



**Rexford
Industrial**

Rexford Industrial Realty Diversity and Inclusion Policy

Introduction

At Rexford Industrial Realty, Inc. (“Rexford”), diversity, equity and inclusion are at the core of who we are. Our commitment to these values is unwavering – across all our work everywhere we operate. They are basic rights, freedoms and standards of treatment regarded as belonging to all persons, regardless of race, ethnicity, color, religion, sex, age, sexual orientation, gender identity, national origin, disability, protected veteran status or any other legally protected status.

Equal Employment Opportunity (EEO)

Rexford values diversity and is committed to providing equal opportunity for hiring, promotions, transfers, training and other employment-related decisions.

- All employment decisions will be made on qualifications, merit, and business needs without regard to race, ethnicity, color, religion, sex, age, sexual orientation, gender identity, national origin, disability, protected veteran status or other legally protected characteristics.
- All personnel will be required to carry out the spirit and intent of this policy. The implementation and success of this policy are the responsibility of managers and supervisors, supported by Human Resources.
- For more detailed information, employees are encouraged to refer to Rexford’s Equal Employment Opportunity Policy.

Intolerance for Discrimination and Harassment

Rexford is committed to fostering a work environment where all employees are treated with dignity and respect, free from any form of discrimination or harassment.

- To maintain a productive and inclusive workplace, Rexford is committed to providing all employees a workplace free from all forms of discrimination, including harassment based on race, ethnicity, color, religion, sex, age, sexual orientation, gender identity, national origin, disability, protected veteran status, or other legally protected status.
- It is Rexford’s policy to implement procedures and protections designed to ensure that the work environment is free from any such discrimination or harassment. More specifically, it is against Rexford policy for any employee (including co-workers, supervisors, managers and other personnel) or any third-party (including customers, independent representatives and vendors) to harass an employee in violation of this policy. To reinforce this commitment,

Rexford provides training to all employees on preventing discrimination and harassment in the workplace.

Inclusive Culture and Leadership

At Rexford, we are committed to an inclusive culture where our leaders support the diversity of our people and ensure that they are empowered to be their best, professionally and personally.

- We integrate core elements of a robust diversity, equity and inclusion program into our leadership development offerings and leadership framework and examine potential impacts of unconscious bias. We promote inclusive leadership role models, and, in general, ensure that all employees model inclusive behavior including through requiring all employees to undertake diversity training on an annual basis.
- Rexford actively supports diversity in leadership, including increasing the representation of women, individuals from ethnic minority backgrounds, and diversity of backgrounds, experiences and perspectives in senior roles and on the Board of Directors, prioritizing merit and qualifications.
- Rexford has not established specific diversity targets for executive officer positions; however, the company remains committed to recruiting executives from the broadest possible talent pool, prioritizing merit and qualifications. The recruitment process for all positions emphasizes the importance of fostering diversity by ensuring that candidate pools reflect a wide range of backgrounds, experiences, and perspectives.
- Compensation and role grading review processes are conducted to enhance equity in both grading and compensation at all levels.
- Rexford supports and coordinates employee-led Employee Resource Groups (ERGs) to promote cultural exchange and provide support for underrepresented groups.
- Employee feedback is sought on an annual basis through our “Annual Voice” program to identify opportunities for improvement in diversity and inclusion practices.

Board and Executive Governance and Oversight

Rexford ensures accountability for the implementation and effectiveness of this policy through robust governance and oversight mechanisms.

- The Senior Vice President of Human Resources is responsible for the oversight of this Policy with the assistance of the ESG Committee, senior leadership and the Board of Directors.
- The Board of Directors will be regularly updated on progress and initiatives through reporting and evaluation of diversity performance of Rexford.
- The implementation progress, status and related performance of this Policy will be reported in our environmental, social and governance (ESG) Report on an annual basis.
- This Policy will be reviewed by the Nominating and Corporate Governance Committee and the Board of Directors from time to time and updated to align with any revisions of our existing procedures and practices and the consideration of relevant legislation and best practices, as appropriate.

This Diversity and Inclusion Policy was approved and made effective by the Rexford Board of Directors on April 19, 2021; last updated on December 26, 2024.