

Table of Contents

Introduction	3
Message from our CEO	
About Storable	4
About this Report	5
Introduction to Storable's Annual CSR Report	
Environmental Sustainability	6
Introduction to Carbon Emissions	
Carbon Emissions Reporting	7-10
Carbon Reduction & Sustainability Programs	11
Disaster Response & Storrior Assistance Fund	12
Social & Community Impact	
Message from our CPO	13
Belonging at Storable	14
Celebrating a Year of Impact	15
Employee Resource Groups (ERGs)	16-17
Inclusion, Diversity, Equity, Accessibility & Sustainability (IDEAS)	18-24
The Future of Tech	25
Be More at Storable	26
Governance	27
Governance Controls	
IDEAS Committee	28
Data & Information Security	28
Ethics & Compliance	29
Conclusion	30

Message from our CEO

“For us, corporate responsibility is inseparable from business success—it is the very engine of our growth.”



I am proud to share Storable's 2025 Corporate Social Responsibility (CSR) report, which serves as a benchmark of our journey and dedication to creating a positive impact on our communities, industries, and the world at large. For us, corporate responsibility is inseparable from business success—it is the very engine of our growth.

By embedding Environmental, Social, and Governance (ESG) principles into our core operations, we are cultivating a robust, pioneering organization better prepared for a future of sustained success.

This annual review underscores the significant momentum we have achieved this year, driven by elevated initiatives in environmental stewardship, equity and inclusion, community partnership, and rigorous ethical governance. Whether through accelerating our carbon emissions reduction targets or enriching our employee-led programs and strategic alliances, every achievement reinforces our pledge to deliver lasting, impactful change and sharpen Storable's competitive edge in a dynamic global landscape.

As we look toward the horizon, our resolve to champion innovation, foster deep collaboration, and lead with purpose remains unwavering. Together, we are building a more sustainable, equitable, and flourishing future for everyone.

To our Storriors, your relentless dedication to Storable's mission and values is the truest measure of our progress. Thank you for making these accomplishments possible and for inspiring the possibilities we strive for in the year ahead.

Sincerely,

A handwritten signature in black ink that reads "Chuck Gordon". The signature is written in a cursive, flowing style.

Chuck Gordon
CEO, Storable

About Storable



Storable was formed in 2018 as a result of the merger of three leading self-storage companies: SpareFoot, SiteLink, and storEDGE.

Storable's CEO, Chuck Gordon, co-founded SpareFoot alongside Mario Feghali in 2008.

SpareFoot rapidly grew to become the largest online platform for self-storage, and paved the way for its merger with SiteLink and storEDGE, culminating in the creation of Storable in 2018.

Today, Storable is redefining property management for specialty real estate. Tailored for the self-storage, marine, and RV & camping industries, we seamlessly integrate management software with marketplace listings, websites, CRM, insurance, payments, and more.

Our leading technology and customer-centric approach have earned us a strong reputation in the industries we serve and dozens of best-in-class awards.

About This Report

Introduction to Storable's Annual CSR Report

We proudly present Storable's 2025 Corporate Social Responsibility (CSR) report. Our journey is consistently guided by our mission to Be More—for our customers, employees, and the communities we serve—and this report details our dedication to integrating sustainable and responsible business practices across our organization.

The past year was defined by substantial progress across our Environmental, Social, and Governance (ESG) pillars. By strengthening our sustainability programs, advancing our carbon reduction efforts, and cultivating a more inclusive and diverse workplace, we are simultaneously enhancing our capacity to attract top talent, deepen customer trust, and drive meaningful, positive change.

This report is voluntary, non-financial, and for informational purposes only. Data/metrics are unaudited, may be estimates, and are subject to change. Any forward-looking statements, including any benefit descriptions, are goals/intentions, and not guarantees or binding commitments that may be modified, suspended, or discontinued at Storable's discretion.

(E)nvironmental

Our commitment to the Environment is centered on operational excellence and preserving the planet for future generations. We are prioritizing and expanding crucial initiatives, including large-scale reforestation and comprehensive emissions tracking. These deliberate actions underscore our dedication to minimizing our ecological footprint and championing a culture of conservation.

(S)ocial

People remain the heartbeat of Storable. Through powerful community partnerships, strategic philanthropic investments, and robust employee programs, we actively work to address social challenges and uplift communities. Key milestones this year include the evolution of our collaboration with Code2College, the continued expansion of our Employee Resource Groups, and increased participation in global volunteer initiatives.

(G)overnance

Governance acts as the ethical compass for our approach, ensuring the highest standards of transparency, accountability, and decision-making. Our commitment is formalized through quarterly updates to our internal Inclusion, Diversity, Equity, Accessibility, Sustainability (IDEAS) Committee and Board of Directors, reinforcing our dedication to responsible practices aligned with stakeholder expectations.

Environmental Sustainability

Introduction to Carbon Emissions

At Storable, we are committed to being proactive stewards of a more sustainable future by actively minimizing our environmental impact and participating in the preservation and restoration of the planet's natural resources. We recognize that this responsibility to the planet is both a necessity and a privilege.

In line with the Paris Agreement's goal of limiting global warming to 1.5°C, we joined the Science-Based Target Initiative (SBTi) in 2023. Through this ambitious, global commitment, Storable has set clear emissions reduction targets by 2030 from a 2021 base year.

We aim to achieve:

- Reduce absolute Scope 1 and 2 greenhouse gas emissions by 42%
- Reduce absolute Scope 3 emissions by 25%

The SBTi is a corporate climate action organization that enables companies and financial institutions worldwide to play their part in addressing the climate crisis by establishing scientifically backed emissions-reduction pathways.



Carbon Emissions Reporting

Storable has maintained a four-year partnership with [Schneider Electric](#), a premier global sustainability consulting firm, to ensure the transparent calculation, analysis, and reporting of our annual carbon emissions. This collaboration is vital to aligning our operations with sustainable practices and significantly reducing our overall environmental footprint.

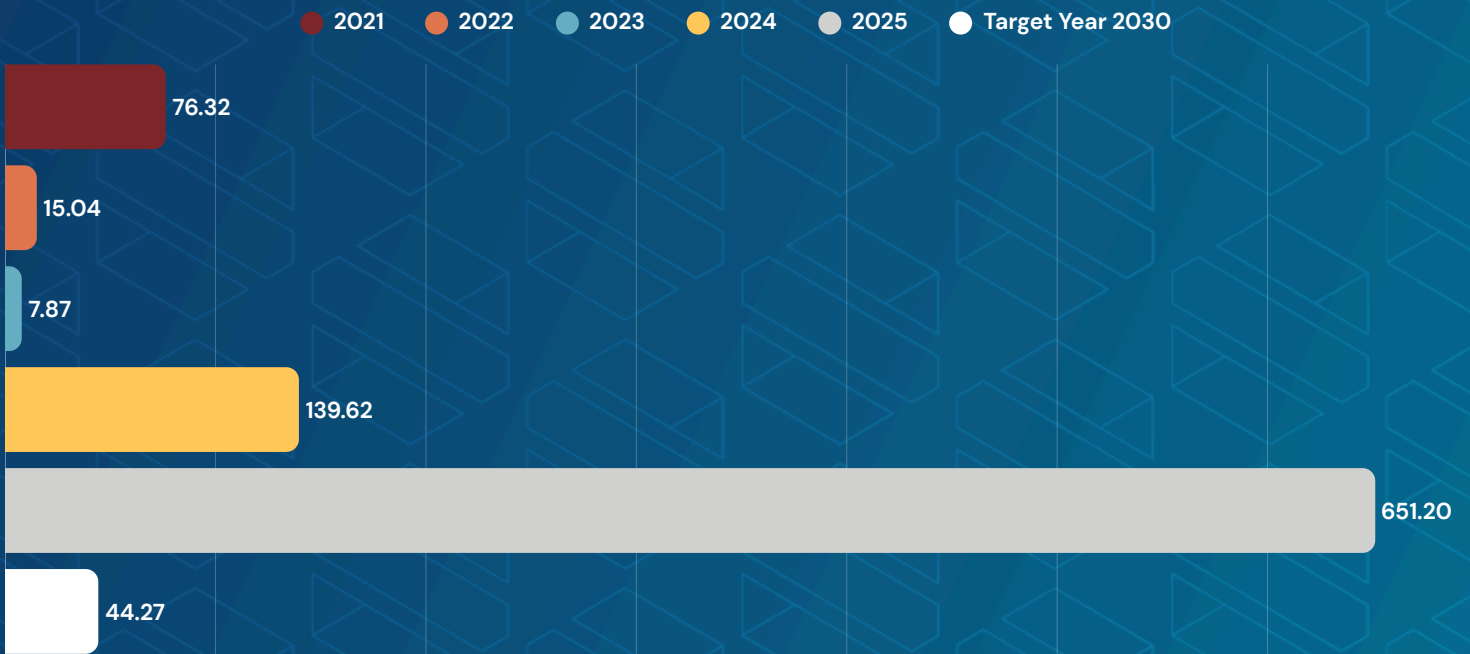
In the following section, Storable's emissions are broken down into three distinct categories:

Scope 1	Refers to emissions directly from sources we own or control (Natural Gas)
Scope 2	Refers to emissions indirectly from the generation of purchased energy, like electricity and heating/cooling networks
Scope 3	Refers to indirect emissions in our value chain, both upstream and downstream - such as sourcing and use of sold products. This also includes how much the organization spends on travel and what products and services we are purchasing from suppliers.

The following graphs illustrate our progress in reducing emissions across all Scope categories, highlighting both our achievements and the areas that require continued focus to meet our long-term sustainability targets.

SBTi Targets

ABSOLUTE SCOPE 1 & 2 EMISSIONS



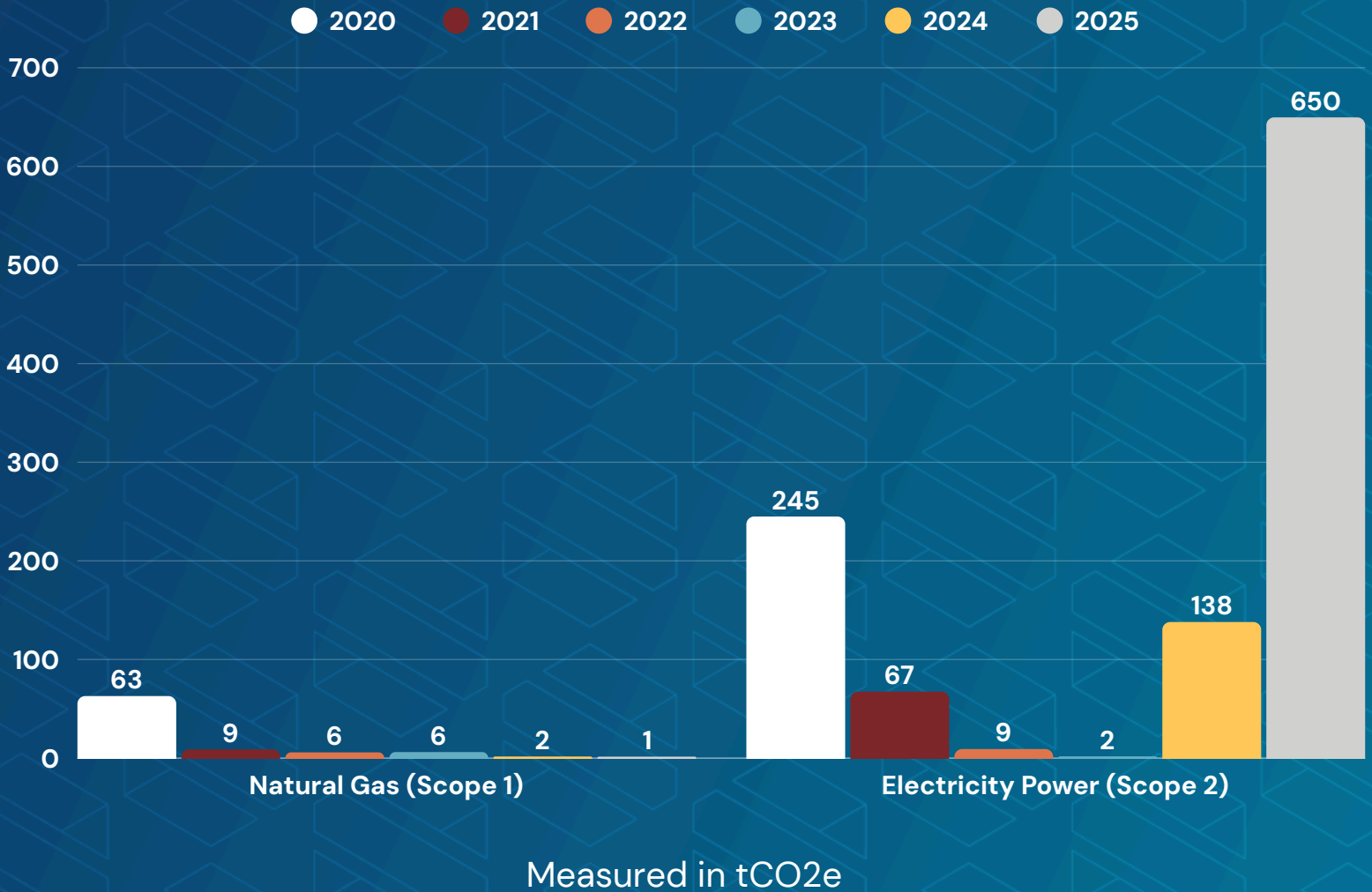
ABSOLUTE SCOPE 3 EMISSIONS



This graph highlights our progress against Absolute Emissions to reduce Scopes 1 & 2 by 42%, with a target goal of 44 tCO2 and 25% reduction in Scope 3 emissions, with a target goal of 2,536 by 2030.

This increase in overall emissions is primarily due to enhanced data methodology reporting beginning in 2024.

Scope 1 & 2 Emissions



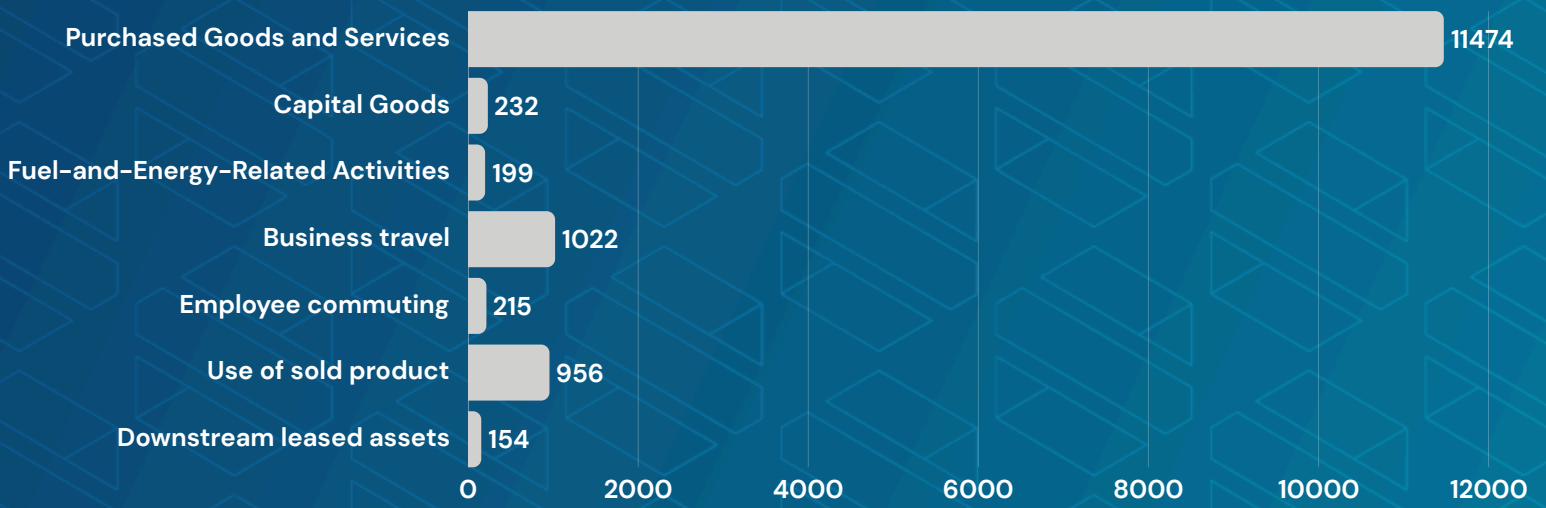
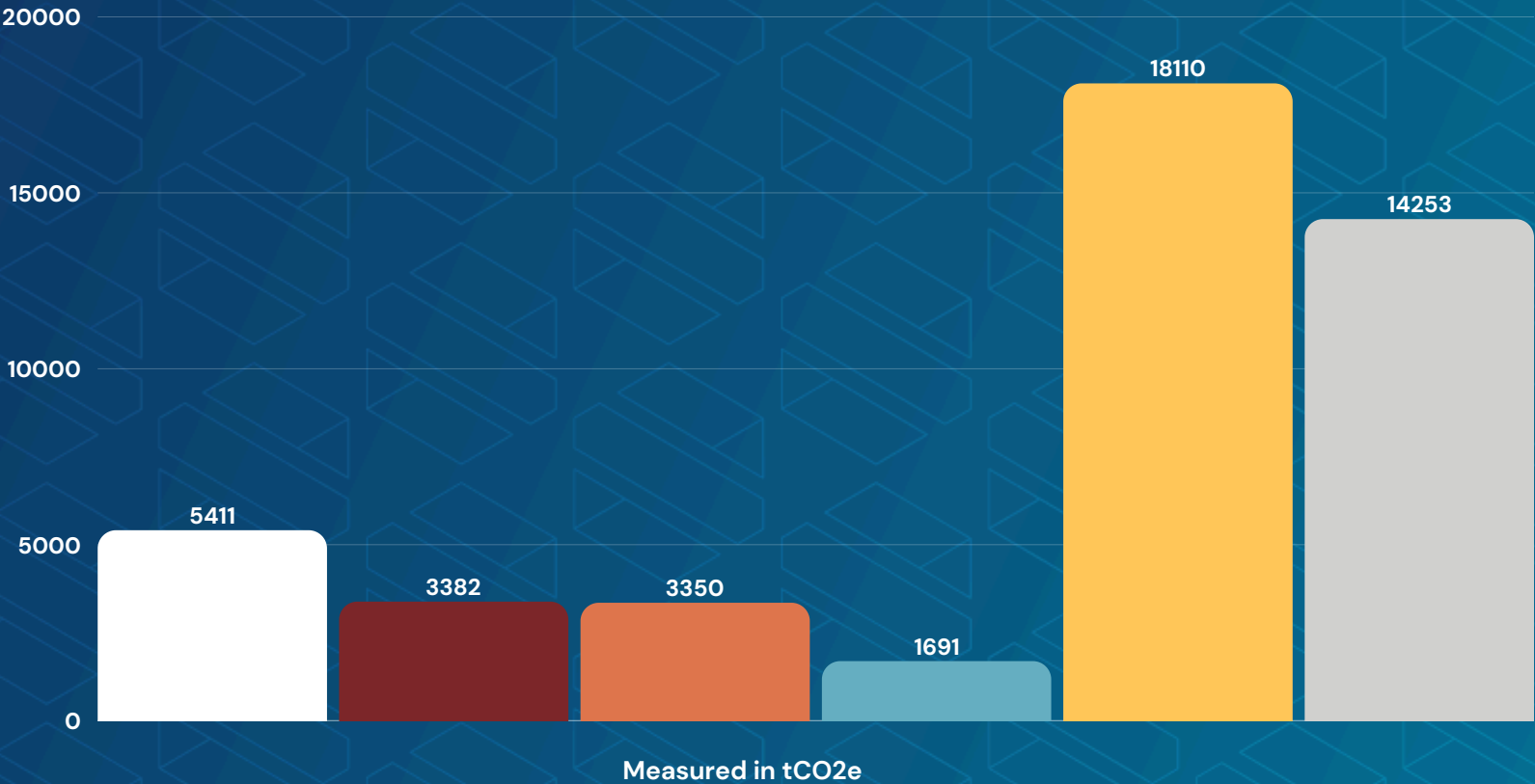
Storable's location-based office emissions reported 1 tCO₂e in Natural Gas and 650 tCO₂e in Electricity Power categories

The significant increase observed in the 2025 Scope 2 emissions reporting is primarily due to a refinement of the methodology for our India office.

In the 2024 report, the emissions from the electricity consumption for the HVAC system were not reported but were correctly accounted for in 2025 and categorized under Scope 2 (indirect emissions from purchased energy). This inclusion in 2025 provides a more accurate representation of our indirect emissions footprint and accounts for the notable rise in the reported Scope 2 total.

Scope 3 Emissions

● 2020 ● 2021 ● 2022 ● 2023 ● 2024 ● 2025

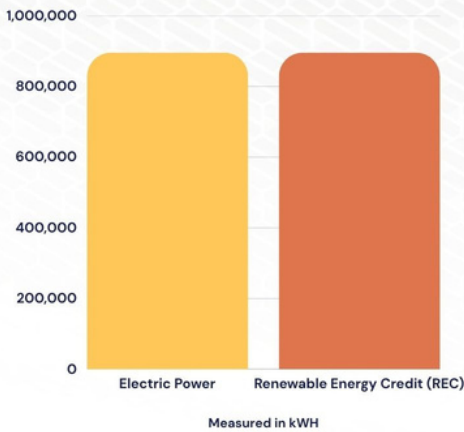


In 2025, the categories of Purchased Goods and Services encompassed 81%, and Business Travel at 7% of Storable’s Scope 3 emissions.

Storable utilizes a hybrid spend and activity-based methodology to report Scope 3 emissions related to business activities.

Carbon Reduction & Sustainability Programs

ELECTRICITY CONSUMPTION



Storable is dedicated to actively reducing our environmental footprint. A key component of this commitment is our program to help offset our annual Scope 2 and homeworkers' carbon emissions by purchasing Renewable Energy Certificates, supporting the growth of cleaner energy sources globally.

Our sustainability efforts extend to direct action through our partnership with Evergreen, a global reforestation platform. We actively support large-scale tree-planting initiatives, bolstered by our 'one tree planted' program for every new hire and by ongoing ReStorable Employee Resource Group (ERG) tree-planting campaigns.

Our collective efforts are focused on restoring vital ecosystems and removing CO₂ from the atmosphere. To learn more or to contribute, visit our [Storable Forest](#).

By combining strategic emission offsets with direct reforestation, we are working toward a greener future.



1,014 Trees Planted



155 Working Hours



753 Tons of Co2 Offset



22 Countries Reached

Figures are based on estimates and methodologies provided by our partners using generally accepted practices.

DID YOU KNOW?



Additionally, as part of our ongoing commitment to sustainability, we've added a new Sustainable Travel section to the Storable Travel Policy.

This update encourages mindful choices that help reduce the carbon footprint of business travel—whether by opting for lower-emission transportation, consolidating trips, or considering virtual meeting alternatives.

Together, these small changes add up to a meaningful impact on our planet.

Disaster Response & Storrior Assistance Fund

This commitment to caring for our planet is mirrored by our dedication to supporting our people and communities.

Storable actively responds to natural disasters by mobilizing employee giving and company matches, partnering with trusted organizations to deliver essential supplies to affected communities.

Internally, the Storrior Assistance Fund (SAF) provides financial relief to employees experiencing hardship due to natural disasters. This initiative reinforces our commitment to support Storriors facing hardship.



\$6k+ Donated
to Disaster Relief



\$900+ Added
to SAF



2 Storriors supported
by SAF

Message from our CPO

“Our commitment is reflected in the social contributions, community engagement, and the cultivation of a workplace where every voice is valued, enhancing the well-being of our communities.”



It is with immense pride and gratitude that I present Storable’s 2025 Social & Community Impact initiatives. This year, we celebrate the collective efforts of our team, highlighting the impact we’ve made in driving positive change. Our commitment is reflected in the social contributions, community engagement, and the cultivation of a workplace where every voice is valued, enhancing the well-being of our communities.

We believe that businesses have a responsibility to be a force for good in the communities and lives they touch. This year’s achievements range from our employee-driven initiatives, volunteering and charitable giving, and our employee recognition programs, which demonstrate our deep commitment to creating meaningful social impact.

The passion and drive of our Storriors have been instrumental in advancing our mission to build a more equitable and sustainable future. This report shares those efforts—not just as numbers or milestones—but as compelling stories of resilience, innovation, and collaboration that underscore our commitment to responsible corporate behavior.

I am inspired by the exciting opportunities that lie ahead. As we look to the future and expand our reach and impact, I am confident that we will collectively continue to push boundaries, create new opportunities, and strengthen the vital connections between our company and the communities we proudly serve.

We deeply appreciate your dedication to this vision, for striving to Be More, For More, and for consistently demonstrating the Storable spirit.

Warm regards,

A handwritten signature in black ink, appearing to read 'Gill Godfrey', written in a cursive style.

Gill Godfrey
CPO, Storable

Belonging at Storable

At Storable, our diverse team is the engine of our global success. Operating across six countries—Australia, Canada, Colombia, India, Romania, and the United States—our employees bring varied perspectives and talents that drive our innovation and collaboration.

We are dedicated to cultivating an inclusive and supportive workplace where every team member is valued, respected, and empowered. Our focus is on comprehensive training and career development initiatives that nurture talent and support professional growth throughout an employee's journey. We are pleased to introduce Belonging at Storable, a compelling story that shares the profound meaning of belonging for our Storriors.

As we expand our international footprint, our shared values and collective efforts continue to guide our mission to build a culture of belonging and a future that is sustainable, equitable, and impactful.



In 2025, Storable's global operations include employees in Australia, Canada, Colombia, India, Romania, and the United States.

Employees in Canada, Colombia, and Romania are employed via an EOR.

Celebrating a Year of Impact

Our commitment to social responsibility and community engagement is demonstrated through our robust charitable giving and volunteering efforts. Storable firmly believes in the importance of making a positive societal impact and actively giving back to the communities where we operate. We are pleased to present these highlights of our efforts.

In 2025, our commitment to Be More, For More strengthened the communities we serve. Our Storriors dedicated over 600 volunteer hours, coupled with a financial contribution of more than \$60,000, supporting 67 distinct charitable organizations.

From local community partners to global nonprofits, our impact reached organizations focused on education, basic needs, environmental sustainability, and community resilience.

These numbers represent more than metrics—they reflect the time, generosity, and care Storriors bring to strengthening the communities where we live and work.

Key Initiatives

Storriors went above and beyond during our second annual September Month of Service, volunteering a collective 112 hours across food banks, animal shelters, community cleanups, and beautification projects, as well as letter-writing initiatives that spread encouragement to those who need it most.

We're also proud to celebrate the 53 Storriors who donated blood during our first-ever Global Blood Drive—creating a life-saving impact for more than 100 people worldwide.



Employee Resource Groups (ERGs)

Our success is fundamentally linked to the diversity of our workforce and the distinct perspectives each individual brings to Storable. To continuously support an inclusive culture, we have established Employee Resource Groups (ERGs) as key components of our organizational structure.

These voluntary, employee-led communities are open to all and are designed to cultivate a strong sense of belonging, facilitate professional growth, and offer empowering resources. ERGs are vital for fostering connection, collaboration, and advocacy among all employees, which, in turn, help advance Storable's overall mission and values.



Pride



Latinx



Neurospicy



ReStorable



Women of Storable



Black Excellence
in Storage & Tech



Veterans

Throughout 2025, our ERGs actively supported their members through various initiatives. Notable achievements included educational programming, wellness campaigns, and community engagement activities.

Key Initiatives

- Neurospicy Lunch & Learn: "Neurodiversity in the Workplace."
- Women of Storable keynote speaker at the Self Storage Association's Women's Council Breakfast
- ReStorable Holiday Tree Drive and Spring Volunteer Drive
- Women of Storable awareness initiatives, Breast Cancer Awareness, and Women's History Month
- Storable Pride Lunch & Learn: "Making A Difference", and Storable Pride Trans Rights Readathon.
- ReStorable Lunch & Learn: "Save the Planet, Kill Your Lawn."
- ReStorable Absorb Training: "Daily Habit to Live Sustainably."
- ERG-led September Month of Service,
 - WoS Clothing Drive
 - WoSI Blood Drive
 - ReStorable Litter Cleanups
 - Black Excellence in Storage & Tech, Smithsonian Transcription
 - Neurospicy Zooniverse Projects
 - Pride Points of Pride Letter Writing Cards

A significant milestone this year was the global expansion of the Women of Storable Romania chapter. This expansion further solidifies our dedication to creating inclusive environments for all Storable employees.



We remain committed to growing and supporting our Employee Resource Groups (ERGs). ERGs are vital for fostering employee engagement, equity, and belonging, and for empowering their members and shaping an inclusive, impactful workplace culture.

Inclusion, Diversity, Equity, Accessibility & Sustainability (IDEAS)

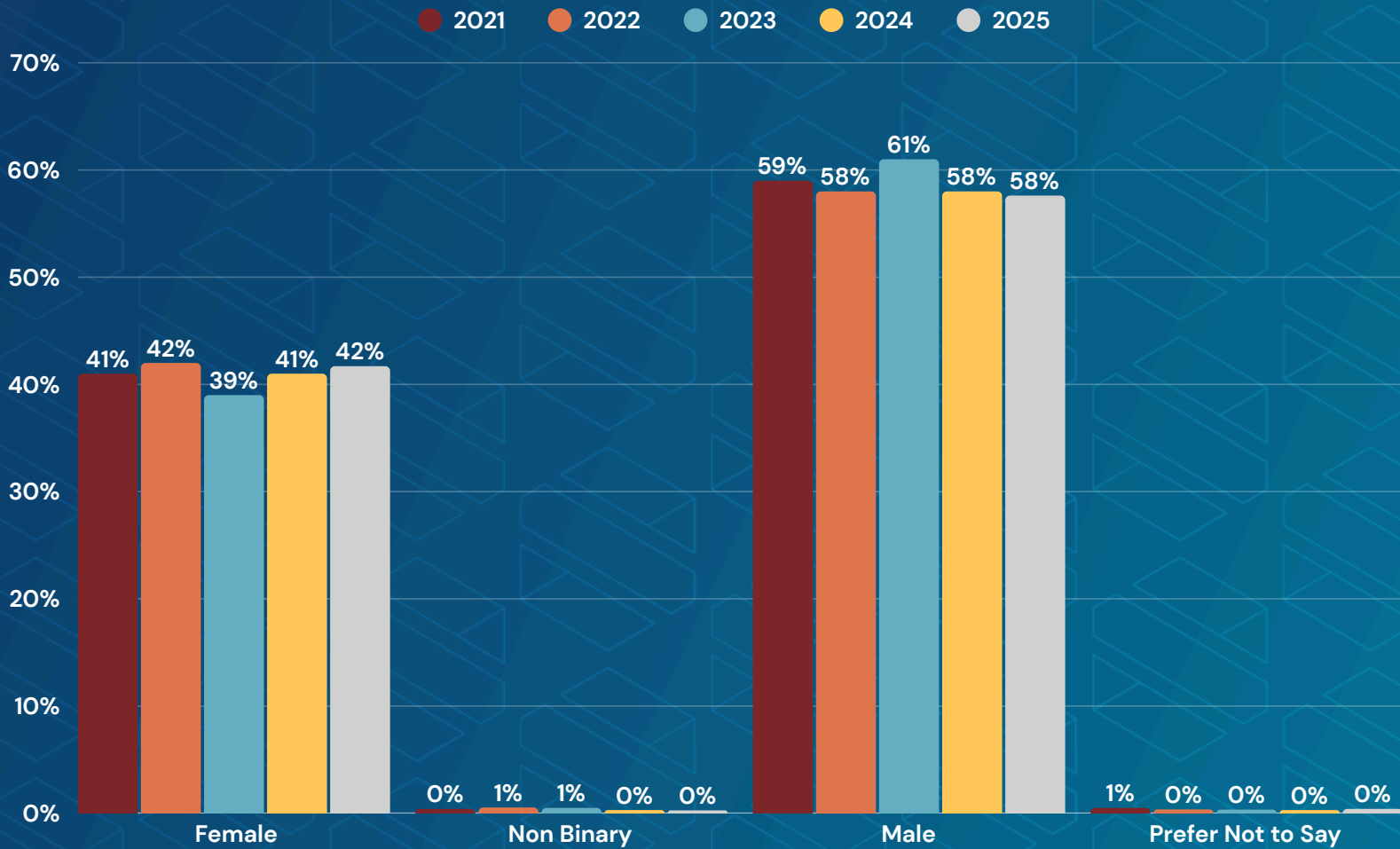
At Storable, Inclusion, Diversity, Equity, Accessibility, and Sustainability (IDEAS) are more than guiding principles—they are key to our business success. We know that when diverse perspectives are included, innovation thrives, collaboration strengthens, and we are better equipped to attract top talent and serve our customers and communities.

Storable is committed to fostering a culture where inclusion fuels success, diversity drives innovation, equity creates opportunity, and accessibility removes barriers. We embrace data-driven strategies to build more equitable and high-performing teams, ensuring a diversity of thought that drives stronger business outcomes and creates a more inclusive workplace.

To illustrate the progress and current state of our journey, the following graphs show key people metrics for representation and inclusion across Storable.



Gender Metrics The Americas

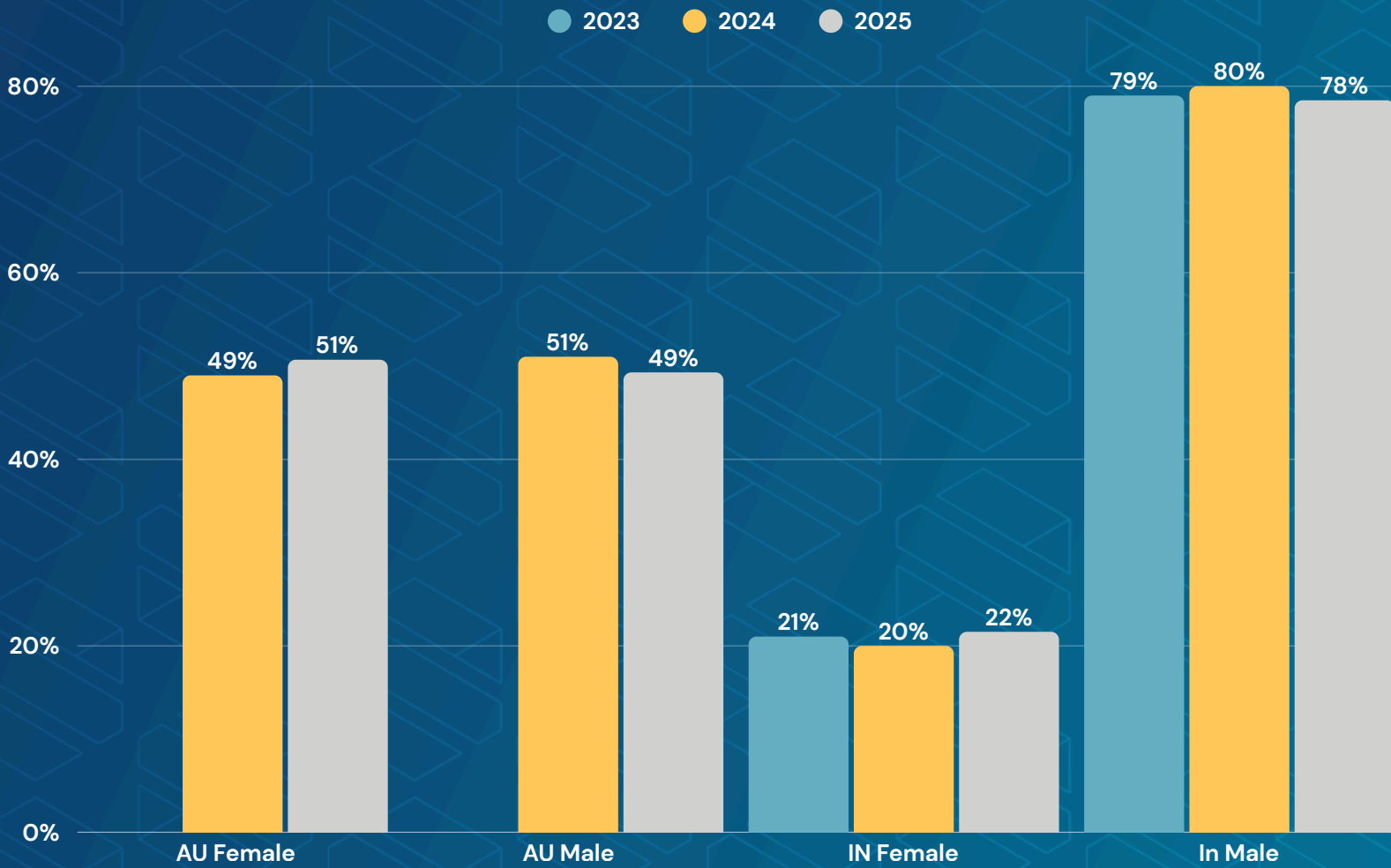


The 2025 Americas region includes employees located in Canada, Colombia, and the United States.

From the previous reporting year, there was a 1% increase in the female workforce, no change in the male workforce, and less than 1% non-binary workforce and employees who preferred not to identify their gender.

Total Americas Workforce = 729

Gender Metrics APAC



The 2025 APAC region includes employees located in Australia and India.

The Australian workforce reported 51% female and 49% male population.
The Indian workforce reported 22% female population and 78% male.

Total Workforce in Australia = 73

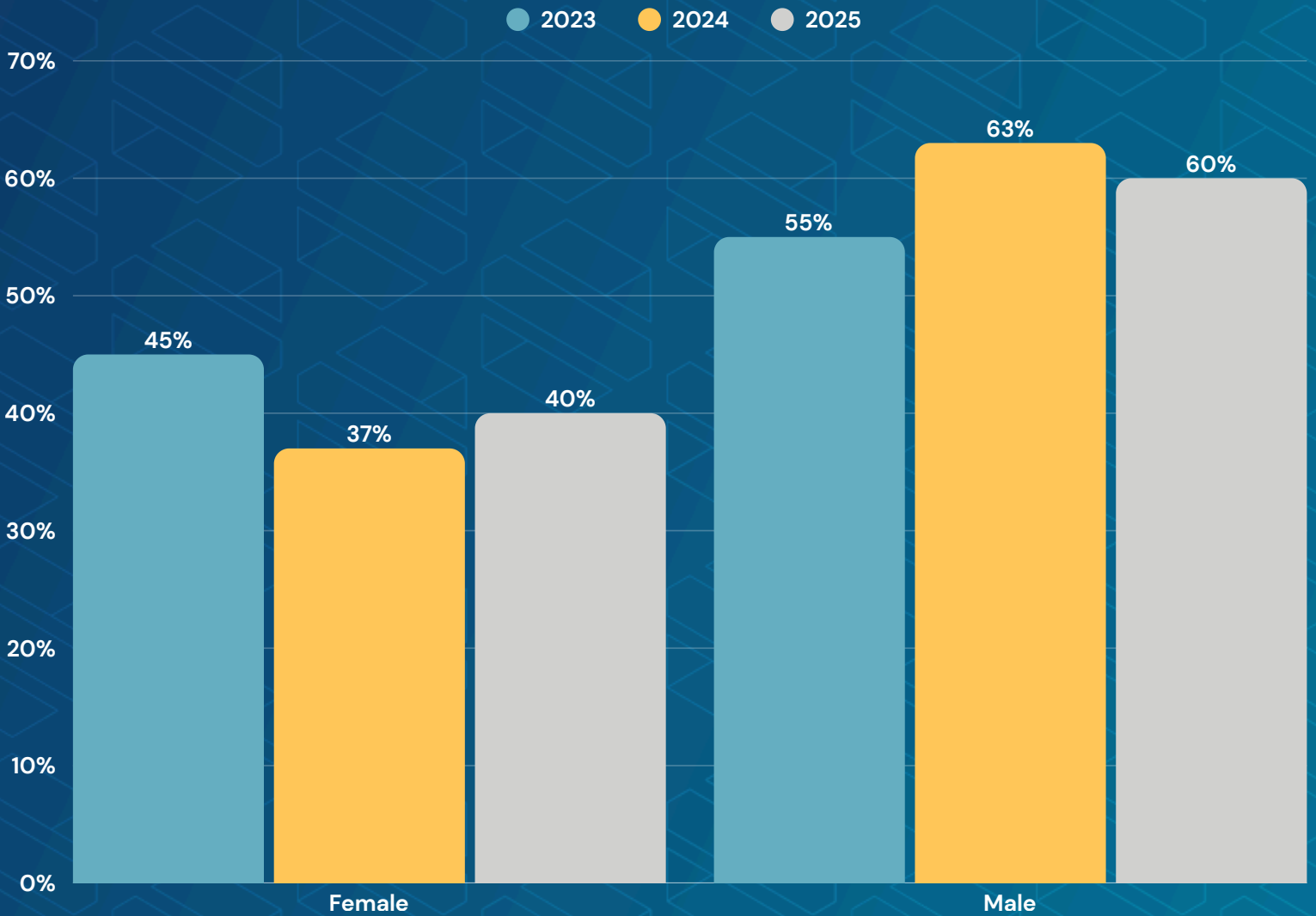
Total Workforce in India = 265

The Australian workforce joined Storable in 2024

The Indian workforce joined Storable in 2023

Gender Metrics

EU

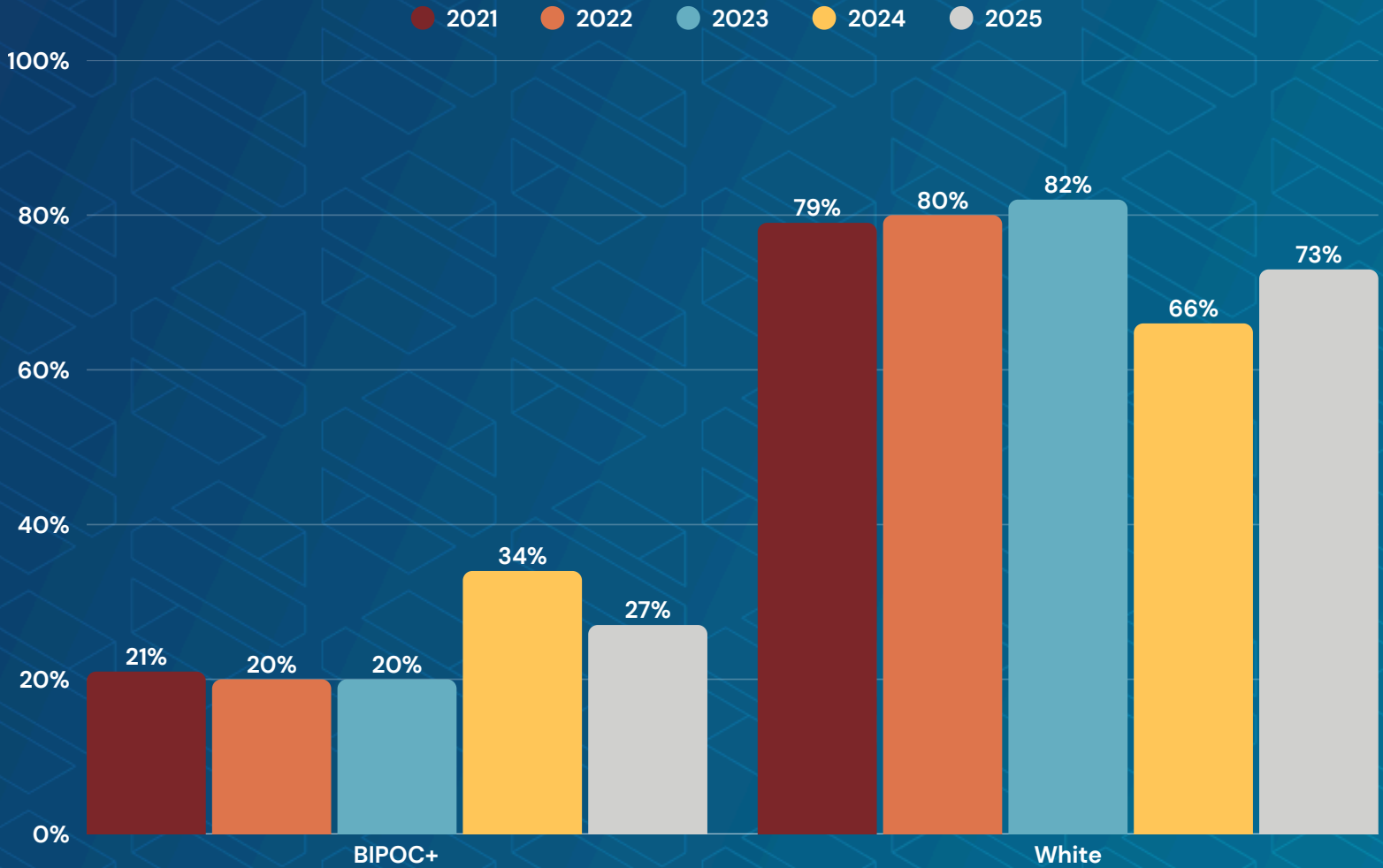


The EU region includes employees located in Romania.

From the previous reporting year, there was an 3% increase in the female workforce.

Total Workforce in Romania = 55

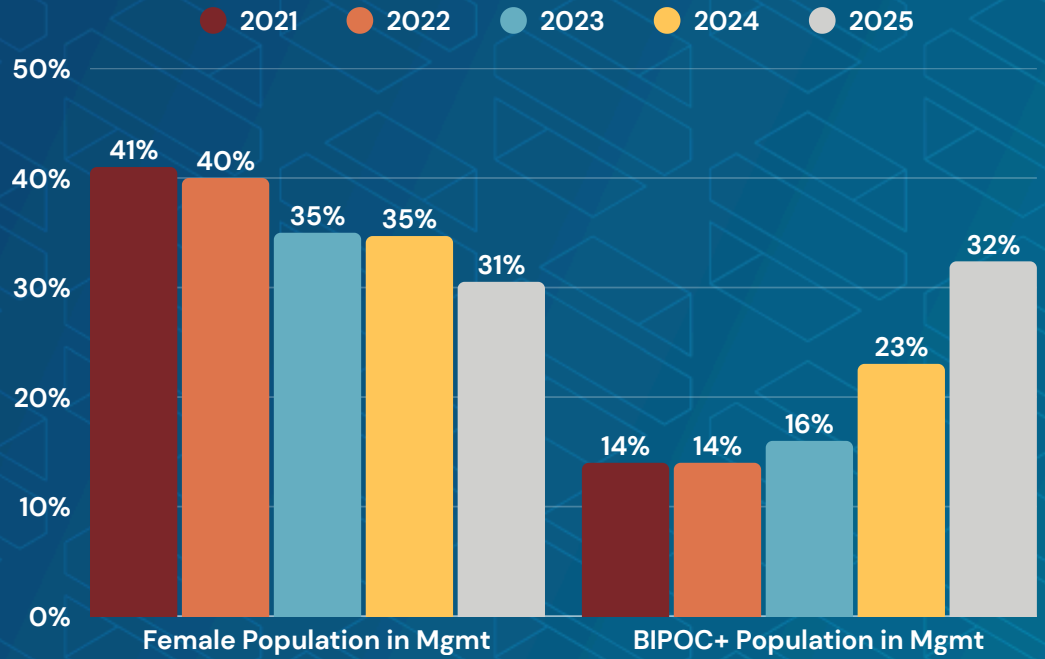
Cultural Metrics The Americas



Storable reported a 7% decrease in the BIPOC+ workforce from the previous reporting year.

BIPOC+ includes employees who identify as Hispanic or Latino, Black or African American, Asian, Two or more races, Native Hawaiian or Other Pacific-Islander, American Indian or Alaska Native.

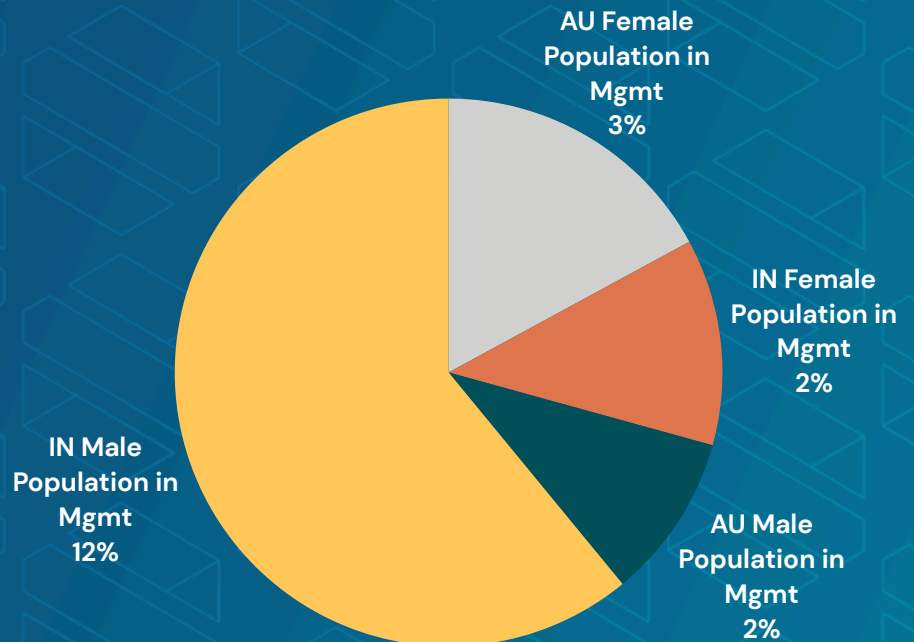
Leadership Metrics The Americas



Compared to 2024, Storable reported a 4% decrease in the female population in management positions and saw a 9% increase in the BIPOC+ population in management positions.

*Percentages are representative of Female/BIPOC+ employees in management positions out of the overall 213 global management workforce *

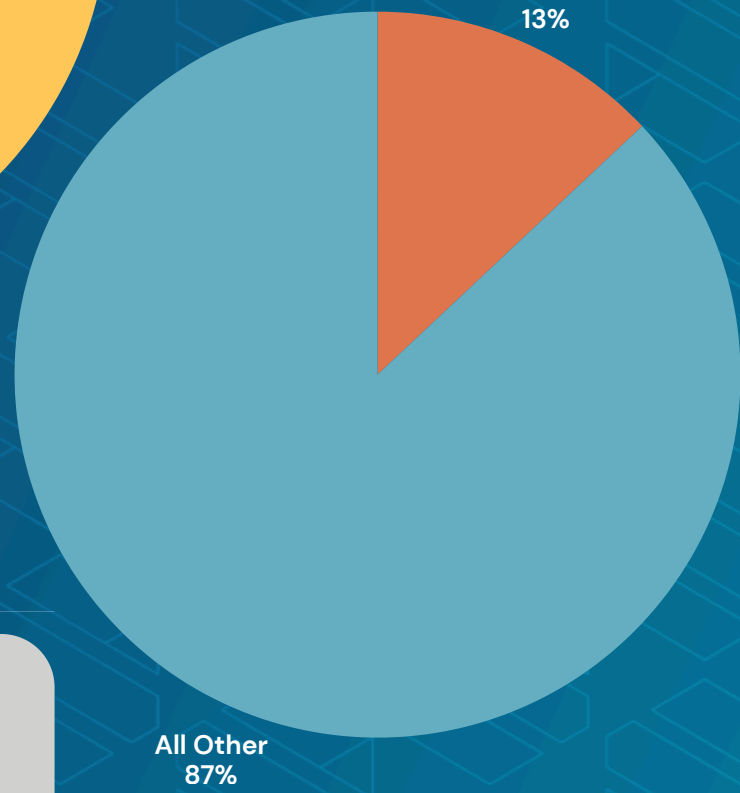
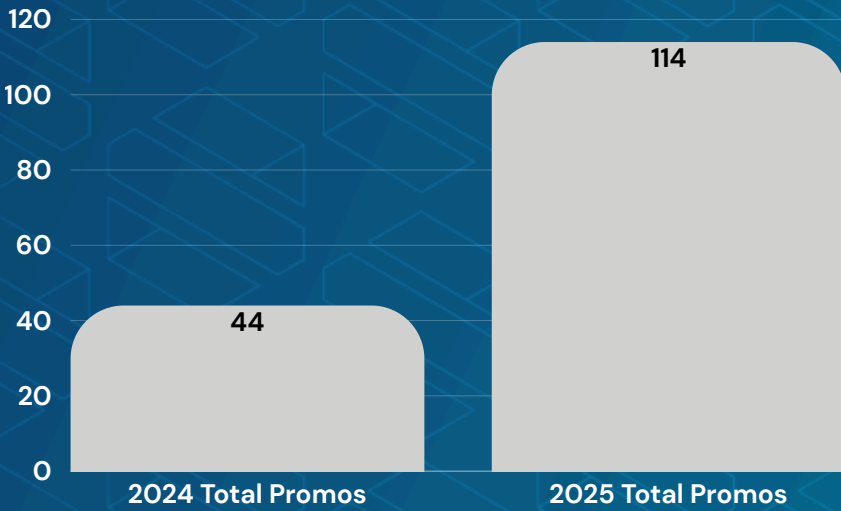
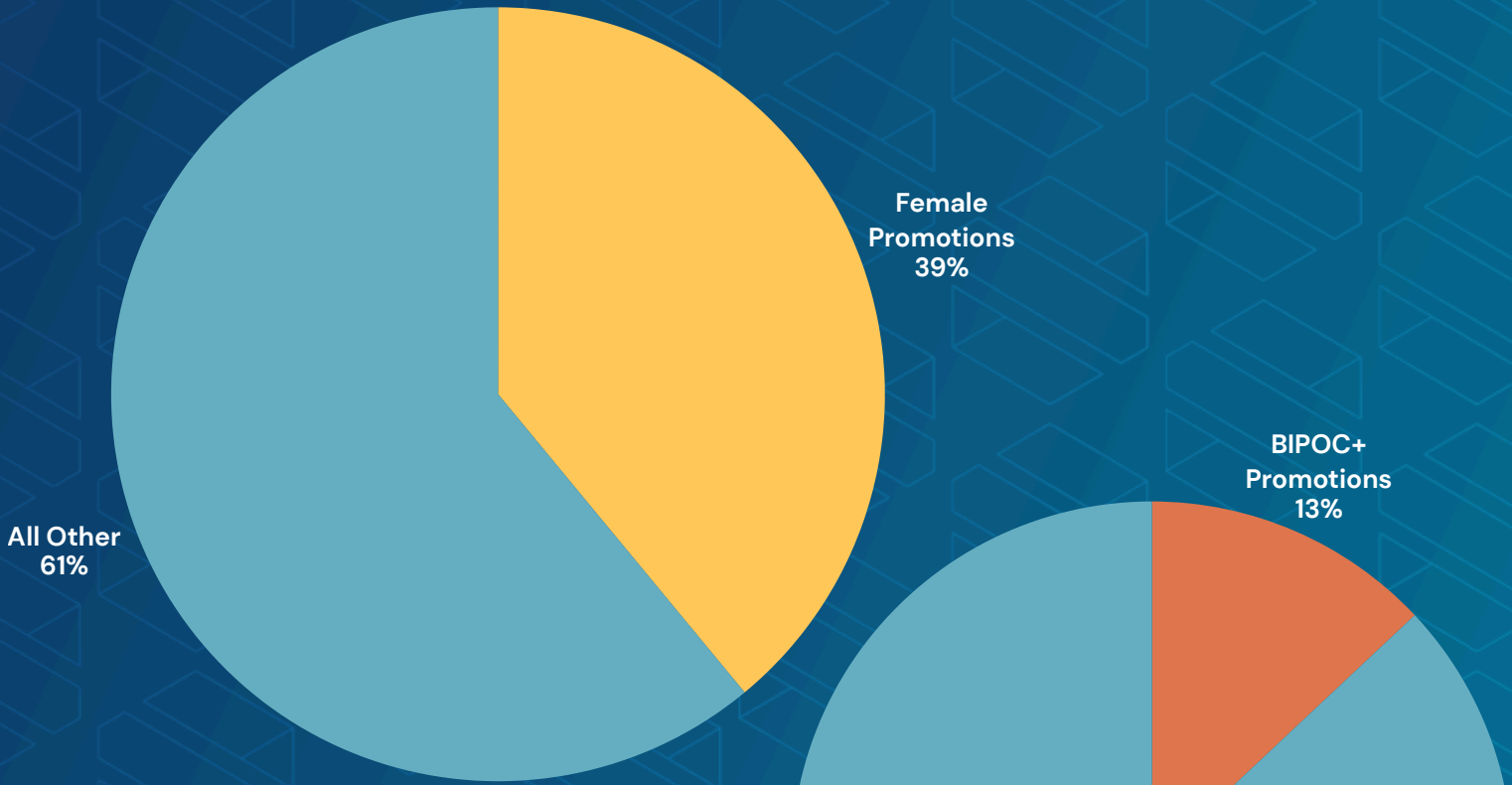
Leadership Metrics APAC



In the APAC region, women hold 5% of management positions out of the global management workforce of 213.

Australian Female Workforce = 3%
Indian Female Workforce = 2%

Storriors on the Move



In 2025, Storable had a total of 114 promotions compared to 44 in 2024. Of this year's promotions, 39% were female (global), and 13% BIPOC+ (US) workforce.

The Future of Tech

Storable is committed to expanding the talent pipeline in STEM by investing in the next generation of tech professionals. A key part of this commitment is our proud partnership with Code2College, a nonprofit organization focused on increasing access to STEM careers.

Through this partnership, we offer high school students mentorship, hands-on experience, and essential career development opportunities. For example, in the summer of 2025, Storable hosted four Code2College interns. This program provided them with real-world exposure to a corporate technology environment, allowing them to collaborate with teams, contribute to meaningful projects, and gain valuable insights from Storable's industry experts.

By continuing this investment, we aim to build pathways to long-term career success for these students. Looking ahead, Storable plans to further expand both our employee support programs and community partnerships that create a tangible, positive difference for both our Storriors and the communities we serve.



Be More at Storable

Our workplace culture at Storable is centered on celebrating the contributions of our Storriors, believing that recognition drives engagement, strengthens connections, and fosters a culture of excellence, which allows Storriors to "Be More" both at work and outside.

Our employee recognition platform, Bucketlist, fosters a culture of appreciation, and the Bucketlist Goals program supports employees' personal and professional aspirations. Storriors redeemed Storabills to make their bucket-list goals a reality—learning to fly airplanes, exploring the beaches of Bali, tackling a marathon, or taking cooking classes they'd always dreamed of. From personal passions to lifelong dreams, they created memories they'll carry for a lifetime, showing that with a little support, no dream is out of reach.

We continue to recognize Storriors who truly exemplify Storable's core values through our quarterly Be More Award. Two exceptional employees are chosen each quarter to receive transformative experiences that promote personal growth and exploration.

14,745

Peer-to-Peer
Recognitions

75%

Engagement
Rate

80

Goals
Completed



Our greatest asset is our people, and we are dedicated to continued investment in programs that recognize their impact and dedication. Moving forward, we are committed to fostering a workplace where all contributions are valued, achievements are celebrated, and every individual is empowered to reach their full potential.

Governance

At Storable, strong governance is the bedrock of our sustainable and responsible business operations. We maintain a trusted, forward-thinking organization through an unwavering commitment to corporate accountability, ethical decision-making, and transparency. Our strategic initiatives and structured governance frameworks are key to advancing our environmental, social, and governance (ESG) goals, ultimately driving meaningful impact.

Our ESG progress updates are reported quarterly to the Board of Directors, ensuring accountability and oversight.

CCPA
COMPLIANT

NIST CSF
2.0

PCI DSS
4.0.1

SOC1



Governance Controls

IDEAS Committee

Storable's commitment to responsible business is strategically guided by the Inclusion, Diversity, Equity, Accessibility, and Sustainability (IDEAS) Committee. This committee, comprising Storriors from various departments and sponsored by senior leadership, provides critical oversight and strategic direction for sustainability initiatives, corporate social responsibility, and public policy alignment with Storable's mission and long-term objectives.

Governance is central to our Sustainability strategy as we move forward. Through the IDEAS Committee's leadership and our defined Sustainability roadmap, Storable maintains a strong position to drive accountability, encourage innovation, and secure long-term success for both our company and the communities in which we operate.

Data Information & Security

At Storable, a robust, comprehensive cybersecurity program is fundamental to our daily operations and to protecting our organization, employees, and customers. Recognizing the vital role of information technology (IT), we prioritize safeguarding sensitive information, ensuring regulatory compliance, and maintaining business continuity.

Our program is designed to swiftly and effectively address potential cyber threats. This includes regular testing and training for staff, ensuring seamless collaboration and preparedness during incident management.

We enforce stringent policies governing the use of information, electronic devices, and network resources for all company business. These policies apply to all employees, applicable contractors, consultants, temporary workers, and third parties working for Storable and cover all company-owned or leased data and equipment. As custodians of corporate computing resources, all individuals are responsible for exercising good judgment and strictly adhering to company policies, standards, and relevant laws and regulations.

By prioritizing security and fostering a collaborative environment, Storable aims to minimize risks, protect valuable assets, and maintain the trust of our customers and partners.

More details on Storable's cybersecurity practices can be found at <https://trust.storable.com/>.

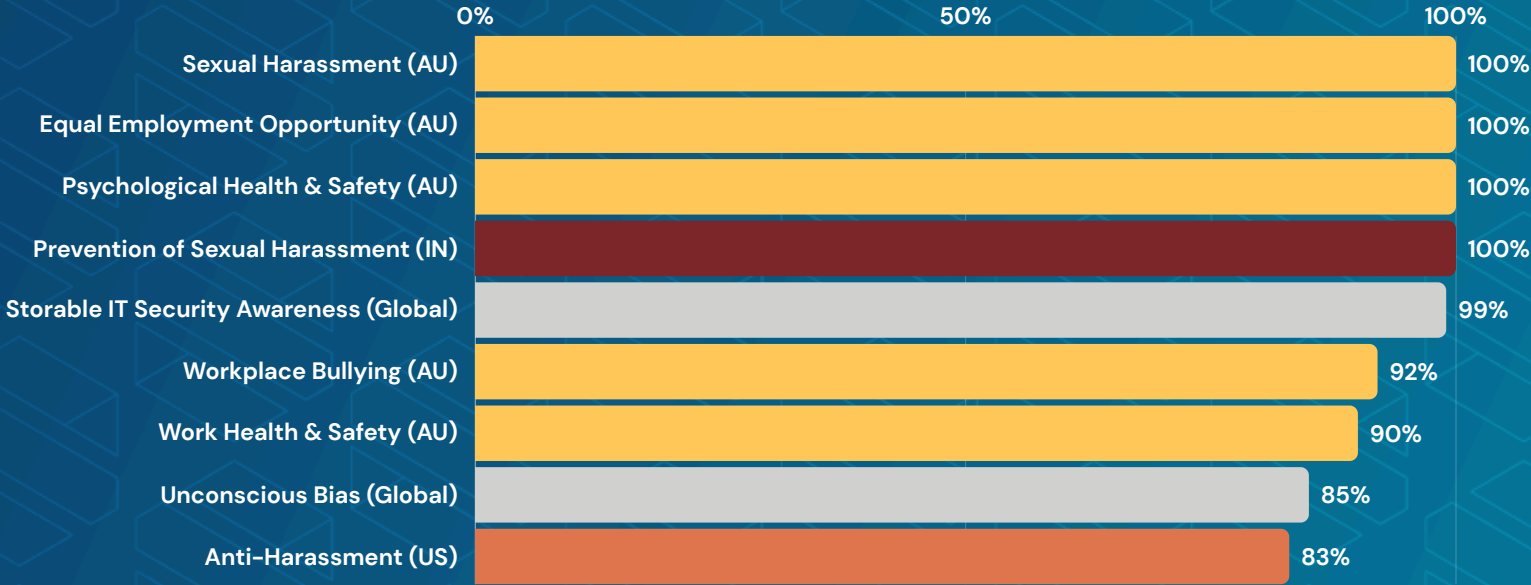
Governance Controls

Ethics & Compliance

Storable is dedicated to maintaining the highest ethical standards across all business operations. We believe that ethical conduct is crucial for building stakeholder trust and upholding our reputation as a responsible corporate entity. To achieve this, we have established various policies and procedures that align our business practices with our core values of integrity, accountability, and transparency.

Our Code of Conduct clearly sets forth the expectations for employees and contractors regarding ethical business practices, emphasizing transparency, honesty, and fairness. We have specific procedures in place, such as code of conduct training and an anonymous ethics hotline, to proactively identify and manage all conflicts of interest, whether actual or perceived, among our employees, contractors, and partners.

The Chief People Officer, Gill Godfrey, is responsible for overseeing Storable's compliance program. Her team is responsible for ensuring these policies are followed by training employees, monitoring compliance efforts, and investigating potential violations.



In 2025, Storable achieved above 80+% participation in all compliance trainings across the global workforce.

Conclusion

Our dedication at Storable is to embed Corporate Social Responsibility (CSR)—specifically environmental sustainability, community engagement, and responsible governance—into every facet of our operations. The progress achieved in our CSR initiatives is a true reflection of our core values and our conviction that successful business and positive social impact are mutually reinforcing.

Moving forward, we are focused on sustaining this momentum, pioneering new solutions, and partnering with our stakeholders to ensure our positive influence endures. We believe that by working together, we can build a future where our business thrives while contributing to a better world for our employees, our communities, and future generations.

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