

**NOMINATING AND GOVERNANCE COMMITTEE
OF
IRON MOUNTAIN INCORPORATED**

CHARTER

The Nominating and Governance Committee (the “Committee”) of the Board of Directors (the “Board”) of Iron Mountain Incorporated (the “Company”) shall consist of a minimum of three (3) directors, one of whom will act as Chair. The Committee shall act by a majority of the members present at the meeting. Meetings may be held in person or by telecommunications pursuant to which all members attending can communicate with each other. In lieu of a meeting, the Committee may act by unanimous written consent. In the event one or more vacancies on the Committee temporarily reduce the number of members to two (2), actions taken by the two members of the Committee will be deemed authorized actions of the Committee. Members of the Committee shall be appointed by the Board upon the recommendation of the Nominating and Governance Committee and shall serve until the meeting of the Board occurring immediately after the next following annual meeting of the stockholders unless they earlier resign or are removed by the Board acting in its discretion. Unless the Chair is elected by the full Board, the members of the Committee may designate a Chair by majority vote.

Purpose

The purpose of the Committee shall be:

- (1) to assist the Board by recommending the composition of the Board and in identifying individuals qualified to become Board members, consistent with criteria approved by the Board in the Corporate Governance Guidelines or elsewhere;
- (2) to advise the Board with respect to functions and structures of committees;
- (3) to develop, recommend to the Board and implement corporate governance principles applicable to the Company;
- (4) to develop and monitor a process to assess the effectiveness of the Board and implement and oversee an annual review of the performance of the Board (including an evaluation of each individual Board member) and each committee of the Board;
- (5) to develop and propose for consideration by the Board compensation policies for the Company’s nonemployee directors that enable the Company to retain highly qualified individuals for such positions;

- (6) to oversee the Company's Shareholder Engagement and Communication Policy and engagement and communications between the Board and the Company's shareholders; and
- (7) to oversee and review the Company's environmental, social and governance ("ESG") strategy, policies and risks. The Committee shall coordinate such oversight with the full Board, as the Committee deems appropriate, by reviewing the Company's ESG initiatives, monitoring key performance metrics and addressing emerging ESG issues.

In furtherance of this purpose, the Committee shall have the following authority and responsibilities:

- 1. To lead the search for individuals qualified to become members of the Board, consistent with criteria approved by the Board in the Corporate Governance Guidelines or elsewhere and to recommend to the Board nominees to be presented for election as directors by shareholders at each annual meeting of shareholders. The Committee shall select individuals as director nominees who have the highest personal and professional integrity, who shall have demonstrated exceptional ability and judgment and who shall be most effective, in conjunction with the other nominees to and members of the Board, in collectively serving the long-term interests of the shareholders.
- 2. To review the Board's committee structure, responsibilities and membership and to recommend to the Board for its approval directors to serve as members of each committee. The Committee shall review and recommend committee slates annually and shall recommend additional committee members to fill vacancies as needed.
- 3. To develop and recommend to the Board for its approval corporate governance guidelines. The Committee shall review the guidelines on an annual basis, or more frequently if appropriate, and recommend changes as necessary.
- 4. To develop and recommend to the Board for its approval an annual self-evaluation of the Board and its committees. The Committee shall oversee the annual self-evaluation. In addition, the Committee shall consider and evaluate other methods of assessing the effectiveness of the Board.
- 5. To review annually the Company's compensation package for nonemployee directors to ensure that compensation to such persons is competitive and appropriate, and to recommend the amount that should be paid and the allocation of that compensation between equity-based awards and cash to the Board for approval.

6. (a) To appoint and remove, in its discretion, the members of the board of directors of the Iron Mountain Incorporated Employees Political Action Committee (the “IMPAC”), and annually to review the contributions to candidates made by the IMPAC and the IMPAC’s compliance with the selection criteria for such candidate contributions as set forth in the Bylaws of IMPAC and (b) to review annually the Company’s Political Contributions Policy and the Company’s compliance with that Policy.

Subcommittees

The Committee shall have the authority to delegate any of its responsibilities to subcommittees as the Committee may deem appropriate in its sole discretion.

Committee Membership Qualifications

All of the members of the Committee shall meet the independence requirements of the Corporate Governance Rules of the New York Stock Exchange.

Miscellaneous

The Committee shall have the authority to retain (or terminate) any search firm engaged to assist in identifying director candidates, and to retain outside counsel and any other advisors as the Committee may deem appropriate in its sole discretion. The Committee shall have sole authority to approve related fees and retention terms.

The Committee shall report its actions and recommendations to the Board after each Committee meeting and shall conduct and present to the Board an annual performance evaluation of the Committee. The Committee shall review at least annually the adequacy of this charter and recommend any proposed changes to the Board for approval.

Amended and Restated: July 23, 2024