



# 2024

## CSR Report



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# Introduction

## Message From CEO

I am honored to present Storable's 2024 Corporate Social Responsibility (CSR) report, a testament to our unwavering commitment to fostering positive change within our communities, industries, and the world. At Storable, we recognize that corporate responsibility is not separate from business success—it is a fundamental driver of it.

By integrating environmental stewardship, social impact, and strong governance into our operations, we build a more resilient, forward-thinking organization that is positioned for sustainable growth.

This year's report highlights our progress through focused initiatives in environmental stewardship, diversity and inclusion, community engagement, and ethical governance. From advancing our carbon emissions reduction goals to enhancing our employee-led programs and partnerships, every step reflects our commitment to creating a lasting, meaningful impact and strengthens Storable's competitive advantage in an ever-changing world.

As we look ahead to the opportunities and responsibilities that lie before us, let us remain steadfast in our pursuit of innovation, collaboration, and purposeful leadership. Together, we can shape a more sustainable and prosperous future for all.

To our Storriors, thank you for your continued dedication to Storable's mission and values. Your contributions inspire the progress we celebrate today and the possibilities we aim for tomorrow.

Sincerely,



A handwritten signature in white ink that reads "Chuck Gordon".

**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 CEO Chuck Gordon co-founded SpareFoot with Mario Feghali in 2008. SpareFoot began as an online marketplace for self-storage units due to Chuck and Mario's experiences with the self-storage industry, noticing the inefficiencies and lack of innovation in the sector. Under Chuck's leadership, SpareFoot quickly became the largest online marketplace for self-storage, and its success led to its merger with SiteLink and storEDGE to form Storable in 2019.



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 it a strong reputation in the industry and dozens of best-in-class awards.

# About this Report

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## Introduction to Storable's Annual CSR Report

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Welcome to Storable's 2024 Corporate Social Responsibility (CSR) report. Guided by our mission to Be More—for our customers, employees, and the communities we serve—this report reflects our commitment to sustainable and responsible business practices.

Over the past year, we have made significant strides in our environmental, social, and governance (ESG) efforts. From enhancing our sustainability programs and reducing our carbon footprint to fostering a more diverse and inclusive workplace, we continue to strengthen our ability to attract top talent, enhance customer trust, and create lasting positive change.

Our environmental efforts are rooted in a pursuit of operational efficiency and a commitment to preserving the planet for future generations. We remain focused on implementing innovative, energy-efficient practices while expanding initiatives like reforestation and emissions tracking. These actions exemplify our dedication to reducing environmental impact and promoting a culture of conservation.

People are at the core of our business and values. Through meaningful partnerships, philanthropic contributions, and employee-driven programs, we aim to address social challenges and empower underrepresented communities. Highlights from this year include our continued collaboration with Code2College, expanded Employee Resource Groups, and growing engagement in volunteer initiatives.

Governance remains the foundation of our approach, ensuring transparency, accountability, and ethical decision-making. With updates to the Storable Sustainability Roadmap, we are reinforcing our commitment to responsible business practices and aligning with the expectations of our stakeholders.

As we look to the future, Storable remains steadfast in our efforts to drive positive impact and build a more sustainable, equitable world. Thank you for joining us on this journey and for your ongoing support in shaping a brighter tomorrow.

# Environmental Sustainability

At Storable, we understand that our responsibility to the planet is both a privilege and a necessity. As stewards of a more sustainable future, we are dedicated to minimizing our environmental impact and actively participating in the preservation and restoration of our planet's natural resources. Our approach to sustainability is not just a goal—it is a value that informs how we operate every day.

In the following section, Storable's emissions are broken down into three distinct categories: Scope 1, Scope 2, and Scope 3 emissions.

## 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

Emissions refer 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.



## Carbon Emissions Reporting

Storable is committed to reducing greenhouse gas emissions in line with the Paris Agreement's 1.5°C limit. In 2023, Storable joined businesses globally in setting ambitious emissions reduction targets through the Science-Based Target Initiative to combat climate change and contribute to a more sustainable future.

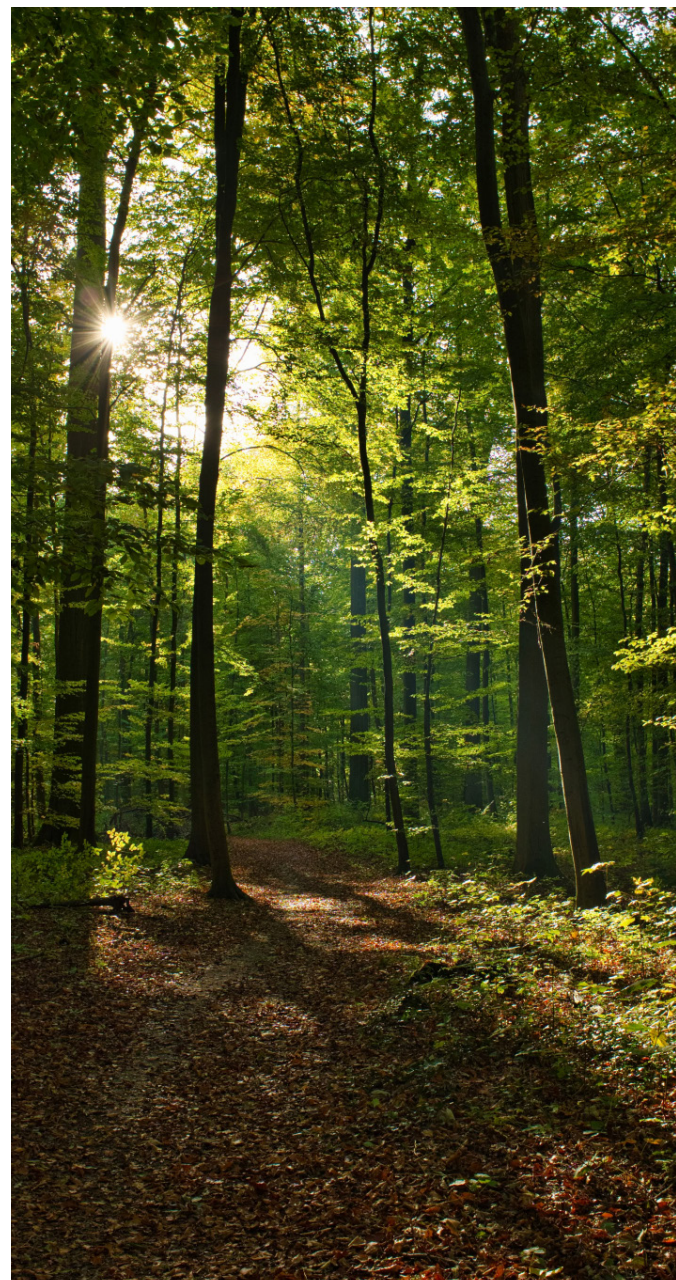
The SBTi is a corporate climate action organization that enables companies and financial institutions worldwide to play their part in addressing the climate crisis by establishing scientifically-backed emissions reduction pathways.

## Carbon Emissions

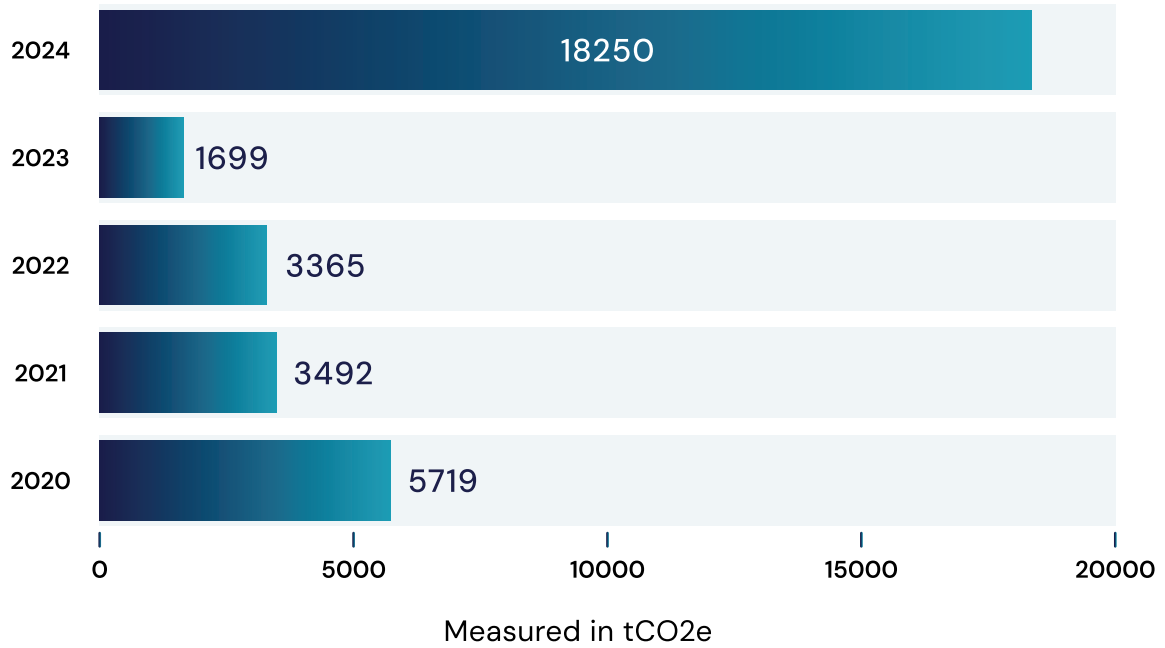
For the past three years, Storable has partnered with Schneider Electric, a leading global sustainability consulting firm, to measure, analyze, and transparently report our annual carbon emissions. This longstanding collaboration has been instrumental in aligning our operations with sustainable practices and reducing our environmental footprint.

Their expertise in comprehensive data collection, emissions analysis, and strategic guidance has provided invaluable insights into our carbon emissions across all aspects of our business. By leveraging these insights, we can monitor, report, and actively reduce our environmental impact, fulfilling our commitment to environmental stewardship while building trust and accountability with stakeholders.

As Storable continues to grow, particularly through acquisitions, we recognize the importance of aligning our environmental goals with our expanded operational footprint. In 2025, we will participate in a re-baselining exercise to adjust our emissions targets, ensuring they accurately reflect our expanded scale and continued commitment to meaningful climate action.



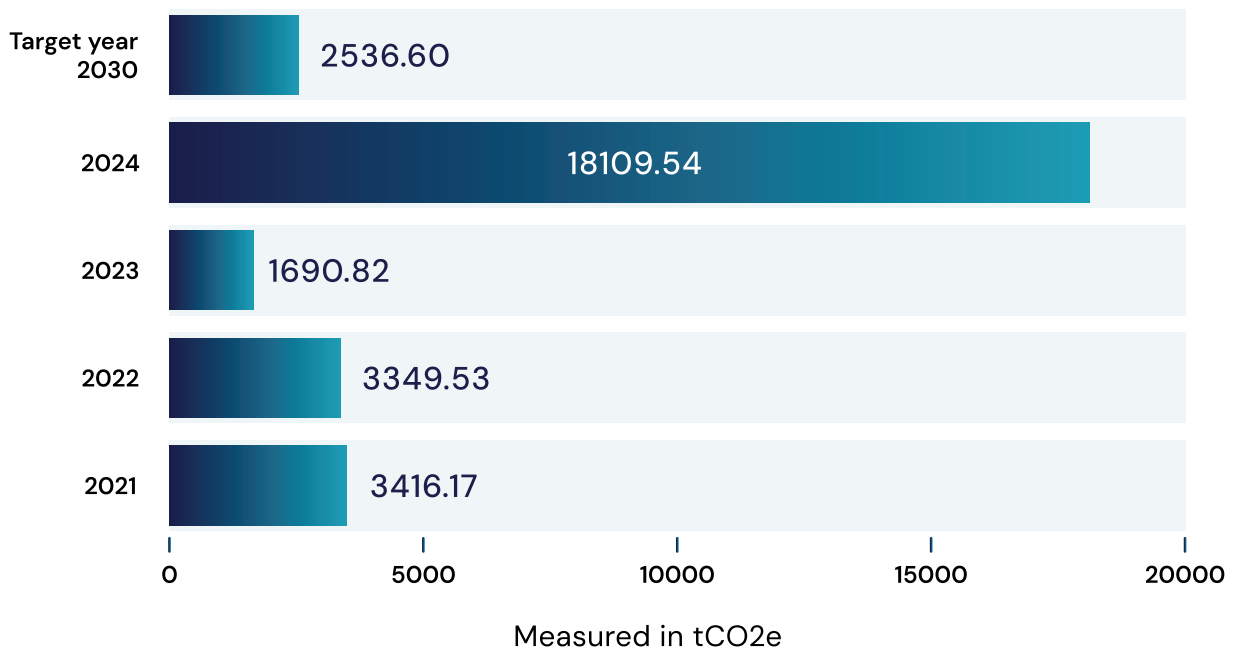
## WBD2 Goal



**Summary:** In 2024, Storable reported a total of 18,250 tCO<sub>2</sub> emissions.

**Note:** This increase in overall emissions is primarily due to improved data quality reporting. This enhanced methodology in reporting will be aligned with base year emissions during the re-baselining exercise.

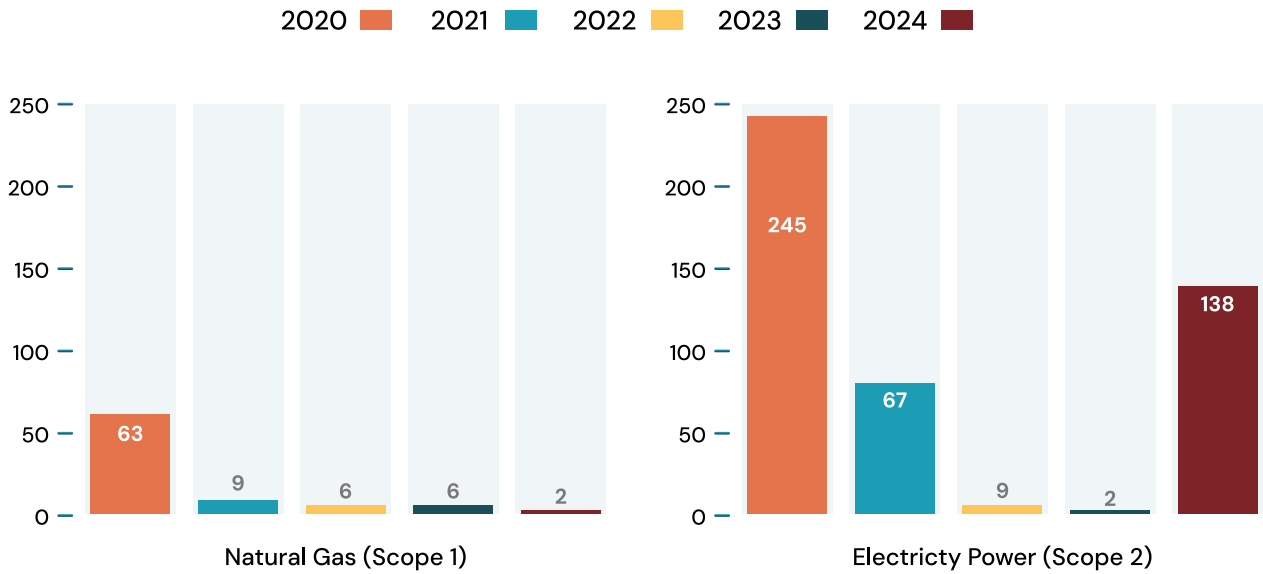
## WBD2 Goal



**Summary:** In 2024, Storable reported 18,109 in Scope 3 emissions with a target goal of reduction to 2,536 by 2030.

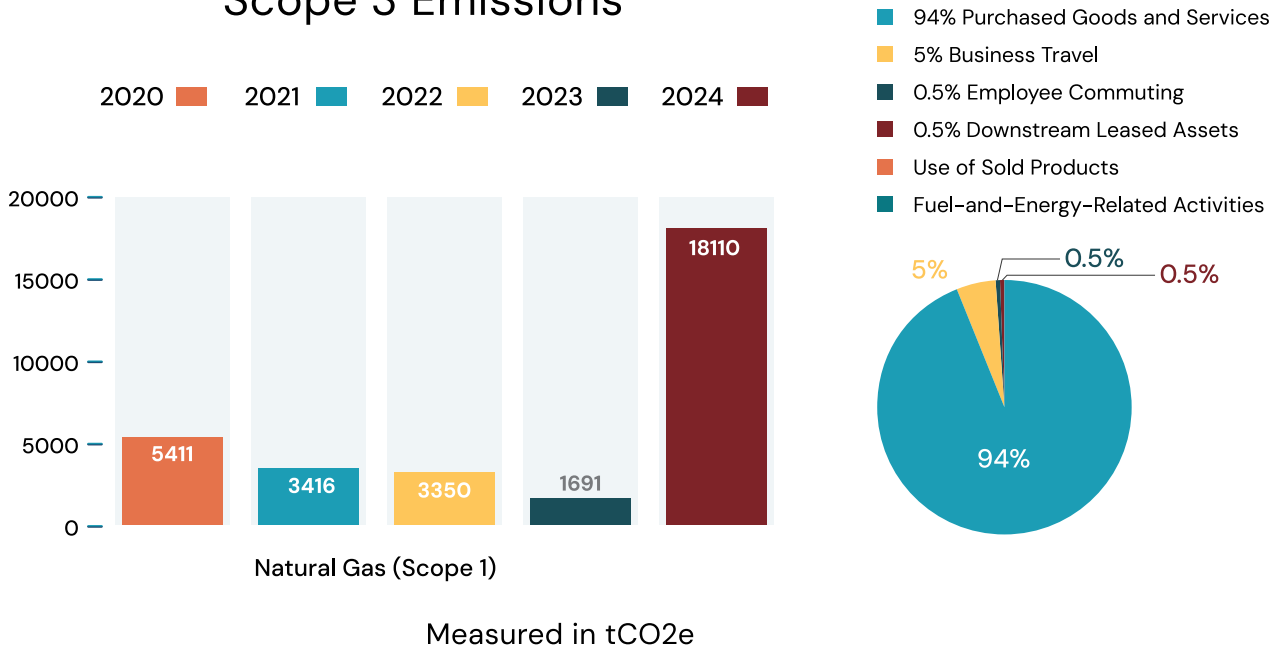


## Scope 1&2 Emissions



**Summary:** Storable’s location-based office emissions reported 2 tCO2e in Natural Gas and 138 tCO2e in Electricity Power categories. A 96% reduction in natural gas emissions and a 44% reduction in electricity emissions since 2020.

## Scope 3 Emissions



**Summary:** Storable utilizes a spend-based methodology to report Scope 3 emissions related to business activities. In 2024, the categories of Purchased Goods and Services encompassed 94% and Business Travel at 5% of Storable’s Scope 3 emissions.

## Carbon Reduction Initiatives

Storable is proud to offset our annual Scope 2 and homeworkers' carbon emissions by purchasing Renewable Energy Certificates and supporting cleaner energy sources. However, our commitment to sustainability extends beyond offsets—we are actively working to reduce greenhouse gas emissions through innovative partnerships and environmental initiatives.

In 2023, we expanded our impact by partnering with Evergreen, a global reforestation platform, to support large-scale tree-planting efforts. Through this partnership, employees, customers, and stakeholders can contribute directly to reforestation projects while also creating sustainable job opportunities for local farmers. Our efforts are focused on restoring critical ecosystems, enhancing biodiversity, and actively removing CO<sup>2</sup> from the atmosphere.

One of our key reforestation sites is the [Storable Forest in Madagascar](#), where trees are planted to support both environmental restoration and economic development in local communities. To learn more or to contribute, visit our [Storable Forest](#).

By combining emission reduction strategies with direct reforestation efforts, Storable continues to drive meaningful progress toward a greener future.



620 Trees Planted



77.50 Working Hours Created



416.80 Tons of Co2 Offset



18 Countries Reached

# Social & Community Impact

## Message From CPO

As we present Storable's 2024 Corporate Social Responsibility (CSR) report, I am filled with immense pride and gratitude for the strides we've made in enhancing the well-being of our communities and fostering a workplace where every voice matters. This year's report celebrates the collective efforts of our team to drive positive change through impactful social contributions and community engagement.

Our journey is one of collaboration and dedication, rooted in a shared belief that businesses have a responsibility to be more for the people and places they touch. From our ongoing work with Code2College, to employee-driven initiatives and volunteering programs, this year's achievements reflect a deep commitment to meaningful social impact.

Within these pages, you will find stories of resilience, innovation, and collaboration that define our approach to responsible corporate behavior. These efforts are not just numbers or milestones—they are proof of the passion and drive of our Storriors, whose contributions have been instrumental in advancing our mission of building a more equitable and sustainable future.

Looking ahead, I am inspired by the opportunities that lie before us. As we expand our reach and impact, I am confident that together, we will continue to push boundaries, create opportunities, and strengthen the bonds between our company and the communities we serve.

Thank you for your unwavering commitment to this vision and for embodying the spirit of Storable every step of the way.

Warm regards,



A handwritten signature in blue ink that reads "Gill Godfrey".

**Gill Godfrey**

Chief People Officer Storable

## Global Storriors

At Storable, our employees are the driving force behind our success, and their contributions continue to shape our impact globally. We are proud to operate across five countries—Australia, Canada, India, Romania, and the United States—bringing together diverse perspectives and talents to innovate and collaborate.

We remain committed to creating a supportive and inclusive work environment where every team member feels valued, respected, and empowered. Through a variety of training programs, and career development initiatives, we aim to nurture talent and foster professional growth at every stage.

As we continue to expand our global presence, our shared values and collective efforts guide us in building a sustainable, equitable, and impactful future.



Summary: In 2024, Storable's global operations include employees in Australia, Canada, India, Romania, and the United States.

## Storrior Assistance Fund

Storable is committed to taking care of our people—not just in the workplace but in life’s unexpected moments. The Storrior Assistance Fund was created to provide financial relief to employees experiencing hardship due to natural disasters.

Funded through employee gifts, this initiative reflects the strong sense of community at Storable. By offering financial assistance when our team members need it most, we reinforce our commitment to supporting our people beyond the workplace and ensuring that no Storrior faces hardship alone.

## Charitable Giving & Volunteering

Storable believes in the power of giving back to society and making a positive impact in the communities where we operate. We are proud to highlight our charitable giving and volunteering efforts, which reflect our commitment to social responsibility and community engagement.

In 2024, we contributed over \$50k to 69 charitable organizations, supporting causes ranging from equitable access to technology, animal welfare, LGBTQIA+ advocacy, food insecurity, neurodiversity research, and crisis aid.

Together, through charitable giving and hands-on volunteering, we are building stronger, more connected communities while living out our mission to Be More, For More.

United Way, Animal Welfare League of Queensland **Casa Marianella** **SAGE** **826CHI, American Red Cross**  
**Women for Women International** Dreamtime Animal Sanctuary Keep Austin Beautiful Serious Fun Children’s Network  
Wags & Walks Nashville **Amplify Fund** **The Trevor Project** **World Vision** Equality Texas Foundation  
**Good 360** Maui Strong Foundation Charity Storage “Hoops for A Cause” Caritas of Austin Arizona Humane Society  
Every Dog Behavior and Training **Austin Humane Society** **Safe in Austin Rescue Ranch** Planned Parenthood **ACLU**  
S.A.F.E. Refuge of Central Texas **Rize Up** Neurodiversity Foundation **TRAPRS** Oregon Humane Society,  
Humane Society of Boone County Cancer Care Assistance Foundation Kids in Need Foundation  
Suitcase & A Dream **Movember Foundation** **Charity Storage Inc** Open Door Preschools  
Safe Streets Austin **Storage Gives** St. Jude’s Children’s Hospital **Different Brains**  
Northwest Boxer Rescue **OHI Foundation** **Girlstart**  
**KC Pet Project** Good Sports Book Drive for Kids **Food Banks Canada**  
**Posada Esperanza** **Unleashed Pet Rescue** Undue Medical Debt Relief **Central TX Food Bank** Last Chance Ranch  
**Out Youth Austin** Second Harvest Food Bank of Louisiana **Saving South Texas**  
North Carolina Sustainable Energy Association Pathway to Hope  
Rural Community Assistance **Clean Water Fund** **Generation SERVE** Associated Humane Societies  
Preservation Austin **World Food Program** **Eden People + Planet** AKC Canine Health Foundation,



In 2024, 136 Storriors dedicated over 500 hours of service, making a tangible impact in communities across our global locations. These volunteer efforts supported over 70 organizations, including local schools, food banks, environmental conservation projects, and community outreach programs.

This year also marked our inaugural September Month of Service, where Storriors came together to make an even greater impact in our communities. Throughout the month, employees logged volunteer hours with nonprofit organizations, participated in team-based service projects, and contributed to local initiatives that align with Storable's mission and values. The collective efforts of our employees during this campaign demonstrated the power of community and reinforced our shared commitment to driving positive change.

Sunstream Retreat Center **Dupage Pads** Community First Village Talcott Mountain Agility Club Bella View Animal Farm Sanctuary  
**Build a Bike** West Bottoms Cleanup **Bookmarks** **Rotary Club** Tim Tebow Foundation **Omaha Hockey Club**  
 Posada Esperanza **CATCH** Do More Initiative **Code2College** **Brookwood** **Omaha Burke Boosters**  
 Friends of Homeless Animals Shelter **Garden Day** Tucson Pride York County Food Bank **City Takers** Digital Defense Fund  
**Santa's Helpers** Hawks Gatorade Brigade Cincinnati Open Museum of Science **Food Gap Inc.** **Red Cross**  
 Keep Austin Beautiful **Whitewater Festival** **Tej Foundation** St. Louis Food Bank Samaritan's Purse  
 University of Illinois **Food Bank of Lincoln** Feed Hudson Valley Poor Man's Supper **Knox Muse** Election Volunteer



## Employee Resource Groups

We recognize that our success is deeply rooted in the diversity of our workforce and the unique perspectives each employee brings to the table. As part of our ongoing commitment to fostering an inclusive workplace culture, we have established Employee Resource Groups (ERGs) as integral pillars of our organizational framework.

ERGs serve as voluntary, employee-led communities designed to cultivate a sense of belonging, offer professional development opportunities, and provide resources that empower employees. These groups create spaces for connection, collaboration, and advocacy while advancing Storable's mission and values.

In 2024, ERGs played an active role in supporting their members through educational initiatives, wellness programs, and community engagement activities. Some highlights from the year include:

- **Professional & Personal Development:** Bridging the Gap monthly meetings with Voices of Color in Tech (VoCiT) fostered dialogue on career growth and equity in the workplace, while Women of Storable (WoS) hosted a Leadership Panel & Financial Wellness Lunch & Learn to empower women in their careers.
- **Neurodiversity & Accessibility Advocacy:** NeuroSpicy sponsored "Invisible Women" Book Club discussions and led "Strength in Neurodiversity", a session highlighting the strengths and experiences of neurodivergent professionals.
- **Community Impact & Volunteering:** ERGs took part in the ReStorable Tree Planting Campaign, engaged in Storable's September Month of Service, and helped drive awareness initiatives such as Breast Cancer Awareness Month with Women of Storable.
- **Inclusion Education:** Storable Pride hosted "Pride Doesn't End in June," a Lunch & Learn focused on year-round LGBTQ+ advocacy and inclusion.



This year also marked an exciting milestone with the global expansion of the Women of Storable India chapter, further strengthening our commitment to fostering inclusive spaces for all Storable employees.



As we continue to grow, Storable remains dedicated to expanding and supporting ERGs as essential drivers of employee engagement, equity, and belonging. These groups not only empower their members but also play a crucial role in shaping an inclusive and impactful workplace culture.



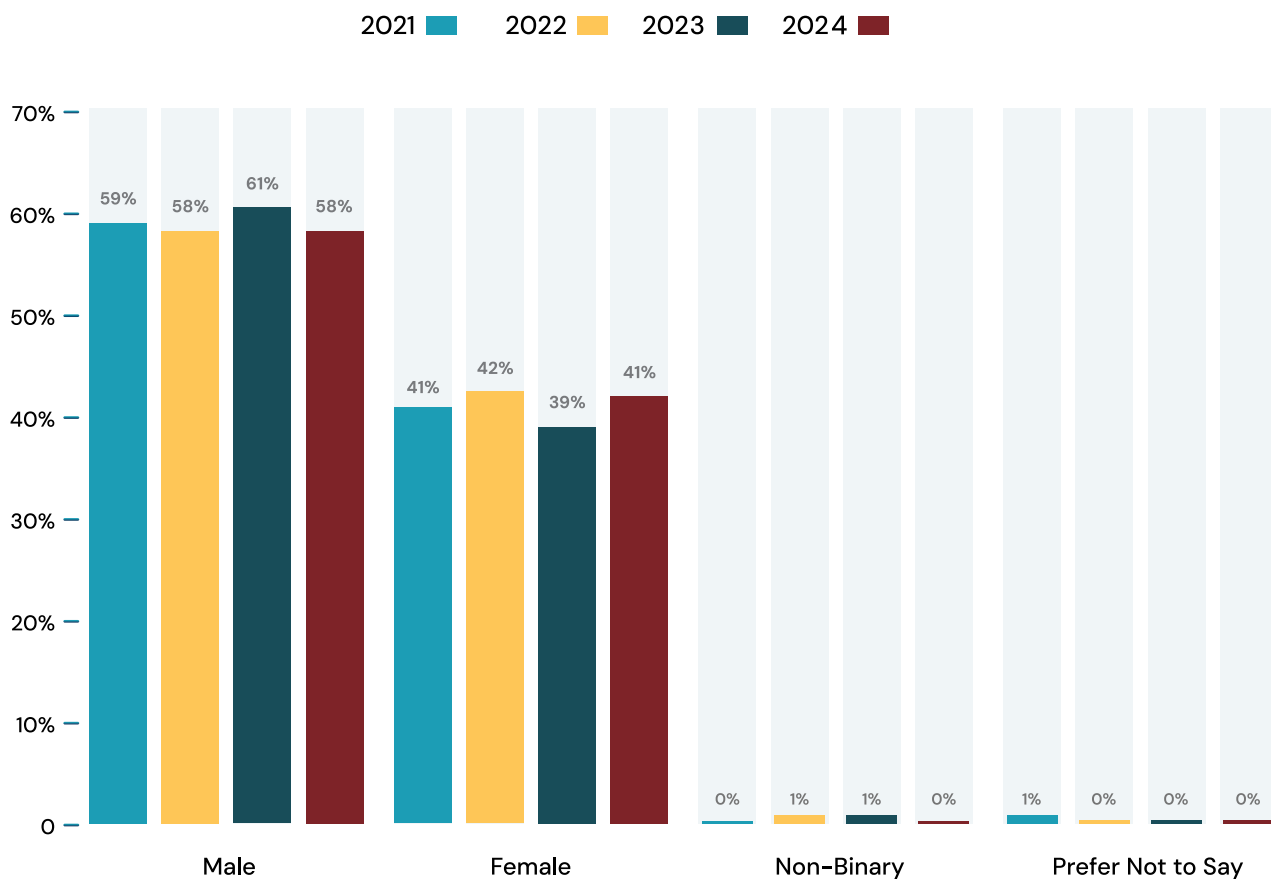
# Inclusion, Diversity, Equity, and Accessibility (IDEA)

At Storable, Inclusion, Diversity, Equity, and Accessibility (IDEA) 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.

As we move forward, we remain committed to fostering a culture where inclusion fuels success, diversity drives innovation, equity creates opportunity, and accessibility removes barriers—because when every Storrior thrives, so does Storable.

## Gender Metrics

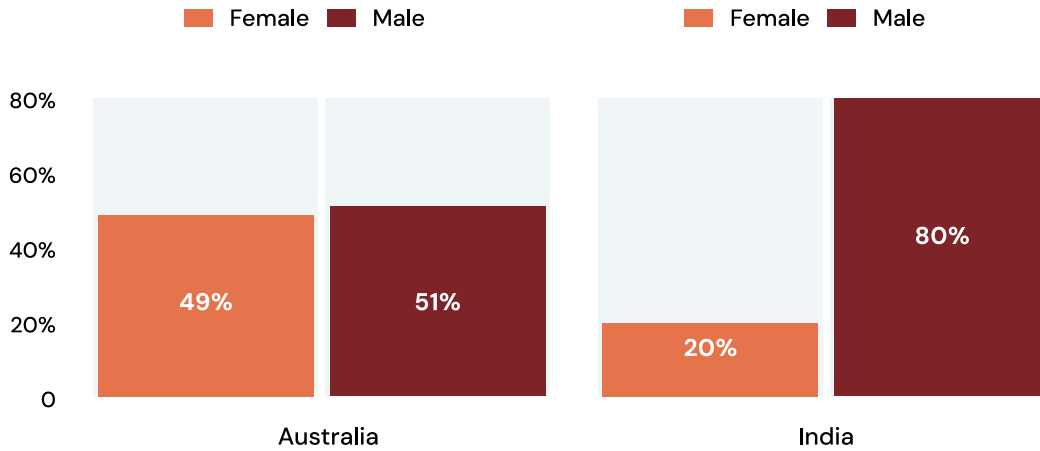
North America



**Summary:** From the previous reporting year, there was a 2% increase in the female workforce, a 3% decrease in the male workforce, and less than 1% non-binary workforce and employees who preferred not to identify gender.

## Gender Metrics

APAC



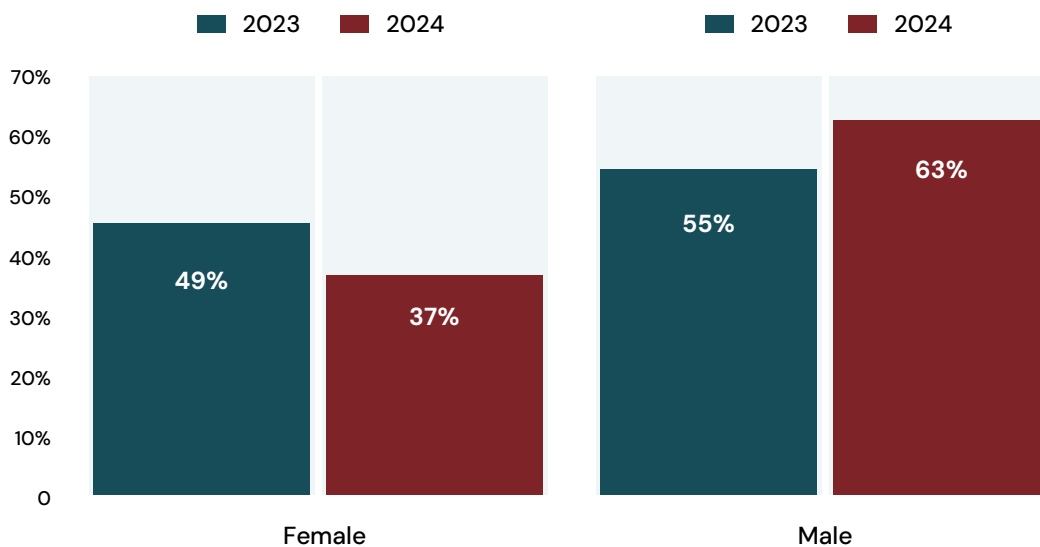
**Summary:** The APAC region includes employees located in Australia and India. The Australian workforce reported a 49% female and 51% male population. Storable's India workforce reported 20% female population and 80% male, a 1% decrease and 1% increase from 2023.

**Total Australia Workforce = 67**

**Total India Workforce = 137**

## Gender Metrics

EU

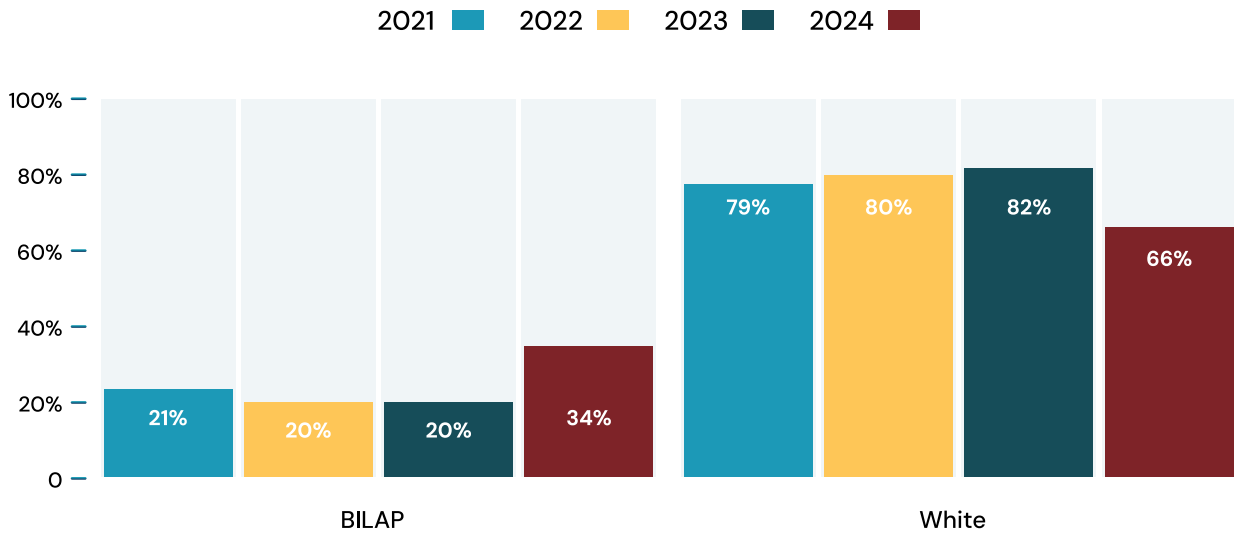


**Summary:** The EU region includes employees located in Romania. From the previous reporting period, there was an 8% decrease in the female workforce.



# Cultural Metrics

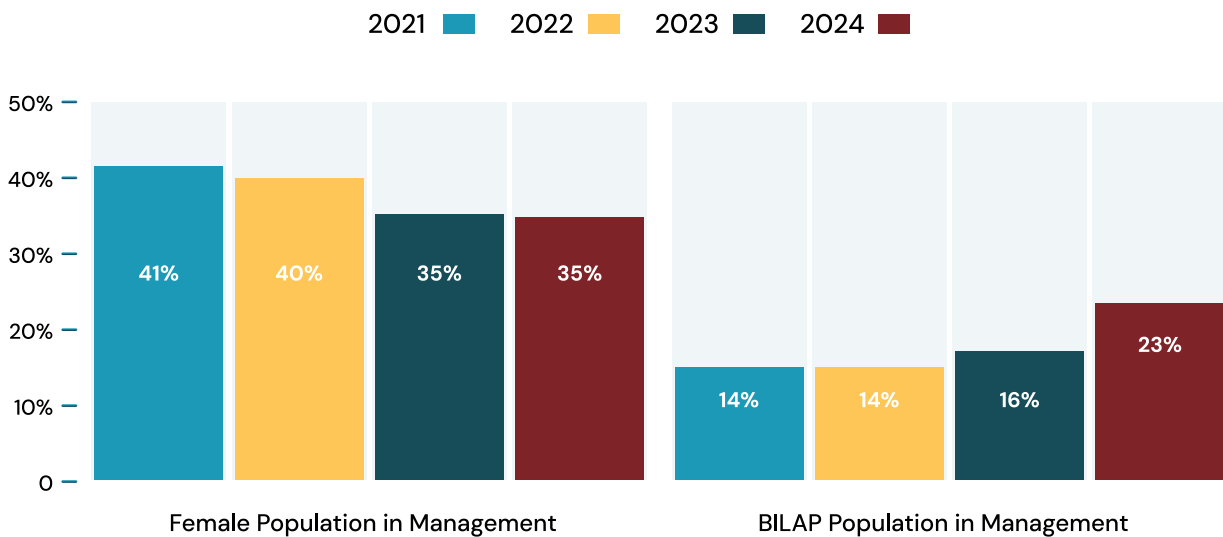
## NORTH AMERICA



**Summary:** Storable reported a 14% increase in the BILAP (Black, Indigenous, Latine, Asian, Pacific Islander) workforce from the previous reporting period

# Leadership Metrics

## NORTH AMERICA

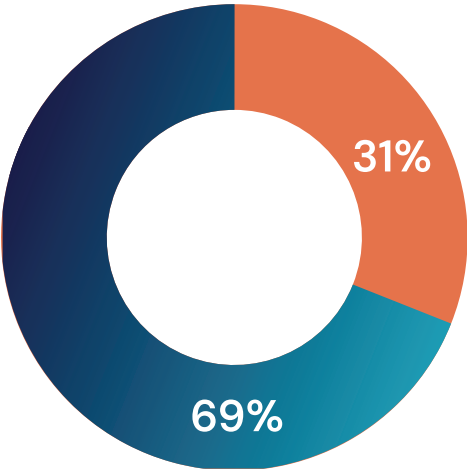


**Summary:** Compared to 2023, Storable reported no change in the female population in management positions and saw a 7% increase in BILAP population in management positions.

Percentages are representative of Female/BILAP employees in management positions out of the overall management workforce.

# Leadership Metrics

APAC



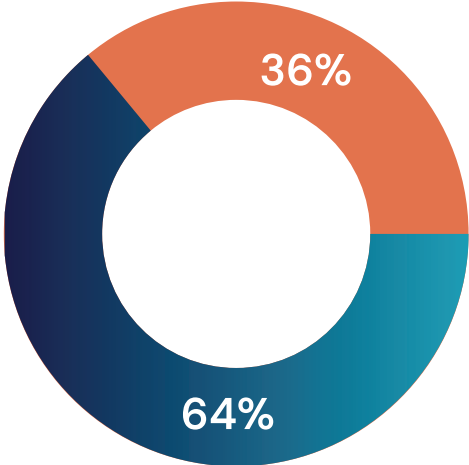
- Female Population in Management
- Male Population in Management

India Female Workforce = 11%  
Australia Female Workforce = 64%

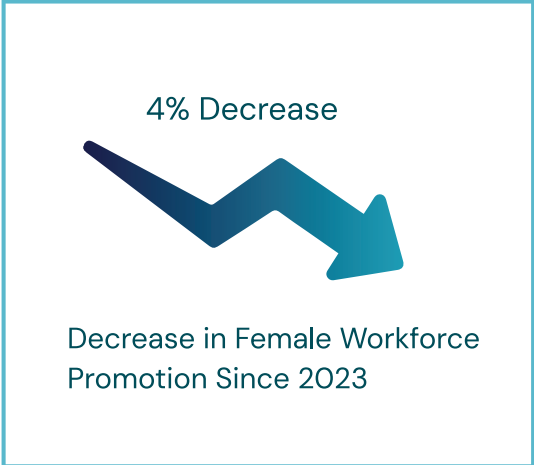
**Summary:** The APAC region reported 31% of the female population in management positions. Percentages are representative of Female employees in management positions out of the overall total management workforce.

# STORRIORS ON THE MOVE

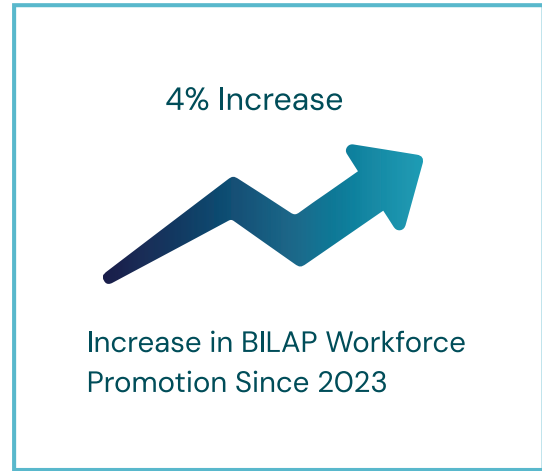
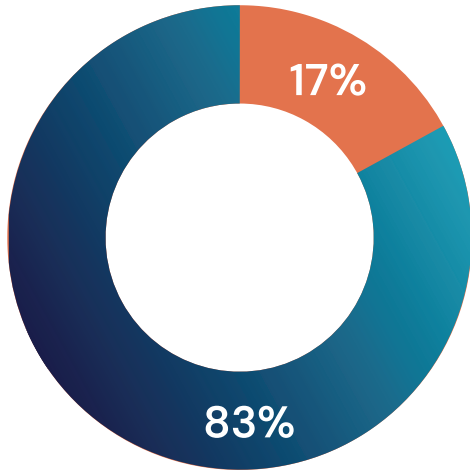
Female Promotions



Other Promotions



### BILAP Promotions

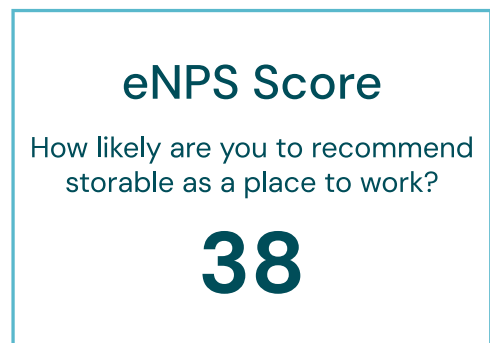
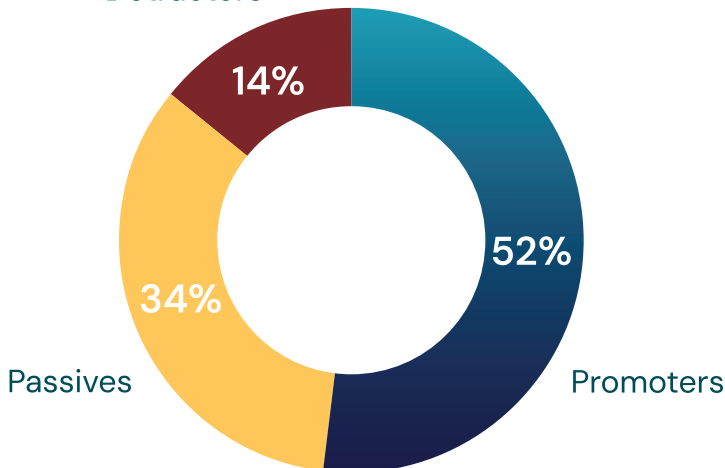


### Other Promotions

**Summary:** In 2024, Storable had a total of 44 promotions. Of this year's promotions, 36% were female, and 17% BILAP workforce.

## IDEA Engagement Survey

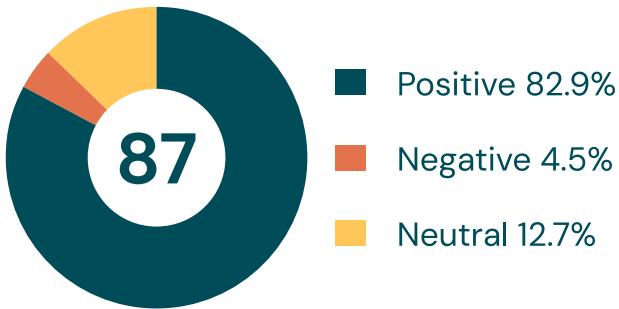
### Detractors



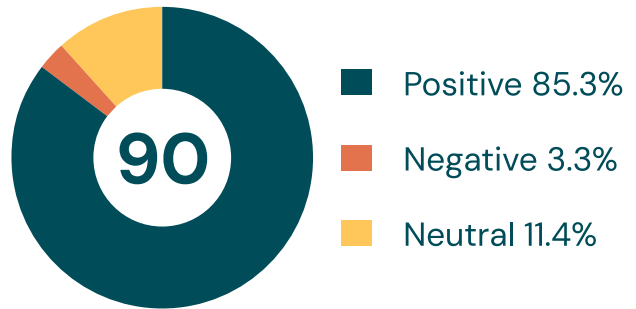
**Summary:** Storable's Inclusion, Diversity, Equity, Accessibility Engagement Survey was conducted in the Fall of 2024 with 497 out of 794 employees participating. The eNPS (Employee Net Promoter Score) of 38 is considered very good and is a 4-point lift from the 2023 Annual Engagement Survey with 52% of employees considered Promoters, 34% of employees considered Passives, and 14% of employees considered Detractors

## Topic Scores

Inclusion  
Likert Score

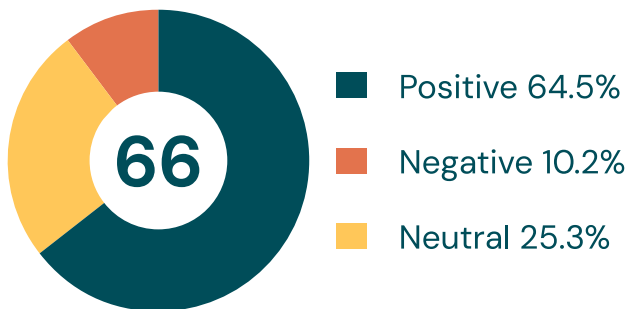


Diversity  
Likert Score

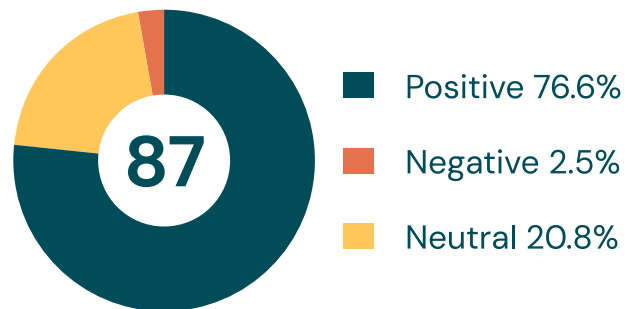


## Topic Scores

Equity  
Likert Score



Accessibility  
Likert Score



## Investing in the Future of Tech

Storable is proud to partner with Code2College, a nonprofit organization dedicated to increasing access to STEM careers. Through this partnership, we provide mentorship, hands-on experience, and career development opportunities to students who aspire to join the technology industry.

In the summer of 2024, we hosted three Code2College interns, giving them real-world exposure to working in a tech environment. Our interns had the opportunity to collaborate with teams, contribute to meaningful projects, and gain insights from Storable's industry experts. By continuing to invest in the next generation of tech talent, we aim to foster greater diversity and broaden the talent pipeline in STEM while building pathways to long-term career success.

As we look ahead, we will continue to expand employee support programs and community partnerships that make a tangible difference in the lives of Storriors and the communities we serve.

## Employee Recognition & Celebrating Success

We believe that recognition fuels engagement, strengthens connections, and drives a culture of excellence. Our commitment to celebrating the contributions of our employees is at the heart of our workplace culture, and our employee recognition platform, Bucketlist, continues to be a powerful tool for fostering appreciation and camaraderie.

Throughout the reporting period, Storriors exchanged an impressive 13,915 peer-to-peer recognitions, with 74% of employees actively using the platform to celebrate their colleagues' hard work, dedication, and impact. This overwhelming participation showcases not only the strong bonds within our workforce but also the deep appreciation for the everyday moments that make a difference.

Beyond daily recognition, the Bucketlist Achievements program has empowered

employees to turn their personal and professional aspirations into reality. With over 70 achievements completed this year—including family vacations, home improvement projects, and once-in-a-lifetime experiences—this program reinforces our belief that success should be celebrated both inside and outside of work.

We're also proud of the continued success of our Be More Award, which recognizes employees who truly embody Storable's core values. Each quarter, two exceptional Storriors are selected for a chance to win transformative experiences that inspire personal growth and exploration.

Looking ahead, we remain committed to cultivating a workplace where every contribution is valued, every achievement is celebrated, and every individual is empowered to reach their full potential. Our people are our greatest asset, and we will continue to invest in programs that recognize their dedication and impact





# Governance

Strong governance is the foundation of sustainable and responsible business practices at Storable. Our commitment to transparency, ethical decision-making, and corporate accountability ensures that we remain a trusted and forward-thinking organization. Through structured governance frameworks and strategic initiatives, we continue to advance environmental, social, and governance (ESG) goals that drive meaningful impact.

## IDEAS Committee

The Inclusion, Diversity, Equity, Accessibility, and Sustainability (IDEAS) Committee plays a pivotal role in guiding Storable's commitment to responsible business practices.

Composed of Storriors from diverse departments and senior leadership sponsors, the IDEAS Committee provides oversight and strategic direction for sustainability, corporate social responsibility, and public policy matters that align with Storable's mission and long-term goals.

As we move forward, governance remains at the core of our Sustainability strategy. Through the leadership of the IDEAS Committee and our structured Sustainability roadmap, Storable is well-positioned to drive accountability, foster innovation, and ensure long-term success for both our business and the communities we serve.



# Ethics & Compliance

Storable is committed to upholding ethical business practices in all aspects of our operations. We recognize that ethical behavior is vital for building trust with our stakeholders and maintaining our reputation as responsible corporate citizens. To this end, we have implemented several policies and procedures to ensure that our business practices align with our core values of integrity, accountability, and transparency.

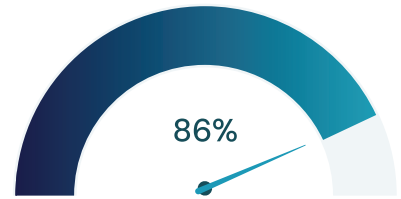
Similarly, we have procedures in place to identify and manage conflicts of interest, both actual and perceived, among our employees, contractors, and partners. Our Code of Conduct outlines our expectations for our employees and contractors regarding ethical business practices, including transparency, honesty, and fairness.

To support these policies and ensure they are followed, Storable has designated the Chief People Officer, Gill Godfrey, to oversee our compliance program. Her team is responsible for training employees on our policies and procedures, monitoring our compliance efforts, and investigating any potential violations.

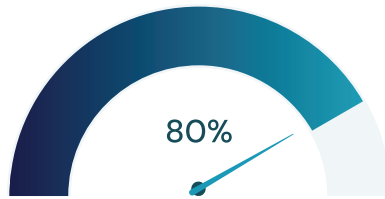
## Annual Training



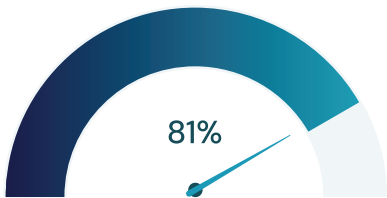
Bi-Annual Security Awareness Training



Tools for an Ethical Workplace



Diversity: Inclusion in the Modern Workplace



The Feedback Loop



New Hire Training  
your Best Defense: Anti-Harassment

**Summary:** In 2024, 100% of the Storable workforce completed the Bi-Annual Security Awareness training, 86% Tools for an Ethical Workplace, 80% Diversity: Inclusion in the Modern Workplace, 81% The Feedback Loop, and 100% of new hires completed Your Best Defense: Anti-Harassment training.

\*Trainings are required for all full-time employees and new hires

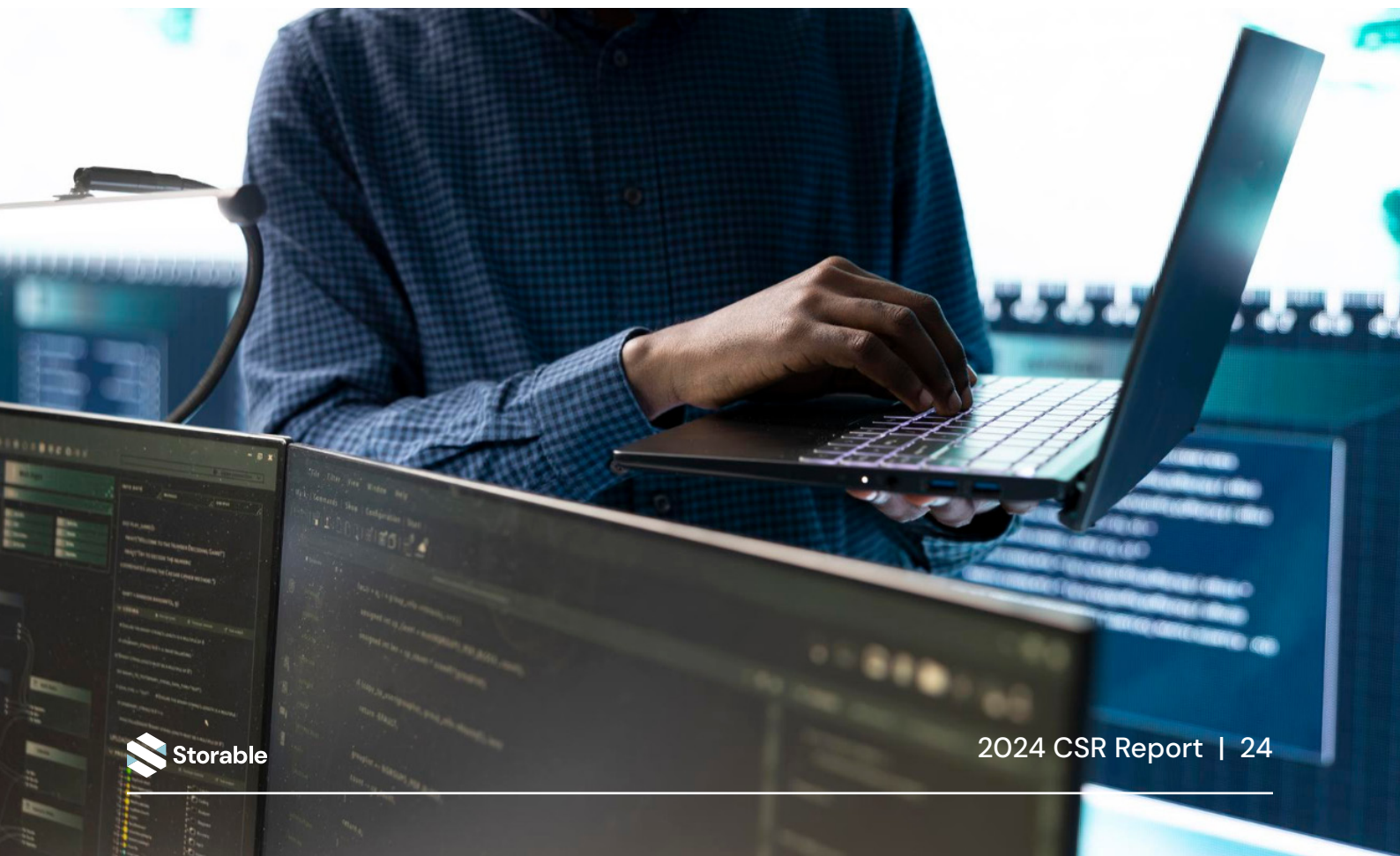
## Data & Information Security

At Storable, we recognize the vital role information technology (IT) plays in our daily operations and the need for robust security measures to protect our organization, employees, and customers. As part of our commitment to safeguarding sensitive information and maintaining regulatory compliance, we have implemented a comprehensive cyber security program to address potential cyber threats swiftly and effectively while ensuring business continuity. We conduct regular testing and training to prepare staff for seamless collaboration during incident management.

We have a stringent policy governing the use of information, electronic devices, and network resources for conducting company business. This policy applies to all employees, contractors, consultants, temporary workers, and third parties working for Storable; it covers data and equipment owned or leased by the company and its subsidiaries. As custodians of corporate computing resources, all employees are responsible for exercising good judgment and adhering to company policies, standards, and relevant laws and regulations. By prioritizing security and collaboration, Storable aims to minimize risks, protect valuable assets, and maintain the trust of our customers and partners.

More details on Storable's cyber security practices can be found below:

<https://trust.storable.com/>



# Conclusion

At Storable, we are committed to integrating environmental sustainability, community engagement, and responsible governance into every aspect of our operations. The progress we've made in advancing our Corporate Social Responsibility (CSR) initiatives reflects not only our values but also our belief that doing good and doing business go hand in hand.

Looking ahead, we remain dedicated to driving progress, fostering innovation, and collaborating with stakeholders to make a lasting difference. Together, we can create a future where businesses thrive while making the world a better place—for our employees, our communities, and generations to come.

