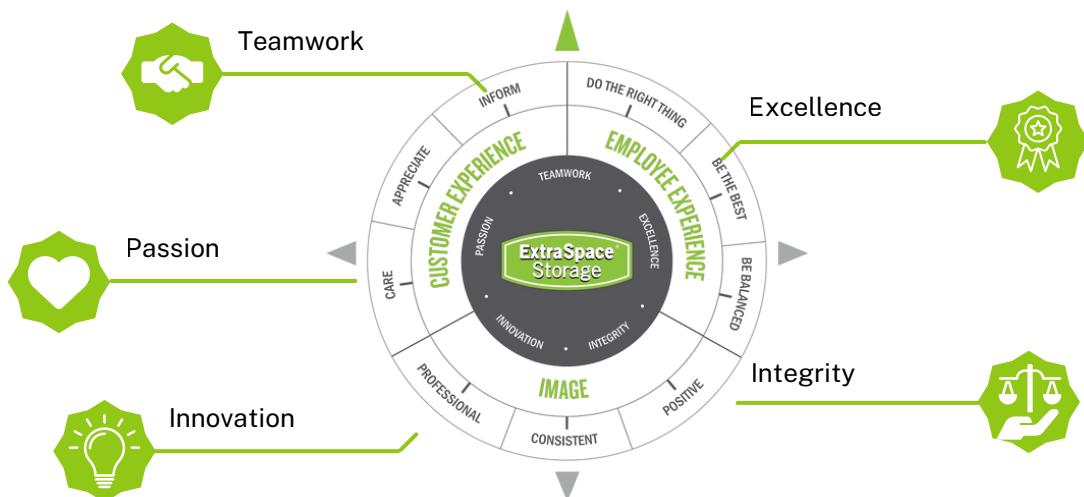


# EXTRA SPACE STORAGE CULTURE

At Extra Space, we value our employees as our most important asset and aim to attract, develop, and retain top talent through a comprehensive Total Rewards Program. Use this page as a resource to explore your benefits.

## CULTURE COMPASS

At the heart of everything we do is our Company Culture Compass, built around our values



## EXTRA SPACE STORAGE CORPORATE GIVING PROGRAMS

We match donations to the causes that matter most to you, helping you make a difference in your community.

The Team Extra Space Volunteers program honors one employee each quarter for community volunteerism. Winners receive a \$1,000 bonus and a \$1,000 donation to the 501(c)(3) nonprofit they supported, aligned with Extra Space values.

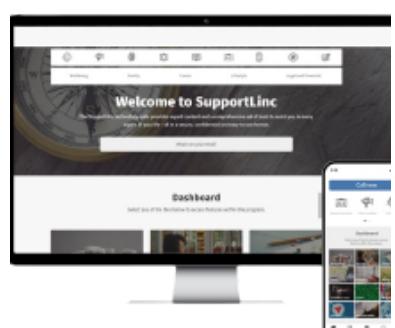
## EMPLOYEE RESOURCE GROUPS

Employee Resource Groups (ERGs) are formed by employees who share common traits or interests, along with their allies. ERGs offer a space for networking, support, career development, and personal growth in the workplace.



## EMPLOYEE ASSISTANCE PROGRAM

In Partnership with HealthJoy, we provide confidential mental health support to employees and their dependents at no cost, available 24/7/365



**HealthJoy**