



## STOCK OWNERSHIP GUIDELINES FOR EXECUTIVE OFFICERS

### PURPOSE

To encourage the acquisition and retention of common stock of WillScot Holdings Corporation (the "Company") by the Company's executive officers, the Compensation Committee of the Board of Directors has established the following stock ownership guidelines for executive officers effective as of the Effective Date above.

### TARGET OWNERSHIP LEVELS

The table below sets forth the target ownership levels:

Executive Level	Target Ownership Level as Multiple of Base Salary
Chief Executive Officer	6x
President & Chief Financial Officer	5x
Other Named Executive Officers	3x
Other Executive Officers	2x

### TIMELINE AND COMPLIANCE

Executive officers are expected to meet their target ownership level by the later of the fifth anniversary of their appointment or promotion as an executive officer and the fifth anniversary of the Effective Date. Executive officers who have not achieved their target ownership level by the applicable deadline will be expected to retain 100% of the number of shares awarded to him or her under any equity incentive plan of the Company, including any net shares acquired upon any future vesting of restricted stock units and/or the exercise of stock options, net of the amount of shares sufficient to cover any taxes or exercise price due, until the target ownership level is met.

Once an executive officer has met the target ownership level, the executive officer will be deemed thereafter to have satisfied the target ownership level until such time as the executive officer disposes of any shares, after which compliance will be remeasured.

Shares transferred by an executive officer pursuant to a domestic relations order do not violate the share retention requirements. If an executive falls below the applicable guideline by reason of a transfer of shares made pursuant to a domestic relations order, the Compensation

Committee may, in its discretion, allow the executive additional time to come back into compliance with the guidelines.

The ownership levels for the executive officers will be reviewed each year by the Compensation Committee.

### **CALCULATING OWNERSHIP LEVELS**

In calculating whether the target ownership level has been met:

- The number of shares required to be held as of a given date will be calculated by dividing (1) the product of (a) the executive officer's then-current annual base salary rate and (b) the applicable multiple in the table above by (2) the average closing price per share of the Company's common stock over the previous calendar year.
- Each executive officer shall be credited with shares of common stock of the Company beneficially owned by him or her (or his or her immediate family members), including any shares held indirectly through the Company's benefit plans, restricted stock units and shares held in trust for the benefit of the executive or his or her immediate family members.
- Shares subject to unearned performance share awards and shares subject to unexercised stock options shall not be credited toward the target ownership level.

Executive officers may be required to provide documentation acceptable to the Company to support their share ownership.

### **MODIFICATION OF GUIDELINES**

The Compensation Committee has authority to review and modify these guidelines from time to time as it deems appropriate.

**Effective July 29, 2024**

Updated July 29, 2024