



ALEXANDRIA®

Building the Future of Life-Changing Innovation™

CORPORATE RESPONSIBILITY PROGRAM GUIDELINES



Alexandria's sustainability mission is to make a positive and meaningful impact on the health, safety, and well-being of our tenants, stockholders, employees, and the communities in which we live and work. Our sustainability program seeks to meet the growing demand from our stakeholders to measure, manage, report, and continuously improve the efficiency of our buildings and the impact that our company, tenants, and philanthropy have on the world.

We invest in sustainability, healthy building programs, and creative amenities to preserve and create long-term value for our stockholders and our stakeholders. By creating vibrant, collaborative, and sustainable campus environments, we enhance our tenants' ability to successfully recruit and retain world-class talent and inspire productivity, health, efficiency, creativity, and success.

Environmental Sustainability

Alexandria is committed to high levels of sustainability and green building, which are vital to creating thriving and resilient campuses, cities, and economies that fuel the success of Alexandria and our tenants. We minimize the environmental impact of new developments by pursuing high levels of LEED® certification and lessen the impact of buildings in operation by reducing energy use, greenhouse gas pollution, and water use; implementing safe and healthy cleaning and recycling practices; and running transportation programs that reduce traffic.

Buildings in Operation – Goals to Reduce Our Environmental Impact

For buildings in operation, we aim to achieve the following goals for buildings in operation by 2025, relative to our 2015 baseline:

- Reduce like-for-like energy consumption at directly managed buildings by 25%.
- Reduce like-for-like greenhouse gas pollution at directly managed buildings by 30%.
- Reduce potable water consumption at directly managed buildings by 10%.
- Achieve a 45% waste diversion rate.

New Construction – Commitment to Green Building

We target a minimum of LEED Gold certification on all ground-up development of new buildings and on the redevelopment of many buildings into laboratory space. Our goals for new construction projects set clear guidelines that cover energy, water, waste, materials, indoor air quality, metering infrastructure, and health.

Brownfield Development and Environmental Risk Management

Alexandria has successfully revitalized urban-infill sites that require expertise in environmental risk management in order to successfully develop in these locations. Certain brownfield sites undergo measures to identify, manage, and mitigate environmental issues and liabilities that may exist by undergoing soil and groundwater testing, cleanup, and remediation of hazardous conditions. Additionally, properties in our operational portfolio are ongoing participants in our moisture intrusion, mold prevention, and asbestos management programs.

Objectives and Outcomes

Our sustainability commitments and goals are intended to drive the following environmental outcomes:

- Maximize renewable energy production and purchasing.
- Maximize waste diversion from construction and operations.

- Maximize the use of safe, healthy, and local materials.
- Develop and operate sites that are well connected to transit networks, increase carpooling, and minimize greenhouse gas and traffic impacts from automobiles.
- Minimize the impact on local ecosystems and preserve habitats of threatened or endangered species, and avoid operating in locations that are marked as conservation or World Heritage sites.
- Improve and restore urban-infill sites to remove harmful chemicals from our cities, and create or revitalize urban neighborhoods.
- Promote resiliency, safety, and protection from the sea-level rise, more powerful storms, and extreme drought, which continue to increase due to climate change.

Engagement with Third Parties to Help Drive Performance

To achieve our sustainability goals, we engage with third-party project teams — including general contractors, architects, mechanical engineers, and other contractors/subcontractors — as well as our tenants and community stakeholders, whose support and collaboration help drive high levels of sustainability and the success of development projects, as well as of our business overall.

Social Responsibility

Alexandria is deeply committed to innovative approaches that create healthy and productive workplaces — for leading life science and technology entities and for our company — that enhance recruitment and retention of world-class talent, promote health and wellness, and inspire productivity, efficiency, creativity, and success.

Best-in-Class Amenities Promoting Health, Wellness, and Productivity

Alexandria seeks either Fitwel or WELL certification to promote high levels of occupant health and well-being. Additionally, as a First-in-Class Fitwel Champion and Founding Member of the Fitwel Leadership Advisory Board, we are committed to growing the awareness and the practice of designing and operating buildings in a manner that has been shown to improve occupant health and well-being, increase physical activity, improve public health, and reduce the economic burden of disease on society. Alexandria carefully curates its amenities to enable tenants not only to work efficiently and productively, but also to enjoy their work environment. These high-quality amenities include state-of-the-art conference and event spaces, fully equipped fitness centers, farm-to-table restaurants and cafés, open green spaces, and organic gardens.

Health and Wellness for the Alexandria Family

Alexandria understands that the health, happiness, and well-being of our best-in-class team are key factors to our success. We aim to meet and exceed the needs of our employees and their families by devoting extraordinary efforts to hiring, developing, and retaining our talented employees, providing comprehensive benefits, investing in employee training and career development, and promoting diversity and equal opportunity.

Promoting a Fair and Inclusive Workplace

We strive every day to foster a fair and inclusive workplace that respects the rights of our employees and espouses the virtues of corporate responsibility throughout our organization and with the third parties with which we do business. Alexandria provides equal employment and advancement opportunities to all individuals. Our Equal Employment Opportunity policy is part of our Employee Handbook that all employees acknowledge upon hiring, and Alexandria's Talent Development team provides diversity and equal opportunity in the training it provides for hiring managers.

It is Alexandria's policy to provide a work environment free of discrimination and harassment, and we will not tolerate harassment of employees, contractors, consultants, or others by managers, supervisors, employees, agents of the company, or any other third party. Alexandria maintains a written affirmative action plan, which sets forth the policies, practices, and procedures to which the company is committed, in order to ensure that our policy of nondiscrimination and affirmative action is followed.

Compensation

We pay competitive salaries in order to attract and retain the best and most qualified employees; we frequently review salary surveys and conduct research to assess our competitiveness. Additionally, in order to address issues related to discrimination in the hiring process, we do not ask potential candidates about their current or previous compensation.

Additionally, sustainability is a factor in determining performance-based compensation both for Alexandria's executive officers and employees across our regions and central functions.

Purposeful and Mission-Driven Philanthropy – Operation CARE

Alexandria's Operation **CARE** programming leverages our resources, people, network, and expertise to fulfill our mission of enabling the world's most innovative companies to advance human health, overcome global hunger, and improve the quality of people's lives. We provide mission-critical support to innovative non-profit organizations working in the areas of medical research, STEM education, and military support services, and to local community organizations, through our relentless fundraising, robust volunteerism, and strategic philanthropy. These activities support scientific research and development, and education that hold the promise of the next generation of treatments for some of the world's most challenging diseases.

Thought Leadership – The Alexandria Summit®

The Alexandria Summit brings together a diverse group of key stakeholders — from the pharmaceutical, biotechnology, agribusiness, technology, medical, academic, venture and private equity capital, philanthropy, patient advocacy, and government communities — to help drive the discovery and development of novel, cost-effective innovations that will save lives, manage and cure disease, and significantly reduce the economic burden of disease and hunger on society and the global community.

Promoting Economic Development

Together with Operation **CARE** and our thought leadership platform, our vibrant urban campuses catalyze high-quality job creation and economic growth in the life science and technology industries, as well as in our local communities.

Corporate Governance

Alexandria operates on a foundation of sound corporate governance and risk management practices and philosophies. We maintain an independently minded board of directors; conduct business according to the highest moral and ethical standards; deliver transparent, quality, and efficient disclosures; and align our objectives with those of our stockholders over the long term.

Alexandria has a [Business Integrity Policy](#), the purpose of which is to ensure that our employees, officers, directors, and consultants are complying with all laws and regulations and are held to the highest moral and ethical standards. Additional internal policies cover the expectations, requirements, and procedures related to whistleblowing, anti-bribery, anti-corruption, anti-trust, conflicts of interest, ethical conduct, and compliance management. Independent directors on our board have risk

management experience, and risk management education and updates are frequently provided at board meetings throughout the year.

Data Security

Alexandria's team of information technology and data security personnel provides technology while addressing cyber-security issues. We observe industry best practices and provide training to our employees that focuses on maintaining data confidentiality, integrity, and availability.

Additional Corporate Governance Guidelines and Committee Charters

The [Corporate Governance page of our website](#) provides additional corporate governance guidelines and board committee charters related to the oversight of executive compensation, independent auditors, nominations to our board, and other governance topics.

Employee Health and Wellness

Alexandria's people are our most important asset. The passion and purpose that each and every member of our best-in-class team demonstrates create a unique, dynamic, and empowering culture where progress and innovation thrive. We devote extraordinary efforts to hire, develop, and retain our talented employees and to promote their health, happiness, and well-being.

Safe, Respectful, Productive, and Progressive Work Environment

Alexandria 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. For example, we:

- Have strict discrimination and harassment policies;
- Continuously monitor employee satisfaction and seek input for improvement;
- Conduct annual performance reviews with our employees, without the numeric ratings which have been shown to have negative effects on employee satisfaction and growth;
- Conduct formal employee surveys;
- Hold annual, in-person, one-on-one meetings between Talent Management and employees; and
- Provide tuition reimbursement for continuing education to support the professional growth of our employees.

Comprehensive Benefits

Alexandria's highly competitive benefits are intended to meet and exceed the needs of our employees and their families, helping them stay healthy, meet their retirement and financial goals, and balance their work and personal lives. To facilitate these objectives, we:

- Pay 100% of the premiums on health insurance for our employees and their families, which includes preventative care, dental and orthodontia care, and infertility benefits.
- Provide access to an Employee Assistance Program (EAP) to help solve a wide range of problems, including, but not limited to, relationship and family concerns, stress, depression, addiction, anxiety, grief, and financial and legal issues
- Provide a range of leaves of absence for medical leave and bereavement. Additionally, our new-parent benefits exceed mandated requirements: for the primary caregiver, we provide 18 total weeks of parental leave, which includes 12 weeks of paid parental leave.

We also offer Alexandria Access, a unique program that benefits our employees and their families at times of greatest need, uncertainty, and vulnerability. We leverage our network of professionals in the

medical and life science communities, which we have cultivated over the last two decades, to advise our employees and their immediate family members who are suffering from an illness or injury and would benefit from specialized expertise to help ensure that the advice and care they are receiving is best-in-class.

Healthy Work Environment

Alexandria goes to great lengths to promote fitness, physical activity, and access to a high-quality indoor environment across our company. Our ongoing programming and organized activities around the company help build and further strengthen our culture and commitment to each other's health, productivity, success, and minimize absenteeism. To facilitate these objectives, we:

- Use the guidelines from Fitwel and LEED® for Commercial Interiors in the design, construction, and operation of our office spaces and seek certification when eligible;
- Use design, choice architecture, and operational practices to provide easy access to healthy foods throughout the day;
- Provide either an on-site fitness center with organized classes, showers, and lockers or a fitness incentive that includes a subsidy for gym membership or fitness classes;
- Provide third-party ergonomic workstation checks, training, and access to adjustable height workstations that promote standing in order to maintain the best working conditions for our employees;
- Design new workspaces to maximize access to natural daylight and views of nature;
- Ensure that workspaces are operated at a temperature and noise level that enable our workforce to be comfortable and productive;
- Run green cleaning programs, and operate buildings at ventilation rates that deliver safe, clean, and healthy indoor air;
- Participate in community team days and support group fitness activities that contribute to team-building and employee health and satisfaction; and
- Hold classes and workshops on mindfulness and stress management that are open both to our employees and our tenants.

Tenant and Community Health, Wellness, and Productivity

Alexandria's dynamic, collaborative, and highly amenitized urban campuses enhance our tenants' ability to successfully recruit and retain world-class talent, enjoy their work environment, promote health and wellness, and inspire productivity, efficiency, creativity, and success.

Health and Safety

We operate our campuses to promote high levels of safe, clean, and healthy indoor air. Our protocols for laboratory buildings include operating green cleaning programs, providing air filters of MERV 13 rating or higher, and delivering ventilation rates that expel harmful chemicals from research labs in a safe and timely manner. These procedures help Alexandria and our tenants comply with regulations and guidelines for laboratory operations, support cognitive function, and minimize risks to long-term health.

Highly Amenitized Campuses

We collaborate with our tenants to design and build properties and campuses that include open and inviting stairways, outdoor and indoor break areas, access to healthy and locally grown food, recreation areas, top-of-the-line fitness centers, lactation rooms, access to natural daylight and views of nature, covered bicycle storage facilities with lockers and showers to promote active commutes, and other first-class amenities that help support our tenants' ability to attract, retain, and grow their talent base and

help drive collaboration, productivity, and success. We believe these aspects positively impact our ability to drive leasing, maintain high levels of occupancy, and achieve premium market rents.

Healthy Building Certifications

Healthy building certifications such as Fitwel and WELL apply secondary peer-reviewed science and medical practice to building design, construction, and operations. Alexandria uses the Fitwel and WELL certification frameworks to guide our healthy building practices. All ground-up developments and redevelopments target Fitwel or WELL certification, and we apply Fitwel to benchmark and certify buildings in operation. We aim to achieve 50 healthy building certifications by 2025.

As a First-in-Class Fitwel Champion, a Fitwel Global Strategic Partner, and a Founding Member of the Fitwel Leadership Advisory Board, we are committed to raising awareness in the building industry about the benefits, the need, and the ability of every building design, construction, and operations professional to impact public health through simple, low-cost, and effective measures that promote physical activity, consumption of healthy food and safe water, access to safe and healthy air, and access to natural daylight.

Tenant Engagement

We maintain very close relationships with our tenant base to understand their health and well-being needs. We continuously seek and receive feedback at regular tenant meetings, and the fitness center operators that serve our tenants periodically survey users and our member companies to understand and adapt operations, classes, workshops, and equipment according to their needs and industry best practices. Additionally, we provide educational workshops on topics such as bike-to-work days, where tenants are guided on best practices in bicycle maintenance and tips on commuting by bicycle to work.

Community Health

We are deeply committed to the health of our communities and surrounding neighborhoods. We participate in and provide funding to government and non-profit groups that are committed to improving and providing high levels of access to public transportation, bicycle share programs, public outdoor space, and walking trails.

Additionally, Alexandria strives to maintain strong and supportive relationships with low-income and vulnerable populations in the cities where we operate. We participate in citizens' advisory committees, fund programs that help fight homelessness, provide resources for education, and support job training.

Periodically, Alexandria hosts community events that establish connectivity and sense of place among our rich and diverse group of tenants, their employees, and community stakeholders.