

# ESGi

*Driving Impact,  
Delivering Value*



A holistic approach to ESG that incorporates the positive impacts of Rexford's differentiated business model, innovation and value creation





# About This Report

In 2022, we completed our biannual materiality<sup>1</sup> assessment, enabling us to proactively meet evolving expectations from investors, shareholders, employees and tenants. Rexford's ESG Material Topics include Green Buildings, Climate Change, Tenant Satisfaction and Engagement, Community Impact and Engagement, Human Capital Management and Governance and Ethics. We have structured this year's report according to our ESG Impact (ESGi) Framework of Environmental, Societal, and Governance Value.

## ESGi

ESGi is a holistic approach to ESG that incorporates the positive impacts of Rexford's differentiated business model, innovation and value creation. ESGi encompasses financial performance and the long-term sustainability and ethical impacts of the company's operations that together maximize resilience, success and stakeholder satisfaction.

## Framework Alignment

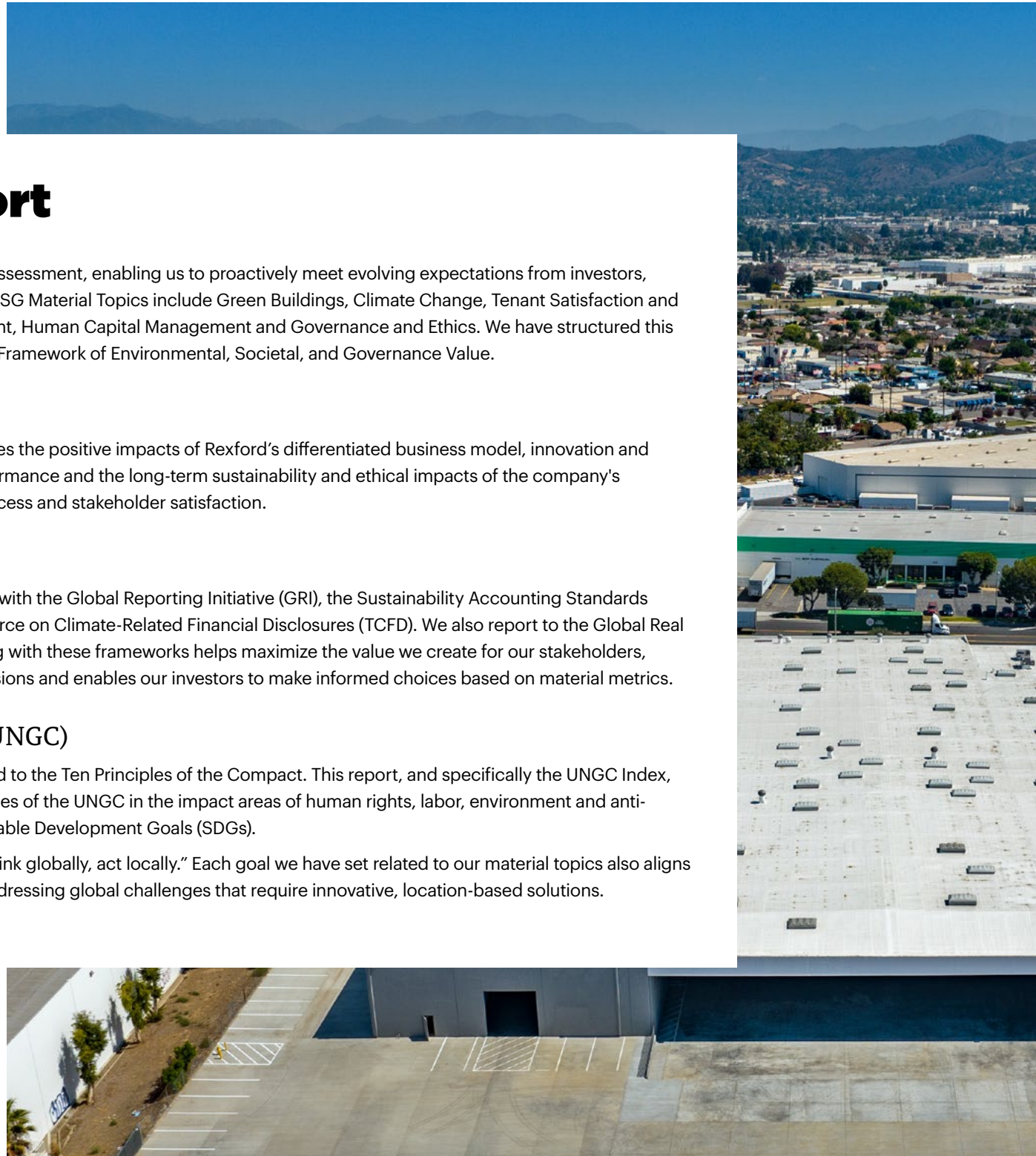
We have prepared our disclosures in accordance with the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) Real Estate Standard and the Taskforce on Climate-Related Financial Disclosures (TCFD). We also report to the Global Real Estate Sustainability Benchmark (GRESB). Aligning with these frameworks helps maximize the value we create for our stakeholders, equips us to continue making wise business decisions and enables our investors to make informed choices based on material metrics.

## United Nations Global Compact (UNGC)

As a signatory to the UNGC, we remain committed to the Ten Principles of the Compact. This report, and specifically the UNGC Index, highlight how our actions support the Ten Principles of the UNGC in the impact areas of human rights, labor, environment and anti-corruption, along with the United Nations Sustainable Development Goals (SDGs).

The SDGs provide strategic guidance for us to "think globally, act locally." Each goal we have set related to our material topics also aligns with an SDG. We actively support the SDGs by addressing global challenges that require innovative, location-based solutions.

1. Please note that the terms "material" or "materiality" as used in ESG reporting and throughout this report are not aligned with the definition of materiality used for reporting to the Securities Exchange Commission.







**4 Letter from Co-CEOs**

**5 2022 at a Glance**

**8 ESGi**

**9 Environmental Value**

**16 Societal Value**

**26 Governance Value**

**31 Appendix**

SASB Index

GRI Content Index

UNGC Index

EEO-1

# Letter from Co-CEOs



(L-R)  
MICHAEL S. FRANKEL  
HOWARD SCHWIMMER

Rexford takes a holistic approach to creating value through our highly differentiated investment strategy focused on improving industrial property throughout urban infill Southern California. We redevelop and recycle vintage and energy inefficient buildings into highly functional, high-value properties with high green standards. Our investments transform local communities, attracting quality businesses that generate jobs and provide skills training, which, in turn, increase overall community welfare, while generating increased local tax revenue. We prioritize our deep commitment to our Rexford team, creating opportunities for learning, engagement and advancement, all founded upon mutual respect, devotion to excellence and strong governance practices.

We are excited to introduce **ESGi** – a holistic approach to ESG that incorporates the positive impacts of Rexford’s differentiated business model and our intense focus on innovation and value creation. **ESGi** captures the **Environmental, Societal and Governance Value** derived from our work which, together, maximize our success, resilience and overall stakeholder satisfaction.

In 2022, our team delivered substantial **ESGi** value through our unique strategy, which includes:

- **Environmental Value** by preventing **11,275 tons of carbon emissions** as a result of our differentiated strategy focused on recycling urban infill buildings, building green and operating sustainably!
- **Societal Value** by generating **\$1.05 billion of positive societal impact** enabling Rexford team success and advancement, and by reinvigorating and giving back to our communities!
- **Governance Value** by prioritizing strong governance practices promoting transparency, accountability and ethical behavior that build stakeholder trust and create our foundation for sustainable growth and long-term value creation.

Our comprehensive approach to value creation resulted in significant **ESGi** achievements throughout 2022:

- Furthered our green building commitment by embracing the LEED Volume Program. Rexford plans to increase our footprint of 20 LEED Certified (or higher) buildings comprising 1.4 million square feet to over 50 buildings across ~6 million square feet over the next five years.

- Increased rooftop solar power generation to 9MW with a path to over 45MW by 2027 as we expand our renewable energy program.
- Expanded our community engagement to encompass partnerships with 29 charities enabled by the Rexford team who contributed 2,136 volunteer hours within our community.
- Flexed our REX! as we strive to create an exceptional experience for our Rexford team by optimizing our relationships, productivity and results, driven by excellence, mutual respect and our purpose-driven work. Our commitment to a hybrid and flexible work structure included substantial innovation in how we work, manage and develop our people, which has generated a high degree of employee engagement, collaboration, retention, learning, advancement and...fun!
- Fostered team success by the establishment of mental health and veterinary care benefits, an unlimited flexible PTO policy, an Employee Resource Group supporting Women in Real Estate ("WIRE") and the launch of our Department of Professional Excellence promoting team development and individual growth.

In 2023, we are working diligently to establish our science-based targets in alignment with the Science Based Targets Initiative (SBTi) and are on track to fulfill our 2021 pledge. We are expanding our green building footprint and solar program, increasing our team’s community volunteer and training hours, and much more. Through **ESGi**, we are committed to continual improvement and to substantially growing our **Environmental, Societal and Governance Value**.

Most importantly, we thank the entire Rexford team for your entrepreneurial pursuit of excellence and holistic approach to creating value encompassing the full range of **ESGi** impacts and opportunities. We couldn’t be more excited about the prospects ahead to produce exceptional outcomes for our stakeholders and to positively shape our future together!

Sincerely,

Michael S. Frankel  
Co-Chief Executive Officer and Director

Howard Schwimmer  
Co-Chief Executive Officer and Director





# Rexford Industrial in 2022 at a Glance<sup>1</sup>

#1

**Largest U.S.-focused  
industrial Real Estate  
Investment Trust  
(REIT)<sup>2</sup>**

**\$14.2B+**  
**entity value<sup>2</sup>**



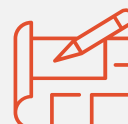
**100%**  
**infill Southern California**

**42.4M**  
**square feet owned**



**+40%** consolidated  
portfolio net operating income  
(NOI) growth compared to 2021

**\$2.4B**  
acquired in 2022 – 61 properties



**7** new redevelopment  
and repositioning  
projects stabilized

**ESG**

**Achieved 2022  
ESG Goals**

**223** **~1,600**  
total employees total customers

1. As of 12/31/2022, except where noted otherwise.

2. Based on Equity Market Cap as of 5/8/2023.



Our 2022 initiatives and progress are aligned with the United Nations Sustainable Development Goals (SDGs).



## 2022 ESG Achievements



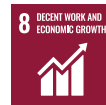
- Implemented employee resource group Women in Real Estate
- Transitioned to unlimited time off
- Re-envisioned our approach to capturing the voice of our employees



- Candidate slates included a minimum of 20% diverse candidates



- Installed ~5 MW of solar, bringing total portfolio to over 9 MW



- Established a dedicated Department of Professional Excellence
- Achieved an average of 20 training hours per employee



- Earned LEED Silver for all ground-up developments
- Awarded Gold Green Lease Leader



- Exceeded 2021 Kingsley Index™ customer survey score
- Employees volunteered 2,136 hours



- Continued development of our Science Based Targets Initiative (SBTi) emissions reduction targets
- Expanded board oversight over climate-related risks
- Submitted our first CDP (formerly Carbon Disclosure Project) Climate Change Disclosure





The Greatest Representation of Rexford's Mission and Vision

Our Mission

Reinvent the business of industrial real estate by optimizing positive impacts for the environment and our communities, tenants, employees and shareholders. We strive to continuously create value for all stakeholders, and, for us, value encompasses economic, community and environmental impact.

Our Vision

Further build upon our enduring competitive advantage by investing in our team, innovation, communities and the environment.



Learn how we live out our mission through our **core values.**



# ESGi *Driving Impact, Delivering Value*

ESGi is a holistic approach to ESG that incorporates the positive impacts of Rexford's differentiated business model, innovation and value creation. ESGi encompasses financial performance and the long-term sustainability and ethical impacts of the company's operations that together maximize resilience, success and stakeholder satisfaction.

## ENVIRONMENTAL VALUE



We transform outdated, inefficient buildings within infill Southern California into high-functioning, resource-efficient and higher-value properties, reducing our carbon footprint and supporting sustainable growth.

## SOCIETAL VALUE



We invest in our team and broader community to revitalize industrial property and the neighborhoods within which we operate, fostering deep community engagement and an internal company culture founded upon mutual respect and designed to maximize stakeholders' experience and impact.

## GOVERNANCE VALUE



Rexford is built upon a foundation of integrity and accountability and a culture of respect and excellence, demonstrated through our strong governance practices and ESG policies informing every decision we make.

MAXIMIZES **RESILIENCE, SUCCESS** AND **STAKEHOLDER SATISFACTION**





# Environmental Value

## IN 2022

Our Differentiated Strategy Resulted in  
**11,275 tons of Avoided Emissions**

Through our holistic, value-add focus, redeveloping, modernizing and recycling vintage buildings, we dramatically reduce carbon impact by avoiding manufacture and transport of new building materials and by upgrading older, inefficient property to high green operating standards. Further, by focusing on first- and last-mile infill locations adjacent to the nation's largest ports and within the nation's largest regional population center, we minimize the distance goods travel, reducing trucking miles and emissions.



**Recycling Infill Buildings**



**LEED  
Building  
Green**



**Operating  
Sustainably**



**Transitioning to  
Clean Energy**

**Reusing Building Structures** reduces waste and avoids new material production and transport emissions

**Designing for Operational Efficiencies** engages tenants and saves natural resources

**Investing in Infill Locations** reduces trucking miles and emissions

**Selecting Lower-Impact Materials** lowers material production emissions

**Investing in Renewables** reduces emissions from grid and fuel usage

**Enhancing Environmental Health** improves air and water quality

## 2023 GOALS



**Pursue 8 MW in additional solar commitments**



**Achieve LEED Silver or higher for all ground-up developments**



**Meet or exceed Kingsley Index™**



**Submit SBTi-aligned targets for validation**

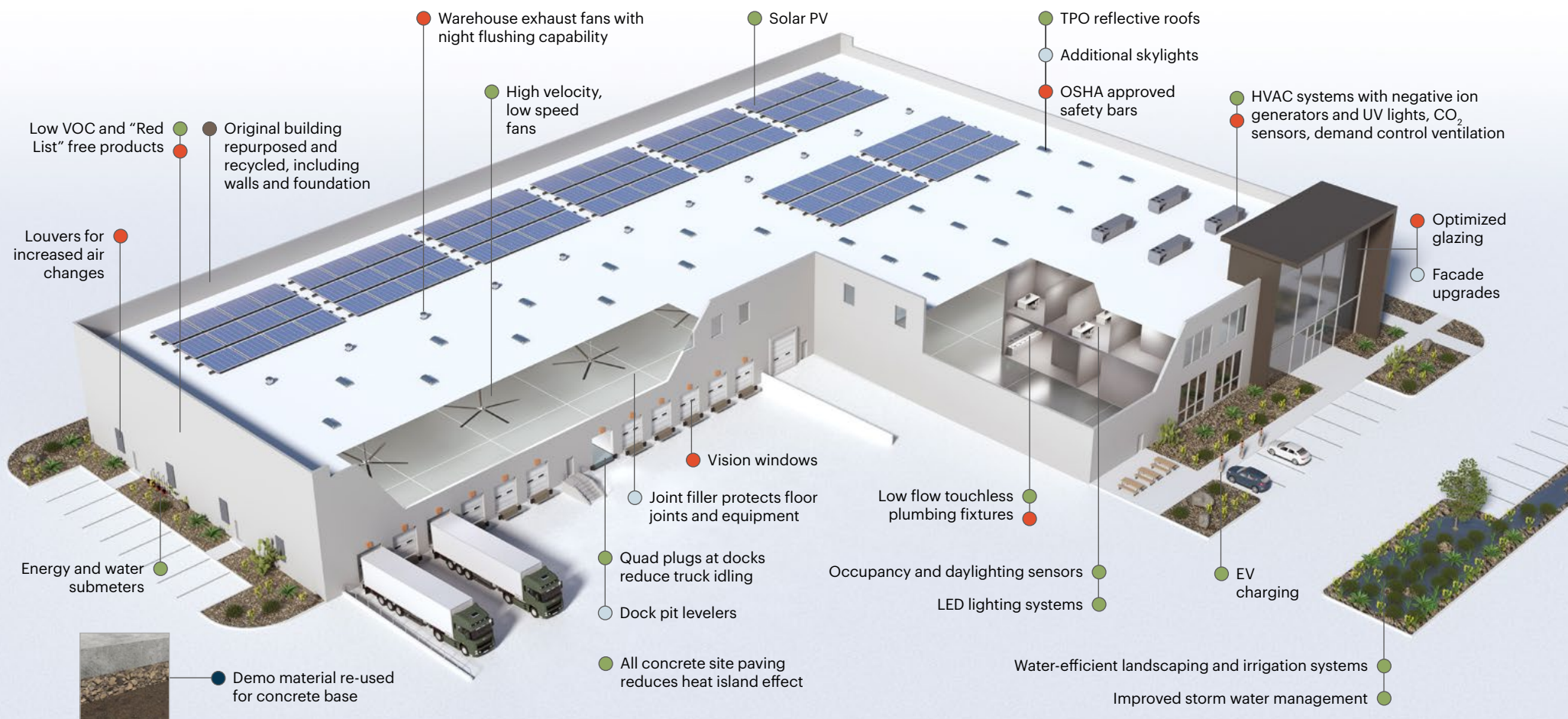


# Building Green, Recycling Buildings

Rexford's redevelopment and repositioning building specifications include best practice strategies for creating healthy, sustainable and high-performance industrial properties.

## Indicative Strategies

- Reduced Emissions
- Recycled Materials
- Enhanced Functionality and Quality
- Health, Wellness and Safety







# Reducing GHG Emissions

We monitor Greenhouse Gas (GHG) emissions, energy and water use to inform our climate action goals. Our ongoing work to set science-based emissions reduction targets is integral to improving our Environmental Value. As part of our ongoing efforts, we plan to engage with suppliers and prioritize products with Environmental Product Declarations (EPDs).



## SBTi Status Update

We are on track to develop our GHG targets in alignment with the Science Based Targets Initiative (SBTi) by year end 2023. See our [2021 ESG report](#) for our full target development timeline.

## Rexford's 2022 Environmental Footprint<sup>1</sup>

Represents additional 5.8 million square feet of energy data compared to 2021.

TOTAL ENERGY CONSUMED

**535,491 MWh**

TOTAL EMISSIONS

**119,542 MT CO<sub>2</sub>e**

SCOPE 1 EMISSIONS

**362 MT CO<sub>2</sub>e**

Direct emissions from combustion of fossil fuels such as natural gas resulting from activities within Rexford's direct operational control.

SCOPE 2 EMISSIONS

**3,624 MT CO<sub>2</sub>e**

Indirect emissions from the generation of purchased electricity resulting from activities within Rexford's direct operational control.

SCOPE 3 EMISSIONS

**115,556 MT CO<sub>2</sub>e**

Emissions from the energy consumption generated by our tenants' operations, where Rexford does not have direct operational control.



1. Our emissions reporting is in line with guidance from the Greenhouse Gas (GHG) Protocol. 2022 emissions data represents 5.8 million square feet of additional assets compared to 2021. Emissions data has not been independently verified or audited and in some cases are good faith estimates based on limited information available to us or furnished from third parties.



# Designing to LEED Standards

The LEED Volume certification program increases our efficiency in achieving LEED certification when redeveloping and repositioning properties.

## 20 LEED

certified (or higher) buildings  
totaling **+1.4M square feet**

## 50+ buildings

totaling **~6M square feet** of redevelopments and repositionings  
targeting LEED certification (or higher) over the next five years



2022 REXFORD "GREEN"  
PUBLICATIONS

[Green Bond Report](#)

[KPI Report](#)

[Green Development  
Guidelines](#)

### CASE STUDY

## Green Building Design and Construction

415 MOTOR AVENUE • AZUSA, CA • COMPLETED REDEVELOPMENT Q3'22

The 94,321 square foot redevelopment is located adjacent to distribution and transportation infrastructure which reduces the distance goods need to travel, reducing overall emissions. The project incorporated low embodied carbon materials, including a thermoplastic polyolefin (TPO) roof, low lighting power density, drought-tolerant plant species and drip irrigation.

### Our Green Redevelopment Efforts Led To:

- 31% less energy consumed compared to LEED baseline standards<sup>1</sup>
- 39% less water consumed compared to LEED baseline standards<sup>1</sup>
- Over 65% construction waste diverted from landfill
- Reduced embodied carbon from materials by 779,031 kg CO<sub>2</sub>e



1. All energy and water savings are based on comparative savings per LEED baseline standards and estimated for first year consumption.





# Renewable Energy

As we transition to clean energy, we are capitalizing upon a significant opportunity to expand the solar power generation on our building rooftops to reduce our carbon footprint.

Our five-year solar plan includes installation of approximately 45MW through direct investment and development of renewable projects, including providing power directly to tenants.

## 5-YEAR SOLAR PLAN

Our 42+ million square feet of owned buildings now provide

**9MW**

of solar power

By 2027, we anticipate installations totaling

**45MW**

generating ~70,000 MWh annually





# Sustainable Tenant Partnerships

Tenants are key partners in creating environmental value.

Our sustainable buildings help tenants reduce their environmental footprint and operating costs. The Tenant Sustainability Guide advises tenants on reduction of energy, water use and waste, while promoting employee wellness.

Our new environmental data management system streamlines emissions and water data across our portfolio and informs our approaches to meeting reduction targets.



**See our Tenant Sustainability Guide**

## 2022 Gold Green Lease Leader



Green Lease Leaders acknowledges innovative landlords that include energy efficiency and

sustainability clauses in their leases. In 2022, we achieved our goal to obtain the Gold Green Lease Leader designation.

Our 2022 Capital Expenditures Enables Tenants to:

- **Reduce Energy Use**
- **Decrease Water Consumption**
- **Lower Operating Expenses**



# Tenant Engagement

We regularly meet with tenants as well as monitor their perceptions through the annual Kingsley Tenant Survey. In 2022, we increased our Kingsley scores across all top ten drivers of satisfaction, including leasing, management, value and building improvements.

## TENANT FEEDBACK

**Rexford exceeded the average Overall Satisfaction Kingsley Index™ score.**

# 71%

of tenants said sustainable building operations are important to their company

## CASE STUDY

### Repositioned to Higher Functionality, Superior Health and Sustainability

11600 LOS NIETOS ROAD • SANTA FE SPRINGS, CA • COMPLETED REPOSITION Q3'22

Repositioned existing, dysfunctional building by reconfiguring loading and adding 7,500 square feet of modern office space that includes health and sustainability features to best serve our tenants.

- 1.56M kg CO<sub>2</sub>e in embodied carbon savings from repositioning existing building versus building new
- 7,227 kWh in annual energy savings from LED lighting upgrades
- Increased natural light with new office design
- Added exterior patio providing fresh air and sunlight for tenants
- Installed nine EV parking stalls
- Upgraded to touchless plumbing features reducing water usage







# Societal Value

## IN 2022

Our Stakeholder Commitment Resulted In  
**\$1.05 billion of Societal Impact**

Our repositioning and redevelopment projects attract higher quality businesses to communities that bring jobs, skills training, higher wages and increased safety and

overall community welfare. We give back to our communities through our volunteer efforts and financial resources that drive positive community impacts.

Our people are the single greatest determinant of our long-term success. We are committed to providing our team with opportunities for learning, growth and advancement. We proactively embrace diversity, equity and inclusion (DEI), recruitment and retention, training and education, employee engagement and health and well-being.



**Reinvigorating  
Communities**



**Maximizing  
Community  
Impact**



**Fostering  
Rexford  
Team Success**



**Giving Back**

### Building Better Communities

by improving community infrastructure and safety, beautifying locations and adding tax revenues

### Giving Back in Meaningful

**Ways** through volunteering and philanthropic contributions

### Creating Opportunities

**for Prosperity** through new businesses, quality jobs, skills training and higher wages

### Committing to Employee

**Success** by supporting growth, inclusivity, well-being and engagement

## 2023 GOALS



**Achieve average of 20  
training hours per employee**



**Achieve 2,500 hours of  
employee volunteer time**

# Community Impact and Engagement

Guided by our Stakeholder Engagement Policy, we create meaningful impact where we live and operate by listening to and engaging with community members.

## Community Outreach

We proactively build relationships to generate community support, streamline the permitting process and be a thoughtful neighbor. Prior to construction, we speak directly with individuals, businesses and civic organizations to demonstrate how we create value. We engage in local Chambers of Commerce and work with unions to hire local contractors. We often commission local artists to create public art installations at our buildings that further beautify the community.

Rexford's project will provide **good-paying, family-sustaining wages and provide first-rate benefits** to our members who will build this project.

—**Southern California District Council of Laborers**  
4416 Azusa Canyon Road Warehouse Project

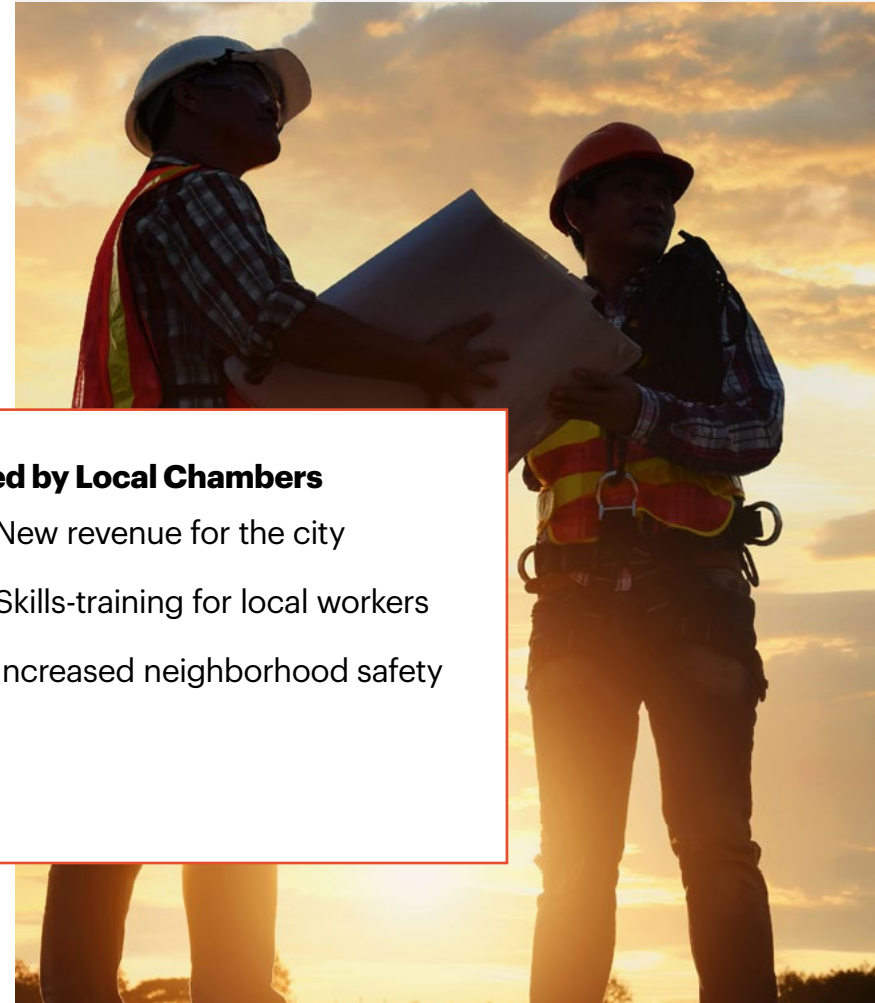
Rexford is a member of

# 18

**local Chambers of Commerce  
across Southern California.**

## Rexford's Community Benefits Cited by Local Chambers

- Quality short-term and permanent job opportunities
- Improved long-term property values
- Enhanced community aesthetic
- New revenue for the city
- Skills-training for local workers
- Increased neighborhood safety



# Making a Difference

Through our RexForGood program we have embedded nonprofit partnerships and volunteering into our culture.

## REXFORGOOD

Our employee-led Community Engagement Committee established three focus areas to increase our impact. The committee draws from these areas when selecting charities for our monthly volunteer efforts.



youth  
development



environmental  
sustainability



eradication of  
homelessness

We are committed to utilizing our human, physical and financial resources to make positive and lasting impacts in the Southern California communities where we live and operate.

## IN 2022:

Partnered with

# 29

charities

Participated in

# 27

volunteer events

Completed

# 2,136

volunteer hours

## Inaugural Rexford Volunteer Day

We closed the company for the day and 179 employees gave back to our community.

# 95% 620

of employees  
participated

service hours contributed  
at Rexford Volunteer Day



## Our Vendors Serve With Us

Our vendors donate labor and supplies and volunteer alongside our employees. We are thankful for vendors such as Esplanade Builders, Elite Construction, Gothic Landscape and Atlantic Relocation who share our commitment to serve the community.



# Making a Difference Through Our Community Partnerships



## Painting for Our Partner

Rexford volunteers repainted Covenant House facilities with supplies donated by a Rexford vendor. Annually we sponsor the Covenant House Sleep Out event to show solidarity with those facing homelessness.



## Packing Essential Resources

Rexford volunteers joined James Storehouse to pack 300 backpacks with essential school supplies for local children in the foster care system.



## College Boot Camp

Rexford hosted a College Boot Camp for members of the C5 Youth Foundation of Southern California to prepare participants for leadership roles in high school, college, work and their communities.



## Investing in Students

We supported the City of Commerce Scholarship Program that awarded scholarships to deserving local students.



## CASE STUDY

## RexForGood: Community Impact

1500 SOUTH RAYMOND • FULLERTON, CA • ACQUIRED Q2'22

Rexford acquired a former hotel with the intent to redevelop the property. The shuttered hotel included a significant amount of furniture, fixtures and equipment. Rexford seized the opportunity to support our local charities. Through RexForGood, we collaborated with 11 charities to support the community.

# 3,886

donated items

# 11

charities

# 49,026

people benefited



When a nonprofit like ours can secure enough dishware or bedding for a family, it makes a world of difference to our bottom line. We don't always have enough funding to secure such items. This was an incredible blessing... to collect enough materials to serve hundreds of children and families who are most at risk in Orange County.

– Maura Byron, Executive Director,  
Family Support Network



# Fostering Team Success

We strive to create an exceptional experience for our team by providing opportunities for learning, growth and enhanced well-being. In every instance, we aim for all Rexford team members to feel genuinely respected for who they are and how they contribute to the team.



**Rexford's holistic approach to driving excellence, relationships and productivity, in our hybrid work environment**

We reimagined our approach to maximizing relationships and productivity that drives excellence and mutual respect in our hybrid and flexible work structure. This comes with a hyper focus and investment in driving relationships, collaboration and creating purpose-driven, in-person interactions.

*Flexing Our **REX!*** optimizes the success and excellence of our team and enhances the recruiting of new Rexford teammates.



**ENGAGEMENT**



**EXCELLENCE**



**RECOGNITION**



**FUN**



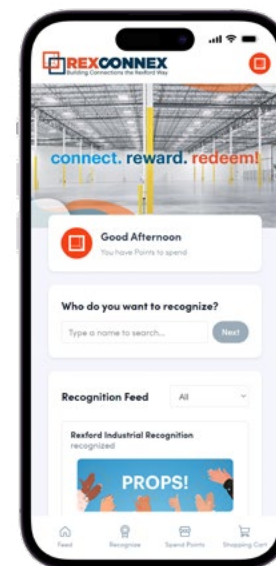
**RECHARGE**



**RELATIONSHIPS**



RexConnex promotes building connections to increase communication, engagement, recognition, productivity and fun. The platform allows employees to celebrate wins, sign up for future events, and earn rewards for *Flexing Their **REX!***







Taking advantage of paid time off (PTO) is an important element of *Flexing Our REX!* We upgraded our PTO policy to an unlimited flexible plan.

## Enhancing Parental Leave

We implemented our Paid Parental Leave program in 2022, and have seen an increase in fathers taking paternity leave.

**We guarantee up to 12 weeks paid leave for birthing parents and up to 8 weeks for non-birthing parents.**

## Modernizing Employees Mental Health

We introduced a free mental health benefit: the Modern Health platform that provides our team direct access to life coaching, therapy sessions and an online peer support network.

## Wellable™ Online Fitness

The Wellable online fitness platform continued to reward our team for living a healthy and active lifestyle. 96% of our team members participated in Wellable offerings and received financial rewards.

## Supporting our Furry Friends

Airvet, a virtual veterinary care benefit for our employees, connects pet owners with licensed veterinarians, ensuring pets receive the best possible care and giving our employees peace of mind.

## Benefits Program Supports Healthy Lives

- Comprehensive health benefits package
- Dependent care flexible spending accounts
- 24/7 Employee Assistance Program
- Life insurance
- 401k benefits



# DEI, Recruitment, Retention and Training

Our culture of inclusion maximizes the value we create for our tenants, shareholders and communities. We empower employees to bring their best selves to work and to provide feedback on the direction of our business.

The results of our focus on increasing the diversity of our hiring candidate slates is reflected in the increased diversity of our team. **Diversity and Ethnicity increased to 53% from 48% prior year.** The gender diversity of our board also increased to 38%.

A Workplace Where People Want to Be

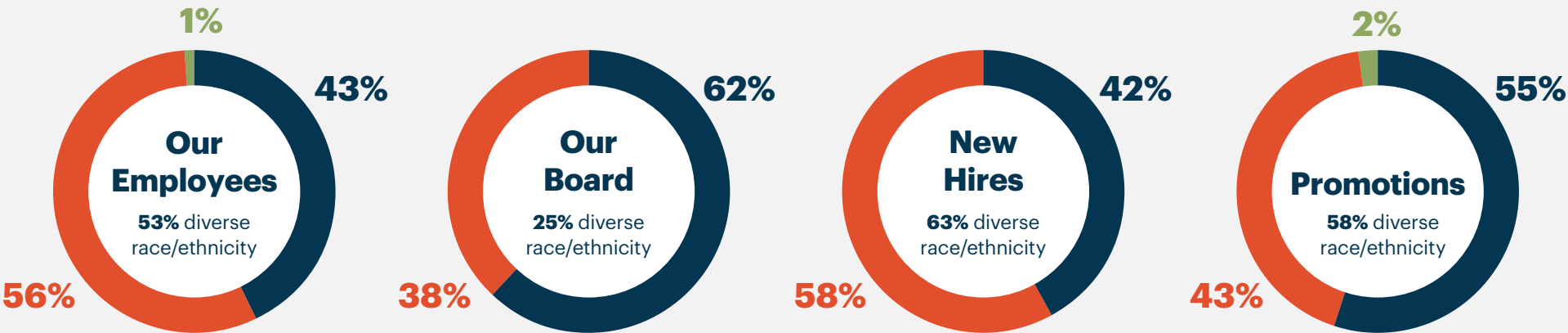
**89%** retention  
**37%** referral rate

## Unconscious Bias Training

We hosted a voluntary Unconscious Bias training for all people managers which taught a principle-based approach to identifying and addressing bias to increase individual and team performance.

## Diversity in Numbers

MALE FEMALE NON-BINARY





### Equity Compensation at Rexford

100% of employees received equity compensation in the form of Rexford stock (NYSE: REXR) in addition to industry-leading cash compensation using a standardized “pay for performance” model. In 2023, we aligned our compensation disclosure with the new California Pay Transparency Law.

**NYSE: REXR**  
**100%**



### Wired for Success

We celebrated the founding of Employee Resource Groups (ERG) including Women in Real Estate (“WIRE”). WIRE represents Rexford women supporting, empowering and learning from one another and provides a space for women to collectively succeed.

### Median Pay Gap

Ratio of the base salary of women to men<sup>1</sup>

**93%**

SUPPORT

**88%**

DIRECTOR

**89%**

PROFESSIONAL

**97%**

SENIOR VICE PRESIDENT /  
VICE PRESIDENT

1. The pay equity analysis is a comparison of pay by title. Other factors impact pay, such as years of experience, tenure at Rexford or within the industry, educational credentials, focus area, scarcity of skilled or professional role, level of performance, etc.



# A New Degree of Professional Excellence



To prioritize our team's development and success, we launched our new Department of Professional Excellence.

The department will build upon our robust, internally generated learning content and will support the team throughout their career, from onboarding to leadership training and cross-department education opportunities.

## Department of Professional Excellence Focus Areas



**Rexford University**

**Leadership Development**

**Individual Growth Plans**

**Generate Process and Efficiency Improvements**

## DEPARTMENT OF PROFESSIONAL EXCELLENCE MISSION STATEMENT

Dedicated to building the future of Rexford by creating a clear path toward growth, development and excellence for our team.



**Leading Corporate  
Governance Practices**



**Engaging with  
Stakeholders**



**Mitigating Risk and  
Building Continuity**



**Respecting  
Human Rights  
for All**

# Governance Value

Our commitment to leading Governance Value means that we prioritize the adoption and implementation of sound governance practices that align with our values and principles. Our strong governance practices promote transparency, accountability and ethical behavior in all aspects of our business. This includes maintaining a diverse and independent board, fostering a culture of ethics and compliance and ensuring that our policies and practices reflect high standards of corporate governance.

By prioritizing strong governance, we build trust with our stakeholders and create a foundation for sustainable growth and value creation that benefits all.

## Ensuring Accountability, Transparency and Ethical Behavior

through commitment to strong corporate governance standards and ESG policies

## Seeking Shareholder Insights

through robust shareholder outreach and engagement

## Managing Risks

through our business continuity plan, Enterprise Risk Management processes and cybersecurity infrastructure

## Prioritizing Climate- Related Opportunities

by aligning our assessment process with the Taskforce on Climate-related Financial Disclosures (TCFD)

## Upholding High Standards Related to Basic Human Rights

to align with the UN Global Compact

## Protecting Our People

through our proactive management of stringent Health and Safety policies

# 2023 GOALS



100% of employees participate in DEI training



# Strong Corporate Governance Practices

We continuously evolve and improve our governance practices to ensure accountability, transparency and the highest ethical behaviors.

## In 2022, we further enhanced our corporate governance practices:

**Cybersecurity** and **climate risk oversight** added to Audit Committee Charter

Formally added **human capital management and overall ESG oversight** to the Nominating and Corporate Governance Committee Charter

**Lead Independent Director** established to create additional accountability and board independence

## Shareholder Engagement

We believe strong corporate governance includes proactive shareholder engagement. We maintain active dialogue with shareholders to ensure we consider a diversity of perspectives on topics including strategy, business performance, risk, human capital management, compensation practices and a broad range of ESG related discussions.

IN 2022

**Engaged with  
stockholders representing**

**88%**

of our outstanding stock

## Executive Compensation Philosophy

Our board's Compensation Committee designs and administers our executive compensation program to attract superior leaders, drive high performance and promote accountability. ESG performance is a factor influencing executive compensation, emphasizing the importance of the topic at the highest level of the organization.



Learn more in our latest **Proxy Statement**.

Institutional Shareholder Services (ISS), a leading advisor to investors around the globe, rates corporate risk based on governance practices. **In 2022, ISS scored our compensation program as having the lowest risk possible on its scale.**





# Managing Risk to Build Opportunity

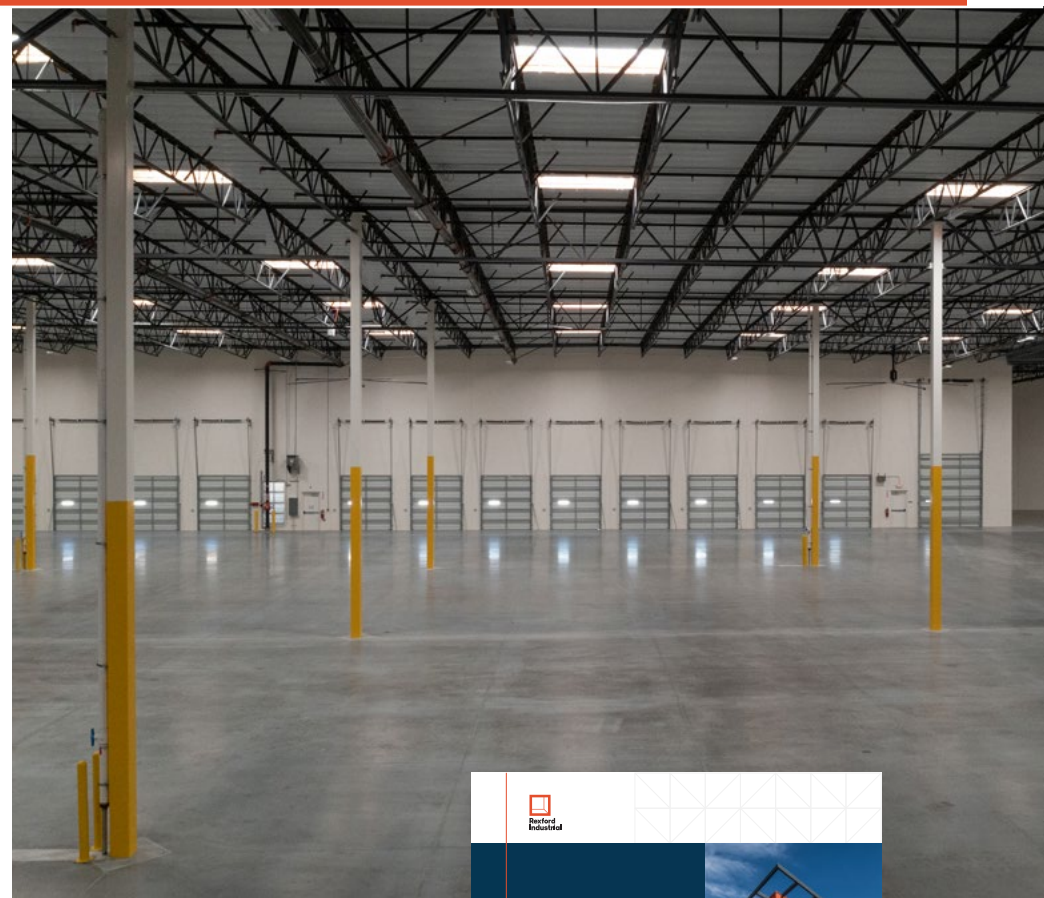
Our senior leadership leads an enterprise risk management (ERM) process to bolster our resilience and ability to fulfill our mission and vision.

## Building Our Resilience for Disruption

In 2022, we created a Rexford Business Continuity Framework. This framework outlines necessary actions across the company in various scenarios. We also implemented a Crisis Management Team comprised of department leaders, officers and other senior employees. Each year we perform multiple tabletop exercises on various risk management scenarios, led by experts on each focus risk.

## Prioritizing Climate-related Risks and Opportunities

We have aligned our climate risk assessment process with the Taskforce on Climate-related Financial Disclosures (TCFD) to strategically mitigate the effects of climate change on our portfolio and to identify new opportunities to generate value for our tenants and stakeholders.



**In 2021, we conducted a climate scenario analysis and published our inaugural TCFD report.** We are addressing identified mitigation strategies by investing in renewables, setting science-based emissions targets and improving energy and water efficiency across our portfolio.

# Proactive Investment in Cybersecurity

Our IT networks and related systems are vital components of our proactive enterprise approach to cybersecurity. Rexford team members are the first line of defense.

To enhance resilience, our team participates in regular security training and an annual security culture assessment that measures the effectiveness of our training program. Our security culture assessment scores have increased for three consecutive years.

## Security Starts With People

# 100%

of employees participated in cybersecurity training

# 892

total cybersecurity training hours completed

# NIST

We leverage the National Institute of Standards and Technology (NIST) cybersecurity framework to mitigate risk.



## Responsible End of Life for E-waste

We partner with Human-I-T, a nonprofit and social enterprise that responsibly repurposes and recycles IT equipment, donating what is possible to low-income families.

IN 2022, WE DIVERTED

# 2,073 lbs

of e-waste from landfills

# 74%

of which was repurposed to aid individuals in need

# Respecting Human Rights

We firmly believe and uphold basic human rights, freedoms and standards of treatment. Our human rights policy was updated in 2022 to align with the UN Global Compact.

The human rights policy outlines our high standards related to basic human rights, as well as freedom of association, safe and healthy work environments, wages and benefits, child labor and forced labor and rights to privacy. We also endeavor to get all construction, maintenance and other vendors and subcontractors to comply with our human rights policy.



Download our [ESG policies](#).

## Compliance With Our Principles

Strong ESG policies provide the foundation needed to create lasting positive impact.

# Protecting Our People

Our Health and Safety Policy guides our risk prevention and response strategies. We established the Health & Safety Committee to implement policy into practice throughout our business.

## 2022 Health & Safety Highlights

### Team Safety

- Provided OSHA 10-hour training to all development, construction and property management team members
- Extended Health & Safety training to roles that do not require OSHA training
- Mapped “OSHA Competent” Team Members Only Zones on worksites

### Design Safety

- Supported team and contractor safety by adapting roof design features
- Added OSHA approved safety bars on skylights to safeguard workers and tenants when accessing roofs

### Contractor and Vendor Safety

- Updated our Master Service Agreements (MSAs) to explicitly require contractors and vendors to meet all Health & Safety requirements
- Instated monthly site safety audits; 12 completed in 2022
- Required contractors to report quarterly on safety metrics

---

# 100%

of onsite employees required to be OSHA certified completed 10-hour OSHA training.





**SASB**  
**INDEX**



**GRI**  
**CONTENT INDEX**



**UNGC**  
**INDEX**



**EEO-1**



# SASB Index

SASB Real Estate Standard				
All energy and water consumption data in the below index represents approximately 83% of Rexford's total portfolio square footage. NOTE: Property Subsector labeled "Cooled Warehouse" refers to Cold Storage/Refrigerated Warehouse.				
Energy Management				
Accounting Metric(s)	Code	Unit	Response or Location in Report	
Energy consumption data coverage as a percentage of total floor area, by property subsector	IF-RE-130a.1	Percentage (%) by floor area	<b>Property Subsector</b>	<b>% data coverage by total floor area</b>
			Office	77%
			Non-Refrigerated Warehouse	83%
			Cooled Warehouse	100%
			Mixed Use Property	90%
			Distribution Center	82%
			Manufacturing/Industrial Plant	83%
(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	IF-RE-130a.2	Gigajoules (GJ), Percentage (%)	(1) <b>Property Subsector</b>	<b>Energy consumed (gigajoules)</b>
			Office	86,697
			Non-Refrigerated Warehouse	103,560
			Cooled Warehouse	62,854
			Mixed Use Property	47,533
			Distribution Center	175,211
			Manufacturing/Industrial Plant	1,451,912
			(2) <b>Property Subsector</b>	<b>% grid electricity</b>
			Office	80%
			Non-Refrigerated Warehouse	90%
			Cooled Warehouse	96%
			Mixed Use Property	81%
			Distribution Center	96%
			Manufacturing/Industrial Plant	62%
Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	IF-RE-130a.3	Percentage (%)	<b>Property Subsector</b>	<b>Like-for-like % change in energy consumption</b>
			Office	1%
			Non-Refrigerated Warehouse	-3%
			Cooled Warehouse	30%
			Mixed Use Property	3%
			Distribution Center	-3%
			Manufacturing/Industrial Plant	0%



SASB INDEX

Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	IF-RE-130a.4	Percentage (%) by floor area	(1)	
			Property Subsector	% eligible portfolio with ENERGY STAR rating
			Office	52%
			Non-Refrigerated Warehouse	52%
			Cooled Warehouse	100%
			Mixed Use Property	46%
			Distribution Center	64%
			Manufacturing/Industrial Plant	6%
			(2)	
			Property Subsector	% ENERGY STAR certified
Mixed Use Property	9%			
Description of how building energy management considerations are integrated into property investment analysis and operational strategy	IF-RE-130a.5	N/A	Please refer to our <a href="#">2022 ESG Report, ESGi</a> , page 8. Please refer to our <a href="#">2022 ESG Report, Environmental Value</a> , page 9-10 and 11.	
Water Management				
Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	IF-RE-140a.1	Percentage (%) by floor area	(1)	
			Property Subsector	Water withdrawal data coverage as % of total floor area
			Office	77%
			Non-Refrigerated Warehouse	83%
			Cooled Warehouse	100%
			Mixed Use Property	90%
			Distribution Center	82%
			Manufacturing/Industrial Plant	83%
			(2)	
			Property Subsector	Water withdrawal data coverage as % floor area in regions with High or Extremely High Baseline Water Stress
			Office	77%
			Non-Refrigerated Warehouse	83%
			Cooled Warehouse	100%
			Mixed Use Property	90%
			Distribution Center	82%
			Manufacturing/Industrial Plant	83%





SASB INDEX

1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	IF-RE-140a.2	Thousand cubic meters (m³), Percentage (%) by floor area	(1) Property Subsector	Total water withdrawn by portfolio area with data coverage (thousand cubic meters)
			Office	213
			Non-Refrigerated Warehouse	334
			Cooled Warehouse	78
			Mixed Use Property	80
			Distribution Center	649
			Manufacturing/Industrial Plant	182,451
			(2) Property Subsector	Percentage by floor area in regions with High or Extremely High Baseline Water Stress
			Office	77%
			Non-Refrigerated Warehouse	83%
			Cooled Warehouse	100%
			Mixed Use Property	90%
			Distribution Center	82%
			Manufacturing/Industrial Plant	83%
Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	IF-RE-140a.3	Percentage (%)	Property Subsector	Like-for-like % change in water withdrawn
			Office	-18%
			Non-Refrigerated Warehouse	12%
			Cooled Warehouse	-1%
			Mixed Use Property	-14%
			Distribution Center	-6%
			Manufacturing/Industrial Plant	0%
Description of water management risks and discussion of strategies and practices to mitigate those risks	IF-RE-140a.4	N/A	Please refer to our <a href="#">2022 ESG Report, Environmental Value, Building Green, Recycling Buildings</a> , page 10. Please refer to page 7 of our <a href="#">Rexford 2021 TCFD Report</a> .	



## SASB INDEX

Management of Tenant Sustainability Impacts				
(1) Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements and (2) associated leased floor area, by property subsector	IF-RE-410a.1	Percentage (%) by floor area, square feet (ft²)	1) All new leases contain a cost recovery clause for resource efficiency related capital improvements, with approximately 77% of entire portfolio containing this clause. (2) We leased approximately 2,077,976 square feet of new space.	
Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property subsector	IF-RE-410a.2	Percentage (%)	(1)	
			Property Subsector	% submetered for grid electricity consumption
			Office	84%
			Non-Refrigerated Warehouse	92%
			Cooled Warehouse	100%
			Mixed Use Property	92%
			Distribution Center	82%
			Manufacturing/Industrial Plant	84%
			(2)	
			Property Subsector	% submetered for water withdrawals
			Office	84%
			Non-Refrigerated Warehouse	92%
			Cooled Warehouse	100%
			Mixed Use Property	92%
			Distribution Center	80%
			Manufacturing/Industrial Plant	84%
Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	IF-RE-410a.3	N/A	Please refer to our <a href="#">2022 ESG Report, Environmental Value, Sustainable Tenant Partnerships</a> , page 14.	
Climate Change Adaptation				
Area of properties located in 100-year flood zones, by property subsector	IF-RE-450a.1	Square feet (ft²)	Area of properties located in 100-year flood zones (square feet)	
			Property Subsector	
			Office	-
			Non-Refrigerated Warehouse	522,616
			Cooled Warehouse	-
			Mixed Use Property	-
			Distribution Center	-
Manufacturing/Industrial Plant	234,420			
Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	IF-RE-450a.2	N/A	Please refer to our 2022 ESG Report, <a href="#">Governance Value, Managing Risk to Build Opportunity, Prioritizing Climate-related Risks and Opportunities</a> , page 28. Please refer to our <a href="#">Rexford 2021 TCFD Report</a> .	



SASB INDEX

Number of assets, by property subsector	IF-RE-000.A	Number	<b>Property Subsector</b> <b>Number of assets</b>	
			Office	42
			Non-Refrigerated Warehouse	162
			Cooled Warehouse	4
			Mixed Use Property	24
			Distribution Center	237
			Manufacturing/Industrial Plant	139
Leasable floor area, by property subsector	IF-RE-000.B	Square feet (ft²)	<b>Property Subsector</b> <b>Leasable floor area</b>	
			Office	2,870,940
			Non-Refrigerated Warehouse	8,403,001
			Cooled Warehouse	401,668
			Mixed Use Property	1,706,479
			Distribution Center	18,956,581
			Manufacturing/Industrial Plant	10,065,066
Percentage of indirectly managed assets, by property subsector	IF-RE-000.C	Percentage (%) by floor area	>99% across all reported property subsectors.	
Average occupancy rate, by property subsector	IF-RE-000.D	Percentage (%)	<b>Property Subsector</b> <b>Average Occupancy Rate</b>	
			Office	95%
			Non-Refrigerated Warehouse	96%
			Cooled Warehouse	99%
			Mixed Use Property	96%
			Distribution Center	95%
			Manufacturing/Industrial Plant	95%





# GRI Content Index

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report. Data in the report represents Rexford Industrial operations from 1 January through 31 December 2022, unless otherwise specified.

Statement of use	Rexford Industrial Realty, Inc. has reported in accordance with the GRI Standards for the period 1 January 2022 to 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

General Disclosures	
GRI Standard / Other Source	Information / Location in Report
1. The organization and its reporting practices	
GRI 2: General Disclosures 2021	
2-1 Organizational Details	<b>Rexford Industrial Realty, Inc.:</b> 11620 Wilshire Blvd, 10th floor Los Angeles, CA 90025. <b>Rexford Locations:</b> Rexford Industrial operates solely in Southern California and does not operate outside of the United States. Rexford is a real estate investment trust (REIT) company organized under the laws of the state of Maryland. Our common stock is listed on the New York Stock Exchange and traded under the symbol "REXR". Reference page 4 of our <a href="#">2022 Rexford Industrial 10-K filing</a> for additional information.
2-2 Entities included in the organization's sustainability reporting	This report covers Rexford Industrial.
2-3 Reporting period, frequency and contact point	<b>Reporting Period:</b> January 1 to December 31, 2022 <b>Frequency:</b> Annual Reporting <b>Contact Point:</b> Kristin Brown, Director, Sustainability, <a href="mailto:kbrown@rexfordindustrial.com">kbrown@rexfordindustrial.com</a>
2-4 Restatements of information	There were no restatements of information during the reporting period.
2-4 Restatements of information	This report was not externally assured.
2. Activities and Workers	
GRI 2: General Disclosures 2021	
2-6 Activities, value chain, and other business relationships	Rexford is a leading, publicly traded industrial real estate investment and management company operating over 42 million square feet of industrial properties throughout Southern California. Rexford's supply chain includes building material suppliers, construction and other trade companies, office and IT suppliers, and utility providers. There were no significant changes regarding the organization's size, structure, ownership, or its supply chain in 2022. Reference our <a href="#">2022 ESG Report</a> , pages 5-7 and pages 4-6 in our <a href="#">2022 Rexford Industrial 10-K filing</a> for additional information.
2-7 Employees	Rexford employs 223 employees located in five regional offices within our Southern California market to service our business and tenants, optimize the welfare and productivity of our staff, and minimize commute times for our staff and to our properties. Reference our <a href="#">2022 ESG Report, Societal Value, Fostering Team Success</a> , pages 21-22, and page 7 of our <a href="#">2022 Rexford Industrial 10-K filing</a> for additional information. Female employees: 124 (124 full-time and 0 part-time). Male employees: 98 (98 full-time and 0 part-time). Non-Binary employees: 1 (1 full-time). Please refer to our <a href="#">2022 ESG Report, Societal Value, Fostering Team Success, DEI Recruitment, Retention and Training</a> , page 23. Reference our <a href="#">2022 EEO-1 Table</a> .
2-8 Workers who are not employees	We do not disclose this information, as it is confidential.



## GRI CONTENT INDEX

3. Governance	
GRI 2: General Disclosures 2021	
2-9 Governance structure and composition	Reference page 8 of our <a href="#">2022 Rexford Industrial 10-K filing</a> and of pages 21, 23-24 of our <a href="#">2023 Proxy Statement</a> for additional information.
2-10 Nomination and selection of the highest governance body	Reference page 16 of our <a href="#">2022 Rexford Industrial 10-K filing</a> and pages 21-24, 73 of our <a href="#">2023 Proxy Statement</a> for additional information.
2-11 Chair of the highest governance body	Reference page 23 of our <a href="#">2023 Proxy Statement</a> and our website <a href="#">here</a> .
2-12 Role of the highest governance body in overseeing the management of impacts	Reference our <a href="#">2022 ESG Report, Governance Value</a> , page 26. Reference pages 25-26 of our <a href="#">2023 Proxy Statement</a> for additional information.
2-13 Delegation of responsibility for managing impacts	Reference pages 25-26 of our <a href="#">2023 Proxy Statement</a> .
2-14 Role of the highest governance body in sustainability reporting	Reference page 9 of our <a href="#">2023 Proxy Statement</a> .
2-15 Conflicts of interest	Reference page 29 of our <a href="#">2023 Proxy Statement</a> .
2-16 Communication of critical concerns	We have adopted a Code of Business Conduct and Ethics, and Policies and Procedures for Complaints Regarding Accounting and Fraud, including a phone number and website for employees to voice anonymous concerns. All such concerns are then brought to the attention of our independent audit committee of the board of directors and our general counsel. These policies apply to all of our employees, and receipt and review by each employee is documented and verified annually. Please reference page 7 of our <a href="#">2022 Rexford Industrial 10-K filing</a> for further information.
2-17 Collective knowledge of the highest governance body	Reference pages 17-20 of our <a href="#">2023 Proxy Statement</a> .
2-18 Evaluation of the performance of the highest governance body	Reference pages 21-22 our <a href="#">2023 Proxy Statement</a> .
2-19 Remuneration policies	Please refer to our <a href="#">2022 ESG Report, Societal Value, Equity Compensation at Rexford</a> , page 24 and <a href="#">Governance Value, Strong Corporate Governance Practices, Executive Compensation Philosophy</a> , page 27. Please refer to pages 26 and 52 in our <a href="#">2023 Proxy Statement</a> for a comprehensive discussion of director and executive compensation.
2-20 Process to determine remuneration	Please refer to our <a href="#">2022 ESG Report, Societal Value, Equity Compensation at Rexford</a> , page 24. Please refer to pages 26 and 52 in our <a href="#">2023 Proxy Statement</a> for a comprehensive discussion of director and executive compensation.
2-21 Annual total compensation ratio	Please refer to our <a href="#">2022 ESG Report, Societal Value, Equity Compensation at Rexford</a> , page 24. The annual total compensation of each of our Co-CEOs was approximately 99 times the median of the annual total compensation of all of our employees (other than our Co-CEOs). Please refer to page 62 in our <a href="#">2023 Proxy Statement</a> for additional information.
4. Strategy, Policies and Practices	
GRI 2: General Disclosures 2021	
2-22 Statement on sustainable development strategy	Please refer to our <a href="#">2022 ESG Report, Letter from Our Co-CEOs</a> , page 4 and <a href="#">Environmental Value, Green Development Guidelines</a> , page 12.
2-23 Policy commitments	Please refer to our <a href="#">2022 ESG Report, Governance Value</a> , page 26. Please refer to our <a href="#">ESG Report, Governance Value, Respecting Human Rights</a> , page 30. Please refer to our <a href="#">ESG Report, Governance Value, Compliance With Our Principles</a> , page 30. Although we consider the environmental impacts of our business decisions, the precautionary principle does not explicitly guide those decisions.
2-24 Embedding policy commitments	Rexford's Board of Directors, primarily through its Nominating & Governance Committee, provides oversight of Rexford's approach to sustainability and corporate social responsibility. The integration of specific ESG policy commitments into Rexford's strategies and operational procedures is overseen by various cross-functional teams.
2-25 Processes to remediate negative impacts	Rexford's Code of Business Conduct and Ethics sets forth general guidelines for conducting company business with the highest standards of business ethics and all applicable regulations. This Code is followed at all levels of the organization by our directors, officers, and employees, and upholds the company's core values to ensure that we conduct all business honestly, fairly and with integrity. Rexford has a zero-tolerance policy for bribery, corruption, and fraud. In addition to the Code of Business Conduct and Ethics, Rexford has an ethics (whistleblower) hotline and other policies outlining acceptable business practices, conflicts of interest, insider trading and expected standards of ethical behavior. All employees are required to review and acknowledge that they are aware of and understand the company policies. All reported violations and deviations are addressed promptly and thoroughly. Our General Counsel is ultimately responsible for management of this topic.



## GRI CONTENT INDEX

2-26 Mechanisms for seeking advice and raising concerns	In addition to the Code of Business Conduct and Ethics, Rexford has an ethics (whistleblower) hotline and other policies outlining acceptable business practices, conflicts of interest, insider trading and expected standards of ethical behavior. All employees are required to review and acknowledge that they are aware of and understand the company policies. All reported violations and deviations are addressed promptly and thoroughly.  Please reference our <a href="#">2022 ESG Report, Governance Values, Compliance With Our Principles</a> , page 30.
2-27 Compliance with laws and regulations	Rexford has not identified any non-compliance with social and economic laws or regulations in 2022.
2-28 Membership associations	National Association of Real Estate Investment Trusts (NAREIT), US Green Building Council (USGBC) Gold Member, Real Estate Round Table, Commercial Real Estate Development Association (NAIOP), Urban Land Institute (ULI), USC Lusk Center for Real Estate, Fisher Center, Society of Industrial and Office Realtors (SIOR)
<b>5. Stakeholder Engagement</b>	
GRI 2: General Disclosures 2021	
2-29 Approach to stakeholder engagement	Engagement with all stakeholders (tenants, shareholders, investors, employees and business partners) occurs regularly. Our property management team maintains constant communication with tenants; our investor relations team meets with investors quarterly or more; and we obtain employee feedback through the Voice of the Employee surveys. For our 2020 materiality assessment, five investors and three tenants were interviewed regarding their perspective on the materiality of each potentially material topic to Rexford. Employees were also engaged using a survey they were asked to complete and return to Rexford's ESG team. In 2022, we reviewed and updated our 2020 materiality assessment.
2-30 Collective bargaining agreements	No collective bargaining agreements with Rexford's employees are in place.
<b>Material Topics</b>	
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	The content for this report was informed by topics of the SASB framework, the GRI standards and other reporting standards relevant to Rexford. A materiality assessment performed in 2020 consulted our internal as well as external stakeholders. In 2022, we reviewed and updated our 2020 materiality assessment. Topic boundaries were defined by Subject Matter Experts for each material topic. This defined the topics most material to Rexford, and hence described in this report. Topic boundaries were defined by Subject Matter Experts for each material topic. Please refer to our <a href="#">2022 ESG Report, About This Report</a> , page 2 for more information.
3-2 List of material topics	List of material topics: please refer to our <a href="#">2022 ESG Report, About This Report</a> , page 2.  The 2020 material topic, Environmental Impact Management has been renamed to Green Buildings to more accurately represent actions taken to address impacts in this area.
<b>Anti-Corruption (Rexford Material Topic: Governance and Ethics)</b>	
GRI 3: Material Topics 2021	
3-3 Management of Material Topics	Rexford's Code of Business Conduct and Ethics sets forth general guidelines for conducting company business with the highest standards of business ethics and all applicable regulations. This Code is followed at all levels of the organization by our directors, officers, and employees, and upholds the company's core values to ensure that we conduct all business honestly, fairly and with integrity. Rexford has a zero-tolerance policy for bribery, corruption, and fraud. In addition to the Code of Business Conduct and Ethics, Rexford has an ethics (whistleblower) hotline and other policies outlining acceptable business practices, conflicts of interest, insider trading and expected standards of ethical behavior. All employees are required to review and acknowledge that they are aware of and understand the company policies. All reported violations and deviations are addressed promptly and thoroughly. Our General Counsel is ultimately responsible for management of this topic.  Rexford is a signatory to the UN Global Compact (UNGC) and remains committed to the Ten Principles of the Compact including in the area of anti-corruption.  Please refer to our <a href="#">2022 ESG Report, ESGi</a> , page 8.  Please refer to our <a href="#">2022 ESG Report, Governance Value</a> , page 26.
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	100% of our business operation is assessed for risks, which include bribery and corruption risks.
205-2 Communication and training about anti-corruption policies and procedures	100% of employees are required to review and sign our Code of Business Conduct and Ethics. Reference Rexford's Code of Business Conduct and Ethics for more information. Please refer to our <a href="#">2022 ESG Report, Governance Value, Compliance With Our Principles</a> , page 30.
205-3 Confirmed incidents of corruption and actions taken	In 2022, there were no confirmed incidents of corruption that resulted in litigation against Rexford.



## GRI CONTENT INDEX

**Anti-Competitive Behavior (Rexford Material Topic: Governance and Ethics)**

## GRI 3: Material Topics 2021

3-3 Management of Material Topics	<p>Rexford's Code of Business Conduct and Ethics sets forth general guidelines for conducting company business with the highest standards of business ethics and all applicable regulations. This Code is followed at all levels of the organization by our directors, officers, and employees, and upholds the company's core values to ensure that we conduct all business honestly, fairly and with integrity. Rexford has a zero-tolerance policy for bribery, corruption, and fraud. In addition to the Code of Business Conduct and Ethics, Rexford has an ethics (whistleblower) hotline and other policies outlining acceptable business practices, conflicts of interest, insider trading and expected standards of ethical behavior. All employees are required to review and acknowledge that they are aware of and understand the company policies. All reported violations and deviations are addressed promptly and thoroughly. Our General Counsel is ultimately responsible for management of this topic.</p> <p>Please refer to our <a href="#">2022 ESG Report, ESGi</a>, page 8.</p> <p>Please refer to our <a href="#">2022 ESG Report, Governance Value</a>, page 26.</p>
-----------------------------------	--

## GRI 206: Anti-Competitive Behavior 2016

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2022, there were no confirmed incidents of anti-competitive behavior at Rexford.
---	---

**Employment (Rexford Material Topic: Human Capital Management)**

## GRI 3: Material Topics 2021

3-3 Management of Material Topics	<p>Ensuring the professional and personal success of our employees is deeply linked to our ability to create long-term value. Human capital management is material to our employees, investors, tenants, and regulators. We manage this topic first and foremost by systemically fostering a culture of inclusion where all employees are empowered to speak up and provide feedback regarding the direction of the business. We hold ourselves accountable to this commitment by monitoring and reporting on relevant employment metrics, such as turnover, as well as diversity, both internally and externally. By tracking these metrics, we can pivot our strategy if necessary and continue investing in our employees' success to provide quality service to our tenants.</p> <p>Please refer to our <a href="#">2022 ESG Report, ESGi</a>, page 8.</p> <p>Please refer to our <a href="#">2022 ESG Report, Societal Value</a>, page 16 and <a href="#">Societal Value, Fostering Team Success</a>, pages 21-22.</p>
-----------------------------------	---

## GRI 401: Employment 2016

401-1 New employee hires and employee turnover	<b>Age Group</b>	<b>Number Hired</b>	<b>% Hired</b>	<b>Number Turnover</b>	<b>% Turnover</b>
	Under 40	38	64%	19	76%
	Over 40	21	36%	6	24%
	<b>Gender</b>				
	Female	34	58%	16	64%
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Male	25	42%	9	36%
	<b>Region:</b> North America	59	100%	25	100%
	Voluntary Turnover: 7%				
	Please refer to our <a href="#">2022 ESG Report, Societal Value, Fostering Team Success</a> , page 22.				
	We offer a comprehensive benefits package including top-quality health care, medical, dental, 401K, disability, and more. Please refer to our Career webpage <a href="#">here</a> and our <a href="#">2022 ESG Report, Societal Value, Fostering Team Success</a> , page 22 for more information.				
401-3 Parental leave	This is an example of the various types of benefits available, but not all are applicable to all positions and locations. Note that specific policies and the employee handbook dictate applicability and eligibility for any of these benefits, which may be modified from time to time.				
	Please refer to our <a href="#">2022 ESG Report, Societal Value, Fostering Team Success</a> , page 22. Below are the total number of employees, broken down by gender, who are eligible for parental leave.				
		<b>Total Eligible Employees</b>			
	Female	93			
	Male	73			
	Non-binary	1			
	Our parental leave program provides 12 weeks paid leave for birthing mothers and 8 weeks for non-birthing parents. Our leave policy continues to follow California Parental Leave programs, including:				
	• Pregnancy Disability Leave (PDL): No amount of service requirement however an employee's normal working hours dictates how many hours of PDL the employee is entitled to.				
	• Bonding Leave (CFRA or NPLA): Employee must have worked for employer for 1+ year and have 1,250 hours of service in the past year.				
	• Family & Medical Leave Act (FMLA): Employee must have worked for employer for 1+ year and have 1,250 hours of service in the past year.				
In 2022, 1 female and 7 males took parental leave, and all returned to work.					





GRI CONTENT INDEX

Training and Education (Rexford Material Topic: Human Capital Management)							
GRI 3: Material Topics 2021							
3-3 Management of Material Topics	Ensuring the professional and personal success of our employees is deeply linked to our ability to create long-term value. Human capital management is material to our employees, investors, tenants, and regulators. We manage this topic first and foremost by systemically fostering a culture of inclusion where all employees are empowered to speak up and provide feedback regarding the direction of the business. We hold ourselves accountable to this commitment by monitoring and reporting on relevant employment metrics, such as turnover, as well as diversity, both internally and externally. By tracking these metrics, we can pivot our strategy if necessary and continue investing in our employees’ success to provide quality service to our tenants.						
	Please refer to our <a href="#">2022 ESG Report, ESGi</a> , page 8.						
	Please refer to our <a href="#">2022 ESG Report, Societal Value</a> , page 16 and <a href="#">Societal Value, Fostering Team Success</a> , page 21-22.						
GRI 404: Training and Education 2016							
404-1 Average hours of training per year per employee	Below are average hours of training broken down by gender and responsibility level.						
	<b>Gender</b>		<b>Average Hours of Training</b>				
	Female		18.9				
	Male		18.4				
	Non-binary		50.2				
	<b>Responsibility Level</b>		<b>Average Hours of Training</b>				
	Support		16.9				
	Professional		20.4				
	Director		19.2				
	Vice President		20.0				
404-2 Programs for upgrading employee skills and transition assistance programs	Please refer to our <a href="#">2022 ESG Report, Societal Value, Fostering Team Success, A New Degree of Professional Excellence</a> , page 25.						
404-3 Percentage of employees receiving regular performance and career development review	All full-time employees (100 percent) across all genders and employee categories participate in our performance management process and receive regular performance and career development reviews.						
Diversity and Equal Opportunity (Rexford Material Topic: Human Capital Management)							
GRI 3: Material Topics 2021							
3-3 Management of Material Topics	Ensuring the professional and personal success of our employees is deeply linked to our ability to create long-term value. Human capital management is material to our employees, investors, tenants, and regulators. We manage this topic first and foremost by systemically fostering a culture of inclusion where all employees are empowered to speak up and provide feedback regarding the direction of the business. We hold ourselves accountable to this commitment by monitoring and reporting on relevant employment metrics, such as turnover, as well as diversity, both internally and externally. By tracking these metrics, we can pivot our strategy if necessary and continue investing in our employees’ success to provide quality service to our tenants.						
	Please refer to our <a href="#">2022 ESG Report, ESGi</a> , page 8.						
	Please refer to our <a href="#">2022 ESG Report, Societal Value</a> , page 16 and <a href="#">Societal Value, Fostering Team Success</a> , page 21-22.						
GRI 405: Diversity and Equal Opportunity 2016							
405-1 Diversity of Governance Bodies and Employees	Please refer to our <a href="#">2022 ESG Report, Societal Value, Fostering Team Success, DEI Recruitment, Retention and Training</a> , pages 23-24.						
	<b>Diversity of Employees</b>						
		<b>Women</b>	<b>Men</b>	<b>Non-Binary</b>	<b>Under 30</b>	<b>30 to 49</b>	<b>50+</b>
	Support	75%	24%	1%	15%	66%	19%
	Professional	49%	51%	0%	15%	71%	14%
	Director	37%	63%	0%	11%	59%	30%
	VP	40%	60%	0%	3%	84%	13%
	Overall	56%	43%	1%	13%	69%	18%
	<b>Diversity of Board</b>						
	<b>Women</b>	<b>Men</b>	<b>Diverse Race/Ethnicity</b>				
38%	62%	25%					



GRI CONTENT INDEX

Local Communities (Rexford Material Topic: Community Impact and Engagement)	
GRI 3: Material Topics 2021	
3-3 Management of Material Topics	<p>We invest in our team and broader community to revitalize industrial property and the neighborhoods within which we operate, fostering deep community engagement and an internal company culture founded upon mutual respect and designed to maximize stakeholders' experience and impact.</p> <p>Community impact and engagement is intrinsic to our purpose as a company. As a real estate company, community impact and engagement is material to our tenants, employees and investors. Our approach to this topic is based fundamentally on a business strategy that includes community revitalization and improvement. Through our repositioning and redevelopment of industrial real estate, we make a positive impact on the community and invest in its long-term success. Our Property Management and Development teams are ultimately responsible for managing this topic and obtains feedback from tenants, community organizations and partners on the effectiveness of our approach to this topic. The mission statement for Rexford's community engagement program includes three strategic action areas: youth development, environmental sustainability, and eradication of homelessness. Rexford's Community Engagement Committee will guide Rexford's community engagement strategy and continuously evaluates its effectiveness.</p> <p>Please refer to our <a href="#">2022 ESG Report, ESGi</a>, page 8.</p> <p>Please refer to our <a href="#">2022 ESG Report, Societal Value</a>, pages 16-20.</p>
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	<p>Please refer to our <a href="#">2022 ESG Report, Societal Values, Community Impact and Engagement</a>, pages 17-20.</p>
Energy (Relevant Rexford Material Topics: Climate Change, Green Buildings)	
GRI 3: Material Topics 2021	
3-3 Management of Material Topics	<p>We transform outdated, inefficient buildings located within infill Southern California into high-functioning, resource-efficient and higher-value properties, reducing our carbon footprint and supporting sustainable growth.</p> <p>Climate change is a material topic to Rexford and its tenants because it poses a risk to our long-term business success. Due to our location in Southern California, regulations also require us to closely monitor energy use. Managing energy begins with the design of Rexford's assets by optimizing the asset's energy efficiency by using Green Building principles. While our triple net leases, which make up most of our portfolio, prevent us from gaining insight into many of our tenants' energy consumption behaviors, through our repositioning and renovation projects we can provide a building that accommodates our tenants' needs while reducing their environmental impact. We also manage greenhouse gas emissions with the design of our assets by incorporating Green Building principles to optimize energy use and source renewable energy where possible, including adding rooftop solar to our assets. Rexford utilizes third-party consultants to measure energy consumption within tenant buildings (where legally required) and uses this information to inform future asset investments. Our scenario-based climate risk assessment conducted in 2021 aligned with the TCFD guidelines brought greater visibility to the potential physical, policy, reputational, and market risks of various climate scenarios, as well as opportunities for greater positive impact. We utilize these assessments to actively manage our approach to climate change.</p> <p>Please refer to our <a href="#">2022 ESG Report, ESGi</a>, page 8.</p> <p>Please refer to our <a href="#">2022 ESG Report, Environmental Value, Renewable Energy</a>, page 13.</p>
GRI 302: Energy 2016	
302-1 Energy Consumption Within the Organization	<p>Please refer to our <a href="#">2022 ESG Report, Environmental Value, Reducing GHG Emissions</a>, page 11.</p>



GRI CONTENT INDEX

Emissions (Relevant Rexford Material Topics: Climate Change, Green Buildings)	
GRI 3: Material Topics 2021	
3-3 Management of Material Topics	<p>We transform outdated, inefficient buildings located within infill Southern California into high-functioning, resource-efficient and higher-value properties, reducing our carbon footprint and supporting sustainable growth.</p> <p>Climate change is a material topic to Rexford and its tenants because it poses a risk to our long-term business success. Due to our location in Southern California, regulations also require us to closely monitor energy use. Managing energy begins with the design of Rexford’s assets by optimizing the asset’s energy efficiency by using Green Building principles. While our triple net leases, which make up most of our portfolio, prevent us from gaining insight into many of our tenants’ energy consumption behaviors, through our repositioning and renovation projects we can provide a building that accommodates our tenants’ needs while reducing their environmental impact. We also manage greenhouse gas emissions with the design of our assets by incorporating Green Building principles to optimize energy use and source renewable energy where possible, including adding rooftop solar to our assets. Rexford utilizes third-party consultants to measure energy consumption within tenant buildings (where legally required) and uses this information to inform future asset investments. Our scenario-based climate risk assessment conducted in 2021 aligned with the TCFD guidelines and brought greater visibility to the potential physical, policy, reputational, and market risks of various climate scenarios, as well as opportunities for greater positive impact. We utilize these assessments to actively manage our approach to climate change.</p> <p>Please refer to our <a href="#">2022 ESG Report, ESGi</a>, page 8.</p> <p>Please refer to our <a href="#">2022 ESG Report, Environmental Value, Reducing GHG Emissions</a>, page 11.</p>
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG Emissions	Please refer to our <a href="#">2022 ESG Report, Environmental Value, Reducing GHG Emissions</a> , page 11.
305-2 Energy Indirect (Scope 2) GHG Emission	Please refer to our <a href="#">2022 ESG Report, Environmental Value, Reducing GHG Emissions</a> , page 11.
Non-GRI Topic: Tenant Satisfaction and Engagement (Rexford Material Topic: Tenant Satisfaction and Engagement)	
GRI 3: Material Topics 2021	
3-3 Management of Material Topics	<p>Tenant satisfaction and engagement is a fundamental aspect of our business and is most material to our tenants. Our Property Management team is responsible for attending to our tenants needs and enabling their success. We monitor the results of the Kingsley Tenant Survey to better understand how we can improve. As part of this program, we launched a Tenant ESG Guide to advise tenants on reducing their energy and water use and waste footprint while promoting employee wellness opportunities. For each topic, we point tenants to additional resources and invite them to reach out with questions or ideas for collaboration.</p> <p>Please refer to our <a href="#">2022 ESG Report, ESGi</a>, page 8.</p>
Non-GRI Topic: Tenant Satisfaction and Engagement	
Kingsley Tenant Survey Results	Please refer to our <a href="#">2022 ESG Report, Environmental Value, Tenant Engagement</a> , page 15.



# UNGC Index

The Ten Principles of the UN Global Compact		
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	Our approach to human rights is consistent with the principles of the UN Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. Please refer to our <a href="#">2022 ESG Report, Governance Value, Respecting Human Rights</a> , page 30 for more information.
Principle 2	Make sure that they are not complicit in human rights abuses	We require all members of our value chain to comply with all applicable rules and regulations. Please refer to our <a href="#">2022 ESG Report, Governance Value, Respecting Human Rights</a> , page 30 for more information.
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Please refer to our <a href="#">2022 ESG Report, Governance Value, Respecting Human Rights</a> , page 30 for more information.
Principle 4	The elimination of all forms of forced and compulsory labor	Please refer to our <a href="#">2022 ESG Report, Governance Value, Respecting Human Rights</a> , page 30 for more information.
Principle 5	The effective abolition of child labor	Please refer to our <a href="#">2022 ESG Report, Governance Value, Respecting Human Rights</a> , page 30 for more information.
Principle 6	The elimination of discrimination in respect of employment and occupation	Please refer to our <a href="#">2022 ESG Report, Societal Value, Fostering Team Success, DEI Recruitment, Retention and Training</a> , pages 23-24 for more information.
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges	Please refer to our <a href="#">2022 ESG Report, Environmental Value</a> , pages 9-15 for more information.
Principle 8	Undertake initiatives to promote greater environmental responsibility	Please refer to our <a href="#">2022 ESG Report, Environmental Value</a> , pages 9-15 for more information.
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	Please refer to our <a href="#">2022 ESG Report, Environmental Value</a> , pages 9-15 for more information.
Anti-corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	Please refer to our <a href="#">2022 ESG Report, Governance Value, Compliance With Our Principles</a> , page 30 for more information.





# EEO-1

2022 Consolidated U.S. Employer Information Report (EEO-1)																
Hispanic or Latino			Not Hispanic or Latino													Overall Totals
			Male						Female						Non-Binary	
Job Categories	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	
Executive / Sr Officials & Managers	1	0	14	0	0	5	0	0	7	0	0	1	0	0	0	28
First/Mid Officials & Managers	4	10	23	2	0	8	0	1	22	3	2	11	0	0	0	86
Professionals	9	7	9	1	0	9	0	1	11	2	0	9	0	1	1	60
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	1	1	2	1	0	0	0	0	2	1	0	1	0	0	0	9
Administrative Support	2	13	0	0	0	2	0	3	12	3	0	4	0	1	0	40
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	17	31	48	4	0	24	0	5	54	9	2	26	0	2	1	223



**Rexford  
Industrial**

[www.rexfordindustrial.com](http://www.rexfordindustrial.com)