



Do More, For More

Storable's ESG Initiative

2022 CSR Report

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Introduction

Message From CEO



I am excited to announce the launch of our Corporate Social Responsibility (CSR) program at Storable, which we have named “Stewards of Storable.” We’re focusing on making a positive impact in the self-storage and marina industries by prioritizing environmental, social, and governance sustainability topics.

As a company, we have a responsibility to operate in a manner that benefits our employees, our customers, and the wider community. We are committed to promoting sustainability in all aspects of our operations, from the products we develop to the way we engage with our customers and the world.

In this spirit, I am pleased to introduce our first annual CSR report, which outlines the progress we have made towards our sustainability goals. This report highlights the steps we have taken to “DO MORE” to reduce our carbon footprint, increase diversity and inclusion, and promote ethical and responsible practices throughout our organization.

Our team has worked diligently to create and implement policies and programs that prioritize sustainability. I am incredibly proud of the progress we have made thus far. However, we recognize that there is room for improvement, and we are committed to continuously pushing ourselves to do more and be better.

I encourage all of our Storriors to read this report and reflect on the important work we are doing to create a more sustainable future for ourselves, our customers, and our planet.

Thank you for your commitment, dedication, and hard work towards these important goals.

Sincerely,

Chuck Gordon

CEO, Storable

About This Report

Introduction to Storable's Inaugural CSR Report

Storable delivers cutting-edge solutions to the self-storage and marina industries, empowering our clients with technology that streamlines operations and enhances business efficiency. We understand, however, that our mission extends beyond technological innovation and also encompasses the broader goal of making a positive impact in the world. With that in mind, we proudly present our first annual Corporate Social Responsibility (CSR) report, which highlights our dedication to environmental, social, and governance sustainability.

Our ESG statement embodies our commitment to environmental sustainability, social responsibility, and ethical business practices; it reflects our core values and our determination to cultivate a culture of integrity, transparency, and accountability. Upholding these values in every aspect of our work—from product development to customer and employee engagement—is of utmost importance to us.

We acknowledge the environmental implications of our operations and are committed to minimizing our carbon footprint. We'll share our emission reduction efforts, including our participation in renewable energy programs, waste minimization projects, and more.

Our DEIB survey guides us through the vast landscape of our employees' experiences and perceptions regarding Storable's diversity, equity, inclusion and belonging efforts. We're on a mission to create an inclusive workplace where everyone feels valued, respected, and empowered to thrive. This report will provide a summary of the survey's key findings, the actions we're taking to address concerns, and our demographic and diversity statistics.

Recognizing the importance of nurturing strong and supportive communities, Storable has established Employee Resource Groups (ERGs) to foster a sense of belonging among our team members. In this report, we'll provide an overview of our ERGs and their impact on employees' lives.

Our governance section will shed light on our materiality assessment, allowing us to gain a deeper understanding of our stakeholders' priorities, and our progress on data and information security.

This report highlights our unwavering commitment to sustainability and our quest to create a lasting, positive impact within the self-storage and marina industries. We hope you find this report informative and insightful as we continue our journey toward a more sustainable future. We look forward to continuing to report on our progress in the coming years.



About Storable

Storable was formed in 2019 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 as a result of 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 marina 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 Stewardship





At Storable, we're committed to reducing our environmental impact and championing sustainable practices in the self-storage and marina industries. As part of our Corporate Social Responsibility program, we've been diligently working on various initiatives to shrink our carbon footprint and promote environmental sustainability; we've included details of this work in this report. Our efforts, which include participating in renewable energy programs and waste reduction initiatives, are shared in this section.

Not only do we offer technological solutions in the storage industry, but we're also genuinely passionate about making a positive impact on the environment. So, how have we stepped up our green game?

Energy Attribution Certificates have been a game-changer in encouraging renewable resource investment, and we're proud to be part of this movement. By supporting cleaner energy sources, we're building a more sustainable future for everyone. Moreover, we've substantially reduced our carbon footprint by eliminating daily commutes for over 500 people in the US and cutting our overall emissions by over 40% since 2020.



Sustainability Strategy

Below are the steps we are taking to track our progress against our environmental impact goals.

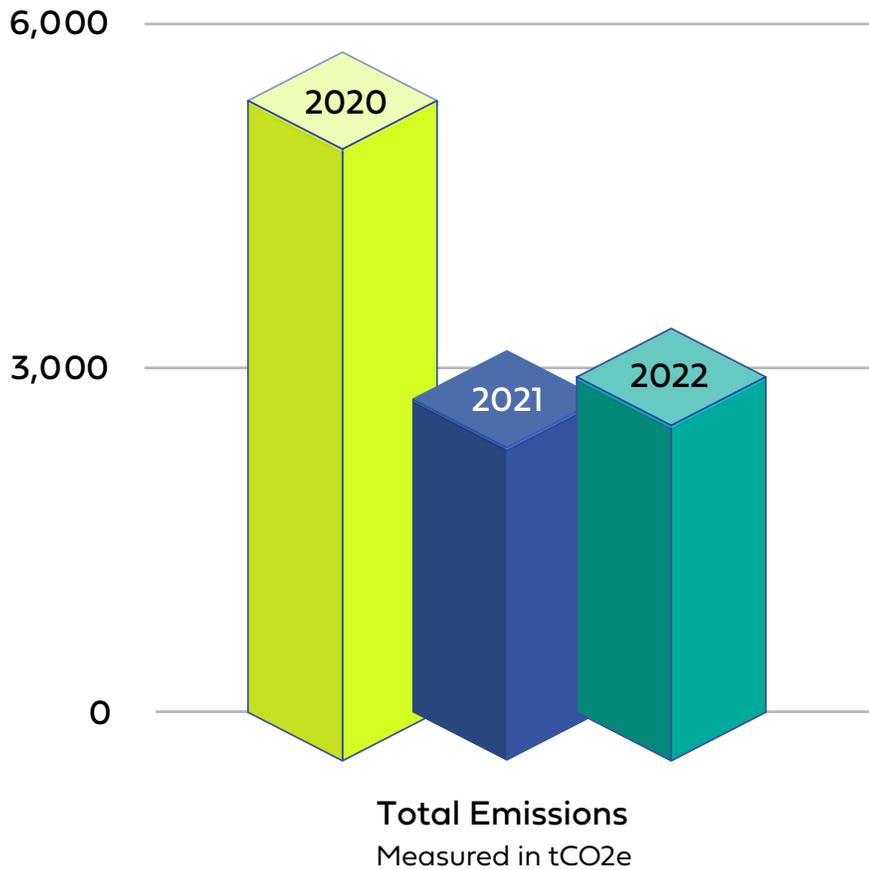
Carbon Emissions Reporting

We've joined forces with Schneider Electric, a global sustainability consulting firm. With Schneider's help, we're identifying, measuring, and implementing strategies to reduce our environmental footprint, making the world a better place for our business, customers, and even our favorite plants.

In 2020, we embarked on our eco-journey

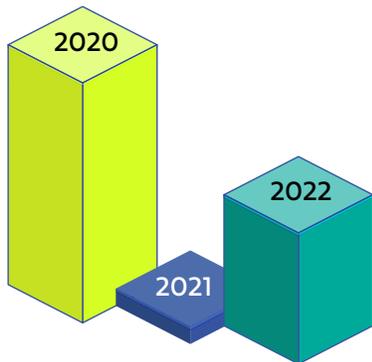
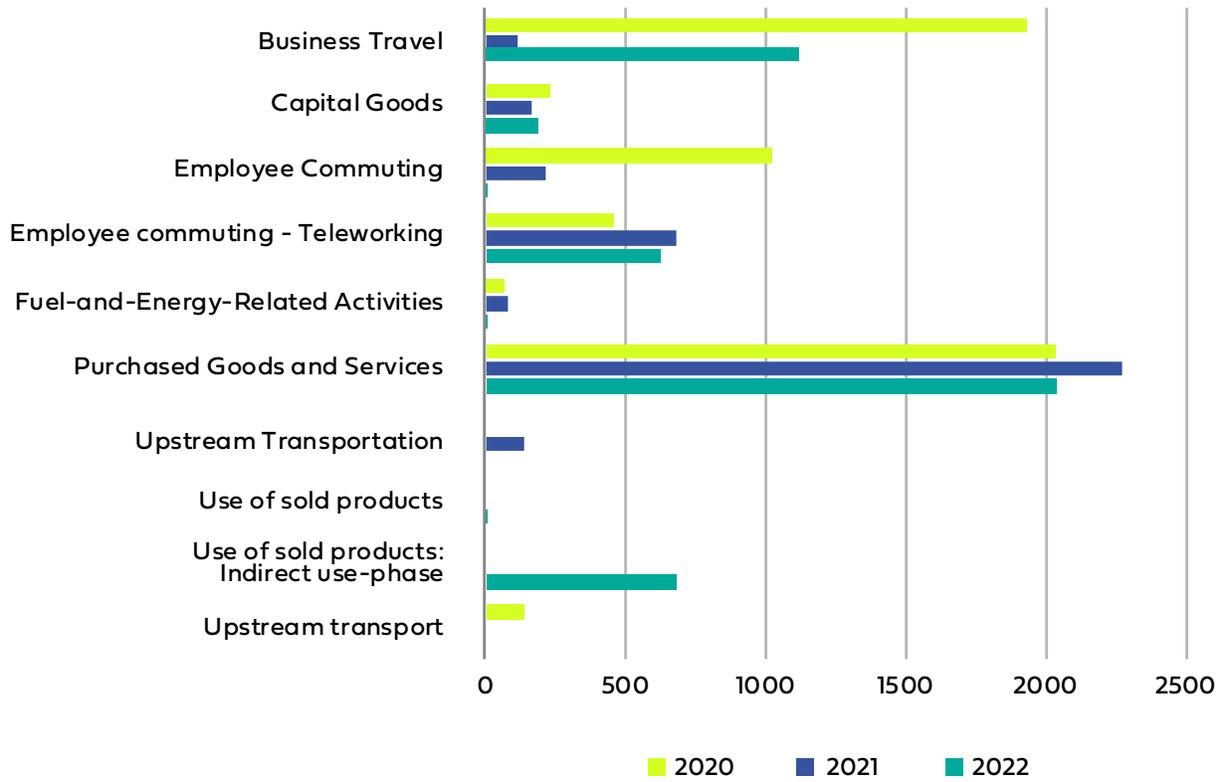
by completing a baseline measurement of Storable's CO₂ emissions. This all-encompassing assessment revealed our current emissions levels and highlighted the areas with the greatest opportunities for improvement. Driven by this data, we're developing and deploying targeted, measured strategies to shrink our carbon footprint.

As we continue to grow and evolve, we'll keep a watchful eye on our progress and adjust our approach as needed to ensure that Storable remains a responsible, environmentally conscious organization.

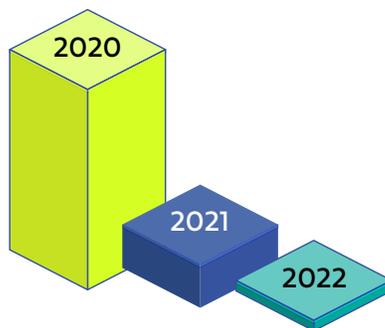


Reduced total emissions by 41% since 2020

Scope 3 Emissions (mtons CO2e)



Reduced **Business Travel** emissions by **42%** since 2020

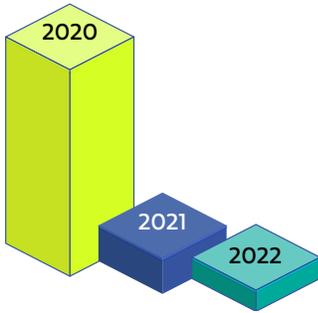
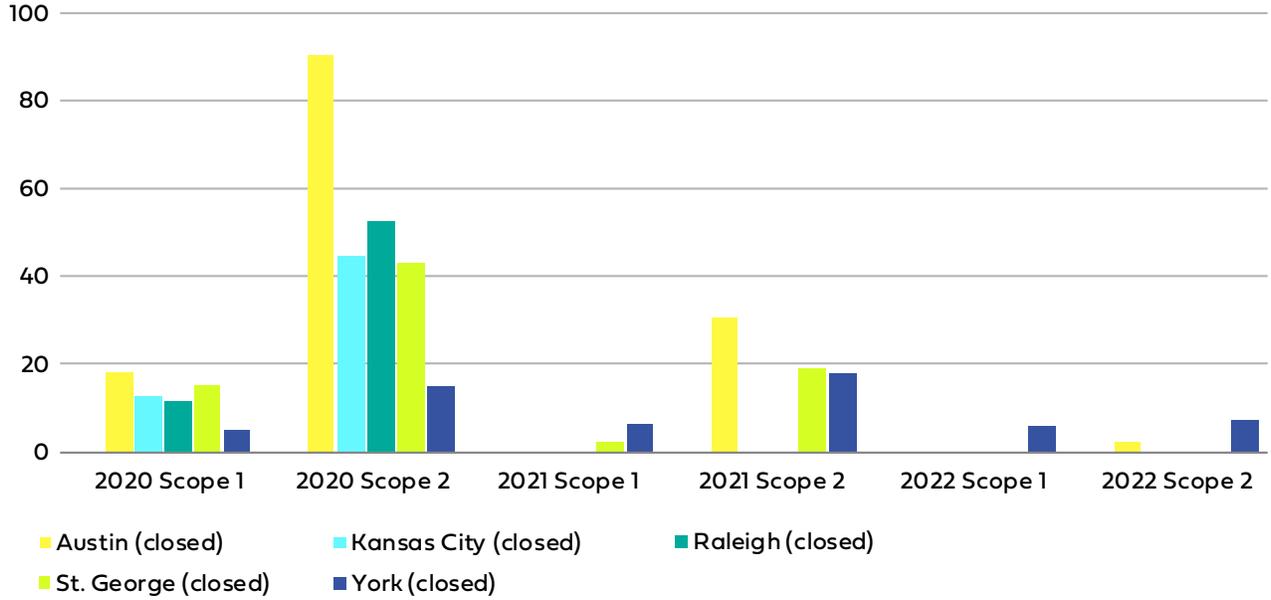


Reduced **Employee Commuting** by **99%** since 2020

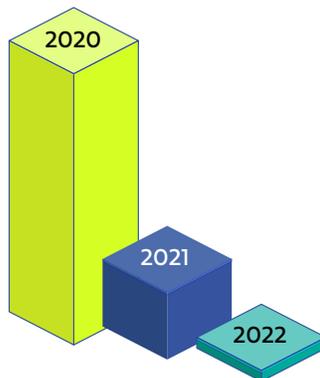




Office Site Emissions LB (mtons CO2e)



Reduced Scope 1
(Natural Gas Combustion)
Emissions by
90% since 2020



Reduced Scope 2
(Purchased Electricity
Consumption) Emissions
96% since 2020



Supplier Engagement

Storable acknowledges the importance of acting against climate change and has committed to reducing its carbon footprint across the value chain, through a carbon program in line with the Paris Agreement.

Critical to our efforts to reduce our own emissions is keeping global warming a key element of our ongoing discussions. Storable will initiate conversations with key suppliers to identify their current climate action efforts and explore areas of growth and potential.

This is a crucial step for our climate ambition; it’s an incredible opportunity to create a resilient and competitive business model that benefits all.

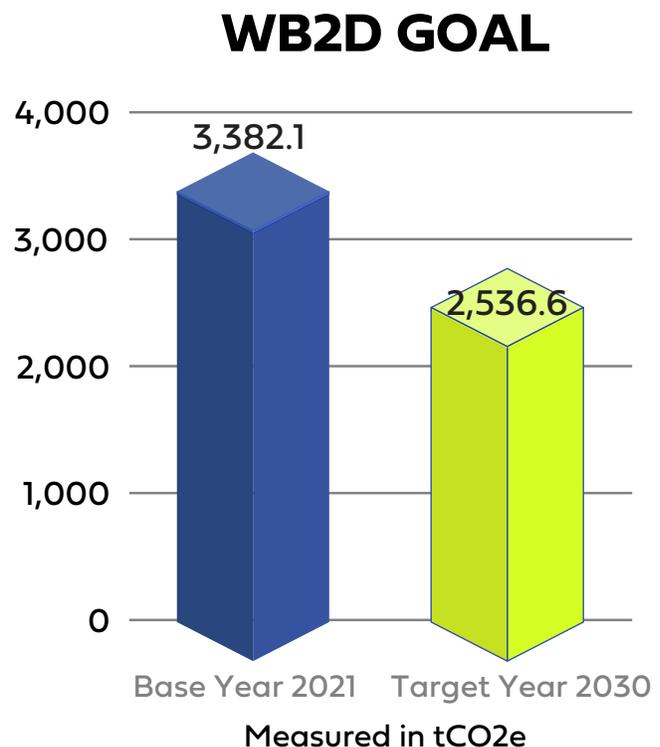
Science-Based Target Commitment

In 2022, Storable committed to reducing Scope 3 emissions WB2D by 2030.

Storable is committed to tackling climate change and is working to reduce emissions in line with the Science Based Targets Initiative (SBTI). Our aim is a well-below-2-degree Celsius (WB2D) warming scenario by 2030, so we’ve committed to reducing Scope 3 emissions and joining forces with businesses across the globe to make a tangible impact.

Our commitment to environmental stewardship is a cornerstone of our business. We know that our customers, employees, and stakeholders care about sustainability, and we’re proud to do our part to create a greener future.

[Science-Based Target Commitment Letter](#)



Message From CPO



I'm thrilled to share the "Social" segment of our CSR report, which highlights the incredible strides we've made in fostering an inclusive and supportive workplace while making a meaningful impact in our local communities. I am proud of our commitment to celebrating diversity and promoting a culture of empathy, understanding, and belonging.

In 2022, our Employee Resource Groups (ERGs) were pivotal in driving positive change within our organization. These ERGs provide invaluable platforms for employees to connect, share experiences, and collaborate on initiatives that enhance our collective understanding of the unique challenges and opportunities different communities face. Together, we've turned our words into actions by launching philanthropic campaigns that directly benefit local areas and causes. Our efforts have strengthened not only the bonds between our Storriors, but also the communities in which we operate.

Furthermore, I'm excited to report significant progress in our Diversity and Inclusion goals. We've implemented comprehensive strategies to attract and retain diverse talent while fostering an environment where everyone feels empowered to bring their authentic selves to work. Our ongoing commitment to these goals reflects our dedication to creating a vibrant, inclusive workplace that drives innovation, collaboration, and success.

As we continue this journey, I want to express my heartfelt gratitude to every Storrior for your contributions, passion, and unwavering support. Together, we're shaping a brighter future for society and Storable alike.

Warm regards,

A handwritten signature in black ink that reads "Gill Godfrey". The signature is fluid and cursive.

Gill Godfrey

Chief People Officer, Storable





Corporate Responsibility

Employee Resource Groups

We believe in the power of connection and community. We value fostering spaces where our Storriors can come together to share their unique experiences and perspectives. Our Employee Resource Groups (ERGs) provide a supportive environment for individuals with shared interests, backgrounds, or passions, and allow Storable to reinforce our commitment to diversity, equity, inclusion, and belonging.

In 2022, we hosted six dynamic ERGs; we're proud of the positive impact these groups have on our Storriors and the broader Storable community. Our ERGs include Pride (LGBTQIA+), Veterans, Latinx, Women of Storable, ReStorable (for environmentally-conscious Storriors), and DIGS (the Diversity and Inclusion Guild of Storable). Each group plays a vital role in promoting understanding, offering resources, nurturing camaraderie among our team members, and ultimately, creating a workplace where everyone feels welcome and empowered.



Charitable Giving & Volunteering

Throughout 2022, Storable joined forces with many inspiring organizations and launched campaigns focused on uplifting local communities and addressing critical societal concerns. By embracing the duty to give back and effectuate change, the bonds between Storable, Storriors, and society are further fortified.

In this section, we present an overview of the remarkable charities we've collaborated with, along with the campaigns we've executed to support their causes. These initiatives not only exemplify our company values but also demonstrate our steadfast dedication to fostering a culture of empathy, compassion, and generosity. Additionally, we proudly report on the volunteer hours (VTO) that our Storriors have dedicated to serving their local communities. Through these collective efforts, we aim to make a lasting, positive impact that extends well beyond the scope of our business operations.



\$80,648

Storable giving in 2022

Care Ukraine PFlag
Women for Women International
Amplify Austin **Daymaker**
The Sims Foundation
NPow Austin Humane Society
Harvesters Community Food Network
Eden Reforestation Project
American Heart Association
American Cancer Society Melissa's Second Chance
Veterans Community Project
The Colorado Healing Fund Central Texas
November Foundation Food Bank
American Horse Rescue Network
National Park Foundation **The Nature Conservancy**
Happy Bottoms **Girls Who Code**
World Food Program **Dev/Color**
Unicef
National Multiple Sclerosis Society **You Give Goods**
The Trevor Project

In 2022, Storriors contributed over \$80k to 32 different charitable organizations. This exceeded the previous year's total for giving by almost 77%. Causes ranged from reforestation, animal welfare, LGBTQIA+ advocacy, and medical research to international aid efforts supporting those impacted by the war in Ukraine.



337
Service
Hours

Storable gave each employee 8 hours of volunteer time off (VTO) to facilitate and encourage charitable service in 2022. As a result, Storriors spent 337 hours volunteering, giving their time to causes and organizations of their choice.

Gather Mountain Blooms Young Family Farm
 Hope House Friends League in Denver
 Heritage Camps for Adopted Children
 Harvesters Community Food Network
 Spring into the Arts Oak Park Carpenter Elementary
 Community First Village Scouts of America
 Grand Star Elementary Miracle for Ella Rose
 Hickory Brand Parent Association Coats for Kids
 Western & Southern Tennis Tournament
 Natural Lands Yam Jam Iron Man
 Travis County Elections New Hope Food Pantry
 Hinsdale Community Orchestra Bake a Wish
 Get Out the Vote Bozeman Foundation
 Happy Bottoms Austin Pets Alive

Diversity, Equity, Inclusion, & Belonging

We're deeply committed to positively impacting the lives of our Storriors and the communities we serve. Our focus is on nurturing a culture of inclusivity, respect, and empathy that enriches the experiences of our employees, customers, and communities, mirroring the diverse world around us.

We're devoted to embracing diverse perspectives, fostering equal opportunities, and cultivating inclusive spaces. Each Storrior is empowered to bring their authentic selves to work, knowing they are valued and genuinely belong.

Together, we're creating a thriving Storable community that elevates us all.

In the subsequent section, we will share our progress in implementing our DEIB strategy and providing equitable opportunities across all levels of the organization.





DEIB Metrics & Goals

Diversity

We recognize the importance of ensuring that our team reflects the diverse communities we serve, and we're working to increase the representation of women and minorities.

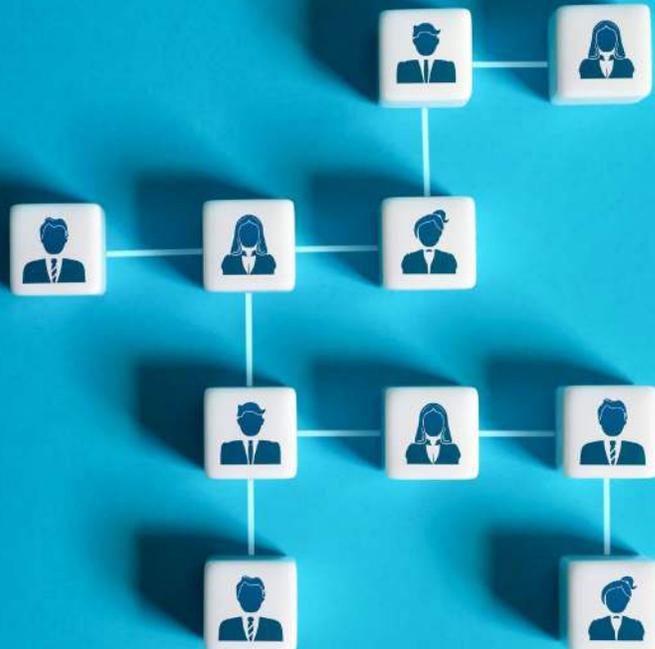
Through our Employee Resource Groups and other initiatives, we've developed an environment where everyone feels valued, respected, and empowered to succeed. We're also leveraging data and analytics to track our progress and identify areas for improvement. Our goal is to build a diverse and inclusive workforce, reflecting the values at the heart of our company.

Vision:

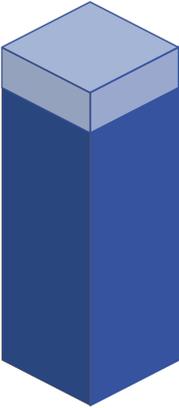
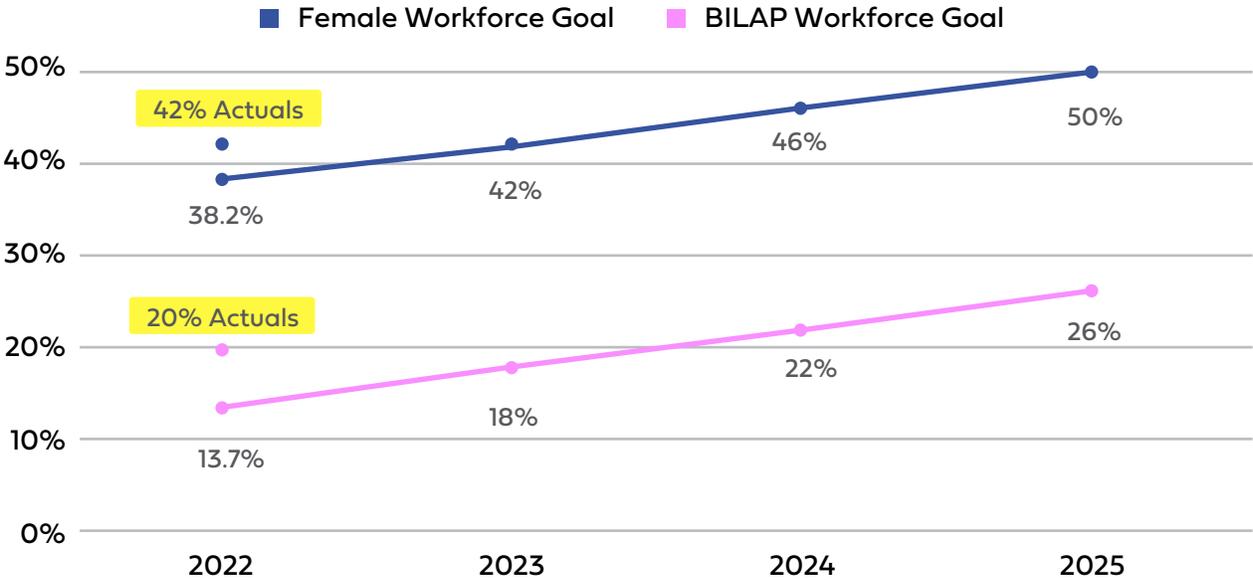
Ensure the Storrrior ecosystem reflects our diverse world and celebrates that diversity.

Goals:

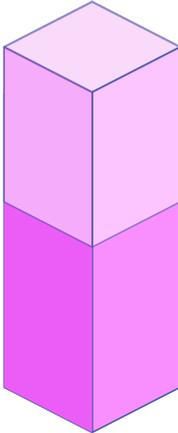
- Increase female hires by 4% by 2023 (38.2% to 42%)
 - » 46% by 2024
 - » 50% by 2025
- Increase BILAP 4% by 2023 (13.7% to 18%),
 - » 22% by 2024
 - » 26% by 2025



HIRING GOALS



Exceeded 2022 goal of Female Workforce by **10%**



Exceeded 2022 goal of BILAP Workforce by **46%**



Initiatives:

- Design and develop a diversity framework within the Recruiting Marketing Strategy
- Inclusive recruiting, interviewing & hiring education (Managers +)
- Visibility of Candidate Funnel Metrics from Top to Bottom
- Create Marketing Campaigns for Job Seekers & Storriors
- Identify & develop diverse communities, colleges, and trade schools partnerships (kicked off a five-year partnership with Code2College)

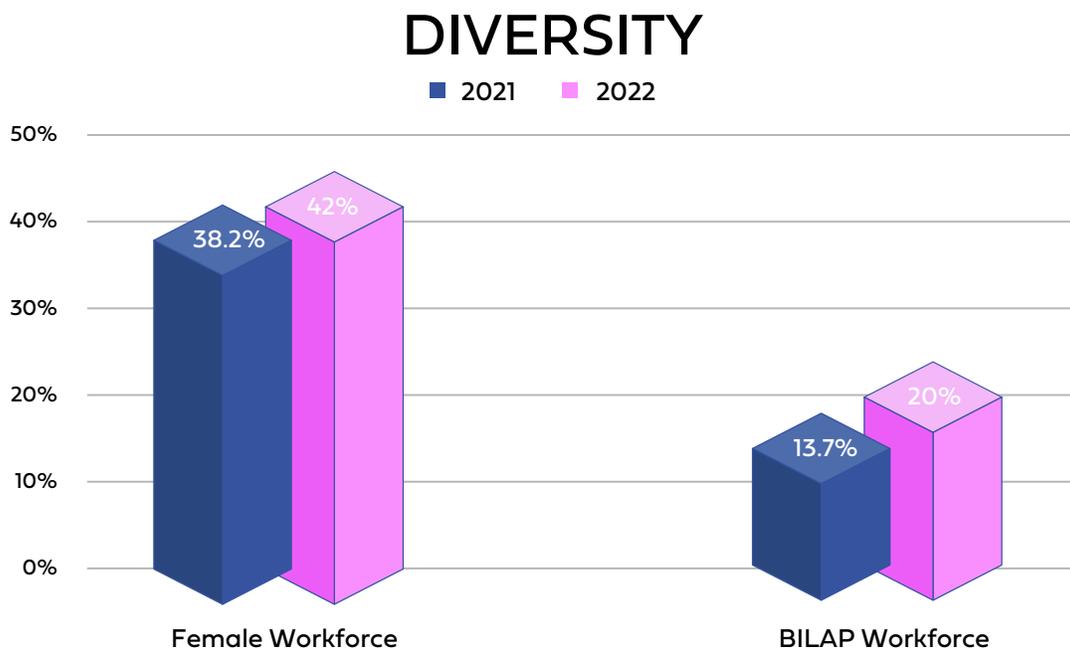
Metrics:

Where We Were at the end of 2021

- Q421 #s: Female 38.2% of workforce
- Q421 #s: BILAP 13.7% of workforce

Where We Are Now

- Q422 #s: Female 42% of workforce
- Q422 #s: BILAP 20% of workforce



Equity

Equity is critical to Storable's commitment to diversity, equity, and inclusion. Everyone should have an equal opportunity to succeed, regardless of background or identity.

We're taking a data-driven approach to identify and address systemic barriers that may prevent certain groups from reaching their full potential. We're committed to ensuring that our policies and practices are equitable and unbiased.

Equity is essential to our success as a company. By fostering an environment of equity and inclusion, we're empowering our team members to thrive.

Vision:

Every Storrior has the opportunity and resources to develop and achieve a career path unique to them.

Goals:

- Provide access and transparency on salary bands and internal opportunities.
- Ensure internal opportunities and promotions are filled at a representative rate to the population – by gender and BILAP.





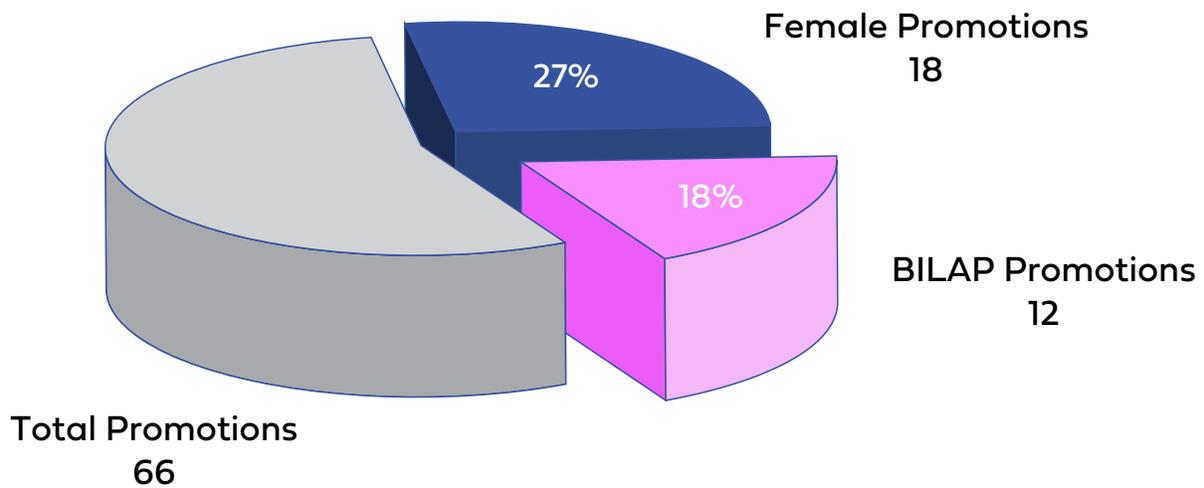
Initiatives:

- Launch Competency Framework and Career Pathing
- Review & Evolve Performance Management processes
- Identify High-Potential employees & invest in professional development
- Complete internal equity salary analysis by demographic

Metrics:

% of internal opportunities awarded vs. demographic distribution

PROMOTIONS



Inclusion & Belonging

We believe that a sense of belonging and inclusion is critical to building a strong, supportive community. For instance, we regularly highlight profiles of team members from all backgrounds to provide a platform for diverse voices to be heard and celebrated. We host regular "Lunch and Learns" sponsored by our ERGs to provide a safe place for learning and development. These efforts enable Storable to create a psychologically safe environment where everyone can succeed.

Vision:

Foster a culture of inclusivity and belonging, where every Storrior is accepted as their authentic self and empowered to do their best work.

Goals:

- Set a baseline for Engagement and Belonging Scores in 2022
- Achieve a scale of >80 out of 100 in all categories measured in DEIB Survey

Initiatives:

- Audit & revision of policies & procedures within Employee Handbook '22
- Updated Everfi DEIB launch to include Belonging '22
- Design & launch DEIB Employee Survey & Analysis '22
- Create an internal Marketing & Communications plan to support DEIB Strategy '22
- Establish Employee Resource Groups '22
- Report annually to the business on DEIB efforts '23
- DEIB education and ongoing reinforcement for all employees '23
- Community Connection program '23

Metrics:

- eNPS for Engagement and Likert Score* on Belonging Data



Leadership

Leadership is crucial in driving our DEIB initiatives. As part of our commitment to building a more inclusive workplace, we're actively working to champion underrepresented leaders and support their career growth by providing mentorship opportunities, targeted development programs, and networking events. We're holding ourselves accountable to high standards of excellence and will proudly continue to drive positive change within our organization and beyond.

Vision:

Be known as a champion for DEIB efforts within the Technology industry and the EQT portfolio.

Goals:

- Champion underrepresented leaders
- Earn award/recognition as DEIB Employer of Choice by 2024



Initiatives:

- Senior Executive Leadership Team DEIB education & commitments
- Establish a DEIB Executive Council
- Include DEIB efforts within ESG quarterly BoD updates

Metrics:

Where We Were at the end of 2021

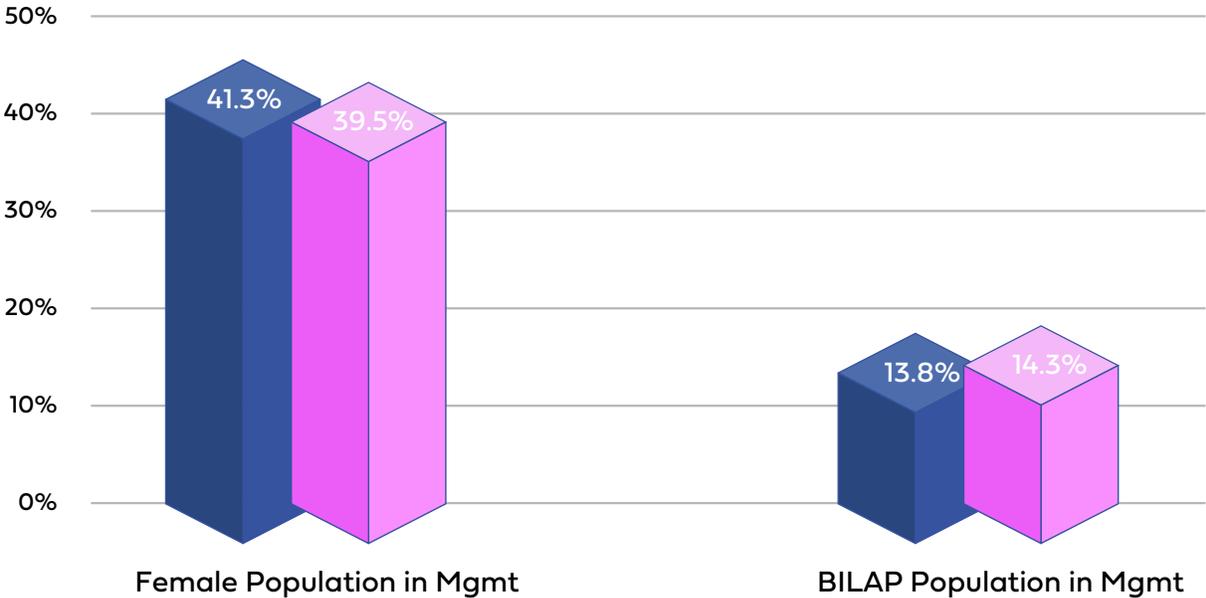
- Q4 2021: Female pop 38.2% / Women in mgmt 41.3%
- Q4 2021: BILAP pop 13.7% / BILAP in mgmt 13.8%

Where We Are Now

- Q4 2022: Female pop 42%/Women in mgmt 39.5%
- Q4 2022: BILAP pop 20%/BILAP in mgmt 14.3%

LEADERSHIP DIVERSITY

■ 2021 ■ 2022





DEIB Survey Results

Surveying employees on diversity, equity, inclusion, and belonging (DEIB) topics is essential in understanding their perspectives, identifying areas of improvement, and fostering a more inclusive work environment. By actively seeking feedback from our team members, we demonstrate our commitment to listening, learning, and taking meaningful steps toward positive change. Employee surveys help us recognize our strengths and uncover blind spots and areas where we can grow as an organization.

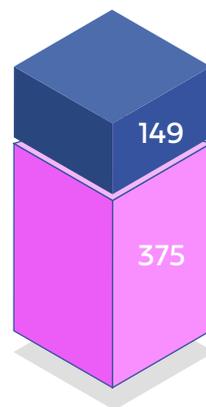
Responding to the feedback and issues discovered in the survey is equally important, as it shows employees that their voices and concerns are heard and taken seriously. This sense of being valued can increase team members' engagement, loyalty, and productivity. Moreover, it encourages open and honest conversations, fostering a culture of trust and transparency.

By translating the survey results into actionable steps, we create targeted initiatives to address the issues raised by Storriors. Ultimately, acting upon the feedback we receive strengthens our commitment to our values and helps create a more inclusive, supportive, and thriving workplace for everyone.

OVERALL PARTICIPATION

Completion

71.6%



■ Respondents ■ Non-Respondents

Survey Responses Collected from March 16 - March 31, 2022

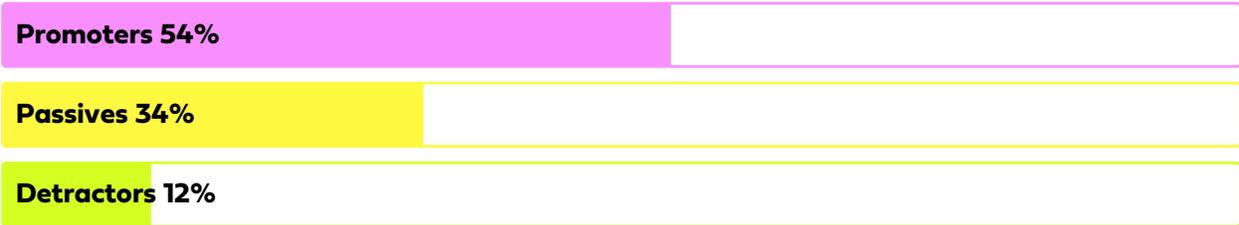
Total recipients = 524

OVERALL eNPS SCORE

42

How likely are you to recommend Storable as a place to work?
524 employees 372 responses

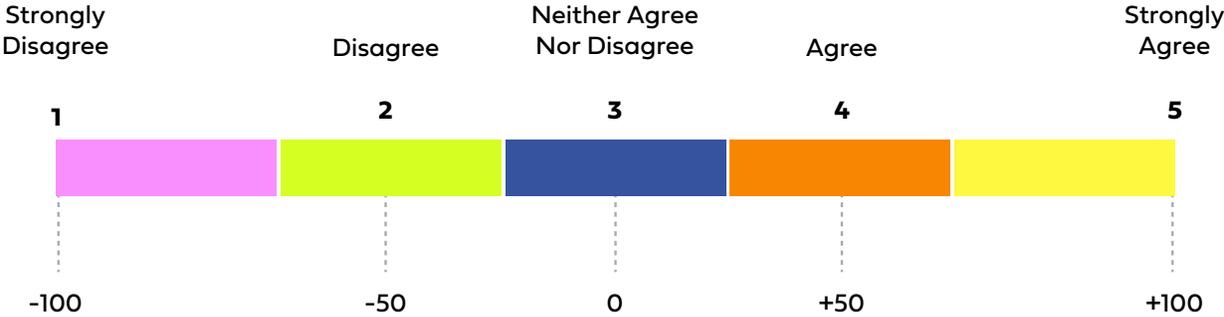
Responses (372)



Our eNPS scored at +42, which is considered very good and represents an 11 point lift from the 2021 Annual Engagement Survey.

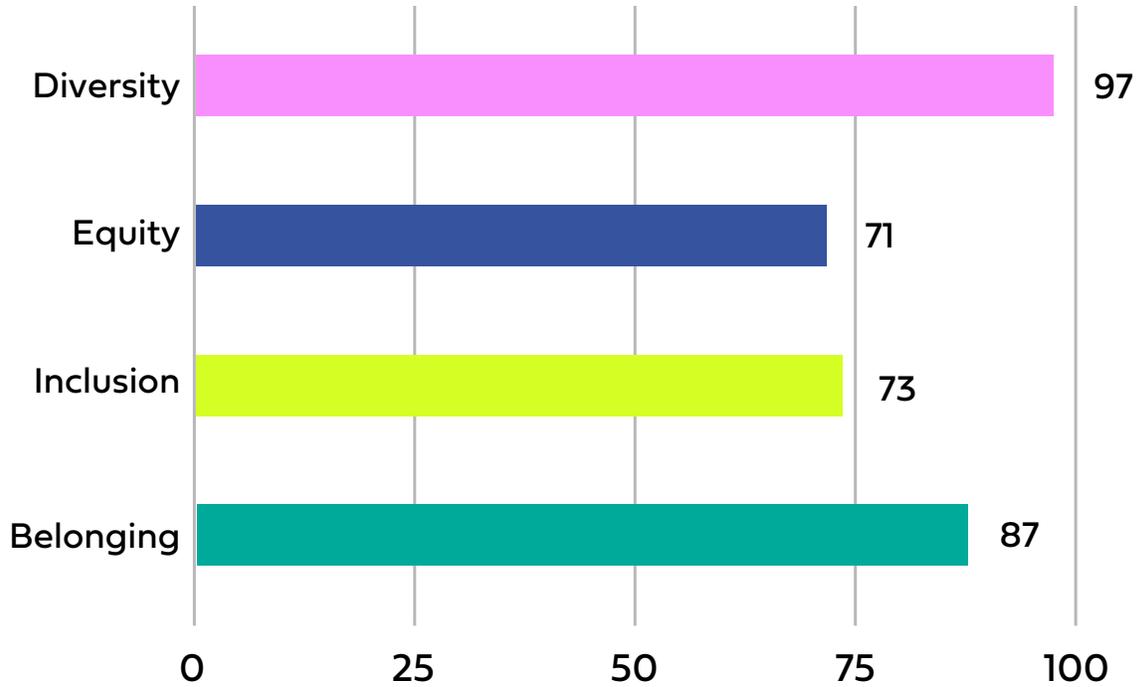
The **Likert** scale is regularly used in engagement surveying to establish how individuals and groups feel about a particular topic.

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).





TOPIC SCORES



Survey Responses Collected from March 16, 2022 - March 31, 2022
Total Recipients = 524

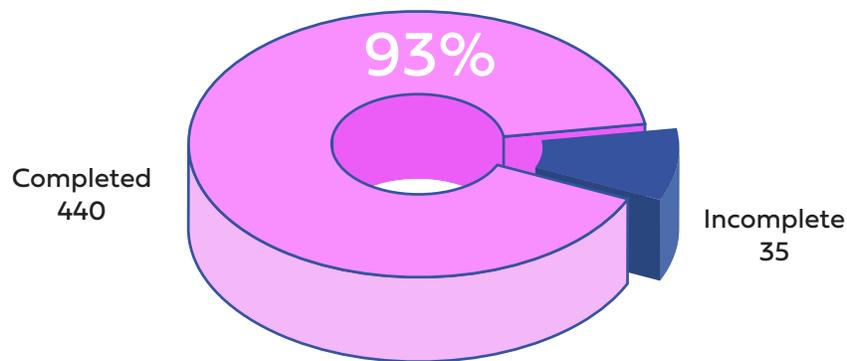
DEIB Training & Onboarding

DEIB training is key in fostering a workplace culture that values and respects the unique perspectives and backgrounds of all Storriors. By prioritizing this, we will cultivate an environment where everyone feels a sense of belonging and has equal opportunities to succeed. Furthermore, it encourages employees to challenge their biases and prejudices, promoting empathy, understanding, and constructive dialogue.

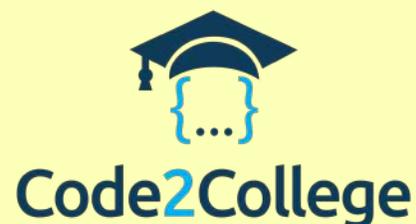
The completion data for our required training courses is a testament to our ongoing commitment to DEIB within Storable. As we continue to invest in these initiatives, we aim to create a more inclusive workplace, enhance collaboration, and drive innovation.

We believe in investing in our people and prioritizing critical trainings from the very beginning. As a result, our hiring and retention practices are designed with the utmost care and intention. We've developed a robust onboarding process and partnered with LinkedIn Learning to provide ongoing professional development opportunities. Our retention strategy goes beyond just competitive compensation and benefits; it's about creating a culture where Storriors feel valued, supported, and motivated to excel.

DEIB TRAINING COURSE



Code2College

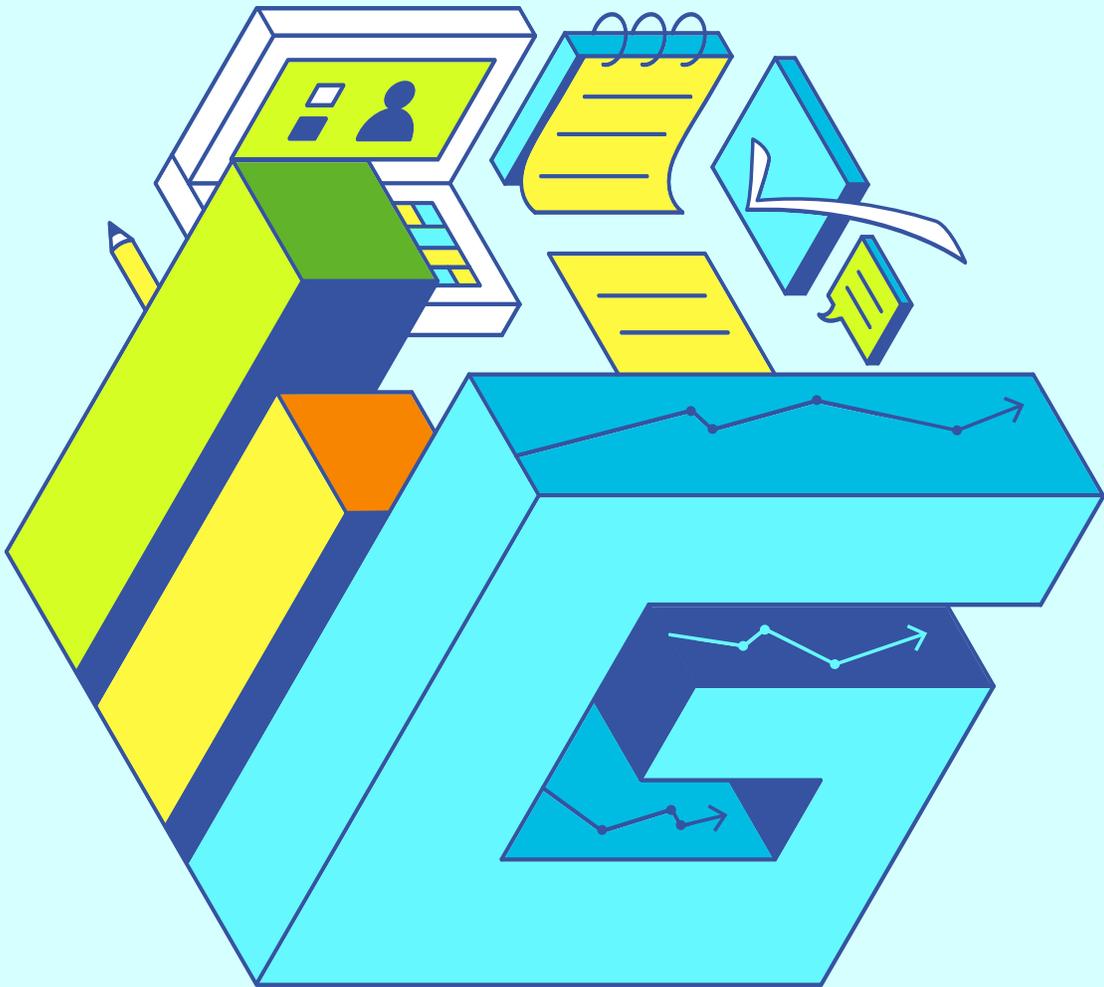


In 2022, Storable partnered with Code2College, a non-profit organization focused on preparing underrepresented students for careers in technology. Storable offered valuable internships to students, equipping them with real-world experiences and exposure to a SaaS business.

By providing opportunities for talented individuals from diverse backgrounds, Storable contributed to developing a skilled and diverse future workforce in technology and reflected our commitment to promoting diversity and inclusion within the tech industry.



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.

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.

One of the key areas where Storable emphasizes ethical behavior is in the prevention of nepotism and conflicts of interest. We have a strict policy that prohibits any form of nepotism, including hiring or promoting family members or close personal relationships.

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 being 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.





Materiality Assessment

In late 2021, we conducted a thorough materiality assessment to better understand the ESG topics most significant to our stakeholders. This assessment involved engaging with various stakeholders, including customers, employees, partners, and investors, to gather their insights and perspectives. The resulting data has been instrumental in shaping our CSR strategy, ensuring our initiatives and actions are aligned with their priorities.

[Materiality Assessment Deck](#)

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 users 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://trust.storable.com>



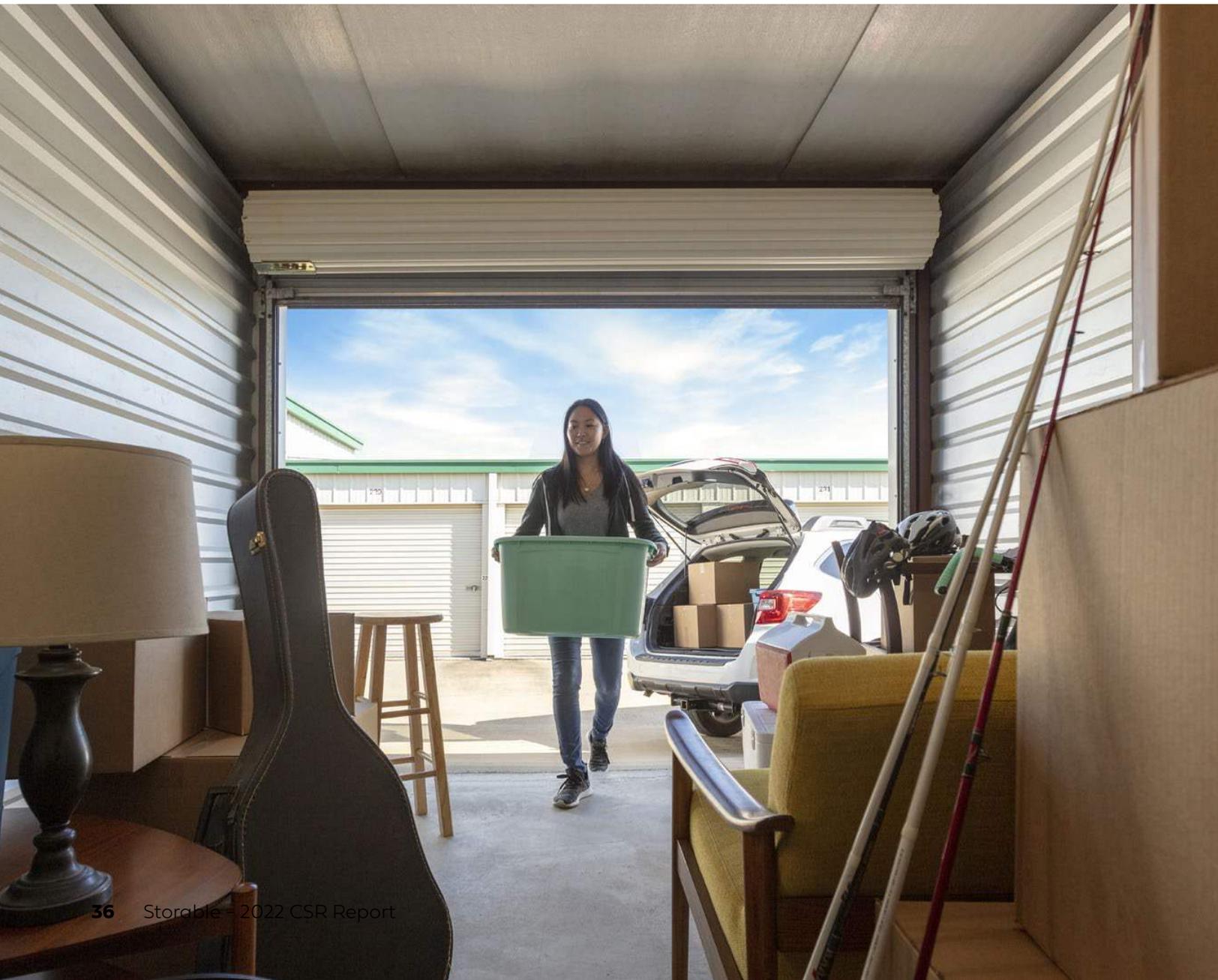




Conclusion

Storable's commitment to environmental sustainability, equity, and belonging will only grow in importance in the future. While we're grateful to positively impact the lives of our employees, customers, and the communities we serve, we welcome the many opportunities to Do More that await us.

We're excited to build on our accomplishments to develop further and continuously improve a culture of responsibility. With the support and teamwork of our entire Storable team, we'll set new records in our industry, advance our mission, and spark positive change for a more sustainable and inclusive future.





Storable

Questions, Comments? [Contact us](#)

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