



## **DIVERSITY, EQUALITY & INCLUSION PROGRAM SUMMARY**

The Life Storage vision is simple: to become the best self-storage company in the world. A workplace that promotes diversity, equality, and inclusion (“DEI”) is a necessary part of realizing this vision. We strive to create and maintain a diverse and inclusive work environment that exemplifies our company values: teamwork & inclusion, respect, accountability, integrity, and innovation.

### **Diversity, Equality & Inclusion at Life Storage**

Life Storage celebrates diversity. It is our belief that varied backgrounds and perspectives are instrumental in attracting, developing and retaining an engaged and high-performing workforce. We also believe that varied backgrounds and perspectives should be represented at every level of our organization.

To ensure that our business decisions consider the diverse perspectives of our stakeholders, each and every Life Storage employee must feel empowered to succeed. We seek to achieve this through the following strategic objectives:

- **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;
- **Promote Inclusion:** Create an inclusive work environment that fosters collaboration. Offer inclusive trainings & resources centered around awareness and inclusive leadership.
- **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;

### **Our Commitment to Diversity, Equality & Inclusion**

Life Storage is committed to fostering 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. As part of this commitment, Life Storage has and will continue to develop programs focused on education, awareness, and employee engagement mechanisms.

Our goal is to empower every Life Storage employee to contribute, collaborate, and grow by creating a work environment that respects, appreciates and values all perspectives and experiences. This kind of workplace promotes collaboration, creativity, and innovation – all of which are necessary to realizing our company vision.