



**Rexford
Industrial**

Rexford Industrial Realty Supplier Due Diligence Policy

Introduction

Rexford Industrial Realty, Inc. (“Rexford”) is dedicated to doing business with the highest standards of business ethics and seeks to promote fair and sustainable conduct and practices throughout our value chain. Our core values guide and shape the way we do business, and we expect our suppliers, vendors and partners (“suppliers”) to operate in alignment with our minimum standards for integrity and environmental, social and governance (ESG) practices. We are therefore careful to engage with suppliers that uphold similar values and standards. This policy complements our Supplier Code of Conduct and sets out our approach to supplier due diligence and selection.

Supplier Due Diligence and Selection Principles

Rexford’s contracting process seeks to ensure that our suppliers will provide value for money and deliver quality goods and services. In addition, they must align with our standards for business practices, including with regards to ESG practices, and demonstrate that they uphold high standards of risk management in their service area. For example, our partners in property redevelopments and repositionings must in addition to the quality of their work, have the highest health and safety standards while the suppliers of our IT services must demonstrate best practice in cybersecurity and data protection.

To ensure this, Rexford confirms the credentials of prospective suppliers and implements a scoring approach that assesses each prospective supplier and their offering at the outset of, or in relation to pre-approval for, any relevant contract or service order.

Contracts covered by this Policy

This policy applies to all contracts that:

- I. Are reasonably expected to have a total value over the life of the contract that is equal to or greater than \$2.5 Million; and/or
- II. Will deliver a service that is critical to Rexford’s business operations.

Scoring

All suppliers seeking to work with Rexford through a contract covered by this Policy are scored on topics including the following:

- I. Organization’s history, qualifications and experience;

- II. Pricing and value of offering;
- III. Quality of products and/or services and their delivery;
- IV. Alignment of products and/services with Rexford's requirements;
- V. Regulatory compliance (where relevant);
- VI. ESG practices including health and safety, environmental impact, human rights protections and diversity.

Topics may be weighted differently but all will contribute to the overall score assigned to each supplier.

Implementation

It is Rexford's intention that suppliers that submit a proposal for any contract covered by this Policy will be scored and, pending confirmation of the organization's credentials, their score will determine if they are selected.

Rexford may pre-approve prospective suppliers for contracts covered by this Policy to ensure a streamlined approach to projects. Organizations seeking pre-approval to partner with us will be screened and scored as part of the pre-approval process. Suppliers who were pre-approved prior to the implementation of this Policy will be assessed and must meet Rexford's threshold score ahead of commencing any new work following implementation of this Policy.

In addition, it is Rexford's intention that pre-approved suppliers will be re-scored on the third annual anniversary of their pre-approval and/or if information comes to light suggesting a material change in the organization that warrants re-assessment in Rexford's sole discretion.

Supplier Engagement and Education

Rexford endeavors to engage productively with current and prospective suppliers in the implementation of this Policy. We will aim to educate stakeholders on Rexford's business standards, Supplier Code of Conduct, ESG goals and commitments, and the role of our partners in upholding those standards and achieving our ESG goals. Engagement may also be undertaken with suppliers that do not meet the threshold score so there is a shared understanding of our requirements and how to meet them.

Governance and Enforcement

If a supplier's circumstances indicate they would no longer meet the threshold score, this may result in the creation of an improvement plan to help address the issue. The implementation, execution, interpretation, enforcement and continuation of this Policy are subject to Rexford's sole and absolute discretion and shall in no way create expectations or causes of action for the benefit of any supplier. This Policy was approved and made effective by the Nominating and Corporate Governance Committee of the Rexford Board of Director on December 26, 2024 and is reviewed an annual basis.

Parties with questions or concerns regarding this Policy or its implementation may contact Rexford's Senior Director, ESG at kwinning@rexfordindustrial.com