



Storable 2023

Corporate Social Responsibility Report

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Introduction

Message From CEO



I am thrilled to share our latest Corporate Social Responsibility (CSR) report, highlighting the incredible strides we've made in fostering positive change within our communities and beyond. At Storable, we understand that our responsibilities extend far beyond profit margins and market share; we are deeply committed to being a force for good in the world.

This year's report showcases our ongoing efforts to prioritize sustainability, diversity and inclusion, community engagement, and ethical business practices. Each page reflects our dedication to making a meaningful impact, from reducing our carbon footprint to championing initiatives that promote equality and empower underrepresented groups.

I want to express my gratitude to every member of our team who has contributed to our CSR initiatives and embraced becoming "Stewards of Storable." Your passion, creativity, and dedication have been instrumental in driving positive change and shaping a better future for all.

As we look ahead, let's continue to challenge ourselves to innovate, collaborate, and lead purposefully. Together, we can build a more sustainable, equitable, and prosperous world for generations to come.

Thank you for your unwavering commitment to our shared values and vision.

Sincerely,

A handwritten signature in black ink, which appears to read "Chuck Gordon".

Chuck Gordon

Chief Executive Officer, Storable

About This Report

Introduction to Storable's Annual CSR Report

Welcome to Storable's second annual Corporate Social Responsibility (CSR) report. At the heart of Storable's mission is to Do More. More for our customers, more for our employees, and more for the communities we serve. This report highlights our ongoing commitment to environmental sustainability, social impact, and governance policies, reflecting our dedication to sustainable and responsible business practices.

We recognize the importance of preserving our planet for future generations. Throughout the past year, we have continued to prioritize environmental sustainability initiatives across all aspects of our operations. From reducing our carbon footprint to implementing energy-efficient practices, we strive to minimize our environmental impact while fostering a culture of conservation and innovation.

Our commitment to social advocacy extends beyond our business operations and into the communities we serve. We actively support initiatives that address social challenges and promote positive change through partnerships, charitable giving, and employee volunteer programs. From advocating for diversity and inclusion to supporting local community projects, we are dedicated to making a meaningful difference.

Transparency, integrity, and accountability are fundamental pillars of our governance policies. We adhere to rigorous standards of corporate governance, ensuring ethical business practices and responsible decision-making at all levels of our organization. By maintaining open communication channels, fostering a culture of integrity, and upholding the highest standards of corporate governance, we strive to earn the trust and confidence of our stakeholders.

As we move forward, Storable remains committed to advancing our CSR efforts, driving positive impact, and contributing to a more sustainable and equitable world. We thank you for your continued support and partnership on this journey toward a better future.

About Storable

Storable was formed in 2018 as a result of the merger of three industry-leading companies: SpareFoot, SiteLink, and storEDGE. While the Storable name might be relatively new, its roots run deep, with years of experience and innovation in the industry.

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 offers a comprehensive suite of technology solutions, including management software, online rental platforms, marketing services, and more, to help self-storage and marine businesses streamline their operations and maximize efficiency. The company's leading technology and customer-centric approach have earned it a strong reputation in the industry and dozens of best-in-class awards.





Environmental Sustainability

At Storable, we recognize the critical importance of environmental sustainability in shaping a better future for future generations. We are dedicated to minimizing our ecological footprint and actively contributing to preserving and restoring our planet's natural resources. Our commitment to environmental sustainability is deeply ingrained in our core values, guiding our decisions and actions.

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.



Science-Based Target Initiative

In 2023, the Science-Based Targets initiative approved Storable's commitment to reduce greenhouse gas emissions in line with the Paris Agreement's 1.5°C limit. Storable joined over 5,000 businesses globally to set emissions reduction targets and fight climate change.

The Science Based Targets Initiative (SBTi) is a corporate climate action organization that enables companies and financial institutions worldwide to play their part in combating the climate crisis.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

DATE OF APPROVAL
29 August 2023



APPROVED NEAR-TERM SCIENCE-BASED TARGETS

The Science Based Targets initiative has validated that the science-based greenhouse gas emissions reductions target(s) submitted by Storable conform with the SBTi Criteria and Recommendations (Criteria version 5.0).

SBTi has classified your company's scope 1 and 2 target ambition as in line with a 1.5°C trajectory.

The official near-term science-based target language:

Storable commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2021 base year. Storable commits to reduce absolute scope 3 GHG emissions 25% within the same timeframe.

Partner Organizations

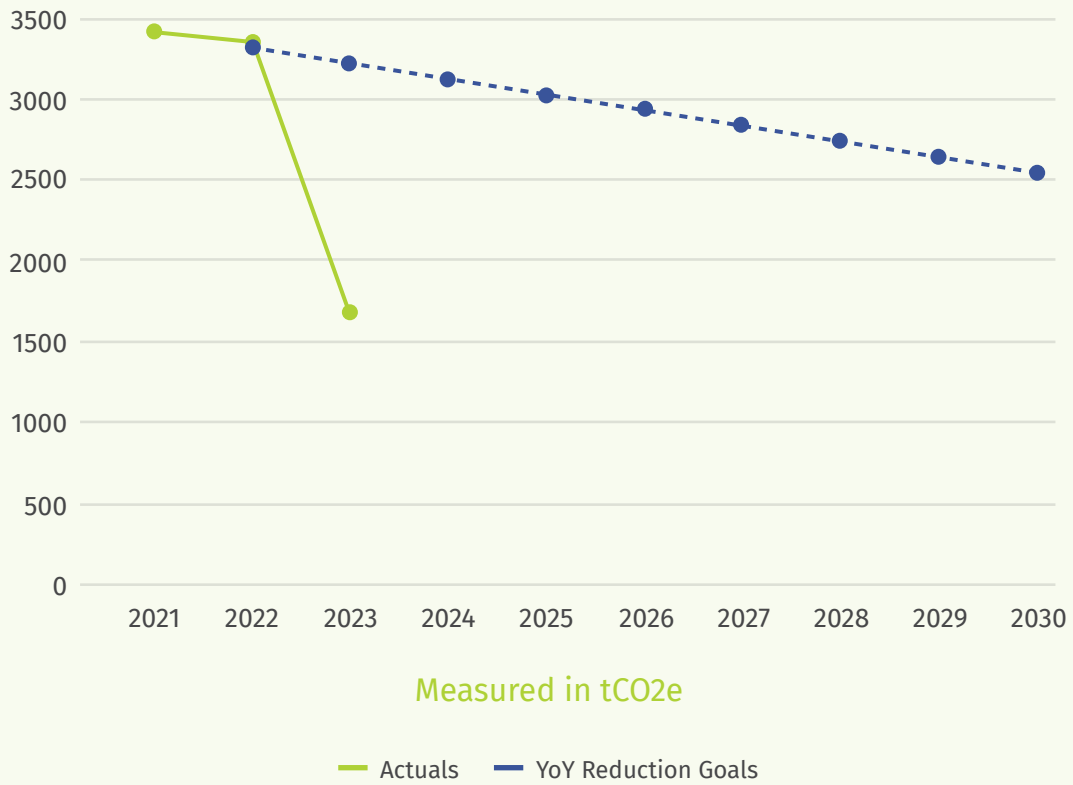





In collaboration with

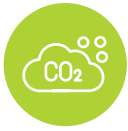


WB2D Goal



Summary

Storable is ahead of the 2030 reduction goal of 2,536 Scope 3 CO₂ emissions. In 2023, we reported 1,690 Scope 3 CO₂ emissions, a 50% reduction in overall emissions since our baseline year in 2021.

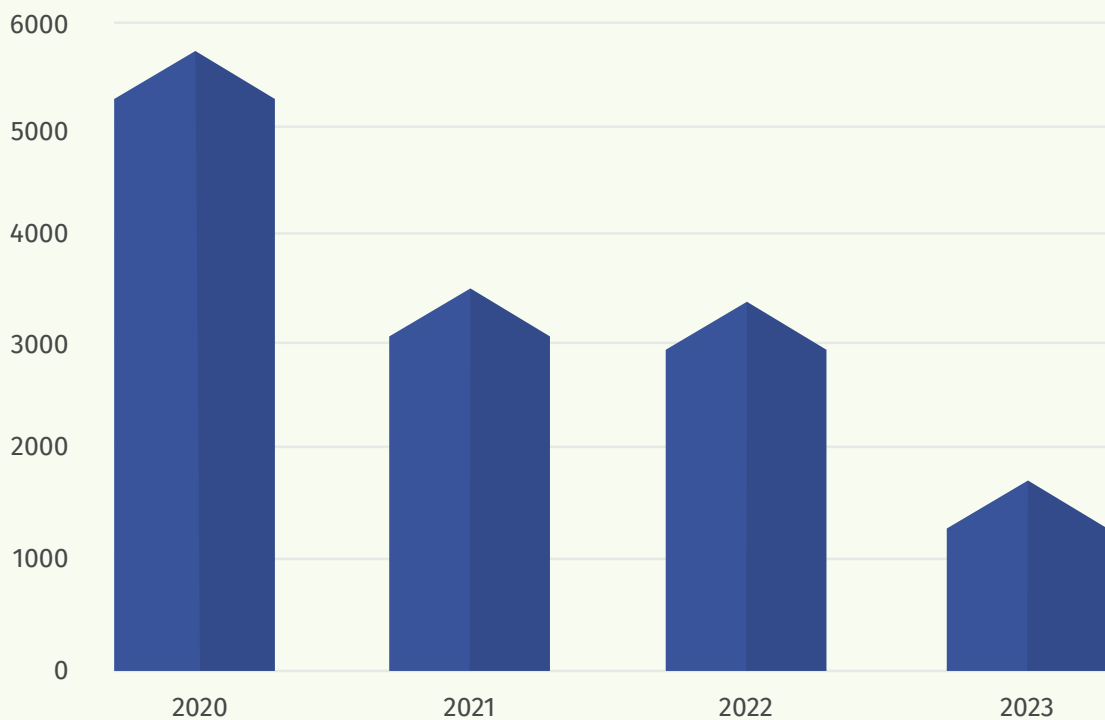


Carbon Emissions

Over the years, our organization has forged a strategic partnership with Schneider Electric, a leading global sustainability consulting firm, to measure and transparently report our annual carbon emissions. This collaborative effort has been instrumental in aligning our operations with sustainable practices and reducing our environmental footprint.

Through comprehensive data collection, analysis, and strategic guidance provided by Schneider Electric, we've gained invaluable insights into our carbon emissions across the business. By monitoring and reporting our emissions, we fulfill our commitment to environmental stewardship and enhance our credibility and accountability to stakeholders. This partnership underscores our dedication to proactive ecological management and reinforces our position as a responsible corporate citizen pursuing a greener and more sustainable future.

Total Emissions

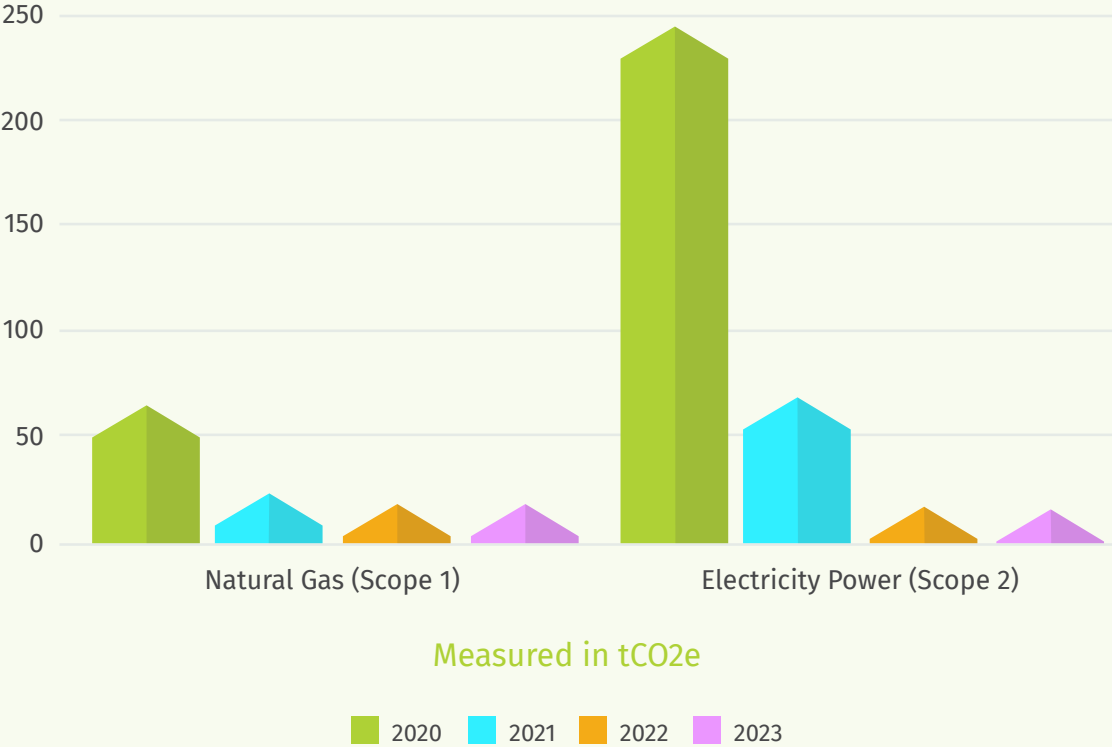


Measured in tCO2e

Summary

In 2023, Storable reported a total of 1,699 in total CO2 emissions with an overall reduction of 70% since 2020.

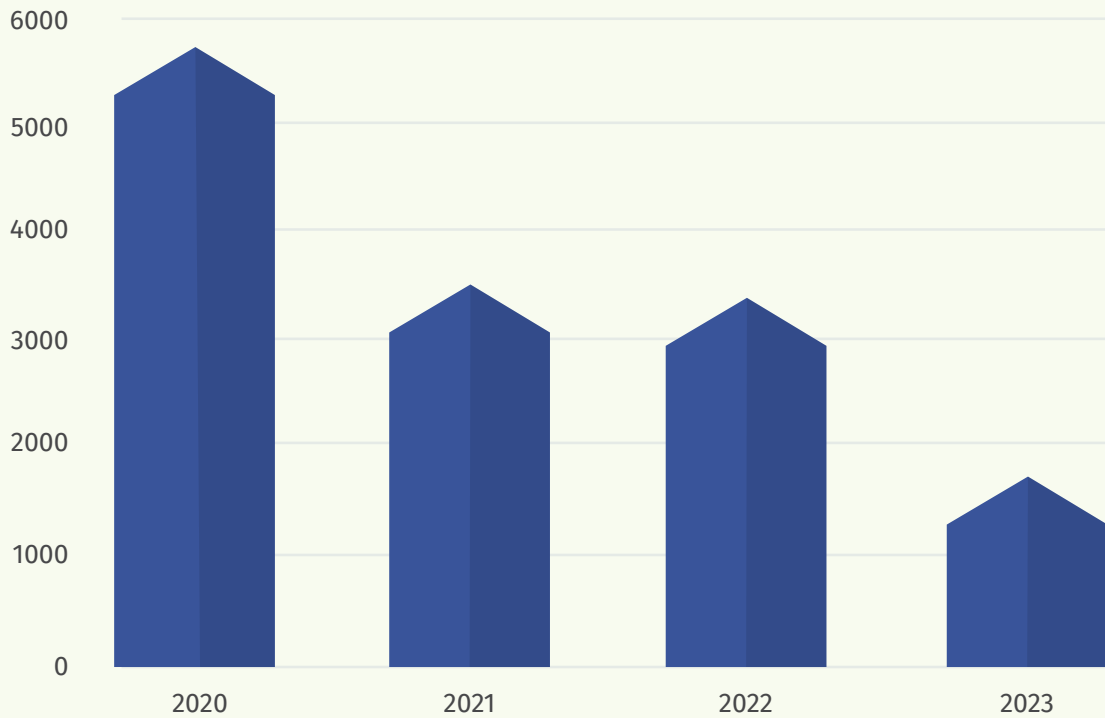
Scope 1 & 2 Emissions



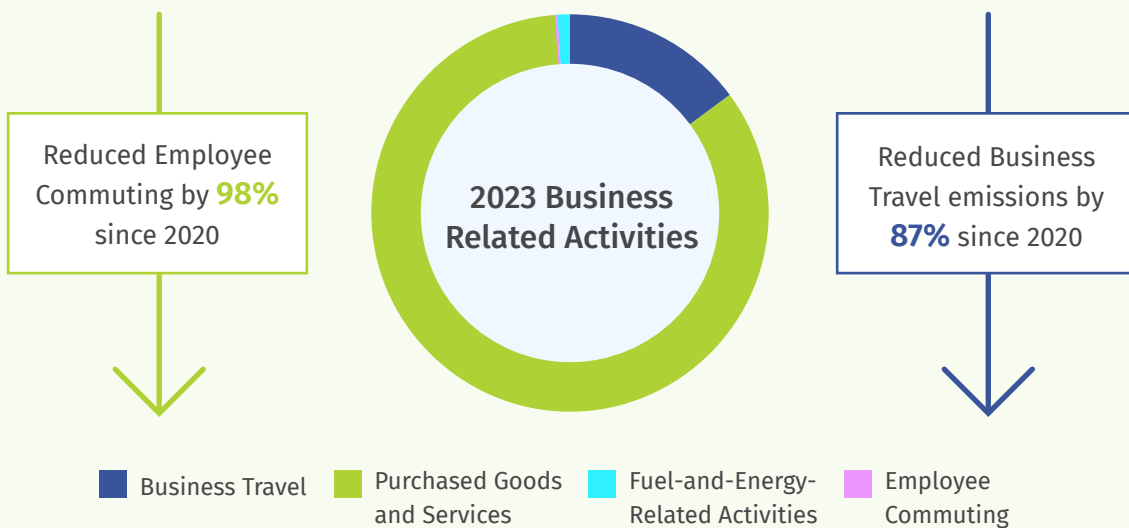
Summary

Storable’s location-based office emissions reported **6.11 Scope 1 and 1.76 Scope 2 in tCO2e**. This significant **90% reduction in natural gas emissions and 99% reduction in electricity emissions** is attributable to a **90% remote workforce**.

Scope 3 Emissions



Scope 3 Emission
Measured in tCO2e



Summary

Storable utilizes a spend-based methodology to report Scope 3 emissions. There has been a **69% reduction** in Scope 3 emissions since 2020. In 2023, the categories of Purchased Goods and Services and Business Travel encompassed **98%** of Storable's Scope 3 emissions.

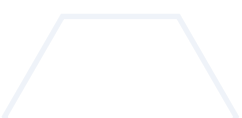
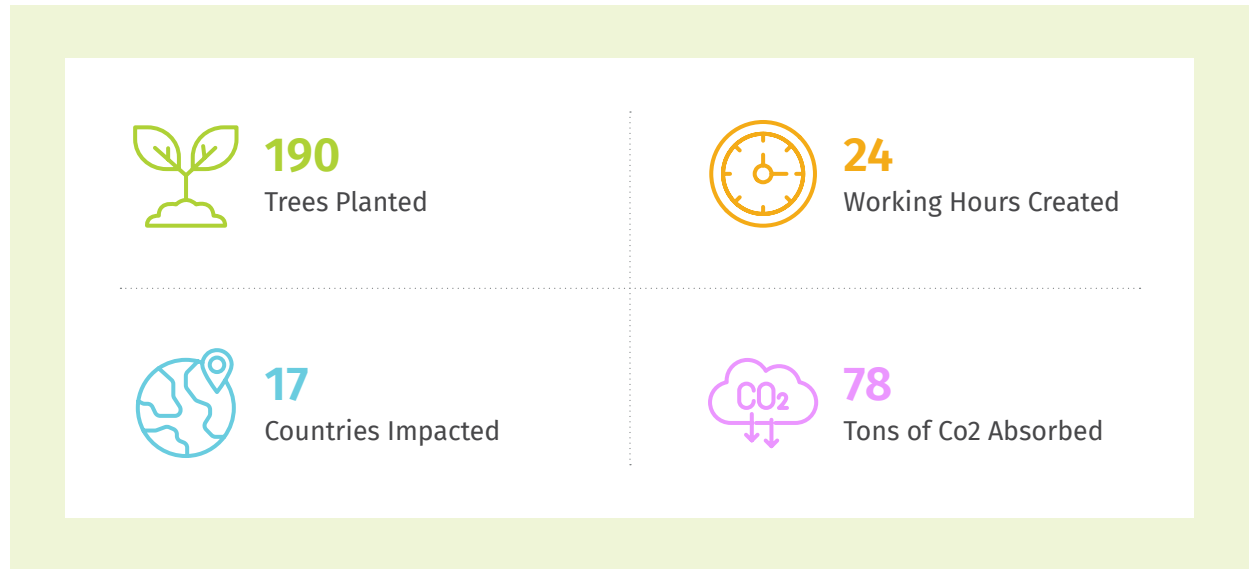


Reforestation Project

Storable is proud to offset our annual carbon emissions by purchasing [Energy Attribute Certificates](#) and supporting cleaner energy sources. However, in 2023, Storable took further action to reduce greenhouse gas emissions by adding a tree-planting service with partners at Evergreen.

Through this partnership, employees, customers, and stakeholders can contribute to reforestation efforts and create jobs for local farmers globally.

Check out the [Storable Forest](#) and plant a tree!





Social & Community Impact

Message From CPO



As we present our second Corporate Social Responsibility (CSR) report, I'm filled with a profound sense of pride and accomplishment for the meaningful progress we've achieved in enhancing the well-being of our communities. It's my pleasure to introduce this segment of the report, which shines a light on our social contributions and community involvement over the past year.

Our journey has been marked by a relentless pursuit of social betterment. From initiatives aimed at philanthropic contributions and deep-rooted community interactions, our resolve to effectuate real change has never faltered.

In this section, you'll find elaborate narratives of the numerous initiatives and collaborations that have been the hallmark of our commitment to responsible corporate behavior. Whether it's through our volunteer work, financial contributions, pioneering sustainability projects, or initiatives to enhance diversity and inclusion, each activity highlights our conviction in the transformative power of united efforts toward societal betterment.

This report also stands as a tribute to the dedication of our team members, whose active participation in our CSR ventures has been pivotal. Your fervor and readiness to exceed expectations in serving the community have brought our collective dream of a more equitable, sustainable, and empathetic society closer to reality.

As we look back at our achievements over the previous year, let us set our sights on the future with hope and resolve. There remain many opportunities for us to make an even greater impact, and I am confident that together, we will continue to spearhead significant social change.

I am deeply grateful for your steadfast dedication to fostering positive change, both within Storable and in the broader world.

Warm regards,

A handwritten signature in black ink, appearing to read 'G. Godfrey'.

Gill Godfrey

Chief People Officer, Storable



Global Storriors

We recognize that our employees are the driving force behind our success and have played a pivotal role in our global expansion efforts. We celebrate the dedication, talent, and hard work of our team members and extend gratitude to our employees worldwide for their unwavering dedication and contributions.

We prioritize creating a supportive and inclusive work environment where every employee feels valued, heard, and respected. Through various training programs, mentorship opportunities, and career advancement initiatives, we aim to nurture talent and foster professional growth.

As we continue to grow and evolve, we remain committed to fostering a culture of diversity, equity, and inclusion, where every employee has the opportunity to thrive and make a meaningful difference. Our journey towards sustainable growth is guided by our shared values and the collective efforts of our dedicated team members worldwide.



Summary

In 2023, Storable expanded into global operations with employees residing in India, Romania, Canada and the United States.



100 Storriors dedicated over 500 hours of service in 2023. These volunteer hours were made with over 40 organizations valued at \$12k.



North Crowley ISD
 California Cricket Foundation
 Cornerstone of Care
 Faith Lutheran Church
 Salem Elementary
 Junior Achievement For Biztown
 Stetson Elementary
 Senior Sunrise Breakfast
 Help Save Pets & People
 Coat for Kids
 Summit Elementary
 Children's Museum
 Support Kansas City
 Feed My Starving Children
 Sunshine Learning Center
 Utah Valley Youth Baseball
 Gather Mountain Blooms Flower Farm
 Dumb Friends League Animal Shelter
 Denver Animal Shelter
 Canterbury School of Florida
 Amy's Ray of Sunshine
 Alief Chancellor Elementary
BOOKMARKS
 Austin Farm Sanctuary
 Black in Tech
 Shoes for Kids
 Life Net Nature
 Code2College
 Destination Imagination
 Historic Village
 Keep Austin Beautiful
 Hawk's Marching Band Camp
 Food Bank of Lincoln Nebraska
 Golden Valley Animal Humane Society
 Render ATL Conference
 Kansas City Earth Day
 Great Reward Ministries
 NCSMLA Championship



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 and support professional development among our diverse workforce. These groups offer a platform for employees to connect, collaborate, and contribute to the advancement of our company's mission and values.

Storable made the proud addition of three vital ERGs in 2023, NeuroSpicy and Voices of Color in Tech (VoCiT), and VoCiT Allies dedicated to providing safe spaces for neurodivergent employees and Black tech professionals, respectively.

As we look to the future, Storable remains committed to nurturing and expanding our Employee Resource Groups to enhance further diversity, equity, and inclusion within our organization. We recognize the invaluable contributions of our ERGs in driving positive change and are dedicated to providing continued support and resources to ensure their ongoing success.





Diversity, Equity, Inclusion & Belonging (DEIB)

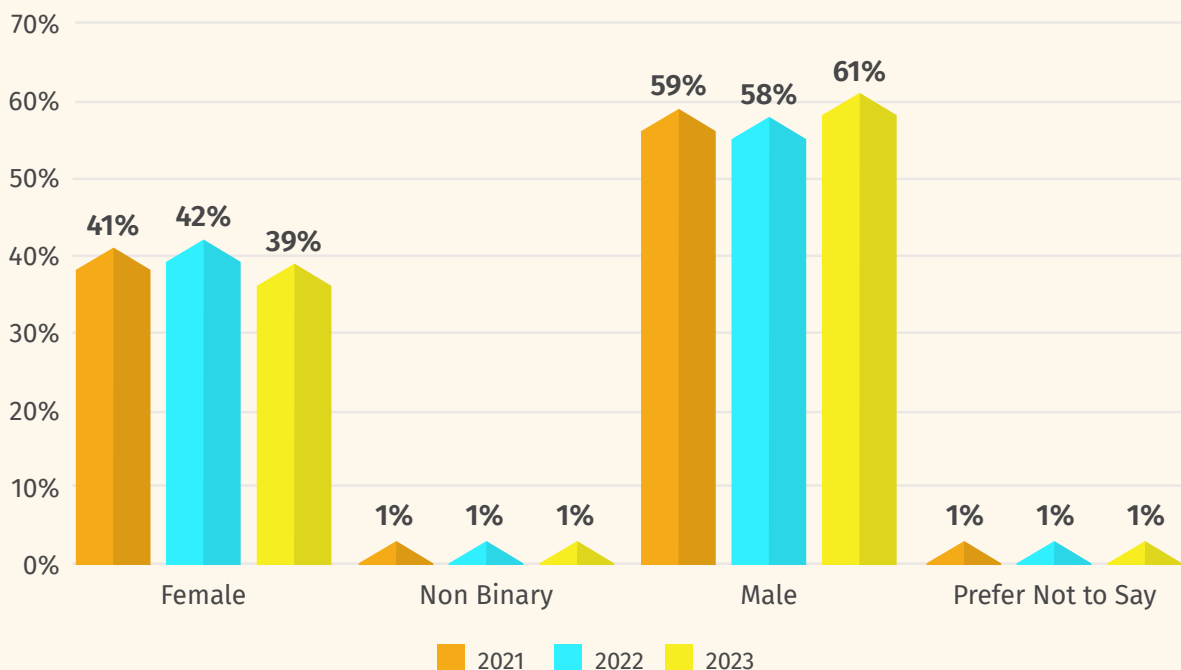
Diversity, equity, inclusion, and belonging are not merely buzzwords for us; they are integral to our organizational DNA. We firmly believe that embracing DEIB principles not only strengthens our company but also enhances our ability to innovate, collaborate, and serve our diverse stakeholders effectively.

Storable recognizes the “maximum 60% of the same” team composition ambition. This is based on evidence that a 60% homogeneity on a specific demographic characteristic in a team is when it becomes a positive tipping point for performance and is an equitable business practice.

In this section of our CSR report, we highlight the strides we’ve made in advancing DEIB within our organization and communities. From cultivating a more inclusive workplace culture to implementing initiatives that promote equity and accessibility, we remain steadfast in our commitment to driving positive change.

Gender Metrics

United States

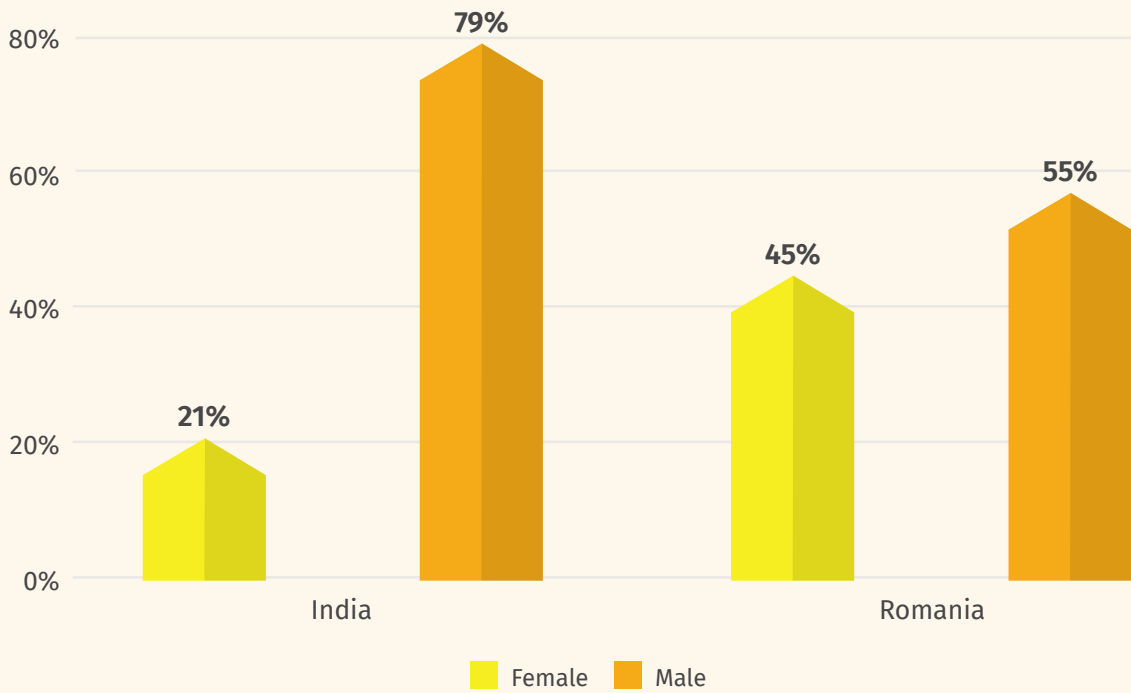


Summary

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

Gender Metrics

International



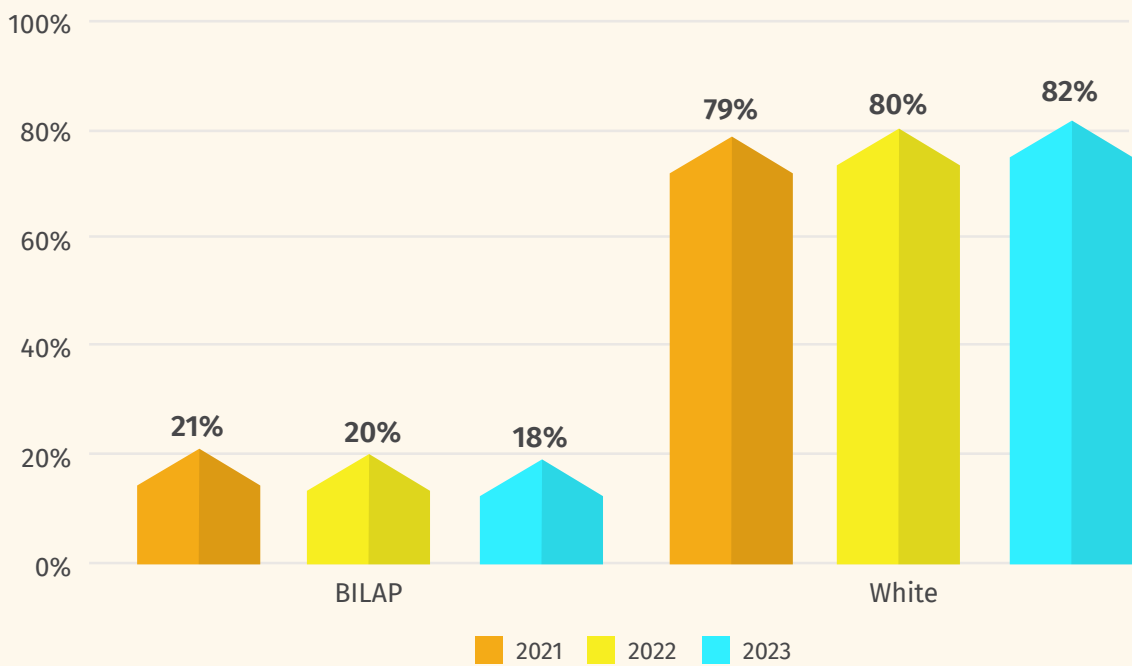
Summary

In 2023, Storable's India workforce reported 21% female population and 79% male. The Romania workforce reported 45% female and 55% male population.

- ✔ Total India Workforce = 72 employees
- ✔ Total Romania Workforce = 20 employees

Cultural Metrics

United States

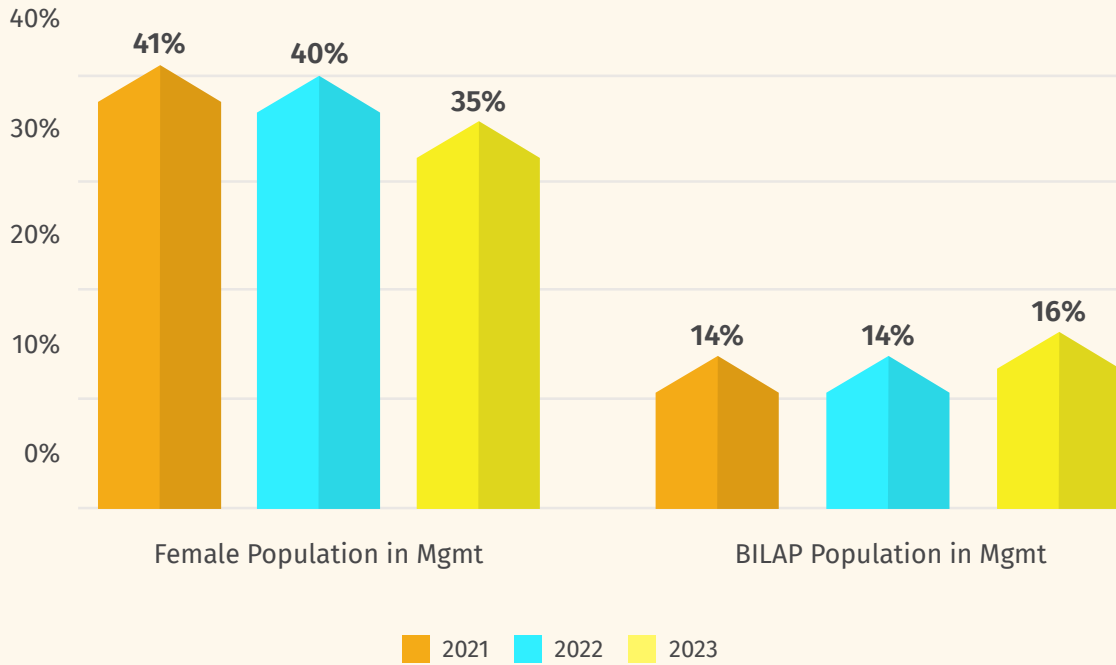


Summary

Storable reported a 2% decline in BILAP (Black, Indigenous, Latine, Asian, Pacific Islander) and a 2% increase in White workforce from the previous reporting period.

Leadership Metrics

United States



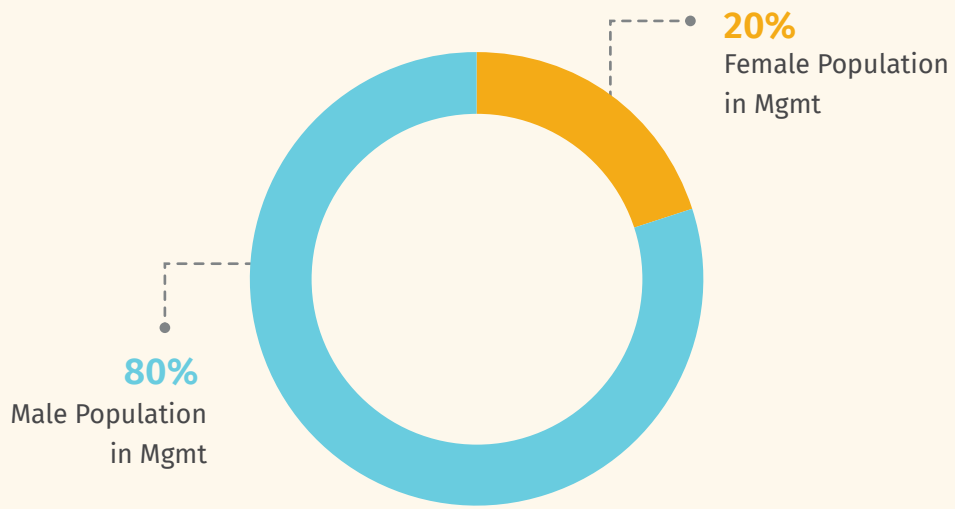
Summary

Storable reported a **6% decrease** in Female population in management positions and a **2% increase** in BILAP population in management positions since 2022.

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

Leadership Metrics

India

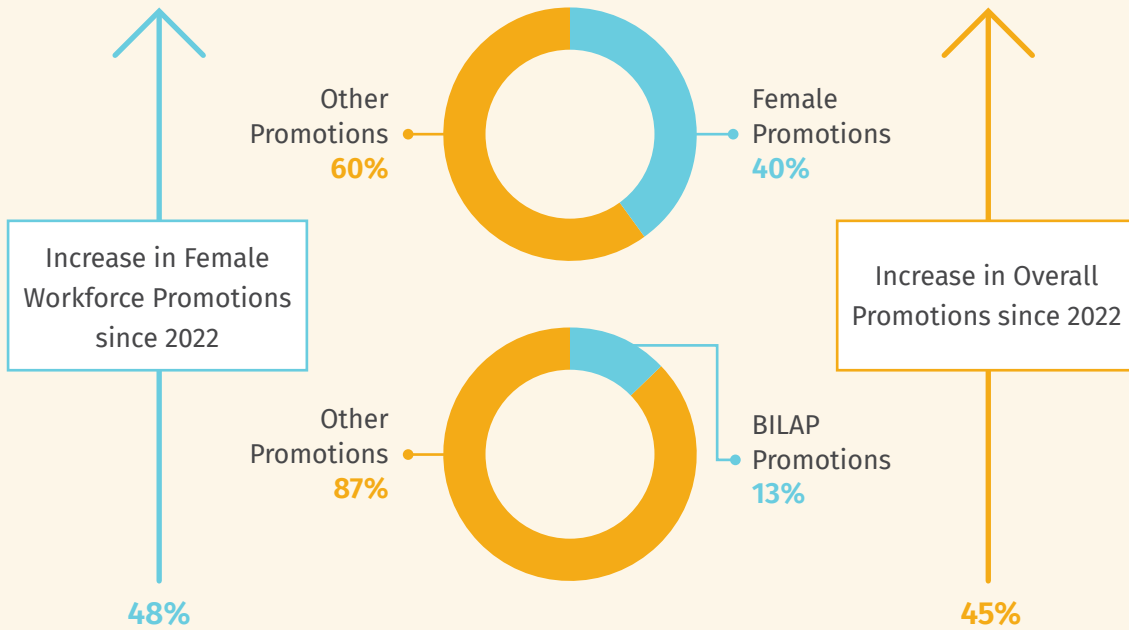


Summary

Storable India reported **20% of 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

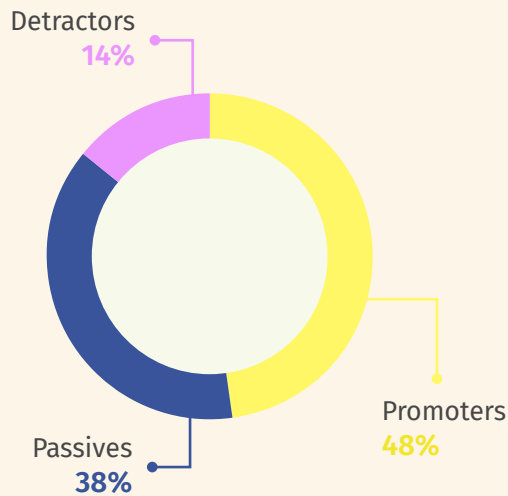


Summary

In 2023, Storable had a total of 96 promotions. A 45% increase in overall promotions since 2022. Of this year's promotions, 40% were female and 13% BILAP workforce. Additionally, we saw a 48% increase in female workforce promotions since 2022.



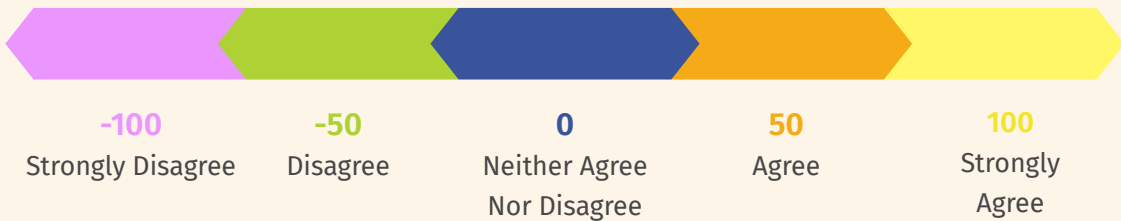
Annual Engagement Survey



eNPS Score

“How likely are you to recommend Storable as a place to work?”

34

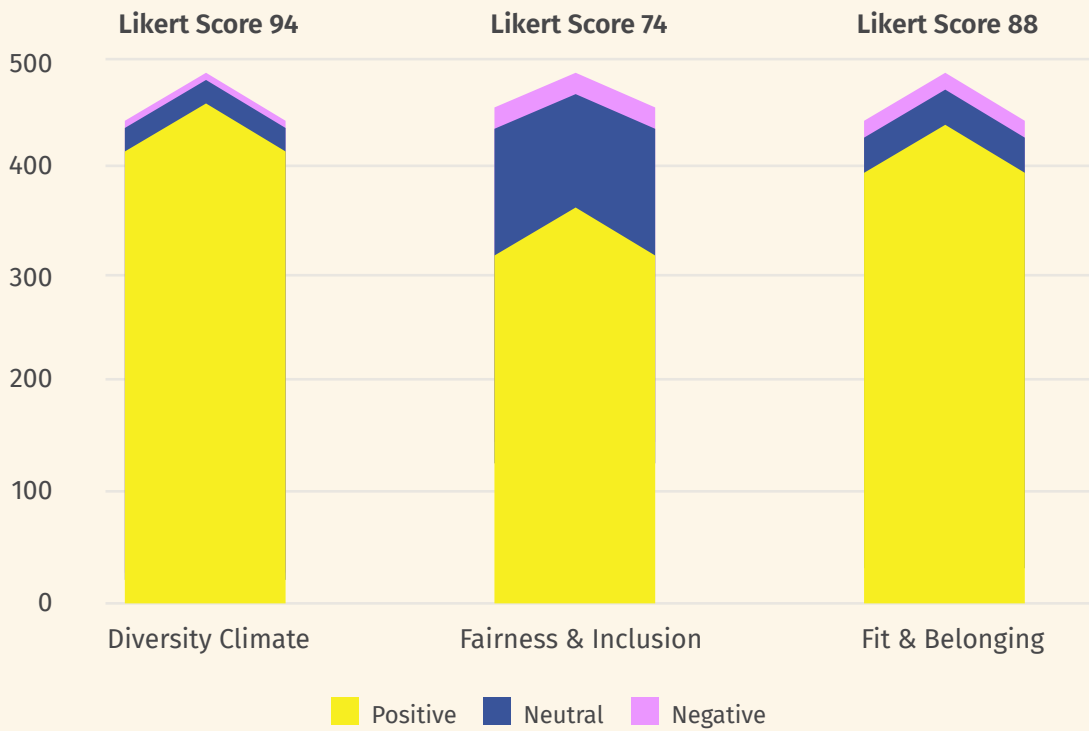


The Likert scale answer choices range from ‘**Strongly Agree**’ to ‘**Strongly Disagree**’. Lattice then converts those choices to a numerical scale ranging from **-100 (lowest)** to **+100 (highest)**

Summary

Storable’s annual engagement survey was conducted in the Fall of 2023 with 477 out of 590 employees participating. The eNPS (Employee Net Promotor Score) of 34 is considered very good with 48% of employees considered Promoters, 38% of employees considered as Passives, and 14% of employees considered as Detractors.

Topic Scores



Summary

The annual engagement survey reported a score of **94** for topic Diversity Climate, **74** for topic Fairness & Inclusion, and **88** for topic Fit & Belonging. A 3 point decrease, 1 point lift, and 1 point lift, respectively from the previous year.

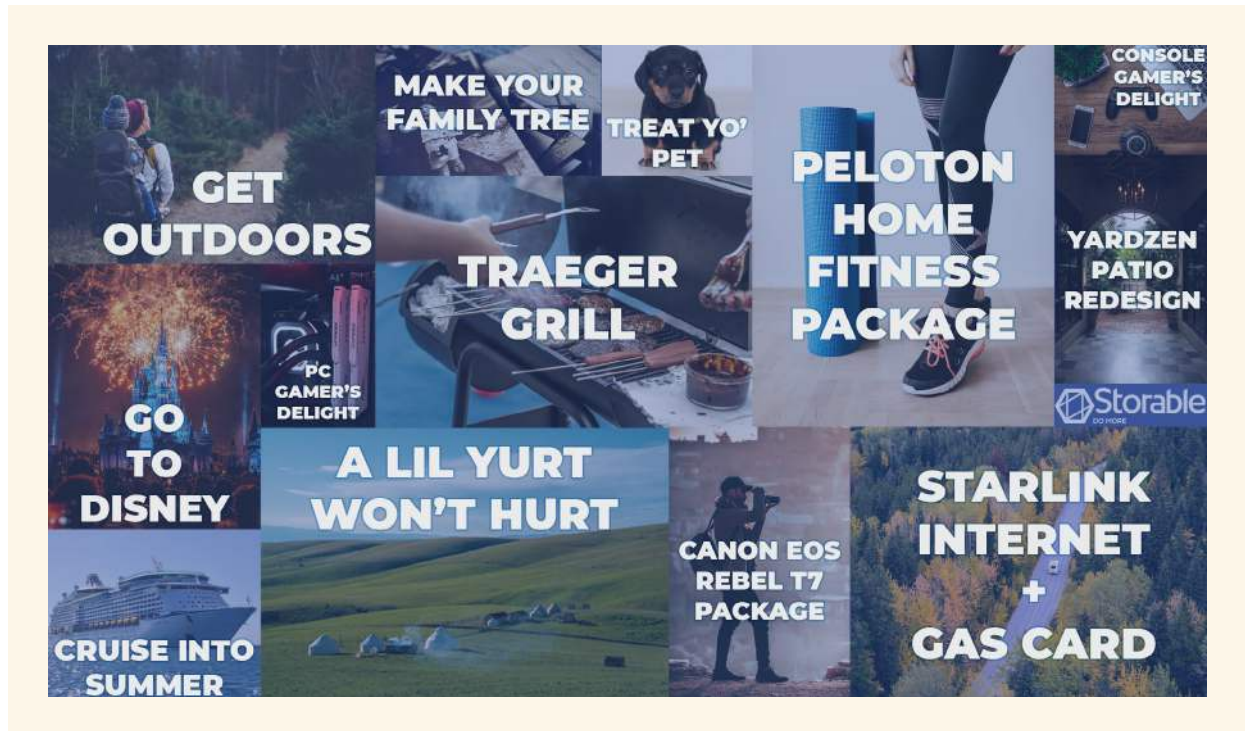


Employee Awards & Recognition

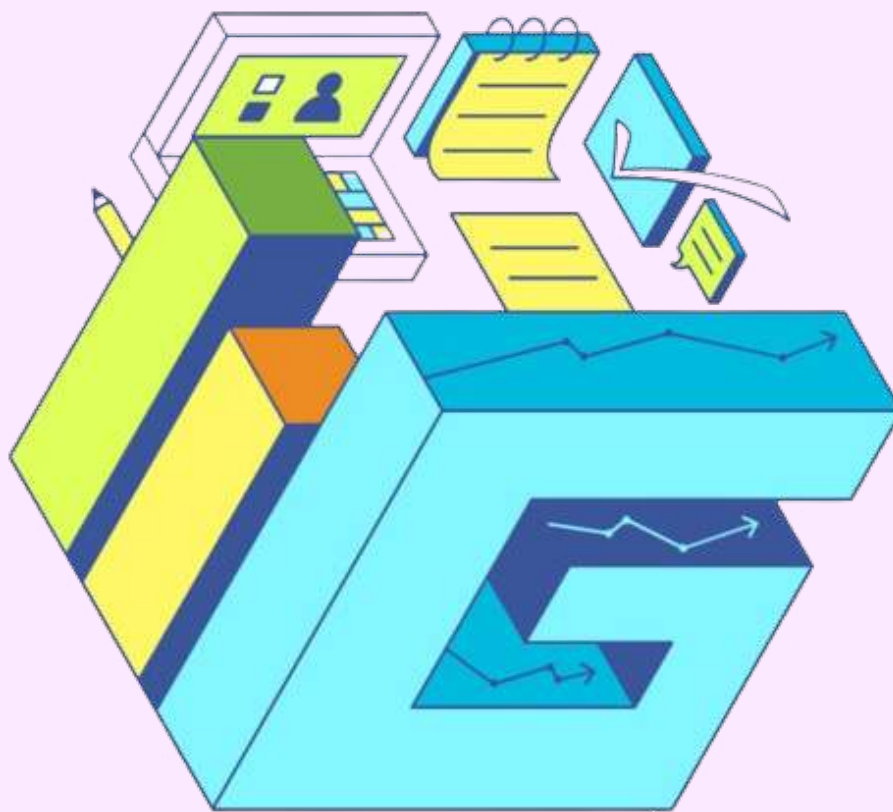
In our ongoing commitment to fostering a culture of appreciation and recognition, we're proud to highlight the impact of our employee recognition platform, Bucketlist. Throughout the reporting period, our employees have embraced the opportunity to celebrate each other's achievements, with an impressive total of 11,571 peer-to-peer recognitions exchanged. This demonstrates not only the depth of camaraderie within our workforce but also the genuine appreciation for the hard work and dedication exhibited by our colleagues daily.

Additionally, our Bucketlist Achievements program has seen remarkable engagement, with over 60 achievements completed during this reporting period ranging from European vacations, home improvement projects, and continuing education tuition. These achievements celebrate individual milestones and collective accomplishments, uniting our team around shared goals and values.

We're also thrilled to highlight the success of our Be More Award programming. Each quarter two Storriors who exemplify Storable's core values are entered into a raffle for the chance to win once-in-a-lifetime opportunities to be more.



As we look to the future, we remain committed to nurturing a workplace where every contribution is valued, every achievement celebrated, and every individual empowered to reach their full potential. We will continue to reinforce our commitment to our most valuable asset: our people.



Governance

Governance is critical to building a sustainable and responsible business. This section includes an overview of our policies and procedures surrounding ethics and conflicts of interest and our Materiality Assessment process, which allows us to identify and prioritize the most important issues facing our company and stakeholders. Additionally, we will highlight our efforts to ensure the security of data and information across all areas of our business.



Sustainability Maturity Model Assessment

Storable completed an initial assessment in October 2023 across twelve categories to assess, drive, and track sustainability maturity progress over time. A new governance structure comprised of Storriors and Senior Executive leadership sponsors, the Inclusion, Diversity, Equity, Accessibility, and Sustainability (IDEAS) Committee will oversee and support the ongoing commitment to environment, health and safety, social responsibility, and other public policy matters.



Ethics & Compliance

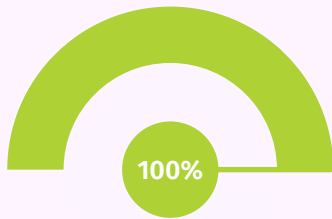
Storable is committed to upholding ethical business practices in all aspects of our operations. We recognize that ethical behavior is vital for building trust with our stakeholders and maintaining our reputation as responsible corporate citizens. To this end, we have implemented several policies and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

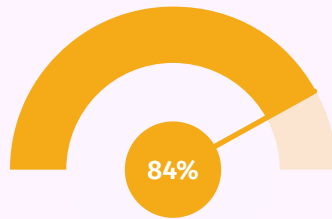
To support these policies and ensure they are followed, Storable has designated the Chief People Officer, Gill Godfrey, to oversee our compliance program. Her team is responsible for training employees on our policies and procedures, monitoring our compliance efforts, and investigating any potential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



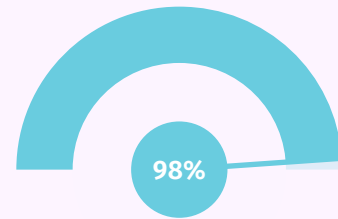
Annual Training



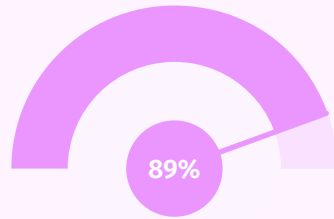
Bi-Annual Security Awareness Training



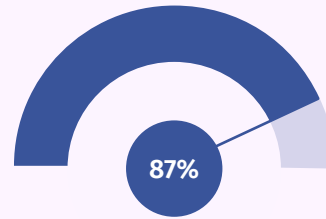
Anti-Corruption & Bribery



Managing Unconscious Bias



Preventing Harassment & Discrimination



Diversity, Inclusion, & Belonging

Summary

In 2023, 100% of the Storable workforce completed the Bi-Annual Security Awareness training, 98% Managing Unconscious Bias, 84% Anti-Corruption & Bribery, 89% Preventing Harassment & Discrimination, and 87% Diversity, Inclusion, & Belonging.

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 affiliated with 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 fostering a culture of 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://www.storable.com/security/>

Conclusion

Storable has endeavored to integrate environmental stewardship, community engagement, and responsible governance into every facet of our operations. We are proud of the progress we have made in advancing our CSR initiatives but recognize that our journey towards a more sustainable future is ongoing.

As we look ahead, we remain dedicated to continuously improving our performance, collaborating with stakeholders, and making a positive impact on society and the environment. Together, we strive to build a better, more sustainable world for current and future generations.