

## ALEXANDRIA REAL ESTATE EQUITIES, INC.

### Diversity, Equal Employment Opportunity and Fair Labor Policy

#### PURPOSE AND SCOPE

The purposes of this Diversity, Equal Employment Opportunity and Fair Labor Policy (this “Policy”) are to ensure that all employees, officers and directors of Alexandria Real Estate Equities, Inc. and its subsidiaries (collectively, “ARE” or the “Company”) understand that it is the intent of the Company to transact business in accordance with the highest moral and ethical standards in the areas of diversity, equal employment opportunity, child labor and forced or compulsory labor practices, and to provide procedures for persons subject to this Policy to report instances of non-compliance with this Policy.

Any violation of this Policy by a person subject to this Policy may result in prompt disciplinary action, up to and including termination of employment and, in appropriate cases, civil action or referral for criminal prosecution.

This Policy sets forth the publicly available policies of the Company concerning the subjects covered hereby and supplements additional policies of the Company included in our Employee Handbook that all employees acknowledge upon hiring.

**Diversity and Equal Employment Opportunity.** The Company strives to foster a fair and inclusive workplace that respects the rights of our employees. ARE provides equal employment and advancement opportunities to all individuals. Our Equal Employment Opportunity policy is part of our Employee Handbook, and the Company’s Talent Development team provides diversity and equal opportunity in the training it provides for hiring managers.

It is the Company’s policy to provide a work environment free of discrimination and harassment, and the Company does not tolerate harassment of employees, contractors, consultants, or others by managers, supervisors, employees, agents of the Company, or any other third party. The Company also maintains a written affirmative action plan, which sets forth the policies, practices, and procedures to which the Company is committed, to ensure that our policy of nondiscrimination and affirmative action is followed. The Company respects the rights of our employees and seeks to provide a safe, respectful, and productive work environment that helps our employees succeed and advance in their careers.

**Child, Forced or Compulsory Labor.** ARE employs individuals that are of legal working age who willingly agree to work for the Company. While not typically germane to ARE’s core business, it should be noted that ARE:

- will not tolerate the use of child (under the age of 15), forced or compulsory labor in any of its global operations and facilities;
- will not tolerate the engagement of any worker in unacceptably hazardous work, nor the physical punishment, abuse, or involuntary servitude of any worker; and
- expects our suppliers and contractors with whom we do business to uphold the same standards.

Should a pattern of violation of these principles become known to ARE and not corrected, we shall discontinue the business relationship.

### **SEEKING HELP AND INFORMATION**

Persons subject to this Policy who have questions about this Policy or a potential violation of this Policy should discuss the matter with a representative of the Talent Management & Operations Department, the General Counsel or the Chief Financial Officer.

### **REPORTING OF EVENTS OF KNOWN OR POSSIBLE NON-COMPLIANCE**

Should a person subject to this Policy become aware of any known or possible instance of non-compliance with this Policy, he or she should promptly report such possible non-compliance to a representative of the Talent Management & Operations Department, the General Counsel or the Chief Financial Officer.

### **INVESTIGATIONS OF POSSIBLE EVENTS OF NON-COMPLIANCE**

All reports concerning possible events of non-compliance with this Policy will be promptly, fairly and independently investigated. It is ARE's objective that all investigations be completed and resolved promptly and, if possible, within 60 days of the Company's receipt of the report.

### **RETALIATION NOT PERMITTED**

Retaliation against any person who in good faith reports any instance of non-compliance or possible non-compliance with this Policy or any potential violation of law, who assists another to make a good faith report, or who participates in good faith in an investigation of a report, is prohibited and will not be tolerated. However, any person who makes a report known to be false or provides information known to be false may be subject to disciplinary action, up to and including termination or removal.