



Rexford Industrial Realty

Stakeholder Engagement Policy

Rexford Industrial Realty, Inc. ("Rexford") believes that its success as a business is partly dependent on the success and satisfaction of its stakeholders. We define our stakeholders as our shareholders, employees, tenants, contractors, suppliers/partners/vendors and the communities where our properties are located.

As such, we are committed to:

- Engaging our stakeholder groups to develop and maintain positive, productive relationships
- Ensuring key stakeholders are well informed and have access to information about our business and our activities
- Involving our stakeholders in identifying issues that are material to our business and seeking their feedback on our engagement strategy
- Implementing initiatives and programs that contribute to Rexford's success and shared value
- Continually monitoring our performance and identifying areas for improvement including through our grievance mechanism available in our Supplier Code of Conduct

Our objectives for engaging our stakeholders:

- Collaborating with stakeholders to identify emerging trends and develop solutions to future challenges
- Ensuring that our activities consider our stakeholders' needs
- Identifying material issues in a collaborative way to create value for our business and our stakeholders
- Assessing and creating community support for our projects

According to the AccountAbility AA1000 Stakeholder Engagement Standard, relevant stakeholders are "individuals, groups of individuals or organizations that affect and/or could be affected by an organization's activities, products or services and associated performance with regard to the issues to be addressed by the engagement."

Identifying who Rexford's key stakeholders are and what their interest, level of expertise, and level of influence is, is crucial to successful stakeholder engagement and to allocating company resources as efficiently as possible. Therefore, we prioritize stakeholders using the following criteria:

- Stakeholder's interests
- Stakeholder's level of influence
- Stakeholder's willingness to engage with Rexford

- Value for Rexford of engaging with this stakeholder.

Because stakeholders can change – due to new regulations, markets, and customers – we revisit our list of stakeholders regularly and as business, regulatory and other conditions warrant, ensuring that vulnerable groups are considered in the identification process and engagement strategy.

Our stakeholder engagement process helps to identify and prioritize material issues with our stakeholders. We then engage with them in a variety of ways as outlined below:

Stakeholder	Engagement methods
Shareholders	<ul style="list-style-type: none"> • Shareholder meetings • Shareholder presentations, press releases and regulatory filings • For more information see our Shareholder Rights Policy
Employees	<ul style="list-style-type: none"> • Internal communications • Employee engagement survey • All-Hands or other meetings • Mid-Year and Annual reviews
Tenants	<ul style="list-style-type: none"> • Tenant satisfaction surveys (e.g., Kingsley Surveys) • Regular walkthroughs with Rexford’s property management team • Tenant meetings and business reviews • Various other activities and methods as guided by our Tenant Sustainability Engagement Plan
Communities	<ul style="list-style-type: none"> • Community volunteering days • Community meetings and public permitting processes • Meetings with local community groups and non-profit organizations • Monitoring of data regarding community impacts, including crime data, traffic and transportation metrics, real estate prices and other data points
General Contractors	<ul style="list-style-type: none"> • Desk assessments to verify qualifications • Regular site visits to project locations • Quarterly and ad hoc business reviews • Contractual negotiations • Reporting by contractors of performance and issues including environmental conditions and health and safety reports (including metrics such as total recordable incidents rate (TRIR), lost time incident rates (LTIR) and near-misses and fatalities).
Suppliers and Vendors*	<ul style="list-style-type: none"> • Desk assessments to understand and validate service proposals • Regular service and/or product reviews • Contractual negotiations

* that are not General Contractors

This Stakeholder Engagement Policy was approved and made effective by the Rexford Board of Directors on December 22, 2022; last updated December 24, 2024.