



**Rexford
Industrial**

Rexford Industrial Realty Environmental Management System

Introduction

Rexford Industrial Realty (“Rexford”) takes a holistic approach to ESG, encompassing the positive Environmental, Societal and Governance impacts derived from Rexford’s differentiated business model, maximizing resilience, success and stakeholder satisfaction. Rexford transforms inefficient buildings into high-functioning, resource-efficient and higher-value properties, reducing its carbon footprint and driving sustainable growth.

Rexford’s commitment to sustainability and ESG is embedded in everything Rexford does. Rexford has a suite of ESG policies and procedures underpinning this commitment and guiding how Rexford intends to meet it. This document complements those materials and elaborates on how Rexford seeks to continuously improve its environmental performance.

This Environmental Management System (EMS) has been developed using a Plan-Do-Check-Act approach, in accordance with ISO 14001 published by the International Organization for Standardization.

Scope and Context

This EMS is applied to the life cycle management of assets in Rexford’s property portfolio. It guides employees in implementing processes that effectively manage environmental issues and contribute to the achievement of Rexford’s environmental goals in addition to meeting regulatory requirements and stakeholder expectations.

Planning

Rexford’s policies and procedures, including the Environment and Climate Change Policy and Green Development Guidelines, which are available from Rexford’s website, are the foundation of this EMS through which it aims to:

- Protect the environment by preventing or minimizing adverse environmental impacts of Rexford’s operations;
- Mitigate the potential risks of environmental conditions on Rexford’s business and tenants;
- Identify, analyze and fulfill Rexford’s environmental compliance obligations, as well as other applicable requirements;

- Continuously enhance Rexford’s policies and practices to improve Rexford’s environmental performance;
- Make and monitor commitments to achieve measurable ESG-related goals and targets, including to reduce greenhouse gas emissions, increase renewable energy consumption and seek sustainability certifications for Rexford’s redevelopments and in-scope repositionings;
- Engage stakeholders, both internal and external, on Rexford’s goals, practices and policies to promote a culture of environmental responsibility and empower actions to contribute to the achievement of Rexford’s goals;
- Conduct environmental due diligence during acquisitions and/or when potential issues arise;
- Perform regular materiality, climate change and risk management assessments to identify and prepare to address environmental risks and opportunities.

Implementation and Leadership

The Board of Directors oversees Rexford’s ESG program, ensuring Rexford has the leadership and guidance to implement best practice and achieve its environmental goals and commitments. The Board receives quarterly updates from the ESG Committee, which is comprised of senior management from across the business including Asset Management, Construction, Finance, Human Resources, Legal and Property Management.

The responsibilities of the ESG Committee include setting Rexford’s ESG strategy and developing, proposing, implementing and monitoring initiatives and policies based on that strategy. The committee oversees communications with internal and external stakeholders with respect to ESG matters and monitors and anticipates developments relating to, and improving the Company’s understanding of, ESG issues.

Goals and Key Performance Indicators (“KPIs”) are developed at the organization-, department- and individual-level to facilitate achievement of ESG targets and environmental performance commitments. Training and support are provided to employees to generate awareness and ensure associated ESG policies and procedures are implemented appropriately.

Measuring, Monitoring and Improvement

Rexford periodically collects environmental data throughout the year which is used to inform the development of its environmental goals, including its science-based net zero targets and to monitor its progress toward achievement of those goals. The company endeavors to continually improve the quality and completeness of this data. Environmental assessments and investigations are conducted to identify opportunities to improve Rexford’s environmental impact, remediate issues, and address climate-related risks and opportunities.

Rexford has implemented the foregoing quantitative measurement and analysis, along with continuous monitoring to ensure the effective implementation of ESG policies and procedures. This includes but is not limited to, the Diversity and Inclusion Policy, the Supplier Due Diligence Policy, and compliance obligations. Performance in environmental matters is reported to the ESG Committee and the Board of Directors at least quarterly to ensure appropriate oversight and governance. Rexford strives to embrace

opportunities to enhance Rexford's policies and make data-driven decisions to improve Rexford's environmental performance.

Stakeholder Engagement

Communication is the key to successful implementation of Rexford's environmental policies and achievement of Rexford's ESG goals and targets. Rexford's Stakeholder Engagement Policy, available from Rexford's website, guides Rexford's interactions with internal and external partners, including on ESG matters such as the implementation of this EMS.

Management Review

This framework was approved and made effective by the Nominating and Corporate Governance Committee of the Rexford Board of Directors on December 26, 2024.