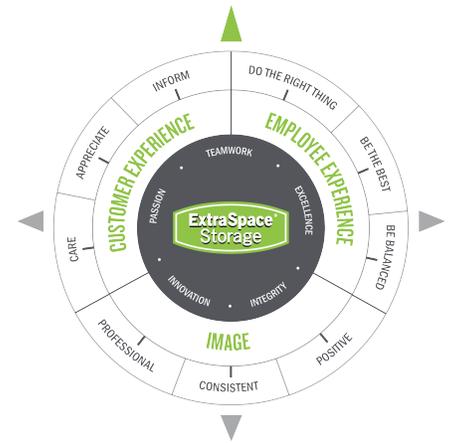


# EXTRA SPACE STORAGE®

OUR COMMITMENT TO DIVERSITY & INCLUSION



## AT EXTRA SPACE STORAGE we strive to help people to a better tomorrow.

This vision includes our employees, customers, investors, and communities. We know that realizing this vision is best achieved through a diverse and inclusionary culture that respects and celebrates the unique attributes and characteristics of each employee. Our commitment to diversity and inclusion is, simply put, the right thing to do. It allows us to attract and retain top talent, improve employee engagement, increase innovation and customer insight, and enhance the quality of our decision making. This ultimately leads to increased shareholder value and a strong reputation as an employer of choice.

## DIVERSITY

We define diversity broadly, going beyond one-dimensional categories, to recognize that all people are unique, due to the combination of their individual characteristics, attributes, realities, backgrounds, experiences, skills and perspectives. Diversity is multi-faceted and includes race, gender, physical ability, ethnicity, national origin, nationality, religion, veteran status, sexual orientation, gender identification, age – and more. We recognize that even when people may appear the same, they are different.

## INCLUSION

At Extra Space, creating an inclusive environment is a priority. To fully realize our company's vision, we must foster a workplace where people are treated fairly – where they are supported, listened to, and can contribute authentically. With objective and transparent business practices, clear communication, and an unyielding commitment to living our values of Integrity, Excellence, Passion, Teamwork, and Innovation, we can help our employees experience professional and personal growth, deliver outstanding customer service, and maximize shareholder returns.

## COMMITMENT

Helping people to a better tomorrow starts now – with each member of the Extra Space team, from our CEO to our Assistant Store Managers, committing to live our values and honor the diverse attributes of our team. Together, we will create an inclusive environment, ensuring that team members are heard, appreciated, and empowered to fully participate in the mission of Extra Space Storage.