

COMMITMENT TO HUMAN RIGHTS

Human rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled. Alexandria Real Estate Equities, Inc. and its subsidiaries (collectively, “ARE” or the “Company”) hold human rights to be an essential component of our business. This Human Rights Policy (the “Policy”) formalizes ARE’s commitment to principles that promote and protect human rights, including certain principles outlined in the Universal Declaration of Human Rights and certain International Labour Organization (ILO) conventions, as well as human rights guarantees provided by the federal, state, and local laws in the United States of America.

SCOPE AND APPLICABILITY

This Policy applies to all of ARE’s employees and all of the operations of ARE, including all buildings we own or manage. ARE may revise this Policy and/or adjust the breadth of coverage over time.

ARE expects its vendors, service providers, contractors, and consultants, as well as their employees, agents, and subcontractors (collectively referred to as “Vendors”) to uphold the principles in this Policy while conducting business with or on behalf of the Company, and urges them to adopt similar policies within their own businesses. Vendors are responsible for communicating the provisions of this Policy to their employees, agents, and subcontractors. To the extent this Policy requires a higher standard than required by commercial practice or applicable laws, rules, or regulations, Vendors should strive to adhere to these higher standards. **The expectations for Vendors in this Policy are in addition to any requirements that may be detailed in individual supplier agreements with ARE.**

This Policy does not, and shall not be construed to, grant any rights to any Vendor, stockholder, employee, or any other person or entity. It supplements, but does not supersede, any separate compliance codes, policies, or procedures that ARE may also have adopted. If there is any discrepancy or omission that is at odds with any provision of a current service level or supply agreement, or any other contract governing ARE’s relationship with you, including collective bargaining agreements (each, an “SLA”), or applicable local, state, or federal laws, regulations, or ordinances, then the SLAs and applicable laws shall prevail.

COMPLIANCE WITH THIS POLICY

This Policy is overseen by ARE’s General Counsel, and may be supplemented, revised, amended, or withdrawn by ARE’s Executive Chairman or Chief Executive Officer at any time and for any or no reason. ARE may also waive application of one or more of the provisions set forth in this Policy where ARE believes that circumstances warrant a waiver. While ARE expects its Vendors to adhere and self-monitor its compliance with this Policy, ARE may also audit Vendors or inspect Vendors’ facilities to confirm compliance.

PREVENTION OF FORCED LABOR, HUMAN TRAFFICKING, AND CHILD LABOR

ARE prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking.

As further described in ARE's Diversity, Equal Opportunity and Fair Labor Policy, 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 Vendors to uphold the same standards.

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

EQUAL OPPORTUNITY, DIVERSITY, AND INCLUSION

As further described in ARE's Diversity, Equal Opportunity and Fair Labor Policy, ARE 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.

It is the Company's policy to provide a work environment free of discrimination and harassment, and ARE does not tolerate harassment of employees, contractors, consultants, or others by managers, supervisors, employees, agents of the Company, or any other third party. ARE 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.

SAFE AND HEALTHY WORKPLACE

ARE is committed to a workplace that is free from violence, threats of violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and controllable external threats. Each employee of ARE is entitled to a copy of ARE's Employee Handbook, which sets forth detailed standards of conduct and prohibitions against all forms of workplace violence.

In addition, to provide a safe workplace at ARE facilities, and to enable the safe performance of work assignments for ARE without causing injury or illness, ARE has implemented an Injury and Illness Prevention Program (the "Safety Policy"). The safe performance of work assignments for ARE without causing injury or illness is a principal objective of the Company. The Safety Policy calls for employees to be trained in safety procedures, facilities to be regularly inspected, potential workplace hazards to be assessed when discovered, known workplace hazards to be corrected, and accidents, injuries, and occupational illnesses to be investigated for purposes of correcting hazards and preventing future incidents.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

ARE adheres to all local laws and regulations, including those that provide the local workforce with the rights to collective bargaining and freedom of association. Interference with workers seeking to organize or carry out union activities, using intimidation, retaliation, or harassment in violation of applicable law are wholly unacceptable.

RIGHT TO WATER

ARE recognizes the right to water as a fundamental human right. ARE respects the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through proper sanitation.

TRAINING

ARE supports and encourages (and in some cases requires) its employees to take advantage of various internal training opportunities and those provided by outside service providers to the extent these are business related. For example, virtually all of ARE's corporate employees are trained about the business and structure of our company and the important laws and policies that affect us, and many of them receive separate annual training concerning the separate laws and ARE's Code of Ethics. Our employees are also required to be trained about non-discrimination, sexual harassment, and other important human resource topics. Many of ARE's employees also hold professional licenses, and we encourage them, and in most cases reimburse them, to attend ongoing continuing professional education such as is typically required of certified public accountants or those licensed to practice in-house law.

ENGAGEMENT WITH STAKEHOLDERS

This Policy was adopted after considering input from stakeholders, and we are committed to involving stakeholders, such as our major stockholders, tenants, vendors, employees, and members of the communities in which we own and operate our properties, as we implement this Policy and evaluate its effectiveness.

REPORTING

Should a person subject to this Policy become aware of any known or possible instance of noncompliance with this Policy, he or she should promptly report such possible non-compliance to a representative of the General Counsel through the Investor Relations number on ARE's website.