



WHITESTONE REIT

DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY

Adopted October 2022

The Importance of Diversity, Equity and Inclusion at Whitestone

At Whitestone, we celebrate the entrepreneurial spirit and do whatever it takes to get the job done. Our inclusive culture doesn't only serve shareholders, tenants, or the community – it serves all of them at the same time. Our cultural cornerstones inform our approach to diversity, equity and inclusion (“DEI”) principles at the Company, and thus inform the spirit of this policy.

People First: We think of our shareholders, our tenants, and our communities as one. We achieve true synergy by taking the human approach.

Entrepreneurial Spirit: We are optimistic about all possibilities, take calculated risks, and are in tune with our passion. Above all, we execute well.

Extraordinary DNA: We speak 25+ different languages and take pride in our diversity of hometowns, resumes, and education.

This Policy applies to Whitestone REIT, the entities that we own. Whitestone also expects our vendors, suppliers, contractors, and tenants to uphold these principles and urges them to adopt similar policies within their own businesses. The DEI Policy is overseen by Whitestone REIT's ESG Committee with oversight and guidance by the Whitestone's Nominating and Governance Committee.

Our Commitment

We are committed to:

- Embracing differences and working towards removing barriers or implicit bias so that all Whitestone employees feel respected and valued
- Creating a fair and transparent environment where people can bring their whole selves to work and succeed
- Equal opportunity and protecting minority and women's rights
- Maintaining workplaces, properties and communities that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, or any other status protected by applicable law

- Keeping the basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company as qualifications, performance, skills and experience
- Whitestone REIT will take immediate action on behaviors that are disrespectful, inappropriate behavior, discrimination, harassment, unfair treatment or retaliation of any kind in any work-related circumstance or outside the workplace.

Oversight of Our Commitment

Board

The Company's Board highly values DEI as a critical driver in company success. The Board and Board committees routinely, on at least on a quarterly basis, receive updates from management on the company's DEI initiatives and, in turn, regularly provide valuable insight and oversight on management's plans and strategies.

We also believe that a diverse board is an effective board, and we believe diversity includes gender, tenure, age, race/ethnicity, and experience. Our Board is therefore composed of directors who possess a wide variety of relevant skills, professional experiences, and backgrounds. The Board and the Nominating and Corporate Governance Committee consider diversity to be a key priority in director recruitment.

Senior Management

Members of our executive leadership team are part of Whitestone's ESG Committee, which routinely discusses DEI matters and reports to the Board of Directors.

Implementing Our Commitment

ESG Committee

The Company formalized this DEI policy and associated efforts in 2022 in order to help define, track, and lead our approaches to implementing our DEI commitments across the organization. The ESG Committee's DEI efforts focus on four key areas: 1) corporate policies and programs, 2) talent and recruitment efforts, 3) training and education, and 3) partnerships and community engagement.

Policies and Programs

The following policies, guidelines and procedures are contained in the Company's Employee Handbook.

- **Equal Employment Opportunity:** employment decisions at the Company will be based on merit, qualifications, and abilities. In accordance with federal, state, and local laws, the Company does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability, veteran/military status, sexual orientation, gender identity/transgender status, genetic information, pregnancy, childbirth or related medical conditions, or any other characteristic protected by law.

- **Disability Accommodation:** the Company is committed to complying fully with the Americans with Disabilities Act (ADA) and ensuring equal opportunity in employment for qualified persons with physical or mental disabilities, as outlined in our Associate Handbook. All employment practices and activities are conducted on a non-discriminatory basis. Our hiring procedures provide persons with disabilities meaningful employment opportunities. We are committed to taking all other actions necessary to ensure equal employment opportunity for persons with disabilities in accordance with the ADA and all other applicable federal, state, and local laws.
- **Workplace Violence Prevention:** the Company will not tolerate conduct that threatens, intimidates, or coerces another associate, a tenant, client, or a member of the public at any time, including off duty periods. This includes all acts of harassment, including harassment that is based on an individual's sex, race, age, or any characteristic protected by federal, state, or local laws.

Talent Attraction and Recruitment

The Company is committed to building a workforce that reflects the communities in which we operate. As part of our talent attraction and recruitment strategy, we strive to consider a diverse slate of candidates for every open position we hire for. To help diversify our talent pipeline, we partner with local educational institutions to recruit for our apprenticeship/internship programs to target underrepresented groups at the Company and the real estate industry more broadly.

Training and Education

The Company ensures employees are aware of our DEI Policy and commitments through annual Diversity and Sensitivity training for management and associates to reiterate the importance within our organization and to ensure that all associates practice this approach both internally and externally. The Company also conducts regular Anti-Harassment Training to ensure we are up to date on the most recent standards and regulations.

We also integrate DEI principles into the Company's Employee Development program that helps us identify and train our future leaders. This important initiative prepares Whitestone associates for an increase in knowledge, skills, responsibilities and teaches the core elements of the real estate business and industry. Classes, taught by invited guest speakers alongside Whitestone leadership, will focus on how to analyze, and evaluate commercial real estate, providing participants with different background and capacity to lead and manage, creating value for our shareholders. This program is offered to all Whitestone REIT associates across the organization. The Company encourage all associates from all background and position to gain more knowledge in the program. The opportunity to provide leadership coaching and growth opportunities for women and minorities who have been historically underrepresented in the real estate industry and more broadly in leadership roles.

Partnerships and Community Engagement

The Company is committed to actively partnering with and engaging local and national community organizations that share our commitment to DEI. We do this through our volunteering and charitable giving activities. We also take care to ensure that our commitments are spread across a variety of organizations servicing the needs of a broad array of individuals and initiatives.

Guidance and Reporting for Employees

We strive to create workplaces in which open and honest communications among all employees are valued and respected. Any employee who believes a conflict arises between the language of the policy and the laws, customs and practices of the place where they work or who has questions about this policy or would like to confidentially report a potential violation of this policy, are encouraged to raise those questions and concerns with local management and our Human Resources Department. Employees can also report suspected policy violations through the Ethics Line secured internet website at:

<http://ir.whitestonereit.com/Cache/1001168117.PDF?Y=&O=PDF&D=&FID=1001168117&T=&IID=4087483>

or by calling the toll-free, Whitestone Ethics Hotline:

(855) 890-3329

which can also be found at:

<http://ir.whitestonereit.com/Cache/1001168117.PDF?Y=&O=PDF&D=&FID=1001168117&T=&IID=4087483> .

No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. The Company will investigate, address and respond to the concerns of employees and will take appropriate corrective action in response to any violation.

The Diversity, Equity and Inclusion Policy is aligned with the Company's Code of Business Conduct. This policy, including translations and related information, can be found via the Company's internet site: www.whitestonereit.com.

Public Reporting

We report to the public through our website on our DEI-related commitments, efforts and statements, consistent with this DEI Policy, as part of our annual ESG report.