

Uplifting Our People, Customers, Communities And Planet

As the industry leader, our opportunities for impact are immense, and they will continue to grow as we do.

WillScot Mobile Mini is the undisputed leader in providing modular workspace and storage solutions. With this leadership position we accept responsibility to set the standard in Environmental, Social, and Governance (ESG) practices. Through our unrivaled scale, we are empowered like no other company in our space to deliver opportunity.



ENVIRONMENTAL

Our inherently sustainable business model is built on the tenets of reduce, reuse, and recycle. We're focused on further minimizing the waste sent to landfills and reducing greenhouse gas emissions (GHG) of our trucking fleet. We're also working to provide customers solutions to enable greater energy efficiency and wellbeing.



SOCIAL

When our employees are thriving, our customers and communities are thriving, spurring growth and expanding our impact. We're constantly striving to become a more inclusive and diverse organization, providing our employees with opportunities for development and upward mobility and investing in the communities we serve.



GOVERNANCE

Our business stands strong because we are guided by unwavering principles of good governance. Our commitment allows us to properly identify, prioritize, and manage risk and operate at the highest standards of business ethics. We continue to align our corporate governance structure to deliver on stakeholder expectations.

ACTION = IMPACT

ENVIRONMENTAL



- ▶ Circular by design, our lease-and-renew business model helps us reduce material usage, emissions and costs, while helping our customers achieve their ESG goals.
- ▶ Our advanced refurbishment processes restore 20,000+ units every year, ultimately extending unit life up to 30 years.
- ▶ Our most innovative office space is FLEX™, a panelized product in which the walls can be reconfigured and reused, thus eliminating wood waste.
- ▶ We are evolving our extensive fleet toward lower and zero-emissions fuels.

SOCIAL



- ▶ Dedication to Health & Safety is one of our core values. Our commitment shows, with a Total Recordable Incident Rate (TRIR) below 1.0 from 2020 through 2023.
- ▶ Our Inclusiveness Resource Teams (IRTs) are voluntary employee-led groups that foster an inclusive and diverse workplace. We have launched 5 IRTs and are supporting the development of additional IRTs.
- ▶ We provide a wide range of resources for both professional and personal development, including our Learning Hub and Leadership Development and Driver Apprentice Programs.
- ▶ During the first few months following the launch of our Give Where You Live program, we had more than 600 donors support more than 300 causes with over \$115,000. To date, we've tracked over 3,700 volunteer hours through the platform.
- ▶ We organize our community activities around four core causes that most align with our business purpose: Shelter, Hunger, Education and Health & Wellness. We have numerous partnerships at local and national levels to guide our activities.

GOVERNANCE



- ▶ Our updated Board Governance Charter seeks diverse candidates for our Board seats. We will continue to seek potential director candidates with key qualifications and diverse backgrounds.
- ▶ Through its Nominating and Corporate Governance Committee, our Board of Directors is actively involved in the development and oversight of our ESG strategy and accompanying initiatives.
- ▶ Our robust Enterprise Risk Management (ERM) framework follows the Institute of Internal Audit and COSO Integrated Framework recommendations.
- ▶ We published a number of details about enhancements to our governance strategy and ESG goals in our 2023 proxy statement.