

SECURING A SUSTAINABLE FUTURE

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) PROGRAMS AT IRON MOUNTAIN

At Iron Mountain, we are working to secure a more sustainable future, challenging ourselves and inspiring others to create innovative business solutions that make a positive environmental and social impact.

We strive to be our customers' most trusted partner for protecting and unlocking the value of what matters most to them in innovative and socially responsible ways.

We focus our efforts on what matters most - safeguarding customer trust, empowering our people, strengthening our communities, and protecting our planet - while ensuring we do business with integrity and in a way that creates value for our stakeholders.

ESG GOALS



- By 2022, Iron Mountain will develop or adopt a Brand Trust indicator metric and report our baseline.
- By 2023, we will complete a climate scenario analysis.

SAFEGUARDING CUSTOMER TRUST

Iron Mountain provides customers with innovative solutions that bring them closer to achieving their purpose and ESG aspirations.

We believe that innovation and integrity pave the path to long term, sustainable success. We build trusted relationships with stakeholders based on this philosophy. Our approach is underpinned by the conviction that ethics and good governance matter to our future success.

2021 PROGRESS

- Our brand trust assessment methodology has been developed and the first Brand Health Index Score is on track for delivery by the end of 2022.
- The climate scenario analysis is scheduled to be completed in 2022 and released with the next TCFD report.

PROTECTING OUR PLANET

At Iron Mountain, we embrace our responsibility to contribute to the fight for a net zero future for our planet, seeking opportunities to improve environmental performance and unlock opportunities within our operations and beyond.

ESG GOALS



Iron Mountain has become a signatory to the Amazon Climate Pledge and is committing to:

- Achieve net zero emissions by 2040.**
- Go beyond our current Science-Based Target and by 2025 achieve a reduction of an additional **25%** of GHG emissions from Scope 1 & 2 energy sources from our 2019 baseline.
- We will continue to have **100%** of purchased electricity for data center operations come from renewable sources and achieve **90%** renewable electricity corporate-wide by 2025, 15 years ahead of our RE100 commitment.
- By 2040, we will drive Circular Economy innovation by working toward **zero waste** in our operations and collaborating with others to create closed-loop products and services.

2021 PROGRESS

- We will continue to have **100%** of purchased electricity for data center operations come from renewable sources.
- 80%** of global electricity came from renewable sources.
- We achieved a **60%** reduction in absolute emissions from the 2016 baseline.

EMPOWERING OUR PEOPLE

At Iron Mountain, we foster a culture of collaboration, courage, and customer focus in 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.

ESG GOALS



- We are working to expand our gender pay parity to achieve **+/- 5%** by 2025 in all regions that currently report.
- By 2025, women will represent **40%** of global leadership, and people who identify as Black, Indigenous, People of Color (BIPOC) will represent **30%** of U.S. leadership roles.
- By 2023, we will expand gender pay parity reporting to cover all global operations by 2023.

2021 PROGRESS

- At the director level and above, we achieved **35%** representation of women in North America and **21%** representation of those who identify as BIPOC in the U.S.
- Gender pay parity reporting includes **9** countries, for a total of **68%** of global operations

STRENGTHENING OUR COMMUNITIES

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.

ESG GOALS



- Through our Living Legacy Initiative, we will launch **50** new educational resources by 2025.
- In 2020 we set out to increase our diverse-supplier spend with minority, women, veteran, disabled and LGBTQ-owned businesses by **16%** by 2023 from our 2020 baseline.
- We are working to adopt and implement a global human rights policy by 2023.

2021 PROGRESS

- 34** new education resources launched through Living Legacy
- We are proud to report that we achieved a **20%** increase from 2020 to 2021. We also track our spend with small businesses. Our small business spend combined with our diverse-supplier spend exceeded **\$225M** in 2021, which was an increase of **6.7%** compared to the previous year.

AWARDS

- In 2021, Iron Mountain ranked #93 on Newsweek's list of America's Most Responsible Companies
- Received 100% on the Human Rights Campaign 2022 Corporate Equality Index
- Listed on the 2021 FTSE4Good Index, a series of benchmark and tradable indexes for ESG investors
- Scored a 90% on the Disability Equality Index
- Google Cloud Customer Award
- Top Admired Shared Services Organization Award

LEARN MORE

To learn more about Iron Mountain's Corporate Responsibility program, please visit ironmountain.com/corporateresponsibility

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