

SOCIAL REPORT

DEI PROGRAM HIGHLIGHTS

- Active ERGs for BIPOC, Veteran, Women, and LGBTQIA+ members and allies.
- Integrating an inclusive leadership model within our leadership and executive development programs.
- Newsweek named Extra Space as one of America’s Greatest Workplaces for Diversity 2024.
- Extra Space ranked number one in the real estate industry for DEI by Just Capital.
- Awarded scholarships to DEI-focused college students, both internal and external candidates, through our “There’s Space for Everyone” scholarship program.
- Recognized as one of the 100 Companies Championing Women in Utah by the Utah Governor’s Office of Economic Opportunity and the Utah Women & Leadership Project.
- Extra Space’s CEO Joe Margolis joined with other top CEOs in America in 2021 to sign the CEO Action For Diversity and Inclusion Pledge. This pledge furthers our commitment to advancing diversity and inclusion in the workplace.

PAY EQUITY

Annually, Extra Space completes a pay gap analysis where we measure whether team members are being paid equally for working the same or similar roles. This analysis helps the organization identify and quickly close any pay gaps. Our analysis pulls in salary data that matches each of our roles with similar roles in the market and identifies a midpoint for each of the roles to calculate if our employees are being paid the same. In 2023, women were paid 100% of the pay for men in similar jobs, and BIPOC (black, indigenous, and other people of color) team members were paid 100% of the pay for white team members in similar jobs.

GENDER PAY EQUITY



RACE/COLOR PAY EQUITY



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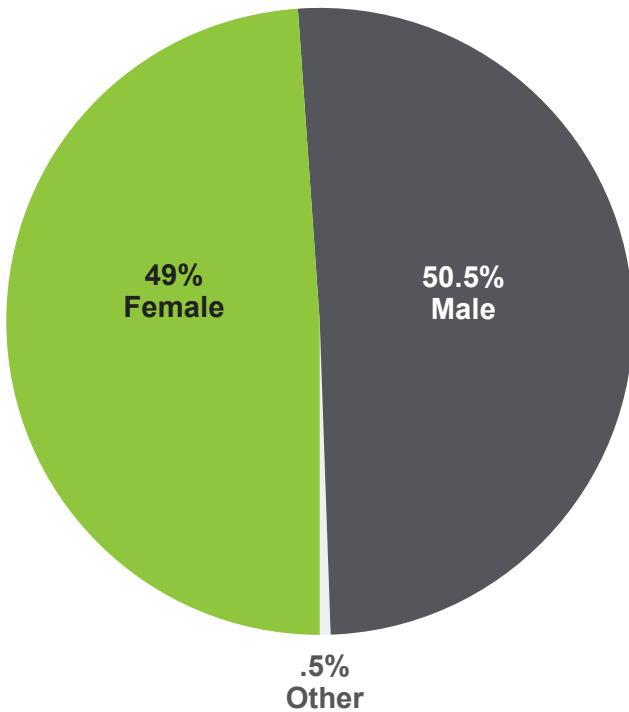
“Over the years I've come to realize that diversity, equity, and inclusion are not just corporate buzzwords; they're essential values that shape our workplace and define our journey. Extra Space, embracing DEI isn't just about ticking boxes; it's about recognizing the unique strengths each individual brings to the table, creating a culture where everyone feels valued, empowered, and inspired to contribute their best.”

- Ilona Donnell, Sr. Division Learning Manager



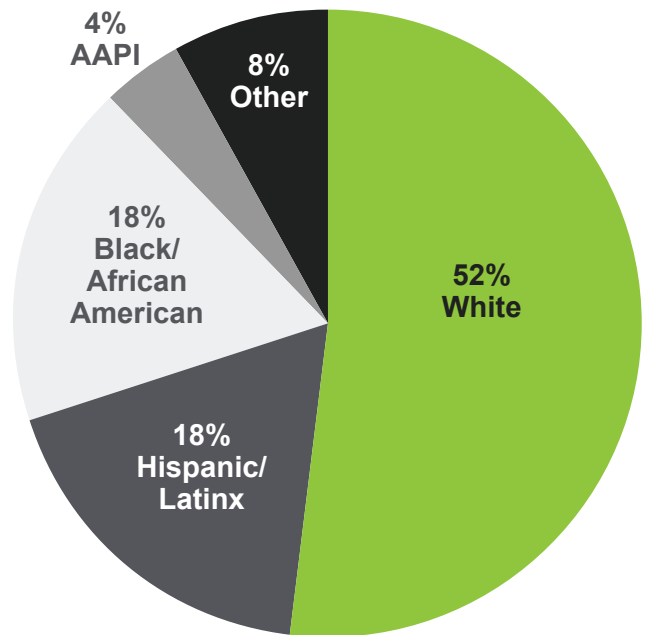
GENDER DIVERSITY

All employees

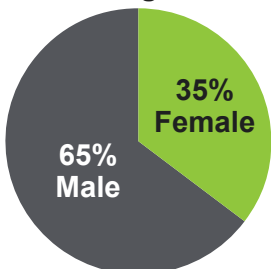


RACE & ETHNICITY DIVERSITY

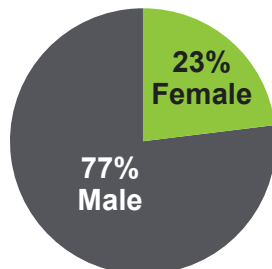
All employees



Managers



Senior Leaders



AGE DIVERSITY

21.6%



Under 30

53%



30-50

25.4%



50+