



DIVERSITY, EQUALITY & INCLUSION POLICY

Policy Statement

Life Storage strives to create and maintain a diverse and inclusive work environment in which every employee is treated equally, feels empowered to succeed and is equipped with the tools to do so. This Diversity, Equity, and Inclusion (DEI) policy and Life Storage's DEI program, are designed to exemplify our company values: teamwork and inclusion, respect, accountability, integrity, and innovation.

As part of this policy, we are committed to a workplace culture that values and promotes diversity, inclusion, equal employment opportunities, and a work environment free of harassment and hostility. This includes:

1. Promoting respectfulness, cultural awareness, and inclusivity by:
 - Celebrating Diversity: Fostering a collaborative work environment in which all employees are encouraged to participate and contribute, and bring their own unique experiences to the workplace;
 - Encouraging Engagement: Empowering and providing a safe space for all employees to express themselves, exchange ideas, feel heard, and be open and curious about others' experiences and perspectives;
 - Improving Representation: Improving the representation of women, minorities, persons with disabilities, Veterans, LGBTQIA+ individuals, and other underrepresented communities at all levels of the organization;
 - Holding Ourselves Accountable: Monitoring and reporting on DEI initiatives and ensure outcomes are available to appropriate stakeholders;
2. Applying principles of equity and social justice to achieve equal employment opportunities for qualified individuals of all backgrounds.
3. Attracting, recruiting, retaining, engaging, supporting, developing, and advancing underrepresented employees, including women, minorities, persons with disabilities, Veterans, LGBTQIA+ individuals, and other underrepresented communities.

Diversity, equality, and inclusion are related and equally important concepts. Diversity is about taking account of the differences between people and groups of people and placing a positive value on those differences. Diversity includes but is not limited to different



attributes such as race, ethnicity, sex, gender, sexual orientation or identity, disability, religion, age, national origin, military or veteran status, and other categories that may be protected under state or local law. Diversity also includes differences in backgrounds, experiences, perspectives, thoughts, interests, and ideas. Equality is about ensuring everybody has an equal opportunity and is not treated differently or discriminated against because of their attributes or characteristics. Inclusion means ensuring that all employees are treated with respect, valued, heard, engaged at work and have full opportunities to collaborate, contribute, and grow professionally.

While Life Storage strives for equitable representation of employees, the purpose of this policy is not to favor certain individuals or groups or have the effect of excluding other individuals or groups. Life Storage is an equal opportunity employer and does not tolerate unlawful discrimination against employees, applicants, interns, contractors, or any other persons providing services to the Company, based on the individual's race, color, religion, creed, national origin or ancestry, ethnicity, sex (including pregnancy), gender, age, physical or mental disability, citizenship, service in the uniformed services, genetic information, or any other characteristic or attribute.

All leaders, managers, and employees play a role in making Life Storage a diverse and inclusive place to work for everyone.

Diversity and Inclusion Programs

Life Storage is committed to developing and implementing programs and initiatives to promote diversity, equality and inclusion in all areas of employment.

As part of this commitment, Life Storage has and will continue to develop programs focused on the following:

- Diversity, equality and inclusion education;
- Diversity awareness including internal and external communications, employee recognition and community engagement programs; and,
- Employee engagement in DEI initiatives and topics (for example, Diversity Council and Employee Resource Groups)

Life Storage recognizes that we must continue to challenge ourselves to ensure these values are upheld. Life Storage is committed to evaluating existing programs and adapting or introducing new initiatives as our diversity and inclusion goals evolve.



Life Storage always welcomes suggestions from employees about how we can be more inclusive and address and improve diversity issues. If you'd like to get involved in Life Storage's DEI efforts, or if you have any comments, concerns, or suggestions, please reach out to your Human Resources Representative.

Life Storage prohibits retaliation against employees for making good faith suggestions or complaints regarding Life Storage's diversity and inclusion efforts. This policy is not intended to, nor does it restrict communications or actions protected or required by state or federal law.

Administration of This Policy

To support and effectuate the objectives of this policy, Life Storage has named the Senior Vice President, Human Resources & Corporate Communications as the Executive Sponsor who is responsible for the administration of this policy. If you have any questions regarding this policy or if you have questions about DEI initiatives that are not addressed in this policy, please contact your Human Resources Representative.

Life Storage has also established a Social Programs Steering Committee to coordinate and implement plans and programs regarding its DEI initiatives. The SVP, Human Resources & Corporate Communications oversees this committee.