



Environmental Policy Statement

Approved by: VP, Chief Compliance Officer

Iron Mountain's Environmental Policy outlines the guiding principles of our approach to managing environmental sustainability. Iron Mountain is committed to seeking opportunities to protect the environment throughout its operations while achieving responsible, sustainable growth. Iron Mountain focuses its environmental sustainability efforts on concrete steps the Company can take to minimize its environmental impact. Our approach is designed to enhance our organizational resilience and create value for all stakeholders.

The following commitments are the individual and collective responsibility of Iron Mountain employees, business partners, and associates:

- Be aware of, understand, and comply with all environmental policies, procedures, and written instructions.
- Strive to continuously improve our environmental performance through the regular evaluation of corporate policies, processes, and systems.
- Strive to efficiently manage our consumption of energy, water, and natural resources and minimize activities that contribute to greenhouse gas emissions, waste, and air pollution.
- Maintain third-party assurance at a limited level, or higher if required by law, for key metrics, including, but not limited to, our reported Scope 1, 2, and 3 GHG emissions, renewable energy and electricity use, and energy, electricity, operational waste, and water consumption.
- Achieve net-zero emissions by 2040, aligned with the 2015 Paris Climate Agreement and validated by the Science-Based Targets initiative (SBTi) and its Business Ambition for 1.5°C campaign.
- Achieve a 55% reduction of Scope 1 and 2 emissions from our 2022 baseline by 2033 and 100% clean energy coverage for our global electricity consumption by 2040.
- Continue to identify, assess, and mitigate environmental and climate-related dependencies, impacts, risks, and opportunities that pose a substantive financial or strategic impact to the company.
- Examine Green Building Standards when planning the design and/or construction of our facilities to identify opportunities to reduce environmental impact.
- Engage with employees, suppliers, and other stakeholders about the Company's environmental performance and goals. This includes, but is not limited to, providing

educational resources and voluntary training regarding opportunities to contribute to our progress.

- Offer customers solutions that support them in reducing their own environmental impacts and reporting that helps them monitor progress and measure the impact of their programs at Iron Mountain.
- Conduct supplier risk assessments and engage with suppliers to identify and reduce environmental impacts in our supply chain and drive progress on mutual environmental goals.
- Maintain compliance with applicable environmental laws, regulations, standards, guidance, and other legal obligations.

Iron Mountain will:

- Communicate environmental policies to all Iron Mountain employees and associates and ensure they are monitored and maintained globally.
- Review the impact of Iron Mountain's business on the environment and report its performance in the annual Sustainability Report(s) and other communication channels.
- Strive to continually improve environmental performance, reduce environment-related risk, and set goals for reducing the impact of Iron Mountain's business on the environment.
- Allocate resources as needed to implement its sustainability strategy and meet its objectives, monitor sustainability performance against company goals, and report to the Nominating and Governance Committee and full board on sustainability program and progress.
- On a biennial basis, or more frequently if needed, review and make recommendations for policy adjustments to ensure continued alignment with regulatory changes and best practices, and obtain approval from the Chief Compliance Officer.