

2023 Environmental, Social and Governance Update

March 2023

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Our business is inherently sustainable and a pioneer within the industrial circular economy

Alternatives



Permanent new construction

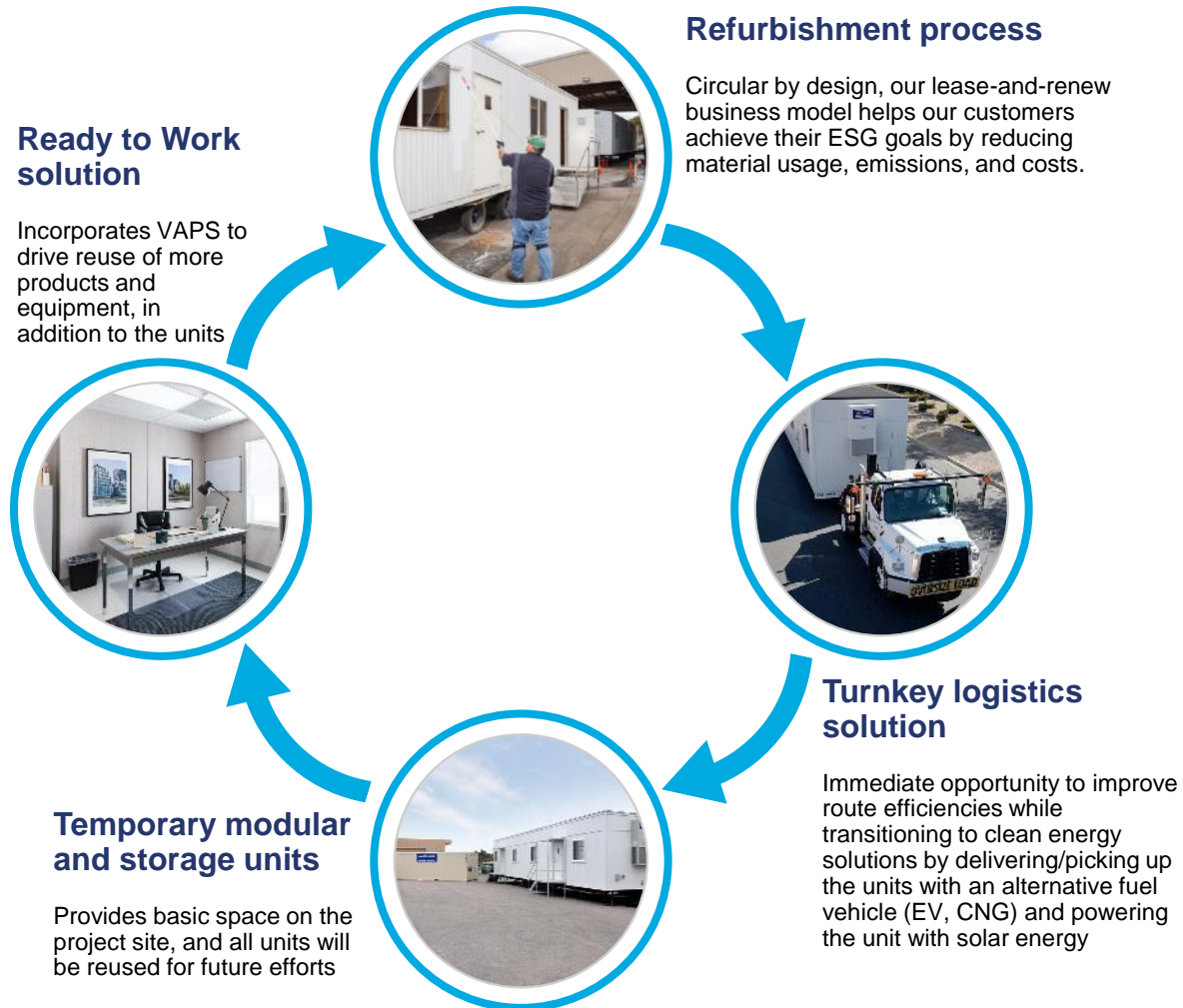
Requires extensive materials and resources to construct, with the structure being disposed of upon project completion



Subleased offsite workspace

Increases transportation and risk due to travel between project site and workspace

Our circular economy solutions



- We have implemented circular economy practices for decades.
- Our modular and storage units, accompanied by VAPS, are designed to be reused, relocated, reconfigured, and refurbished.
- Circular by design, our lease-and-renew business model helps our customers achieve their ESG goals by reducing material and labor usage, emissions, and costs.

Progress on Social and Governance

Social and community involvement

Program to date:

- **\$308K+** donated (\$237K company donated and \$71K employee donated)
 - **510+** donors
- **2,700+** hours from **380+** volunteers
- **410+** causes supported
- **\$150K+** in-kind resources to Habitat for Humanity
- **40,000+** recognition points awarded through our Ready to Go recognition platform

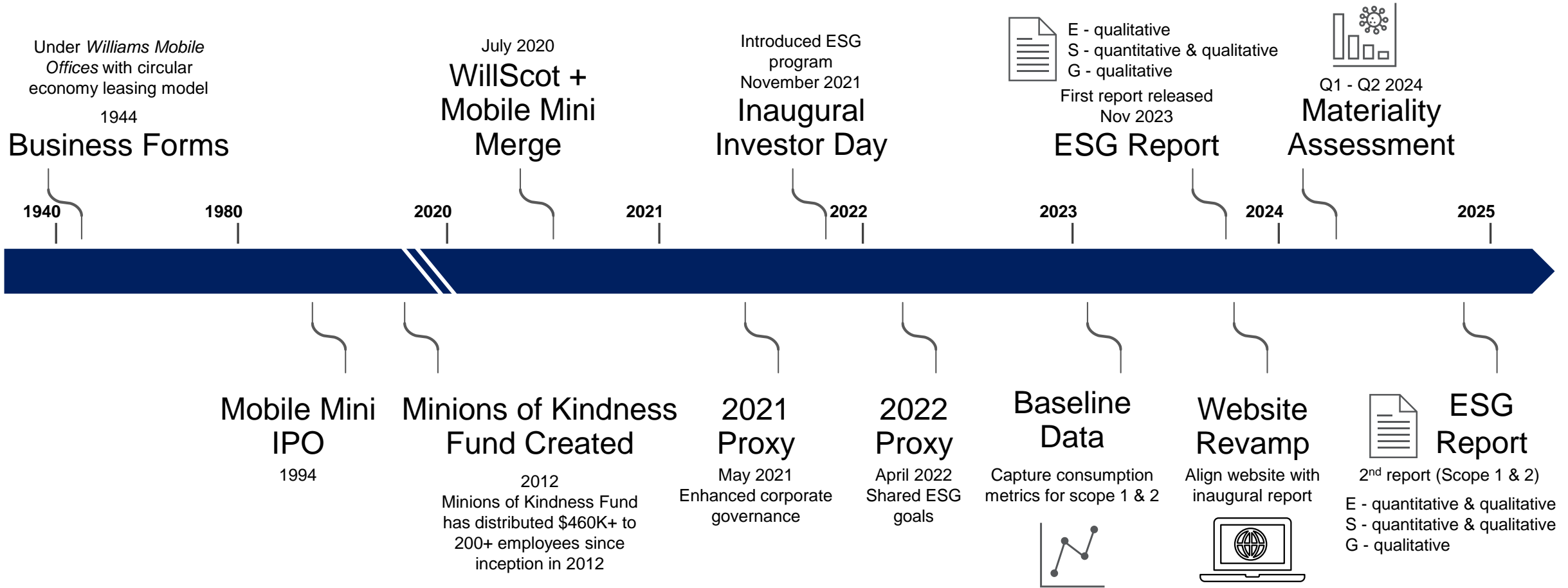


Governance enhancements

Logistics	Experience with transport, fleet, and logistics solutions
Digital/Data Analytics	Knowledge and experience with adopting a digital forward capability enabled by data analytics
End Market Expertise	Experience in our customer end markets (e.g. retail, etc.)
Human Capital Development	Experience in the development, improvement, and upskilling of individual capabilities, specifically the skilled trades
ESG Background	Knowledge of environmental, social, and governance approach to business as a means of expressing how a company interacts with its stakeholders

- Updated Corporate Governance Guidelines in 2019 to include women and minorities in the pool of Board candidates
- Declassified our Board in 2022
- Removed supermajority voting requirement for all Board actions
- Required 12-months' vesting for board member equity compensation
- Approved biennial pay equity review and report to Compensation Committee as part of the Compensation Committee Charter
- Increased stock ownership requirement of the CEO and CFO to 6x and 5x, respectively
- Approved oversight of Human Capital Planning as primary responsibility of Compensation Committee
- Approved oversight of ESG as a primary responsibility of Nominating and Corporate Governance Committee
- ERM governance and oversight as primary responsibility of Audit Committee
- Amended Bylaws and Committee charters to remove merger-related restrictions (upon exit of initial private equity investors)

ESG Reporting Plan



- Inherently sustainable business model with circular economy solutions
- Our scale allows us to do more things and have a greater impact (e.g. 20k+ units refurbished or converted annually)
- Our best-in-class safety culture has been top of mind from the beginning

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