

Innovative Industrial Properties, Inc.

Diversity, Equality and Inclusion Policy Statement

We believe our purpose is to invest in people and places to build enduring relationships with those we serve. Diversity, Equality and Inclusion are core to this purpose and an integral part of our values and culture.

We are committed to fostering, cultivating and preserving a diverse, equal and inclusive culture that encourages, supports, and celebrates the distinct voices of our people. We invite our people to bring their whole self to work, be inspired to form lasting relationships and to do their best each day, because we are all different yet equal. Our commitment extends into every facet of who we are:

- We recognize that our people are our most valuable asset. To excel, we must each feel that we belong to an environment that values both our differences and the collective sum of our individuality, experiences, knowledge, creativity, innovation, self-expression, unique capabilities, talents and points of view
- We embrace and encourage our people's differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status and other characteristics that make our people unique.
- We look to positively impact the communities where we live and work and partner with tenants, vendors and suppliers who share in our beliefs and commit to equality through building awareness, advocacy and activism
- Succeeding as a company means embracing differences in an informed, sensitive and welcoming manner so that we continue providing our people, tenants, vendors and suppliers with the best of our company, because their success is our success

Our commitment is reinforced through initiatives centered on our people, partners and philanthropy, creating an inclusive work environment built on the premise of a strong sense of belonging that encourages:

- Respectful communication and cooperation
- Teamwork and participation that empowers and advances all groups, permitting the representation of all groups and perspectives
- Work/life balance to accommodate employees' varying needs
- Giving back to the communities we serve to advance change and promote greater understanding and respect

For us, inclusive conduct is centered on:

- Treating others with dignity and respect at all times, because how we act is as important as what we accomplish
- Commitment to providing a workplace that is free from discrimination, harassment and bullying

- Striving to do what is right even when no one is looking
- Continuously listening to our people, partners and community to effectuate our goals
- Deepening our sensitivity and understanding towards others so we can connect in a meaningful way

It is through our shared awareness, commitment and embodiment of these principles that we foster a culture of belonging, where everyone is welcome and appreciated, because diversity, equality and inclusion is not just something we do, it is the core of who we are.