

# Sustainability at Iron Mountain

## Our sustainability goals

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

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

## Protecting our planet

### What our role is:

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

### What we want to achieve:

- Net-zero GHG emissions by 2040

### How will we measure progress:

- In 2024: We submitted a science-based target under SBTi's Business Ambition for 1.5°C campaign and net zero by 2040 that includes the following near-term targets:
  - By 2033 55% reduction of Scope 1 and 2 emissions from our 2022 baseline\*
  - By 2028 67% of Scope 3 emissions will come from suppliers with a science-aligned target\*
- By 2025: achieving 90% renewable electricity coverage globally (maintain 100% coverage in data centers)
- By 2030: as part of our EV100 commitment, converting 100% of company cars and 50% of company vans to electric with an interim goal of 10% of our global fleet of cars and vans by 2025

### Iron Mountain data centers, specific goals:

- By 2025, all new construction of multitenant data center facilities will be certified to BREEAM Green Building Standard
- By 2030, the environmental performance of our data centers will be aligned with the EU Climate Neutral Data Center Pact
- By 2040, we will use the Google methodology for matching site-by-site electricity with local clean power generation every hour of every day to achieve 24/7 clean power in our data centers

\*Targets are pending validation from Science Based Targets initiative as of May 2024



## Empowering our people

### What our role is:

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

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

### What we want to achieve:

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

### How will we measure progress:

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

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

## Strengthening our communities

### What our role is:

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

### What we want to achieve:

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

### How we will measure progress:

- By 2025, collectively volunteer 100,000 hours in our communities
- By 2027, work with charitable partners to create a collection of 15 projects that tell the story of how cultural heritage is being impacted by climate change

**“Our purpose—to ‘protect and elevate the power of our customers’ work’—guides every step of our efforts to develop solutions and services that help our customers not only to achieve the needs of their business but to deliver our products and services in a way that is sustainable and supports our communities.”**

- Bill Meaney, President and CEO, Iron Mountain



# Actions we are taking to achieve our goals

## Energy efficiency projects



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

## Water efficiency projects



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

## Renewable energy procurement



As our business continues to grow, so too does our consumption of electricity, making clean energy procurement an important part of our emissions reduction strategy. We are a top 30 purchaser of renewable energy in the U.S.

## Greener fleet implementation



We operate a global fleet of vehicles and recognize the importance of addressing emissions from internal combustion engines. As part of our EV100 commitment we now have electric vehicles in 20 countries across the globe.

## Waste reduction



We built a strategy that can maximize diversion, as well as the longevity and efficacy of recycling programs. We increased our waste diversion rate from 32% to 81% from 2022 to 2023.

## Employee resource groups



Our volunteer-based Employee Resource Groups represent cultural or marginalized groups and provide an opportunity for members and their allies to create a safe, inclusive environment. Mountaineers from around the globe participate in our ERGs, working together to offer educational content and other programming to all employees.

## Benefits aligned with our values



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

## Employee volunteerism



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

## Corporate philanthropy: Living Legacy



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

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