initiative (GRI) index

Disclosure and requirement		Location or description
<b>GRI 2: General disclosures 2021</b>		
2-5 External assurance	All	Statement of assurance, <a href="#">Appendix B, page 64</a>
2-6 Activities, value chain, and other business relationships	All	<a href="#">2025 Form 10-K</a> There are no significant changes in the organization's sectors, value chain, and other business relationships compared to the previous reporting period.
2-7 Employees	All	Performance tables, pages <a href="#">29-40</a> There were no significant fluctuations in the number of employees during the reporting period and between reporting periods. Iron Mountain added approximately less than 1,000 employees in 2025.
2-8 Workers who are not employees	All	Iron Mountain's work is not performed by a substantial number of independent contractors or supervised workers.
2-9 Governance structure and composition	All	<a href="#">2026 Proxy Statement</a>
2-10 Nomination and selection of the highest governance body	All	<a href="#">2026 Proxy Statement</a>
2-11 Chair of the highest governance body	All	<a href="#">2026 Proxy Statement</a>
2-12 Role of the highest governance body in overseeing the management of impacts	2-12-a	Sustainability governance, <a href="#">page 7</a>
	2-12-b	Double materiality assessment and stakeholder engagement, <a href="#">pages 41-44</a>
	2-12-c	Sustainability governance, <a href="#">page 7</a>

## Global Reporting Initiative (GRI) index

Disclosure and requirement		Location or description
<b>GRI 2: General disclosures 2021</b>		
2-13 Delegation of responsibility for managing impacts	All	See GRI 3: Material topics, <a href="#">pages 59-61</a>
2-14 Role of the highest governance body in sustainability reporting	All	<a href="#">Iron Mountain TCFD Report</a>
2-15 Conflicts of interest	All	<a href="#">Code of Ethics and Business Conduct</a> We are not aware of any cases of conflicts of interest at Iron Mountain during 2025.
2-16 Communication of critical concerns	All	<a href="#">Code of Ethics and Business Conduct</a>
2-17 Collective knowledge of the highest governance body	All	See GRI 3: Material topics, <a href="#">pages 59-61</a>
2-18 Evaluation of the performance of the highest governance body	All	<a href="#">2026 Proxy Statement</a>
2-19 Remuneration policies	All	<a href="#">2026 Proxy Statement</a>
2-20 Process to determine remuneration	All	<a href="#">2026 Proxy Statement</a>

Global Reporting Initiative (GRI) index

Disclosure and requirement		Location or description
<b>GRI 2: General disclosures 2021</b>		
2-21 Annual total compensation ratio	All	<a href="#">2026 Proxy Statement</a>
2-22 Statement on sustainable development strategy	All	<a href="#">Iron Mountain Communication on Progress 2025 to the United Nations Global Compact</a>
2-23 Policy commitments	2-23-a	<a href="#">Code of Ethics and Business Conduct</a>
	2-23-b	<a href="#">Human Rights Policy</a>
	2-23-c	
	2-23-d	
	2-23-e	
	2-23-f	
2-24 Embedding policy commitments	All	<a href="#">Code of Ethics and Business Conduct</a> <a href="#">Human Rights Policy</a> <a href="#">Supplier Code of Conduct</a>
2-25 Processes to remediate negative impacts	All	<a href="#">Code of Ethics and Business Conduct</a> <a href="#">Human Rights Policy</a> <a href="#">Supplier Code of Conduct</a>

Global Reporting Initiative (GRI) index

Disclosure and requirement	Location or description	
GRI 2: General disclosures 2021		
2-26 Mechanisms for seeking advice and raising concerns	All	<p><a href="#">Code of Ethics and Business Conduct</a>  <a href="#">Human Rights Policy</a>  <a href="#">Supplier Code of Conduct</a>  <a href="#">Iron Mountain Ethics Line</a></p> <p>Anyone, including employees, contractors, investors, customers, suppliers, members of communities where we operate, and other stakeholders, can report any incident of fraud, waste, abuse, bribery, corruption, human rights violations, or other related concerns to our Ethics Line at <a href="http://www.imethicsline.com">www.imethicsline.com</a> or by calling 1-866-668-3837 for a US-dedicated line.</p> <p>The Iron Mountain Ethics Line lets anyone raise concerns confidentially and, where it is legal to do so, anonymously. Reports are taken by an independent company and then sent to Iron Mountain for review, investigation, and appropriate action. All reports of misconduct are investigated promptly, thoroughly, and objectively. If an investigation relates to possible criminal activity, we involve all appropriate law enforcement authorities and fully support the legal process. Upon conclusion of the investigation, outcomes may include disciplinary action, updates to policies and procedures, and other steps intended to limit possible reoccurrence.</p> <p>In 2025, there were 257 cases reported through the Iron Mountain Human Rights Policy Ethics Line. In any instance where a substantiated violation was identified, appropriate action was taken.</p>
2-27 Compliance with laws and regulations	All	There were no significant instances of noncompliance with laws and regulations during the reporting period.
2-28 Membership associations	All	<p>Aerospace Industries Association (AIA), American Chamber of Commerce Hungary, American Chamber of Commerce in Austria, American Chamber of Commerce in Poland, American Chamber of Commerce in the Czech Republic, Asia Business Council, Association of National Advertisers, Auckland Chamber of Commerce New Zealand, BSR, Business-Government Relations Council, Canterbury EMP Chamber of Commerce, Cape Chamber of Commerce and Industry South Africa, Center for Information Policy Leadership (CIPL), Chamber of Commerce and Industry Arequipa, Chamber of Commerce Netherlands, Chamber of Commerce of Lima, Chamber of Commerce USA IN, Chamber of Industry and Commerce (IHK) in Berlin, Clean Energy Buyers Association (CEBA), Cyprus Chamber of Commerce and Industry (KEBE), Cyprus International Businesses Association, Data Center Coalition (DCC), Digital Pathology Association (DPA), Disability: IN, European Data Centre Association (EUDCA), Freedom Chamber of Commerce and Production, Hamburg Chamber of Commerce, Hanover Chamber of Commerce and Industry, Healthcare Plastics Recycling Council (HPRC), IHK Industrie and Chamber of Commerce Dusseldorf, IHK Industrie und Commercial Chamber Potsdam, Information Technology Industry Council (ITI), International Association of Privacy Professionals (IAPP), International Secure Information Governance &amp; Management Association™ (iSigma), Limassol Chamber of Commerce, National Academy of Recording Arts and Sciences, National Association for Business Political Action Committees (NABPAC), National Association of Government Archives and Records Administrators, National Association of Real Estate Investments Trusts (Nareit®), New England Employee Benefits Council, North American Chamber of Commerce Chamber A.G., Northern Virginia Electric Cooperative, Northern Virginia Technology Council, Polish Chamber of Information and Telecommunications, Prince William Chamber of Commerce, Privacy, Infosec, Culture, Change &amp; Awareness Societal Organisation (PICCASO), Singapore Business Federation, Supply Nation Australia, TechUK, World Economic Forum</p>

## Global Reporting Initiative (GRI) index

GRI 2: General disclosures 2021		
2-29 Approach to stakeholder engagement	All	Double materiality assessment and stakeholder engagement, <a href="#">pages 41-44</a>
2-30 Collective bargaining agreements	2-30-a	Performance tables, <a href="#">pages 29-40</a>
GRI 3: Material topics 2021		
3-1 Process to determine material topics	All	<p>Double materiality assessment and stakeholder engagement, <a href="#">pages 41-44</a>            Iron Mountain has completed a double materiality assessment. The overview in the double materiality assessment and stakeholder engagement section of this report fulfills the requirements for:</p> <ul style="list-style-type: none"> <li>• How we identified positive and negative impacts, both actual and potential, on the economy, environment and people, including impacts on their human rights, across their activities and business relationships</li> <li>• How we prioritized the impacts for reporting based on their significance</li> <li>• The stakeholders and experts whose views have informed the process of determining our material topics</li> <li>• A list of material topics</li> <li>• Changes to the list of material topics compared to the previous reporting period</li> </ul>
3-2 List of material topics	All	Double materiality assessment and stakeholder engagement, <a href="#">pages 41-44</a>
3-3 Management of material topics	All	See GRI disclosures on management of material topics, <a href="#">pages 59-61</a>
GRI 201: Economic performance 2016		
201-1 Direct economic value generated and distributed	All	<a href="#">2025 Form 10-K</a>
201-2 Financial implications and other risks and opportunities due to climate change	All	<a href="#">Iron Mountain CDP Response</a>
201-3 Defined benefit plan obligations and other retirement plans	201-3-e	<a href="#">Iron Mountain Benefits Page</a>

Global Reporting Initiative (GRI) index

GRI 205: Anti-corruption 2016		
205-2 Communication and training about anti-corruption policies and procedures	205-2-a	All governance body members have access to our organization's anti-corruption policies and procedures through our policy center and our Code of Ethics and Business Conduct.
	205-2-b	All employees have access to our organization's anti-corruption policies and procedures through our policy center and our Code of Ethics and Business Conduct.
	205-2-c	All business partners have access to our organization's anti-corruption policies and procedures through our Code of Ethics and Business Conduct and our Supplier Code of Conduct.
	205-2-e	<p>Our annual Code of Ethics training, which is a mandatory annual training for all employees around the globe, is part of a global compliance training strategy. The Code of Ethics training includes, but is not limited to, topics covering anti-corruption and anti-bribery, improper payments, workplace violence prevention, and human rights. During the last reporting period, Iron Mountain achieved at least a 95% completion rate* for our annual Code of Ethics training, aligning with industry-leading practices.</p> <p>In addition to the Code of Ethics training, employees are required to complete assigned compliance training programs in accordance with our Compliance Training Strategy based on their role and legal requirements. Iron Mountain requires employees in Legal, Sales, Real Estate, Finance, HR, Procurement, Marketing, and other functions to complete an annual anti-bribery and anti-corruption course.</p> <p>*Completion rates reflect a point-in-time measure and can be influenced by factors such as employee turnover, leave status, and other considerations.</p>
205-3 Confirmed incidents of corruption and actions taken	All	<p>We are not aware of any cases of violation of anti-bribery or anti-corruption laws at Iron Mountain globally in 2025. Corruption is understood to include practices such as bribery, facilitation payments, fraud, extortion, collusion, money laundering, and insider trading.</p> <p>We are not aware of any instances where a supplier violated our code of conduct in 2025.</p>
GRI 206: Anticompetitive behavior 2016		
206-1 Legal actions for anticompetitive behavior or antitrust and monopoly practices	All	We are not aware of any new cases of violation of antitrust and fair competition laws initiated during 2025.

Global Reporting Initiative (GRI) index

GRI 301: Materials 2016		
301-2 Recycled input materials used	301-2-a	Iron Mountain's primary business activities include information management, storage, and destruction. Physical input materials for Iron Mountain's products and services, including recycled input materials, are limited. A significant source of the materials we purchase is the corrugated cardboard boxes used to store our customers' records. Given this significant volume, we carefully select the boxes we purchase to minimize environmental impacts. The Iron Mountain Eco Box is made from at least 65% recycled materials and 35% materials from sustainably managed forests. The boxes are certified by the Forest Stewardship Council (FSC), a group that works to ensure forests are properly and responsibly maintained to meet economic needs, conserve biodiversity and preserve species, while also taking into account land rights and the rights of Indigenous communities and workers. These boxes are recycled once they reach the end of their storage life. In 2025, Iron Mountain purchased approximately 13.4 million boxes that met the FSC certification requirements.
GRI 302: Energy 2016		
302-1 Energy consumption within the organization	All	Performance tables, <a href="#">pages 29-40</a> <a href="#">Iron Mountain CDP Response</a> <a href="#">Iron Mountain TCFD Report</a>
302-3 Energy intensity	All	Performance tables, <a href="#">pages 29-40</a> <a href="#">Iron Mountain CDP Response</a> <a href="#">Iron Mountain TCFD Report</a>
302-4 Reduction of energy consumption	All	Performance tables, <a href="#">pages 29-40</a> <a href="#">Iron Mountain CDP Response</a>
GRI 303: Water and effluents 2018		
303-1 Interactions with water as a shared resource	All	This information will be available as part of Iron Mountain's 2025 public CDP Water response. We intend that this response will be made available on our sustainability webpage after its publication.
303-5 Water consumption	All	Performance tables, <a href="#">pages 29-40</a>

## Global Reporting Initiative (GRI) index

GRI 304: Biodiversity 2016		
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	All	Our operational sites are generally located in urban areas specifically designed for industrial or commercial purposes, and we typically do not seek to develop new sites in protected areas or areas designated as having high biodiversity value. We adhere to all local environmental laws and regulations during the construction of new facilities, and environmental impact assessments are conducted when required as part of permitting processes. During our most recent double materiality assessment, biodiversity and ecosystems were determined not to be material issue topics.
304-2 Significant impacts of activities, products and services on biodiversity	All	As outlined in our Environmental Policy, we aim to reduce the environmental impact of our buildings through innovative design, construction, and certification standards. All Iron Mountain data centers are ISO 14001 and ISO 50001 certified. In 2022, IMDC was the first data center provider in North America to earn the BREEAM (Building Research Establishment's Environmental Assessment Method) design certification for its Phoenix AZP-2 data center. We now have eleven BREEAM-certified data center facilities with ten more currently in development. Remote monitoring of our irrigation systems allows us to customize irrigation schedules, considering weather, climate, soil, and plant types to fit each site's needs. We monitor each site and engage in management activities, such as invasive species removal to help conserve native biodiversity.
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	All	Performance tables, <a href="#">pages 29-40</a> <a href="#">Iron Mountain CDP Response</a> <a href="#">Iron Mountain TCFD Report</a>
305-2 Energy-indirect (Scope 2) GHG emissions	All	Performance tables, <a href="#">pages 29-40</a> <a href="#">Iron Mountain CDP Response</a> <a href="#">Iron Mountain TCFD Report</a>
305-3 Other indirect (Scope 3) GHG emissions	All	Performance tables, <a href="#">pages 29-40</a> <a href="#">Iron Mountain CDP Response</a> <a href="#">Iron Mountain TCFD Report</a>
305-4 GHG emissions intensity	All	Performance tables, <a href="#">pages 29-40</a> <a href="#">Iron Mountain CDP Response</a> <a href="#">Iron Mountain TCFD Report</a>
305-5 Reduction of GHG emissions	All	Performance tables, <a href="#">pages 29-40</a> <a href="#">Iron Mountain CDP Response</a> <a href="#">Iron Mountain TCFD Report</a>
305-6 Emissions of ozone-depleting substances (ODS)	All	<a href="#">Iron Mountain CDP Response</a>

GRI 306: Waste 2020		
<p>306-1 Waste generation and significant waste-related impacts</p>	<p>All</p>	<p><a href="#">Iron Mountain TCFD Report</a></p> <p>In addition to our own waste stream, Iron Mountain is committed to being a responsible partner to our customers. To this end, we continuously seek innovative ways to help minimize the environmental impacts of our service offerings. One example is our Secure IT Asset Disposition (SITAD) service in the United States, which provides a safe and responsible way for our customers to dispose of or recycle their electronic waste. We are certified as e-Stewards or Responsible Recycling Standard (R2v3), therefore, when customers choose Iron Mountain for the disposal of their electronic waste, they are assured that all of our processors meet stringent environmental and social standards. The e-Stewards Standard for Ethical and Responsible Reuse, Recycling, and Disposition of Electronic Equipment and Information Technology is a comprehensive set of requirements designed specifically for the electronics recycling and IT asset disposition industry. The Responsible Recycling Standard (R2v3) is administered by Sustainable Electronics Recycling International (SERI) and the pre-requisites are ISO 9001, ISO 14001 and ISO 45001, or Recycling Industry Operating Standard (RIOS).</p> <p>We also offer secure destruction of paper documents and used boxes through our shredding service. This offering provides a safe and environmentally-conscious solution for our customers looking to dispose of documents. We offer onsite and offsite shredding services on a one-time or recurring basis to tailor each solution to the customer's needs. One hundred percent of paper shredded through this service is recycled, and customers using this service are given reports that outline the environmental benefits attributed to their document disposal.</p> <p>In 2025, we helped our customers to responsibly dispose of:</p> <ul style="list-style-type: none"> <li>• 7,388 mt of backup tapes and miscellaneous media</li> <li>• 3,396 mt of X-ray film</li> <li>• 6,521 mt of plastic pharmacy bottles and shrink wrap</li> <li>• 423,525 mt of cardboard and paper</li> </ul>
<p>306-2 Management of significant waste-related impacts</p>	<p>All</p>	<p><a href="#">Iron Mountain CDP Response</a> <a href="#">Iron Mountain TCFD Report</a></p>
<p>306-3 Waste generated</p>	<p>All</p>	<p>Performance tables, <a href="#">pages 29-40</a></p>
<p>306-4 Waste diverted from disposal</p>	<p>All</p>	<p>Performance tables, <a href="#">pages 29-40</a></p>
<p>306-5 Waste directed to disposal</p>	<p>All</p>	<p>Performance tables, <a href="#">pages 29-40</a></p>

Global Reporting Initiative (GRI) index

GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	All	Performance tables, <a href="#">pages 29-40</a>
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	All	<p>Performance tables, <a href="#">pages 29-40</a>  <a href="#">Iron Mountain Benefits Page</a></p> <p>US full-time employees regularly scheduled to work 30 or more hours per week are eligible for benefits. Part-time US employees regularly scheduled to work between 20 and 29 hours per week are eligible for certain benefits including the Basic HDHP Medical Plan, Dental, Vision, Resources for Living EAP Program, Commuter Benefits, Wellbeing and Lifestyle Coaching, 401(k) plan, and voluntary benefits such as Critical Illness, Accident Insurance, Legal Plan, Hospital Indemnity, and Identity Theft.</p>
401-3 Parental leave	All	<p>Performance tables, <a href="#">pages 29-40</a>  <a href="#">Iron Mountain Benefits Page</a></p> <p>Iron Mountain's parental and maternity benefits vary by country in order to ensure compliance with local laws and regulations.</p> <p>In the United States, our parental leave policy provides up to eight weeks of fully paid leave to birth and non-birthing parents. This benefit provides 100% of pay for up to eight weeks and can be taken all at once or intermittently in weekly increments to provide important flexibility. New parents are offered a variety of resources, including a virtual family planning program with a dedicated Care Advocate, backup dependent care, Resources for Living EAP, and a Dependent Care Flexible Spending Account.</p>
GRI 403: Occupational health and safety 2018		
403-1 Occupational health and safety management system	403-1-a	<p><a href="#">Iron Mountain OHS Policy Statement</a></p> <p>Iron Mountain has implemented an occupational health and safety management system in alignment with the standards developed in the creation of ISO 45001.</p>
	403-1-b	<p><a href="#">Iron Mountain OHS Policy Statement</a></p> <p>Iron Mountain's occupational health and safety policy applies to all employees, customers, visitors, or other parties of wholly owned entities and majority-owned joint ventures who perform services for or on behalf of Iron Mountain regardless of the capacity in which they do so in geographies, business lines, and functions in which we operate.</p>
403-2 Hazard identification, risk assessment, and incident investigation	All	<a href="#">Iron Mountain OHS Policy Statement</a>

## Global Reporting Initiative (GRI) index

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	All	<a href="#">Iron Mountain OHS Policy Statement</a>
403-8 Workers covered by an occupational health and safety management system	All	<a href="#">Iron Mountain OHS Policy Statement</a> Iron Mountain's occupational health and safety policy applies to all employees, customers, visitors, or other parties of wholly owned entities and majority-owned joint ventures who perform services for or on behalf of Iron Mountain regardless of the capacity in which they do so in geographies, business lines, and functions in which we operate.
403-9 Work-related injuries	All	Performance tables, <a href="#">pages 29-40</a>
403-10 Work-related ill health	All	Performance tables, <a href="#">pages 29-40</a>
<b>GRI 404: Training and education 2016</b>		
404-1 Average hours of training per year per employee	All	Performance tables, <a href="#">pages 29-40</a> LinkedIn Learning licenses provide access to a wide range of high-quality on-demand learning content, helping employees advance their professional growth and directly apply skills to their roles. These curated resources are strategically integrated into leadership development programs, talent management processes, and business-specific training and development initiatives. In 2026, to continue our leadership enablement efforts, we will be transitioning from LinkedIn Learning licenses to Udemy. Udemy will give all Iron Mountain employees access to 13,000 expert-led technical, business, and soft skill courses.
404-2 Programs for upgrading employee skills and transition assistance programs	404-2-a	Employee professional development and learning, <a href="#">page 23</a>  We offer tailored development programs for supervisors, managers, and directors designed to build essential skills, provide personalized coaching, facilitate peer networking, and establish partnerships with industry experts. Through hands-on exercises and real-world case studies, participants gain the confidence and competence to effectively manage high-performing teams, lead through change, and foster global, cross-functional collaboration. These programs help employees establish professional networks and gain visibility to senior leadership, ensuring employees are recognized for their performance and prepared for key roles. Our comprehensive alumni program also supports the transition from structured learning to self-directed growth and provides participants with continued access to curated content that reinforces their development.  High-potential leaders, as well as those identified for focused development, benefit from a holistic 360° feedback platform, supported by managers and HR Business Partners. This process strengthens our leadership capacity by helping individuals identify development priorities and enhance their self-awareness through constructive feedback from peers.

Global Reporting Initiative (GRI) index

GRI 405: Diversity and equal opportunity 2016		
405-1 Diversity of governance bodies and employees	All	Performance tables, <a href="#">pages 29-40</a>
405-2 Ratio of basic salary and remuneration of women to men	All	Performance tables, <a href="#">pages 29-40</a>
GRI 413: Local communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	413-1-a-iv	<p>Performance tables, <a href="#">pages 29-40</a>                      Living Legacy Initiative, <a href="#">page 25</a></p> <p>List of partners and other organizations funded in 2025: CyArk, Australian Museum, Cultural Emergency Response, World Monument Fund, Los Angeles Conservancy, New York Public Library, People's Palace Projects, Sing Me A Story, Camp Starfish, MENTOR, Scouts Canada, Lemontree, Living Lands &amp; Waters, Wonderfund</p>
GRI 418: Customer privacy 2016		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	All	In 2025, there were no significant complaints from regulatory bodies on data protection and privacy issues.

<b>GRI 3: Material topics 2021</b>	
<b>3-3 Management of material topics</b>	
<a href="#">All sections: Ethics and compliance</a>	Our Code of Ethics and Business Conduct sets forth our policies and standards on a variety of topics, including safety and security, inclusion and belonging, avoiding conflicts of interest, preventing insider trading, anti-harassment and anti-discrimination, anti-bribery and anti-corruption, anti-fraud and anti-money laundering, environment and sustainability, and human rights and privacy considerations, among others. We also offer an opportunity for anyone to report incidents of fraud, waste, abuse, corruption, or any other ethical or human rights concerns to our Ethics Line. An independent company operates the Ethics Line, and individuals who report concerns can choose to remain anonymous (where law permits). Our robust compliance training program is a critical way we ensure that we meet our customers' expectations, abide by all regulatory requirements, and adhere to all internal and external policies. Employees are required to complete regulatory training annually. Courses are assigned based on a variety of factors, including role, access to information, policy, regulations, and law. Our process encourages participation and accountability to ensure that employees complete their annual compliance training requirements. Our Compliance Training Curriculum is dynamic and tailored to ensure we maintain our certifications, meet our commitments to our customers, and deliver value to all stakeholders (including our employees) by reducing mistakes and unnecessary expenses.
<a href="#">All sections: Risk management</a>	Our stakeholders place significant trust in us to manage their valuable information and assets and deliver services with as little interruption as possible. Our Risk Management team has developed a comprehensive global framework for identifying, assessing, and managing risks based on four dimensions: degree of impact, likelihood of occurrence, control effectiveness, and risk tolerance. The continuous process of risk management includes mitigation strategies, adaptation strategies for unavoidable risks, and continuous monitoring and reporting. The Risk Management team routinely engages with business unit and operational leads through routine reviews of the risk register and with executive leadership through the Enterprise Risk Committee (ERC). The board of directors reviews the Company's overall risk position and management processes. The Risk and Safety Committee has the primary responsibility for assisting the board with oversight of the Company's Enterprise Risk Management (ERM) program. An internal audit team provides independent assurance on the effectiveness of our risk management and compliance processes.
<a href="#">GRI 201: Economic performance 2016</a>	The economic success of our business determines Iron Mountain's ability to create value for all of our stakeholders, including shareholders, employees, partners, and the communities in which we work. The topics described here are material to our shareholders and our employees. Iron Mountain's strategy, financial performance, and risk management are the responsibility of the executive leadership team under the oversight of the board of directors. Annual targets are established across all aspects of financial performance, and performance against these targets is monitored throughout the year. When deviations from projections and goals are anticipated, a variety of remedial actions are considered, including cost-saving measures, enhanced revenue generation, and other measures as deemed appropriate.
<a href="#">GRI 205: Anti-corruption 2016</a>	Our Code of Ethics and Business Conduct demands that we respect and comply with fair competition and antitrust requirements worldwide. This includes legal requirements, as well as our company policies and procedures.
<a href="#">GRI 206: Anti-competitive behavior 2016</a>	Iron Mountain believes that a free and competitive marketplace offers us the best opportunity to succeed. By delivering value and providing best-in-class service, we strive to outperform the competition and build long-term trust with our customers. We recognize that even the appearance of unfairness or deception in our competitive practices can directly impact our chances of success. Our Code of Ethics and Business Conduct also demands that we be aware of and respect fair competition and antitrust requirements worldwide. This includes legal requirements as well as our company policies and procedures. Employees who may come into contact with competitors or competitively sensitive information are required to complete Antitrust and Fair Competition training and to certify to company policies.

## Global Reporting Initiative (GRI) index

<p>GRI 301: Materials 2016</p> <p>GRI 302: Energy 2016</p> <p>GRI 303: Water and effluents 2018</p> <p>GRI 305: Emissions 2016</p> <p>GRI 306: Waste 2020</p>	<p>Additional information about our management of environmental topics can be found in the <a href="#">Iron Mountain Environmental Policy</a> and the Iron Mountain Task Force on Climate-related Financial Disclosures (TCFD) Report. Iron Mountain strives to responsibly limit our impact on the environment. Our service offerings include solutions that support our customers in reducing their own environmental impacts, and we regularly assess these offerings to ensure they are meeting our customers' needs. The topics described here are relevant to our employees, customers, partners, and, indirectly, to our shareholders. The Risk and Safety Committee of the board of directors considers climate risks as part of the corporate risk evaluation process. The Head of Global Sustainability has responsibility for our sustainability strategy and reports through the Vice President, Chief Compliance Officer to the Executive Vice President, General Counsel and Secretary (a member of our Executive Leadership Team led by the CEO), who both have annual incentive bonus compensation targets tied to the implementation of emissions reduction initiatives, including Scope 3 supplier engagement outreach in 2026. The Senior Vice President, Business Transformation, who reports to the Executive Vice President, Chief Financial Officer (a member of our Executive Leadership Team led by the CEO), has operational responsibility for environmental management. Our Global Environmental Policy outlines our commitments, processes, and responsibilities to and for environmental management. Our Code of Ethics and Business Conduct includes our views on protecting the environment and building sustainability. The Chief Procurement Officer is responsible for overseeing corporate-wide purchasing. Current efforts to measure and reduce environmental impacts at sites and regional levels are regularly assessed through data collection and analysis. Emissions resulting from energy use, direct releases of GHG emissions, and business travel are closely tracked. Additionally, some metrics, such as energy use and utility spend, are reviewed at least twice a year at the Executive Vice President level.</p>
<p>GRI 402: Labor/management relations 2016</p> <p>GRI 407: Freedom of association and collective bargaining 2016</p> <p>GRI 408: Child labor 2016</p> <p>GRI 409: Forced or compulsory labor 2016</p>	<p>Information about Iron Mountain's management of human rights topics can be found in the Iron Mountain Human Rights Policy. We comply with all local regulatory requirements for human rights, including adherence to reporting standards, transparent communication of policies, and aim to identify and address any potential human rights concerns within the organization. Iron Mountain is a signatory to the UN Global Compact, a voluntary initiative based on CEO commitments to implement universal sustainability principles and to undertake partnerships in support of UN goals. This demonstrates our ongoing commitment to upholding human rights, including the elimination of discrimination, forced labor, and child labor. Iron Mountain recognizes that all employees have the right to freedom of association and collective bargaining.</p> <p>Our Code of Ethics and Business Conduct guides the behavior and culture of our workforce, allowing us to put our values into action every day. Our Chief Compliance Officer is responsible for monitoring compliance with the Code. He presents to the full board on an annual basis and attends each regularly scheduled Audit Committee meeting to uphold an ongoing dialogue that includes addressing evolving risks and, when necessary, enhancing our standards, controls, training, and monitoring mechanisms. The Chief Compliance Officer reports to the EVP, General Counsel and Secretary.</p> <p>Our Supplier Code of Conduct establishes clear principles, standards, and practices required for doing business with us. Suppliers and business partners must adhere to all applicable legal and other binding obligations concerning employment practices and workplace conditions, take all necessary steps to ensure their workers meet the minimum legal age for employment, and that their service is strictly voluntary—which means that it must not involve acts of slavery or servitude, forced or compulsory labor, or human trafficking. It must also be fairly compensated and carried out under safe and healthy conditions.</p> <p>All Iron Mountain suppliers are required to agree to abide by our supplier code of conduct which details our expectations, including those related to ethical workplace and anti-slavery practices. During the supplier selection process all suppliers undergo a risk assessment before being considered for a contract with Iron Mountain.</p>
<p>GRI 401: Employment 2016</p>	<p>Our Senior Vice President, Total Rewards, oversees enterprise-wide compensation and benefits with a team of internationally based compensation and benefit professionals. Our Vice President, Global Talent Acquisition and VP, Talent &amp; Transformation, oversee enterprise-wide talent acquisition with a team of internationally-based talent acquisition and recruiting professionals.</p>
<p>GRI 403: Occupational health and safety 2018</p>	<p>Meeting our commitment to operate safely and responsibly is overseen by the EVP, Chief Risk Officer. Our Global Health and Safety Policy defines the basic requirements of our health and safety management system and serves as the foundation of our safety endeavors. The Risk and Safety Committee, based on reports provided by the Company's management, monitors the adequacy of material fire, health, safety, security, business continuity, chain of custody, cybersecurity and information security, and risk management strategies and systems for the reporting of accidents, incidents and risks, and material investigations and remedial actions.</p>
<p>GRI 404: Training and education 2016</p>	<p>The Global Head of Talent Development, who reports through the Vice President, Talent &amp; Transformation to the EVP, Chief Human Resources Officer, is responsible for and oversees a team that implements our enterprise-wide learning and development framework.</p>

## Global Reporting Initiative (GRI) index

<p>GRI 405: Diversity and equal opportunity 2016</p>	<p>The Chief Human Resources Officer is responsible for employment-related policies and processes, including the expectations set forth in our Code of Ethics and Business Conduct. This position reports to the CEO.</p>
<p>GRI 413: Local communities 2016</p>	<p>Iron Mountain's robust network and infrastructure of approximately 29,400 employees and approximately 1,340 facilities are actively engaged with our global community. We offer volunteerism, financial grant awards, and in-kind service to nonprofits and nongovernmental organizations to strengthen our communities. Iron Mountain's Senior Manager, Community Engagement, leads our philanthropic initiatives and our volunteerism programs. Our materiality assessment included a community engagement component, including survey distribution and interviews with select nonprofit partners.</p>
<p>GRI 415: Public policy 2016</p>	<p>With respect to public policy, Iron Mountain does not make political contributions from corporate funds or resources. All company donations and charitable contributions worldwide are controlled through a compliance policy, ensuring that these gifts are free of conflicts of interest and aligned with national and local laws. As stated in our Proxy Statement, corporate funds are not used in support of or opposition to political candidates, political parties, political committees, and other political entities organized and operating for political candidates. In addition, corporate funds are not used for "electioneering" communications. The Company administers IMPAC (Iron Mountain Incorporated Employees Political Action Committee), which is a nonpartisan political action committee supporting candidates for elected office in the US. IMPAC allows eligible employees to pool their resources to support candidates who understand the issues important to the Company's business and its employees. Participation in IMPAC is strictly voluntary. Except for administrative expenses, IMPAC is funded solely by the Company's employees and directors and is not supported by funds from the Company. IMPAC complies with federal election laws and all other applicable laws and reports regularly to the Federal Election Commission. In addition, IMPAC is governed by a set of bylaws and supervised by a board of directors composed of senior managers from different areas of the Company.</p>
<p>GRI 418: Customer privacy 2016</p>	<p>Data privacy and security are at the core of our business. We are committed to ensuring that our customer data is safe and managed in line with applicable regulations and that privacy safeguards and data security controls are embedded in our products and services.</p> <p>While each Mountaineer plays an important role in helping to ensure compliance and protect customer data, the global privacy and compliance function is responsible for our data privacy. Iron Mountain's Global Privacy Program is overseen by the Head of Global Privacy with support of an international team of privacy legal counsels and compliance professionals. Our Global Privacy Program is driven by the EU GDPR standards, and we have implemented policies and procedures that facilitate our data privacy compliance and reinforce a culture of privacy among our workforce. Iron Mountain maintains the EU-U.S. Data Privacy Framework certification, including the UK and Swiss extensions. In 2023, we applied for the EU Binding Corporate Rules (BCR) for use when we act as data controller and processor, and we expect that the competent supervisory authority will approve our BCR in due course. Iron Mountain maintains a certification confirming that systems which support our digital service offering in a multi cloud infrastructure adhere to the ISO/IEC 27701:2019 - Privacy Information Management System (PIMS).</p> <p>As our customers face ever-growing volumes of information, from business records to their customer and employee personal data, we remain committed to ensuring our suite of services can help them protect their data, comply with regulations, and quickly respond to any kind of breach or cyberattack, while minimizing the impact to their brand reputation and business processes. When customer data incidents are reported via dedicated systems, they are investigated and assessed by an experienced team of professionals. This process allows the team to efficiently track incidents, identify trends, and develop processes and procedures to prevent recurring incidents. On the rare occasion when customer data is—or could have been—compromised, the incident is thoroughly investigated and brought to the customer's attention.</p> <p>We work closely with our customers, including those represented in our Customer Advisory Board, to anticipate and meet future needs in the market. In 2025, we hosted and contributed to a number of in-person and digital forums where experts discussed emerging data privacy developments and shared best practices regarding risks of managing physical and digital information, as well as the positive impact mature privacy and data governance programs have on sustainability commitments. We are closely monitoring emerging digital data laws, including AI regulations, and take relevant steps to anticipate and ensure our compliance. Iron Mountain is an active member of the International Association of Privacy Professionals (IAPP), the Center for Information Policy Leadership (CIPL), and the International Technology Industry Council (ITI).</p>



# Appendix A: UN Sustainable Development Goals

## Appendix A: UN Sustainable Development Goals

During 2025, all Iron Mountain activities and operations supported the following United Nations Sustainable Development Goals (SDGs). As a signatory to the United Nations Global Compact, Iron Mountain is committed to pursuing its policies, strategies, and procedures, as well as to creating a culture of integrity that supports all 10 principles of the United Nations Global Compact, as well as the SDGs.

IRON MOUNTAIN MATERIAL TOPIC	SDG	SDG TARGETS AND INDICATORS
Ethical business practices	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16.B 16.5
Cybersecurity & data privacy	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16.10
Water consumption	 6 CLEAN WATER AND SANITATION	6.3
Employee wellbeing and safety	 1 NO POVERTY	1.1
	 3 GOOD HEALTH AND WELL-BEING	3.6 3.8
Energy	 7 AFFORDABLE AND CLEAN ENERGY	7.1 7.2

IRON MOUNTAIN MATERIAL TOPIC	SDG	SDG TARGETS AND INDICATORS
Climate change mitigation	 13 CLIMATE ACTION	13.1 13.2
	 5 GENDER EQUALITY	5.1 5.2 5.5
Talent acquisition, retention, development and belonging	 8 DECENT WORK AND ECONOMIC GROWTH	8.7 8.8
	 10 REDUCED INEQUALITIES	10.2 10.3 10.4
Sustainable solutions	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.1 9.4





# Appendix B: External assurance statement



# Independent Assurance Report

**DNV Business Assurance USA, Inc. (DNV)** has been commissioned by the management of Iron Mountain, Incorporated (Iron Mountain) to carry out an independent limited level assurance engagement of Selected Information for calendar year 2025 as presented in the company’s Sustainability Report (the “Report”). The assurance was carried out February through April 2026.



### Our Conclusion:

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Information is not fairly stated and has not been prepared, in all material respects, in accordance with the criteria stated. This conclusion relates only to the Selected Information and is to be read in the context of this Assurance Report, in particular, the inherent limitations explained below.

### Selected Information

The scope and boundary of our work is restricted to the performance indicators included within the Report (the Selected Information) listed below:

#### Data verified for the period January 1, 2025-December 31, 2025:

- Greenhouse Gas Emissions Scope 1 and 2
- Greenhouse Gas Emissions Scope 3
- Energy Consumption
- Water Consumption
- Waste Generated
- Green Power<sup>1</sup> (Renewable Energy Credits and Renewable Energy Consumption)
- Workforce Data
  - Percent of Female Employees (Global)
  - Ethnic Composition (US only)
  - Special Populations, Veterans & Disability (US only)
  - New Employee Hires
  - Employee Turnover and Turnover Rate
  - Total Recordable Incident Rate (TRIR) per 200,000 hours
  - Lost Time Incident Rate (LTIR) per 200,000 hours
  - Total Volunteer Hours (Global)
  - Total Charitable Contributions
  - Total Training Hours
  - Hours of Training per Employee

We do not express any conclusions on any other information that may be published on Iron Mountain’s website or Sustainability Report for the current reporting period or for previous periods.

### Our competence, independence, and quality control

DNV’s established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any part of Iron Mountain’s data or report. This is our sixth year of providing assurance for Iron Mountain. We adopt a balanced approach towards all stakeholders when performing our evaluation.

1: Green Power includes wind , solar, and hydro generations.



**Scope and Approach**

We performed a **limited level** assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 revised – ‘Assurance Engagements other than Audits and Reviews of Historical Financial Information’ (revised), issued by the International Auditing and Assurance Standards Board. This standard requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited assurance.

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed with the ISO IEC 17029:2019 - Conformity Assessment – General principles and requirements for validation and verification bodies, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Environmental and social indicators have been evaluated in reference to: Global Reporting Initiative’s GRI Standards 2021;

The GHG emissions inventories have been evaluated against the following reporting criteria:

- World Business Council for Sustainable Development (WBCSD) / World Resources Institute (WRI) Greenhouse Gas Protocol, Corporate Accounting Standard REVISED EDITION
- WBCSD/WRI Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

DNV used a risk-based approach throughout the assurance engagement, concentrating on the areas that we believe are most material for both Iron Mountain and its stakeholders. DNV applied a materiality threshold of five percent for the GHG emissions (Scope 1 and 2) and Energy. The boundary of our work includes global operations for all Selected Information in scope except for Ethnic Composition of Employees and Special Populations which includes US operations only.

We understand that financial data, including financial data that feeds into the calculation of Selected Performance Indicators are subject to a separate independent audit process. DNV has relied on this information as accurate for the purposes of our scope of work. This includes but is not limited to any statements relating to sales, revenue, salaries, charitable contribution.

**Data Verified**

**Greenhouse Gas Emissions**

▪ 2025 Scope 1 Emissions	120,873 MtCO <sub>2</sub> e
▪ 2025 Scope 2 Emissions (Location-Based)	265,073 MtCO <sub>2</sub> e
▪ 2025 Scope 2 Emissions (Market-Based)	46,965 MtCO <sub>2</sub> e
▪ 2025 Scope 3 Emissions (Location-Based, unless noted otherwise)	
○ Category 1 – Purchased goods and services	179,673 MtCO <sub>2</sub> e
○ Category 2 – Capital goods	614,737 MtCO <sub>2</sub> e
○ Category 3 – Fuel- and energy-related activities	90,238 MtCO <sub>2</sub> e
○ Category 4 – Upstream transportation and distribution	72,231 MtCO <sub>2</sub> e
○ Category 5 – Waste generated in operations	6,916 MtCO <sub>2</sub> e
○ Category 6 – Business travel	15,492 MtCO <sub>2</sub> e

**Responsibilities of Iron Mountain and DNV**

Iron Mountain has sole responsibility for:

- Preparing and presenting the Selected Information in accordance with the criteria
- Designing, implementing, and maintaining effective internal controls over the information and data, resulting in the preparation of the Selected Information that is free from material misstatements
- Measuring and reporting the Selected Information
- Contents and statements contained within the websites

In performing our assurance work, our responsibility is to the management of Iron Mountain; however, our assurance report represents our independent opinion and is intended to inform all stakeholders. DNV was not involved in the preparation of any statements or data included in the Report or website except for this Assurance Statement.

**Level of Assurance**

We are providing a **‘limited level’** of assurance. We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance conclusion, so that the risk of this conclusion being in error is reduced but not reduced to very low. A ‘reasonable level’ of assurance would have required additional work at headquarters and site levels to gain further evidence to support the basis of our assurance conclusion. DNV’s assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.



Data Verified Continued

Greenhouse Gas Emissions Continued

○ Category 7 – Employee commuting		41,016 MtCO <sub>2</sub> e
○ Category 13 - Downstream leased assets	324,690 MtCO <sub>2</sub> e (Location-Based); 0 MtCO <sub>2</sub> e (Market-Based)	
▪ 2025 Total Biogenic CO <sub>2</sub> Emission		5,209 MtCO <sub>2</sub> e

Energy

▪ 2025 Total Green Power <sup>1</sup>		1,800,142 MWh
▪ 2025 Total Energy Consumption		2,478,067 MWh
▪ 2025 Total Electricity Consumption		1,940,033 MWh
▪ 2025 Total Electricity Consumption from Operations		825,710 MWh

Water Consumption

▪ 2025 Total Water Consumption <sup>2</sup>		1,444,367 m3
---	--	--------------

Waste

▪ 2025 Total Waste Generated <sup>3</sup>		59,709 metric tonnes
---	--	----------------------

Workforce Data

▪ 2025 Female Employees (Percent)		38.4%
▪ 2025 Ethnic Composition - US only (Percent)		
○ American Indian or Alaska Native		0.4%
○ Asian		6.8%
○ Black or African American		25.0%
○ Hispanic or Latino		21.6%
○ Native Hawaiian or Other Pacific Islander		0.5%
○ Two or More Races		2.2%
○ White		41.7%
○ Decline to state/not specified		1.8%
▪ 2025 Special Populations – US only (Percent)		
○ Veteran		4.7%
○ Disability		7.5%
▪ 2025 New Employee Hires		9,843
▪ 2025 Total Employee Turnover and Turnover Rate	9,018	31.0%
▪ 2025 Total Recordable Incident Rate		0.77
▪ 2025 Lost Time Incident Rate		0.36
▪ 2025 Total Volunteer Hours		43,739
▪ 2025 Total Charitable Contributions		\$ 545,000
▪ 2025 Total Training Hours		52,831
▪ 2025 Hours of Training per Employee		1.82

1. Both Scope 2 and Scope 3
2. Water consumption includes facilities for which actual invoices are available. This covers 49% of sites.
3. Total waste generated includes estimated data (for 22% of total square footage) and actual invoices (for 78% of total square footage)

Independence

DNV’s established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals.

Inherent Limitations

All assurance engagements are subject to inherent limitations as selective testing (sampling) may not detect errors, fraud or other irregularities. Non-financial data may be subject to greater inherent uncertainty than financial data, given the nature and methods used for calculating, estimating and determining such data. The selection of different, but acceptable, measurement techniques may result in different quantifications between different entities.

DNV’s assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.



### Basis of Our Conclusion

We are required to plan and perform our work in order to consider the risk of material misstatement of the Selected Information; our work included, but was not restricted to:

- Conducting interviews with Iron Mountain’s management to obtain an understanding of the key processes, systems and controls in place to generate, aggregate and report the Selected Information;
- Performing limited substantive testing on a selective basis of the Selected Information to check that data had been appropriately measured, recorded, collated and reported;
- Reviewing that the evidence, measurements and the scope provided to us by Iron Mountain is prepared in line with the agreed upon procedures and criteria;
- Reading the Report and narrative accompanying the Selected Information within it with regard to the criteria;
- Reviewing global employee rosters at year-end at individual contributor, supervisor/manager, director, and executive leadership levels to determine percent breakdown by gender, ethnic composition, and special populations;
- Reviewing recordable incidents, lost time incident, number of employees, hours worked, employee categories (TRIR and LTIR);
- Replicating the TRIR and LTIR following the reporting criteria below:
  - OSHA Recording and Reporting Occupational Injuries and Illness
- Reviewing sample of recordable incidents and lost time incidents;
- Reviewing training stats from the LinkedIn learning platform; charitable contributions budget allocation and total volunteer hours.

The following methods were applied during the verification of Iron Mountain’s environmental footprint inventories and management processes:

- Review of documentation, data records and sources relating to the corporate environmental data claims and GHG emission assertions;
- Review of the processes and tools used to collect, aggregate and report on all environmental data and metrics;
- Assessment of environmental information systems and controls, including:
- Selection and management of all relevant environmental data and information;
- Processes for collecting, processing, consolidating, and reporting the relevant environmental data and information;
- Design and maintenance of the environmental information system;
- Systems and processes that support the environmental information system.
- Performed sample-based audits of the processes for generating, gathering and managing the quantitative and qualitative environmental data;
- Examination of all relevant environmental data and information to develop evidence for the assessment of the environmental claims and assertions made;
- Confirmation of whether the organization conforms to the verification criteria

### DNV Business Assurance

DNV Business Assurance is a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance.

<https://www.dnv.com/assurance/>



**Basis of our conclusion Continued**

In addition to the above, specific to the environmental indicators, the following steps were conducted for the Water and Waste:

- Water:
  - Review of the water consumption methodology;
  - Conduct data checks for the water data collected, transferred and calculated;
  - Perform sample-based assessment of data reported against the source data water consumed;
  - Evaluate whether assumptions and methodology used in cases of data estimation for whole year data are valid.
- Waste
  - Review of the waste segregation methodology and description of waste categorization;
  - Conduct data checks for the waste data collected, transferred and calculated;

*This Statement is for the sole use and benefit of the party contracting with DNV Business Assurance USA, Inc. to produce this Statement (the "Client"). Any use of or reliance on this document by any party other than the Client shall be at the sole risk of such party. In no event will DNV or any of its parent or affiliate companies, or their respective directors, officers, shareholders, employees or subcontractors, be liable to any other party regarding any statements, findings, conclusions or other content in this Statement, or for any use of, reliance on, accuracy, or adequacy of this Statement.*

For and on behalf of DNV Business Assurance USA, Inc.  
Katy, TX  
**April 27<sup>th</sup>, 2026**

**Minxing Si** Digitally signed by Minxing Si  
Date: 2026.04.28 05:47:57 +09'00'

**Minxing Si**  
Lead Verifier

**Xu, Yishuang** Digitally signed by Xu, Yishuang  
Date: 2026.04.27 22:20:04 -07'00'

**Yishuang Xu**  
Verifier

**Gangwar, Vishal** Digitally signed by Gangwar, Vishal  
Date: 2026.04.28 12:37:54 +08'00'

**Vishal Gangwar**  
Technical Reviewer



**Appendix A. Iron Mountain’s “Criteria”**

The table below has been prepared by Iron Mountain. It is intended to provide readers with a summary of the methodologies used by Iron Mountain to prepare the metrics that are not aligned in the GRI standards:

Selected Information	Definition	Methodology
2025 Total Training Hours	Total hours viewed using the LinkedIn Learning Platform by licensed employees (coordinator levels & above) and the training and development hours that are part of our Leading for Growth Director Program, Global Management Development Program (MDP) and Supervisor Development Program (SDP) over the period from January 1st to December 31st in 2025.	2025 number of hours viewed obtained from LinkedIn Learning Dashboard and the number of hours from the Leading for Growth Director Program, Global Management Development Program (MDP) and Supervisor Development Program (SDP).
2025 Hours of Training per Employee	The amount of hours an Iron Mountain employee spent on training and development materials provided on the LinkedIn Learning Platform, in the Leading for Growth Director Program, IRM’s Global Management Development Program (MDP) and Supervisor Development Program (SDP) over the period from January 1st to December 31st in 2025.	2025 total number of training and development hours / Total IRM Population
2025 Total Charitable Contributions	Total charitable contributions paid out by Iron Mountain in 2025, including Living Legacy Giving Budget, Employee Resource Grants, and Community Engagement.	Sum of total amount of budgets approved and paid for Living Legacy Giving Budget, Employee Resource Grants, and Community Engagement in 2025.
2025 Total Volunteer Hours	Total hours volunteered by all Iron Mountain full time and part time employees in 2025. Iron Mountain gives all full time employees 16 hours and part time employees 8 hours of annual paid time off to volunteer. This is called "Community Service Time" (CST) in North America, APAC, and LATAM, and "Volunteering Time" in EMEA. Employees are also encouraged to track volunteer hours for eligible volunteer activities that are performed outside of work hours.	2025 total number of volunteer hours obtained from both the Moving Mountains portal and the HR timekeep practices (Community Service Time - CST or Volunteering Time). Duplicated hours from CST and MM portal were detected and subtracted from the total volunteer hours.
2025 Total Waste Generated	Total waste generated in 2025, covering all global activities Iron Mountain conducted in the period of Jan 01st, 2025 to Dec 31st, 2025.	Calculation is based on actual waste data from 78% of properties and the remaining 22% is estimated based on square footage.
2025 Total Water Consumption	Total water consumed in 2025 from 49% total square footage that has actual data.	Calculation includes properties that have actual data (49% of total square footage, no estimation included)



# Appendix C: Forward-looking statements

## Forward-looking statements

References to information in this report should not be construed as a characterization regarding the materiality of such information to our financial results or our operations. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with applicable securities laws and regulations. The information in this report may contain projections, future estimates, plans, expectations, goals, and other forward-looking statements. Forward-looking statements are based on current expectations and assumptions that are subject to certain risks and uncertainties, which could cause our actual results to differ materially from those reflected in the forward-looking statements. Any changes in methodology may result in material changes to our calculations and may result in the current and previous periods, including our base year, to be adjusted. Except as required by law, we undertake no obligation to correct, revise, or update any information included in this report.



---

85 New Hampshire Avenue, Portsmouth, NH 03801 | [www.ironmountain.com](http://www.ironmountain.com)

©2026 Iron Mountain Incorporated. All rights reserved. Iron Mountain and the design of the mountain are registered trademarks of Iron Mountain Incorporated in the U.S. and other countries. All other trademarks and registered trademarks are the property of their respective owners.