



Building for Purpose

2021 Environmental, Social and Governance Report

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**Rexford
Industrial**

Letter from Co-CEOs

At Rexford Industrial, 2021 was a year of strategic action.

Rexford's differentiated business model focuses solely on investing in, improving and operating industrial property throughout the infill Southern California market. We reinvent legacy properties and breathe new life into urban infill communities by transforming dysfunctional and sometimes unsafe locations into highly functional industrial properties occupied by thriving businesses. This model enables us to create value that encompasses economic, community and environmental benefits while maximizing our long-term resilience.

A robust ESG program is integral to our value-creation strategy. In 2021, we...

- Conducted a climate scenario analysis as part of our inaugural Task Force on Climate-Related Financial Disclosures (TCFD) assessment and developed a new Enterprise Risk Management (ERM) process to increase our resilience to market, climate-related and other risks.
- Furthered our commitment to building green. We issued our first Green Bond to finance a low-carbon and sustainable future and expanded our LEED development program. Rexford currently has 52 LEED certified buildings, representing over 4.5 million square feet, completed, under development, or in our pipeline for near-term development.
- Extended our strategic focus to our community relationships. With the guidance of our Community Engagement Committee, we identified impact areas in which to focus our resources. We are partnering with local organizations to effectively concentrate our efforts towards programs with a record of positive impact.

- Supported our team by establishing numerous programs, including our new flexible work model called RexFlex, a parental leave program which provides greater financial support to employees and a tuition reimbursement program, enabling employees to seek new avenues for learning and development.
- Signed the UN Global Compact, joining organizations worldwide to support responsible business practices in the areas of human rights, labor, environment and anti-corruption, and made a formal commitment to establish science-based targets for our portfolio that is in alignment with the Science Based Targets initiative (SBTi).

We are committed to continued innovation as we deepen our social and environmental impact through our differentiated business model. We are pleased to share our progress in our annual ESG Report and are grateful to our Rexford team and its pursuit of ESG excellence every day. We welcome your feedback and look forward to a strong future continuing to build our unique and durable Rexford Industrial business.

Sincerely,



Michael S. Frankel
Co-Chief Executive Officer and Director



Howard Schwimmer
Co-Chief Executive Officer and Director



**Rexford
Industrial**

At a Glance¹

100%
infill Southern
California

36.9M
total rentable
square feet

186
total employees

\$15B
enterprise value

~1,600
total customers

+38%
2021 annual growth
in Net Operating
Income

\$1.9B
53 properties
acquired in 2021

1M sq.ft.
of redevelopment and
repositioning properties
completed in 2021

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ENVIRONMENTAL
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COMMUNITY
WELFARE

RESPECT &
EXCELLENCE

1. As of December 31, 2021.

About Us

Rexford is the third largest, fastest-growing publicly traded industrial Real Estate Investment Trust (REIT) in the United States.

Rexford creates value by investing in, operating and redeveloping industrial properties throughout infill Southern California, the world's fourth-largest industrial market and consistently the highest-demand, lowest-supply industrial market in the nation.

Our Core Values



We are entrepreneurs, leading and innovating to create value.



Together, we are a team collectively pursuing our common goals.



We develop relationships by engaging productively with our partners.



We value community and the environment.



We live with integrity, always doing the right thing.



We achieve excellence, delivering work that exceeds expectations.



We have fun!

Our Mission

is to 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

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

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Priorities for Long-Term Success

We create positive impacts through our differentiated business model, **which integrates ESG factors into every decision we make.**



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Quantifying Rexford's ESG Impact

Our value-add industrial property focus within infill Southern California drives significant environmental and social benefits, both of which we seek to maximize over time.

Through an extensive cost-benefit economic analysis, we quantify the net-present-value ("NPV") of the social and environmental contribution from our business model over a 25-year period. The NPV translates our ESG benefits into dollars, a measurement all stakeholders can understand.

The environmental and social benefits created through execution of our business strategy yields an estimated NPV of approximately \$2.6 billion and is expected to continue to grow over time. This value is created through our Southern California infill, versus national focus, and our approach to repositioning buildings versus building new. Our infill focus and recycling of building materials reduces trucking miles and the need for new materials, thereby reducing carbon emissions. We also reduce landfill waste through the reuse of building materials. Our energy efficiency improvements further reduce carbon emissions, water consumption and benefit warehouse employees' health and productivity.

Rexford's differentiated business strategy ensures positive impacts on the environment and our communities



Reduced carbon and air pollution emissions



Avoided embodied carbon from demolition and material reuse



Reduced urban heat island effects



Enhanced social value of water



Reduced trucking miles



Decreased noise pollution and congestion



Improved environmental quality for tenants



Increased employee productivity and health benefits

The environmental and social benefits created through execution of our business strategy yield an estimated NPV of

\$2.6 billion.

This is expected to grow over time as we continue to grow our business.

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2021 Completed Goals



Environmental Stewardship

- ✓ Achieve 10% energy use reduction on reposition projects
- ✓ Installed over 4 MW of solar



Community Welfare

- ✓ Formalize tenant engagement program to include ESG issues
- ✓ Exceed prior year Kingsley survey score
- ✓ Achieve 75% of employees volunteering in community projects
- ✓ Formalize community engagement program



Culture of Respect and Excellence

- ✓ Formalize ESG training for employees
- ✓ Achieve 30% board gender diversity
- ✓ Achieve an average of 20 training hours per employee
- ✓ Conduct pay equity analysis
- ✓ Develop shareholder rights policy and plan
- ✓ Anti-bribery training completed by 100% of employees
- ✓ Conduct climate-related scenario planning in line with the Task Force on Climate-related Financial Disclosures (TCFD)

Our 2021 ESG initiatives advanced our strategic priorities. The outcomes provide a strong foundation as we look forward to our 2022 goals, which are aligned with the United Nations Sustainable Development Goals (SDGs).



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Environmental Stewardship

7 AFFORDABLE AND CLEAN ENERGY

Install ~5 MW of solar installations bringing total portfolio to over 9MW

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Pursue LEED Silver for new ground-up developments

13 CLIMATE ACTION

Establish science-based targets within 24 months of SBTi commitment letter

Community Welfare

11 SUSTAINABLE CITIES AND COMMUNITIES

Exceed prior year Kingsley customer engagement survey score

Achieve Gold Green Lease Leader

Achieve 2,000 hours of employee volunteer time

Culture of Respect and Excellence

3 GOOD HEALTH AND WELL-BEING

Maintain at least 5 points above industry average Voice of Employee survey scores

Increase employee vacation time usage by 10% over prior year

5 GENDER EQUALITY

Ensure candidate slates include minimum of 20% diverse candidates

10 REDUCED INEQUALITIES

Implement Diversity, Equity and Inclusion Employee Committee

8 DECENT WORK AND ECONOMIC GROWTH

Establish formal mentor program

Achieve average of 20 training hours per employee

13 CLIMATE ACTION

Expand board oversight over climate-related risks

Complete Carbon Disclosure Project (CDP)

About This Report

Our disclosures are prepared in accordance with the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) Real Estate Standard, which account for material issues specific to the real estate industry.

In 2021, we became a participant of the UN Global Compact (UNGC). This ESG report functions as our Communication on Progress and demonstrates how our actions support the UNGC Ten Principles in the areas of human rights, labor, environment and anti-corruption, along with the UN Sustainable Development Goals (SDGs).

We are proud to include our inaugural Task Force on Climate-Related Financial Disclosures (TCFD) in this report. We refer to our climate governance and scenario analysis throughout this ESG report. The full TCFD report can be found in the [appendix](#).

All information and data included in this report are as of December 31, 2021, except where otherwise noted.

Reporting in accordance with these standards helps us build a deeper understanding of how we can **maximize the value we create for all our stakeholders**. It enables our investors to make informed decisions that incorporate material sustainability metrics and themes.

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A Focus on Material Issues¹

We undertake a materiality assessment every two years to guide our ESG strategy and goals. Based on our 2020 assessment — which incorporated feedback from investors, shareholders, employees and tenants — this report is focused on six material topics:



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

Recycling Buildings and Reinvigorating Communities

Delivering Value-Add ESG Impacts

The execution and success of Rexford's value creation strategy and our impact on the community and environment are inherently linked. **We convert outdated, inefficient buildings into high-functioning, energy-efficient and higher-value properties which positively transforms communities and drives holistic change throughout infill Southern California.**

Since our properties are in close proximity to the nation's largest ports and our tenants' end customers, our portfolio minimizes the distance goods are required to travel and reduces the need to construct new buildings. Repositioning existing buildings also decreases waste as well as the manufacturing and transportation of new materials associated with new, ground-up construction.

Our investments reinvigorate communities by enabling thriving businesses in local urban communities who, in turn, create quality jobs, skills training and higher wages, which improve overall neighborhood safety, health and community welfare. We also provide financial support to local organizations in need and set employee volunteer benchmarks to amplify our local contributions.

We create stakeholder value that demonstrates **our commitment to our communities and to the planet.**

Value-Add Repositioning and Redevelopment Improvements



Modernization upgrades



LEED certified buildings



Fire suppression systems



Truck access and loading docks increasing throughput



Lighting, HVAC, roofing and water conservation systems



Increased functionality and better working conditions

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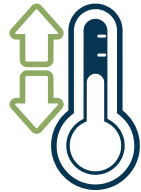
RESPECT & EXCELLENCE

Building Green

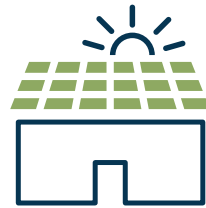
Ongoing Environmental Benefits

We are committed to creating climate-smart energy and water solutions that benefit our tenants. We manage our properties' energy and water use based on best practices.

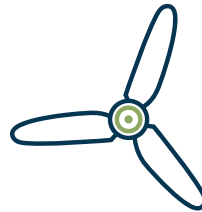
Our redeveloped and repositioned buildings maximize efficiency and enhance air quality through features such as:



Efficient heating and cooling units



High solar reflective roofs to reduce cooling needs



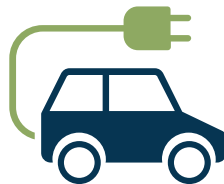
Energy-saving, comfort boosting industrial ceiling fans



Drought-resistant landscaping



Efficient LEDs and optimized natural lighting



Electric vehicle outlets at dock doors to reduce truck idling



Stormwater management best practices



UV coils and negative ion generators on HVAC units for enhanced air quality

Our compliance with California's Title 24 building standards during redevelopment, along with our third-party green building certifications such as LEED®, assures tenants we are taking measures to empower them to save resources and reduce carbon emissions.



To further comply with state and local laws, we benchmark energy use using Energy Star Portfolio Manager. **The data from this multi-year analysis guides our tenants in making further improvements to lower their energy consumption and operating expenses.**

DURING 2021

HVAC improvements reduced overall energy needs at our newly repositioned properties **by more than 20%.**

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Guiding Improvements

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We have raised our sustainability ambitions. Last year, we set a goal to pursue LEED® Certification for all ground-up developments. **We enhanced that commitment to LEED® Silver Certification or higher.**

REXFORD LEED CERTIFIED BUILDINGS:

17 buildings

representing **+1 million square feet**

35 buildings

representing **+3.5 million square feet** IN PROCESS AND NEAR-TERM PIPELINE

Our Environment and Climate Change Policy outlines how we embed sustainable attributes into our design guidelines and promote environmental practices with tenants, vendors and service providers. In 2021, we updated the policy to reflect our intention to protect biodiversity.

Strengthening Our Expertise

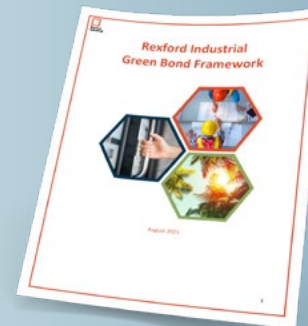
In 2021, we added a Director of Sustainability to the team. This role provides day-to-day oversight for sustainable construction, resource efficiency, renewable energy, as well as data tracking and reporting. This is integral to our progress — and a vital aspect of how we will optimize the value we create for all our stakeholders.

Issuing our first Green Bond

Green bonds are an important tool in the fight against climate change. In 2021, we issued our first Green Bond to finance our property repositioning, recycling and renovation projects.

Proceeds will finance a low-carbon and sustainable future through expenditures that contribute to environmental sustainability and human well-being.

➔ [Learn more about our Green Bond Framework here.](#)



851 LAWRENCE DRIVE, THOUSAND OAKS

Transitioning to Clean Energy

We are continuing to unlock the value of our rooftops for renewable energy. We are in the process of evaluating an expansion of our solar program to include direct investment and development, providing power directly to tenants, and other renewable investments.



AS OF APRIL 2022

4.2MW

installed and operating
on our rooftops

FOCUSED ON GROWING TO OVER

9MW

by the end of 2022

With nearly **40 million square feet** of industrial buildings in infill Southern California, we have a significant opportunity to expand our investment in renewable energy.

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Developing Science Based Targets

We have committed to establishing science based reduction targets for greenhouse gas emissions aligned with the Science Based Targets initiative (SBTi). SBTi defines best practices and provides technical assistance and independent validation to help companies achieve emissions reductions and net zero targets guided by climate science.



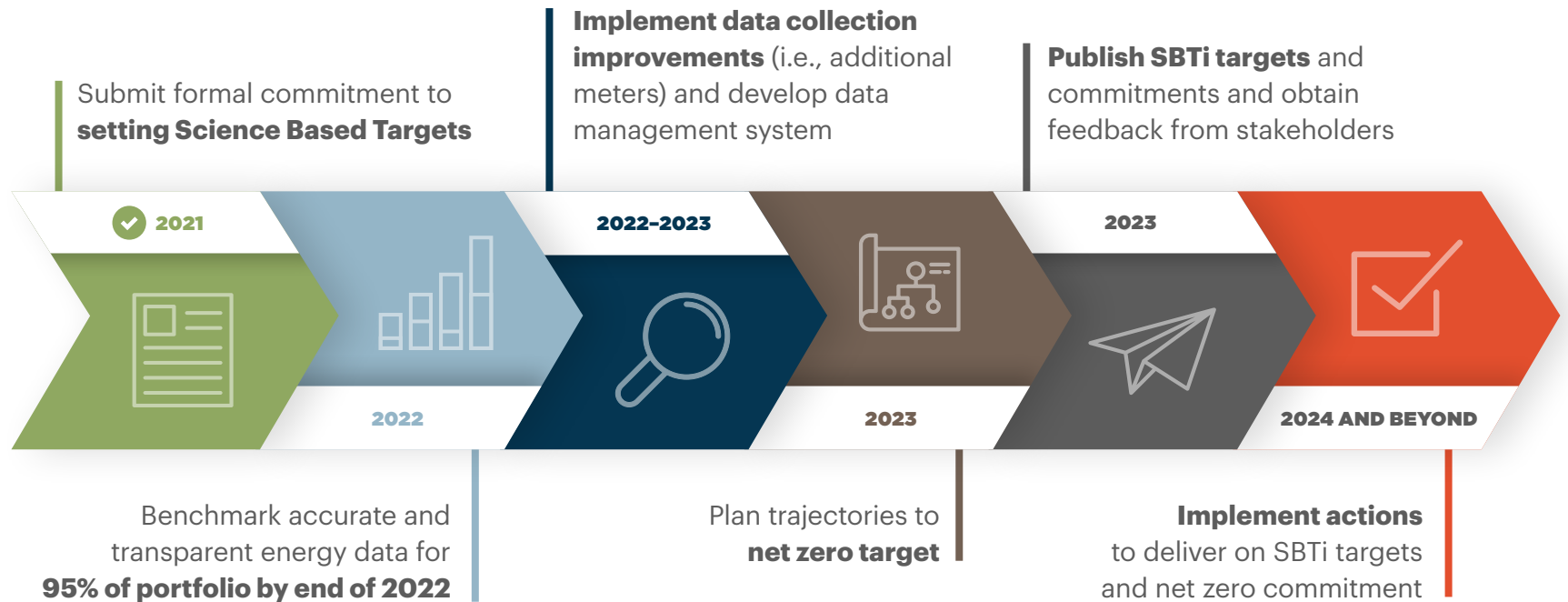
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The Path to Net Zero



12821 KNOTT STREET, GARDEN GROVE

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Progress Towards a Resilient Future

While we take action to address our current environmental impact, we also consider how climate change will affect our business over time.

In 2021, we enhanced our **long-term ability to create value** for our stakeholders by conducting our first risk assessment following the Task Force on Climate-Related Financial Disclosures (TCFD) framework. The TCFD framework provides a valuable approach to increase our portfolio's resilience in the face of climate change. Through the framework, we assessed short and long-term climate-related risks and identified opportunities to increase our positive impact. This assessment also leaves us better positioned to respond to recent climate regulatory developments, such as the Securities and Exchange Commission's proposal regarding emissions reporting requirements.



Our inaugural TCFD assessment will guide our climate strategy and enable us to continue adding value for our investors, tenants and communities. [Read our TCFD report](#) to learn more about this climate risk assessment process.



Maximizing Positive Community Impact

When investing in property, we prioritize due diligence to understand environmental impact management needs.

Infill properties sometimes contain legacy environmental contamination, so our work includes mitigating prior negative impacts. Our teams understand the costs, regulatory requirements and time required to remediate contaminated sites. We choose to accept the challenges of remediation at sites with a clear and timely path to mitigation because we understand the value it creates: **healthier, more productive environments for our tenants and the broader community.**

Oversight of enterprise risk management and environmental remediation planning is provided by the Director of Risk Management as well as our Corporate Counsel. This allows us to connect due diligence to the larger context of business resilience.

IN 2021

We expanded our dedicated due diligence team and added a Director of Risk Management.

Engaging Our Neighbors

Prior to construction, we engage with members of the community. In some cases, we walk neighborhoods, knock on doors and speak one-on-one with residents about our upcoming plans. In others, we present to local councils, Chambers of Commerce or other community organizations.

Our goal is to understand the community needs, while informing them of the positive environmental and social benefits the project will bring. **This streamlines the permitting processes, enabling us to start projects more quickly. Most importantly, it ensures we are serving the best interests of our communities.**



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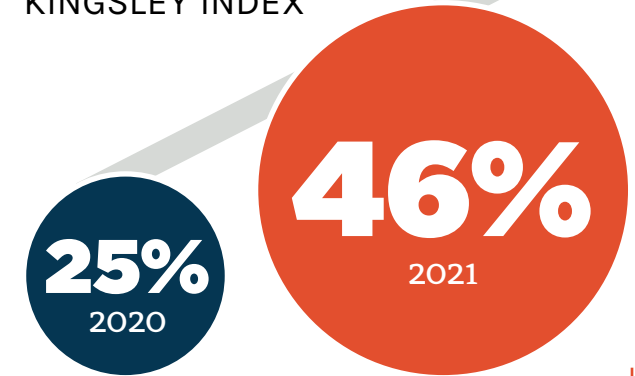
Proactive Tenant Engagement

The Kingsley Tenant Survey helps us improve tenants' satisfaction and better serve their needs. Our team leverages the survey results to create property action plans.

In 2021, we exceeded our prior year Kingsley satisfaction score and increased the number of properties exceeding the Kingsley Index.

TENANT SATISFACTION

PERCENTAGE OF REXFORD PROPERTIES EXCEEDING THE KINGSLEY INDEX



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A trusted resource

When the South Coast Air Quality Management District passed Rule 2305 in May 2021, we stepped up to help our tenants understand the regulation.

This new rule is designed to reduce diesel vehicle emissions. Tenants operating 50,000 square feet or more within larger warehouses (> 100,000 square feet) can offset fees by acquiring and using natural gas, using zero-emission equipment, and installing solar panels, to name a few opportunities.

Rexford is well positioned to support our ~100 tenants subject to the new ruling. We will leverage our sustainable building expertise to collaborate with them and position our portfolio for future compliance.



Supporting and Collaborating with Our Tenants

We strive to consistently raise the bar for customer service and sustainability by supporting tenants' energy and water efficiency goals.

Our sustainable building designs and features help tenants reduce energy and water consumption and utility costs. We educate tenants on sustainable best practices and encourage them to set their own energy, water and GHG emission reduction targets. Many of our tenants are under triple-net leases and are directly responsible for their utility costs, providing another incentive to reduce their carbon footprint.



➤ We recently launched a [Tenant ESG Guide](#) to advise tenants on reducing their energy, water use and waste footprint, while promoting their employee wellness opportunities.



The Green Lease Leader program shines a spotlight on innovative landlord and tenant companies that add energy efficiency and sustainability clauses to their leases. **We have earned Green Lease Leader Silver status for three consecutive years.** In 2022, we have a goal to achieve the Gold designation.

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Focusing Our Community Impact

Our investments in the future of our communities also includes partnering, supporting and volunteering with local organizations. In 2021, we established an employee-led Community Engagement Committee to increase the impact we create through community partnerships.



REXFORGOOD

Mission: 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 with emphasis on three areas:



youth development



environmental
sustainability



eradication of
homelessness

Our goal is to make Rexford synonymous with **inclusive, passionate and ethical corporate stewardship.**

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Making a Difference

In 2021, 85% of our employees donated their time to volunteer activities, exceeding our goal of 75%.

In 2022, Rexford is committed to achieving 2,000 cumulative volunteer hours.

Supporting students on their journey

Each year, Rexford employees participate in a variety of events to support high school students in C5LA programs and raise funds that contribute to the organization's mission.



In 2021, our Rexford team participated in events that allowed high school students to learn about our team's academic and career paths and seek guidance on skills such as writing college applications, internships and interviewing.

Throughout the year, employees also met monthly with C5LA alumni — students who had completed high school and were ready for first-hand advice and resources about professional development, personal growth and job opportunities.

Raising awareness for youth homelessness



Over half of the Rexford team (85 employees) gave up their beds for a night in 2021, to learn about youth homelessness and raise funds for Covenant House residents.

During the Sleep Out, participants spent the night in yards, garages and porches — safe locations that lacked the comfort of their beds. Covenant House used the event to educate our team around their mission, share the stories of their residents, and facilitate meaningful conversations about youth homelessness.



Benefiting local non-profits



Each year, teams within Rexford create volunteer opportunities that support our communities. In 2021, that outreach included partnering with **Toys for Tots**, **volunteering with local food banks and participating in the United Way School Tools program.**



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We are committed to providing every team member with opportunities for learning, growth and enhanced well-being.

Our Rexford Team



Our people make everything we do possible and are the single greatest determinant of our long-term success, tenant satisfaction, environmental benefits and bottom-line growth.



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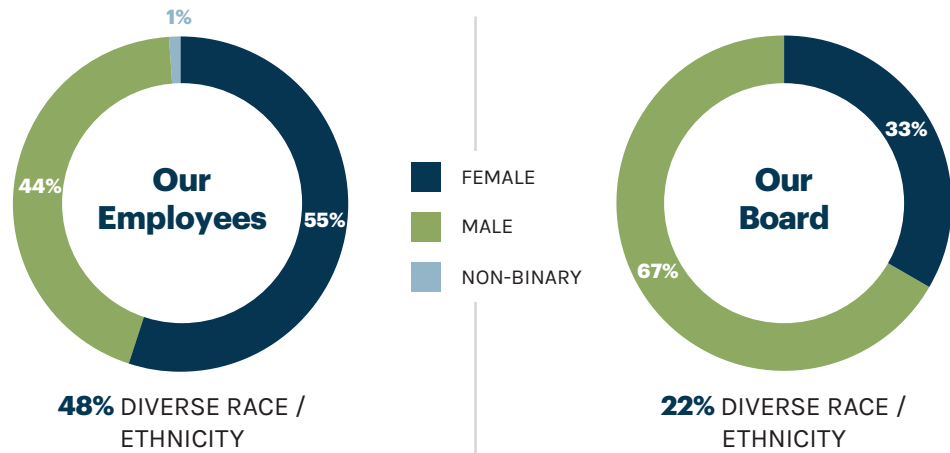
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Advancing Diversity, Equity and Inclusion

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



IN 2021

We increased the diversity of our Board of Directors. The Board now includes three women and two members of underrepresented communities, which enables more effective governance through enhanced expertise and perspectives.

IN 2022

We will create a diversity, equity and inclusion (DEI) employee committee to drive continued learning and meaningful improvements.

➤ [Learn more about our Diversity and Inclusion Policy](#)

Additional details regarding our employee population and EEO-1 data can be found in the [Appendix](#).

Promoting DEI in Our Hiring Practices

Our hiring practices are connected with our ability to build a strong, diverse workforce. We have formalized our policy around diverse candidate slates. To help engage underrepresented communities, we post open positions to job boards focused on enhancing our professional diversity network.

Our Applicant Tracking System provides resources to reduce unconscious bias and equip hiring managers with tools to help them make decisions based on candidates' merits. For example, we provide interview kits and candidate scorecards to ensure candidates are evaluated based on standardized job requirements.

Going forward, **at least 20%** of our candidate slate for each open position will be from underrepresented communities.



50% DIVERSE RACE / ETHNICITY



38% DIVERSE RACE / ETHNICITY

Evaluating Pay Equity



We use a standardized "pay for performance" model to determine each employee's base pay, salary increases,

bonuses and equity. Performance review ratings are an important factor in our model, and we know gender bias can unintentionally influence results — even in a culture where diversity and inclusion are high priorities. Prevention starts with data, so we fulfilled our 2021 commitment and conducted a pay equity analysis to establish benchmarks that will guide us in making adjustments. We are determined to eliminate any pay equity gaps and will report on initiatives and progress.

IN 2021

100% of employees received equity compensation.

Ratio of the base salary and remuneration of women to men¹

Median Pay Gap

97%
SUPPORT

99%
PROFESSIONAL

97%
DIRECTOR

97%
VP

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.



Employees completed an average of 24 hours of training per person in 2021, exceeding our annual goal of 20 hours.

IN 2021

We launched a **tuition reimbursement program** to provide our team with additional ways in which to grow and succeed in their careers.



Learning and Development at Rexford

Our learning culture reflects the value we place on entrepreneurship and excellence. We empower employees to challenge themselves and inspire one another to grow.

Our dedicated Learning and Development team continues to expand our world-class **internal learning platform** to deliver more than 20,000 online courses. Developed by best-in-class external sources and internally by the Rexford team. The content covers topics such as DEI, skills training, continuing education and compliance.

The most valuable achievement at Rexford is to help other team members succeed! We are currently establishing a **formal mentor program for employees** to be rolled out in 2022.



New ESG Training

Our team engagement in ESG is essential to Rexford's success. In 2021, we developed a formal, mandatory one-hour ESG training course to better equip employees to contribute to our progress.



We promoted the new training by inviting employees to

live out our ESG values. We partnered with [Soles4Souls](#) to collect gently used shoes for families facing hardships.

In total, 180 employees — **97% of our organization** — completed the ESG training course and donated 231 pairs of shoes.

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Caring for Our Employees

Promoting overall well-being starts with a comprehensive health benefits package that covers our employees and their dependents. We complement this with dependent care flexible spending accounts, life insurance, 401k benefits and 24/7 access to our Employee Assistance Program.

Advancing Health and Safety

In 2021, we launched a Health and Safety Initiative to create a safer working environment for our employees, contractors, vendors, tenants and stakeholders. We will prioritize the following initiatives and identified plans of action in the upcoming year:

- Provide OSHA 10 training to all Development and Construction and Property Management employees
- Conduct monthly active construction safety audits
- Implement Personal Protection Equipment guidelines
- Designate a Health and Safety Team to respond to any issues or concerns
- Establish minimum safety guidelines for vendors
- Measure and monitor onsite safety metrics
- Update Rexford's design standards to include features that promote safety
- Expand safety training education through continuous addition of new materials

IN 2021

Zero Rexford Team Workplace Injuries or Lost Time



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Flexibility and Balance

Providing time to rest, reset and address personal priorities is essential. We strive to create an organizational design and staffing structure that promotes **work-life balance**.

The success of our virtual working environment during the pandemic led us to create **RexFlex, a permanent flexible approach to how we work and engage with our teammates**, allowing employees to work from home or from an office. RexFlex provides maximum flexibility while promoting engagement, productivity and collaboration in our pursuit of excellence. Any employee with job duties that can be performed remotely is eligible.

Our goal is to increase PTO usage by 10% in 2022.

We also encourage employees to use their paid time off (PTO). Measuring usage is one way that we prevent employee burnout and monitor work-life balance.



IN 2021

We created a **parental leave program**, providing twelve weeks paid leave for birthing mothers and eight weeks for non-birthing parents. While we comply with all California and federal statutory leave requirements — including parental leave — our program provides employees with greater financial support than they would receive through state programs alone.



Exercising and Earning

We introduced a digital fitness program, Wellable, to encourage our employees to build healthy habits. Wellable enables employees to track physical activity and earn points for participating in exercise and related learning opportunities. Points add up to cash each month, making an active lifestyle even more rewarding.



Engaging Our Employees

We engage with our employees through a collaborative process of setting career goals. All employees participate in an annual performance review that includes a quantitative and qualitative self-assessment and manager rating. Through ongoing individual check-ins, we foster conversations around their goals and progress.

IN 2021

We expanded our engagement efforts by introducing the Voice of the Employee survey.

With a 91% response rate, we captured a comprehensive picture of how employees think and feel about our company. Our next step is to build on the learnings from the survey.

Voice of the Employee survey results

Compared to industry benchmarks, our employees scored us...

↑5%

employee engagement

↑9%

confidence in the company

↑12%

employee enablement

↑13%

in innovation

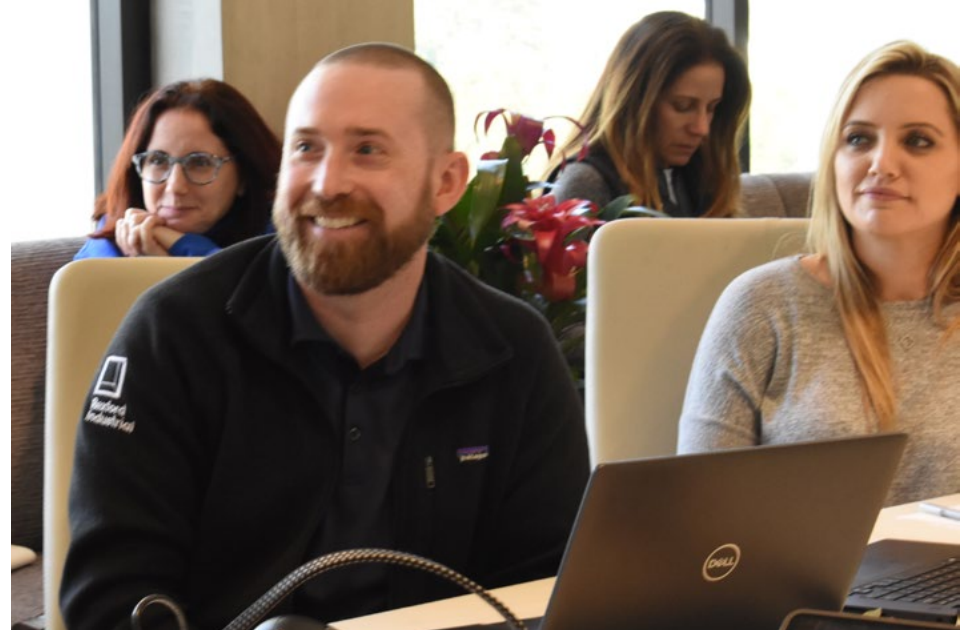
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RESPECT &
EXCELLENCE



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How We Work

Our commitment to integrity and accountability is a constant foundation that enables us to meet the challenges of today and prepare for a resilient future.

IN 2021

We strengthened our ESG governance through the enhancement of our policies.

We updated our Code of Business Conduct and Ethics and Corporate Governance Guidelines to reflect our drive to continuously improve and hold ourselves to the highest standards. We added a new Supplier Code of Conduct policy that holds construction, maintenance and other vendors and subcontractors to our high standards for business transactions, employee treatment and environmental responsibility.

We also strengthened our ability to create lasting ESG impacts by establishing an enterprise risk management process, updating our insurance coverage and further enhancing our robust approach towards cybersecurity.

Our ESG Policies provide guidelines to ensure strong governance of our ESG program.



Guided by Our Principles

Our [Code of Business Conduct and Ethics](#) provides guidelines for acting with honesty, fairness and integrity. Each year, directors, officers and employees at all levels of the company commit to upholding the ethical standards set out in the Code. Rexford has a zero-tolerance policy **for bribery, corruption and fraud**, outlined in the Code and explained further in our Policies and Procedures for Complaints Regarding Accounting, Internal Accounting Controls, Fraud or Auditing Matters.

The Code also guides all Rexford employees and Board members in identifying and reporting **conflicts of interest**. Potential conflicts of interest related to a property transaction are raised to the Rexford General Counsel, Compliance Manager and Controller before going to our Board's [independent Audit Committee](#), who must then approve the transaction. Each quarter, department leaders must certify that there have been no unresolved conflicts of interest or inappropriate related-party transactions on their teams.

IN 2021

We achieved our goal of 100% of employees completing anti-bribery training



Whistleblower Protection

We encourage employees to report Code violations in one of three ways:

- **Reporting suspected violations to their supervisors**
- **Directly contacting the co-CEOs and/or General Counsel**
- **Using the 24/7 Code of Ethics Helpline**

We handle all reports with sensitivity and discretion, protecting employees' confidentiality to the fullest extent possible. The Code formally prohibits retaliation against an employee who, in good faith, seeks help or reports violations. Anyone who retaliates is subject to disciplinary action, including potential termination of employment.

In 2021, no calls were placed to the Code of Ethics Helpline and no employees were accused of unethical behavior. Since we encourage open feedback and provide multiple avenues for safely reporting violations, the absence of reported issues demonstrates the effectiveness of our approach to ethics and governance.

Upholding Human Rights

We are committed to respecting the fundamental human rights, freedoms and standards of treatment for all people. We updated our [Human Rights Policy](#) in 2021 to align more closely with the UN Global Compact and communicate our requirements more effectively.

We require all stakeholders to comply with our human rights policy. We also educate all employees about our policies on appropriate workplace behavior and treatment of others.

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Board Oversight of ESG

The composition of our Board of Directors helps ensure we deliver on our commitment to integrity and accountability.

Our Directors bring a breadth of knowledge, perspectives and valuable experience to our value-creation processes. Environmental, social and governance issues represent both risks and opportunities that are integrated into our decision-making processes.

The Rexford Board of Directors has final oversight over ESG topics, including climate-related risks and opportunities. The development and implementation of ESG policies and related programs at Rexford is a company-wide effort overseen by Senior Management and our ESG Committee. The Committee is responsible for defining and leading Rexford's ESG strategy in partnership with Senior Management, reporting to the Nominating and Corporate Governance Committee and the full Board. The Chairperson of the ESG Committee, our CFO, reports to the full Board on a quarterly basis related to ESG topics.

➤ On our website, you can meet our [Management Team](#) and [Board of Directors](#), plus learn about our [Board Committees](#).

Evolving Our Board Structure

In 2021, we began assessing the benefits of including a Lead Independent Director position to support the Board Chair, help set priorities for board meetings, serve as an additional point of contact for stakeholders and provide an independent perspective on the Chair's performance. This position was established in April 2022, and was filled by an existing Independent Director.



➤ Read more about Board oversight of our climate strategy and the connection between our ERM process and climate action in our [inaugural TCFD report](#).

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Proactively Managing Risk

In 2020, we began developing a roadmap to guide future ESG governance issues. We set a goal to develop an Enterprise Risk Management (ERM) platform by the end of 2022 to standardize our approach in mitigating and managing risk across all departments.

In 2021, we made great progress toward this goal. We first identified the greatest risks to our viability as an organization, prioritized by likelihood of occurrence and significance of potential impacts.



Protection for Our Properties

Our infill Southern California market is unlikely to experience catastrophic weather events or wildfires – our most significant risk is related to earthquakes.

Our earthquake risk is mitigated through a number of factors, including high standards for seismic retrofitting, the wide geographic dispersion of our portfolio within the vast Southern California market, and finally, earthquake insurance coverage.

In 2021, we conducted an extensive benchmarking survey to reevaluate our earthquake insurance coverage. Our findings led us to adjust our earthquake insurance plans and provide a higher level of overall coverage. Increased coverage further protects us from potential disruptions in cash flow associated with an event.

*See the scenario analysis process detailed in our TCFD report

Prioritizing Cybersecurity

Our IT networks and related systems are essential to Rexford's on-going success. As the number, intensity and sophistication of attempted cyberattacks increase, we are taking important steps to effectively minimize the risks.

We continue to leverage the National Institute of Standards and Technology (NIST) cybersecurity framework. Cybersecurity requires constant monitoring, evaluation and adjustment to processes, and we are **strengthening our ability to prevent, detect, respond to, and recover from ever-changing cybersecurity threats.**

An Independent Director on the Board of Directors provides firsthand information security experience and Board-level oversight of our overall IT program. The Audit Committee of our Board provides direct oversight of cybersecurity and its risks.

Testing Our Systems

Internal and external vulnerability assessments of our IT networks and systems are conducted quarterly. We perform annual tests of our incident response plan and geographical failover testing. These tests are critical to ensure our team is prepared to respond to a potential breach event.



Cybersecurity Training is Vital

Protecting our company from cyber threats is a responsibility we all share. To equip employees, **we created a robust training program.** Each new hire completes training, and every employee participates in **bi-monthly training modules.**

To measure the effectiveness of our training program, we benchmark our annual **security culture assessment** scores against industry standards. Our high marks reflect the value our culture places on cybersecurity.

Security for the Home Office



To provide advanced protection for all remote employees during the pandemic, we focused on increasing endpoint detection and response — extending the same level of security at corporate offices to each employee's devices, whether they are in the office or working remotely.

With our new RexFlex policy in place, employees can continue to feel safe and confident wherever they choose to work.

Responsible End of Life for E-waste

We partner with Human-I-T, a nonprofit and social enterprise that responsibly **recycles and repurposes IT equipment.** Human-I-T keeps our data safe while keeping our old equipment out of landfills, typically by donating it to low-income families.

IN 2021, WE DIVERTED

1,700 lbs

of e-waste from landfills

81%

of which was repurposed to aid individuals in need

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Appendix

TCFD Report



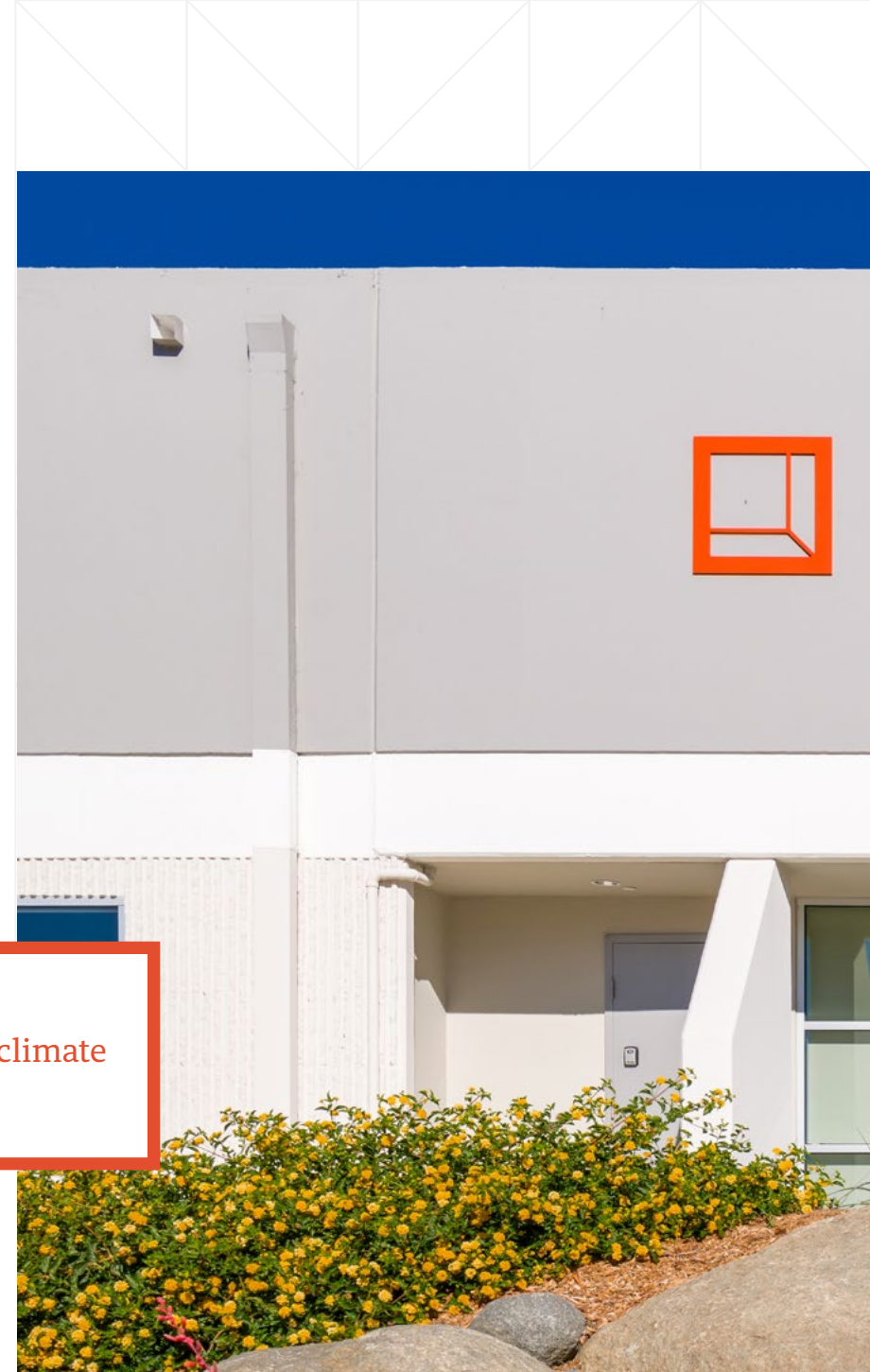
TCFD Report

As climate change advances, so do the related short- and long-term risks. Rexford has long been committed to addressing the **sustainability** of its portfolio and recognizing our climate impact responsibility.

To build upon existing climate risk mitigation efforts and to evaluate short- and long-term risks and opportunities, Rexford conducted a Task Force on Climate-related Financial Disclosures (TCFD) assessment. Through extensive research and internal and external stakeholder engagement, we considered multiple climate scenarios and potential outcomes and assessed the associated effects of these risks and opportunities across Rexford's operations. The TCFD assessment outcomes and associated targets and goals inform Rexford's ESG strategy. It also supports the resiliency of our portfolio against the identified risks while taking advantage of any opportunities.

We are proud to share our inaugural TCFD report which complements our SASB and GRI disclosures, **enhancing climate transparency and helping reduce our climate footprint.**

Our report follows all relevant reporting guidance as outlined by TCFD and addresses the topics of Governance, Strategy, Risk Management and Metrics and Targets. For each of the four topics, we highlight the specific process taken to evaluate our climate-related risks and opportunities, the associated outcomes and overall climate change management at Rexford.



ESG Governance at Rexford

Environmental, social and governance (ESG) factors present potential risks and opportunities to Rexford's portfolio. Therefore, incorporating ESG risks into our decision-making process is necessary to position Rexford for long-term viability. Rexford is committed to actively managing the ESG issues most material to Rexford's ability to create long-term value for its stakeholders and ensure we operate in a sustainable, transparent and ethical manner.

Board Oversight of ESG and the ESG Committee

The Rexford Board of Directors has final oversight over ESG topics at Rexford, including climate-related risks and opportunities. We address business decisions with an ESG lens where appropriate. The development and implementation of ESG policies and related programs at Rexford is a company-wide effort overseen by our ESG Committee and includes employees from our Property Management, Construction and Development, Human Resources, Acquisitions, Leasing, IT, Legal, Customer Solutions, Marketing, and Sustainability teams. The Committee is responsible for defining and leading Rexford's ESG strategy, in partnership with Senior Management, the Nominating and Corporate Governance Committee and the full Board. The Chairperson of the ESG Committee, our CFO, reports to the full Board on a quarterly basis related to ESG topics. The Nominating and Corporate Governance Committee approves our annual ESG Report before it is published.

Task Force on Climate-Related Financial Disclosures (TCFD)

The TCFD process was overseen by our Senior Management and ESG Committee. This reporting framework assesses our operations under various climate change scenarios to identify the relevant risks and opportunities to Rexford.



Key areas of responsibility for the ESG Committee


- Set Rexford's ESG strategy
- Develop, propose, implement and monitor initiatives and policies
- Oversee communications with Rexford employees, customers and stakeholders concerning ESG matters
- Monitor and anticipate ESG developments and improve Rexford's understanding of ESG issues
- Ensure annual public ESG reporting, along with related disclosures as needed

Risk Management

Identifying Key Climate Risks

Our senior leadership leads an enterprise risk management (ERM) process each year. ERM supports Rexford in achieving our strategic priorities, which aim to reinvent the business of industrial real estate by optimizing positive impacts to our stakeholders and the environment. As part of this process, we consider various risks, including those related to ESG and climate, and assess the likelihood of occurrence, significance and potential impact to Rexford. This allows us to prioritize the risks that pose the most material impact to our business and identify risk management actions needed to mitigate them.

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We completed a **materiality assessment** to identify potential climate-related risks and opportunities to analyze under various climate-related scenarios.

Risk Assessment Mechanisms

Our Property Management team manages our climate risks, monitoring and assessing the weather and climate readiness of our properties through frequent building assessments and audits. In addition, we conduct a risk assessment in connection with our annual insurance renewal process that includes an analysis of our portfolio's catastrophic risk footprint, including fire, flood zone and earthquake exposure. We also analyze mitigating factors, such as seismic engineering upgrades, fire suppression upgrades and other property engineering improvements.

The ESG Committee evaluates the potential impact of climate-related risks through scenario analysis.

IN 2021

We conducted our first climate scenario analysis.

Prioritizing Climate Risks

Given Rexford's regional focus on Southern California, we leveraged the State of California's climate change assessment and aligned with the Intergovernmental Panel on Climate Change (IPCC) scenarios considered in the report.

To analyze how physical risks might evolve, we used IPCC's higher emissions pathway (RCP 8.5), commonly understood as a "business-as-usual" (BAU) scenario. This scenario is more conservative, assuming no significant global action on climate change and a rise in global temperatures of more than three degrees Celsius. To understand how transition risks may affect our business, we used IPCC's more moderate concentration pathway (RCP 4.5), which assumes strong global action to mitigate climate change and presumes global temperatures do not warm above two degrees Celsius.

To identify the physical climate risks most relevant to our business, we analyzed how likely each risk was to increase in frequency and intensity across scenarios. We also assessed the impact of each risk in terms of financial implications, cost to mitigate the risk and potential shareholder or stakeholder concerns.

Risk areas we classified as priorities

Each of these risks could result in physical damage to our properties or decrease their value.



increasing temperatures



rising sea levels



decreased snowpack



higher energy demand



raw material availability



public health including air pollution

Transition risks to our business

Each of these risks could require increased capital expenditures on Rexford's part to lower our emissions.

- Federal, state and local laws and regulations
- Increased demand and expectations from investors and tenants for sustainable operations
- Market developments regarding utility rates and low carbon materials

Active Risk Management

To manage risks, our dedicated team oversees comprehensive processes and procedures. We use a variety of tools to proactively monitor, analyze and respond to risks. For example, we regularly conduct audits, surveys and assessments to identify key areas of exposure and opportunities. For weather-related climate risks, we have emergency response plans that we constantly reevaluate and update. Our Property Management team regularly reviews the performance of our properties for financial and climate resilience.

Through robust risk management, we remain a nimble and resilient organization that can adapt to the effects of climate change and contribute to the mitigation of additional climate-related impacts.

We will include the results of all future climate risk assessments in disclosures and other benchmarking opportunities.

Climate Strategy

Through our differentiated business model and key strategic priorities, we deliver ESG benefits to all our stakeholders.

We remain intentional about continuous improvement by conducting frequent assessments of ESG best practices, setting and achieving ambitious goals, and evaluating our approach to ESG leadership.

Fundamental to our ESG and business strategy is our ability to continue to provide benefits to our stakeholders over the long-term. We are committed to ensuring our business remains resilient and are taking steps to actively manage climate-related risks and opportunities that have potential impact.



Through our 2021 scenario-based climate risk assessment, we evaluated the potential impact of climate scenarios on the physical, policy, reputational and market risks and opportunities.

By integrating these findings into our overall enterprise risk management process, we demonstrate our commitment to taking meaningful climate action and remaining a resilient business over the long-term.

Climate-related Physical Risks

Our analysis of a “business-as-usual” (BAU) scenario identified the following short- and long-term physical risks and determined a mitigation action plan.

Physical Risk	Potential Impact	Management Approach
Increasing temperatures	Increasing temperatures and more frequent heatwaves could lead to higher maintenance and repair costs and require Rexford to condition more square footage within its properties. The increased investment could impact revenue potential.	To mitigate additional maintenance and repair costs, we intend to: <ul style="list-style-type: none"> • Conduct HVAC and building condition assessments • Enhance maintenance practices (e.g., sealing door leaks) • Implement building improvements and design efficiencies, such as smart controls • Expand deployment of renewables
Higher energy demand	Rexford’s properties in inland portions of Los Angeles are likely to experience the largest increases in annual electricity consumption, potentially 30-35% higher. Those costs could impact the cost of living, decrease the labor pool and reduce suitability for tenants. Rolling blackouts associated with peak usage could impact tenant operations.	To improve energy efficiency, we will install smart controls in properties over time. Rexford will explore opportunities to electrify buildings and move away from natural gas usage. We will expand our solar program and explore battery storage.
Rising sea levels	Rexford’s focus on inland infill properties means sea-level rise will likely not significantly impact Rexford. However, flooding in the Southern California region would likely affect the Port of Long Beach, Port of Los Angeles and port complexes (railways, roads, etc.), which Rexford and its tenants rely heavily upon.	To better understand current risk exposure of our properties, we will perform a risk assessment on buildings in highly susceptible areas. We intend to conduct assessments of storm response systems and implement updates to infrastructure as needed.
Lack of raw material availability	Climate change may drive significant change in raw material availability, adversely affecting construction costs and schedules. These impacts may ultimately affect revenue potential.	We will conduct a risk assessment to determine materials that are most at risk for supply interruptions. Based on findings, we will assess building design standards based on material availability, bulk, pre-order and store materials with longer lead times and potential sourcing challenges. To mitigate this risk over the long term, we seek to diversify our sources for materials and increase sourcing from local vendors.
Decreased snowpack affecting water availability	Rexford’s properties are generally not located in high fire risk areas, so insurance costs are unlikely to rise disproportionately under the BAU scenario. However, droughts caused by low snowpack could impact Rexford’s tenants – increasing costs and reducing the pool of suitable tenants.	To better understand our risk exposure, we will assess our current water systems and water availability for our buildings. Based on the results, we will install water-efficient fixtures and irrigation systems and drought-tolerant landscaping to increase water efficiency.
Increasing air pollution and public health issues	Air pollution makes residential areas undesirable, reducing the labor pool. Under a BAU scenario, Rexford employees could experience significant impact and Rexford may likely incur costs for a greater number of employees suffering from illness due to pollution. Increased air pollution could impact Rexford’s lease rates and overall revenue.	To better understand the effectiveness of our existing air filtration systems, we will conduct an audit of our properties and install improved systems where we identify gaps. In collaboration with tenants, we will support them with changes in transportation requirements, for example, by providing electric charging infrastructure for cars and trucks.

Climate-related Transition Risks

Resulting from our analysis of a strong mitigation scenario, we have identified the following short- and long-term transition risks and determined a mitigation action plan.

Transition Risk	Potential Impact	Management Approach
Stricter policies for building efficiencies and net-zero commitments	Rexford may face increased capital costs in renovating buildings to meet building efficiency and new net zero requirements. There may be reputational advantages for Rexford and its tenants, though some tenants may be unable to afford increasing rents necessary to cover repositioning costs. This could impact return on investments (ROI) and net operating income (NOI).	To mitigate risks associated with these policies, Rexford will improve collection and management of energy and emissions data from tenant operations. Rexford has committed to setting Science-Based Targets and a Net Zero target. Increased investment in renewables will contribute to mitigating potential impacts.
Increased tenant focus on sustainability	Maintaining tenant appeal is critical for financial viability. In a strong climate mitigation environment, sustainable and efficient building practices will be of increasing and significant interest. Rexford risks limiting its tenant base if it does not align with shifting tenant priorities, which could increase investment costs and impact NOI.	Rexford plans to expand tenant surveys to better understand tenant needs, improve our collection and communication of environmental data and implement new sustainability measures in alignment with tenant expectations. We also plan to expand our existing leadership in Green Leasing by enhancing our green leases to become a Gold Green Lease Leader in 2022.
Greater investor expectations	In the strong mitigation scenario, increased investor expectations are of high importance and interest to Rexford as it seeks to maintain preferred status with partners.	As part of our existing ESG strategy, we will continue to evaluate industry ESG expectations and implement measures to exceed these expectations.
Larger utility rate fluctuations	While Rexford is not liable for power outages, blackouts and high utility rates, these impacts can dramatically increase energy costs for tenants and limit the tenant pool. Rexford may gain an advantage with more efficient buildings with energy backup.	Rexford plans to expand onsite renewables to meet tenant demand for reliable power and reduced emissions. In addition, we will explore strategic partnerships with utility and energy providers to invest in offsite renewables and further decarbonization of the grid.
Increasing requirements to use low carbon materials	Requirements may limit types of materials for construction and constrict design options, and could increase construction cost and schedules, affecting revenue potential. Rexford may not experience severe negative impact from a shift in the market to low-carbon building materials since, for example, shifting to wood-based materials generally leads to lower labor costs and less waste.	To prepare for possible changes in the building material market, we will conduct a carbon assessment of the most commonly used materials in construction and determine next steps based on our findings. We will also develop strategic partnerships for researching alternative materials, including potentially creating a testing lab or pilot project.

Climate-related Opportunities

Resulting from our analysis of both scenarios, we identified the following short- and long-term climate-related opportunities and determined a plan of action to realize these potential benefits.

Opportunity	Potential Impact	Management Approach
Enhanced reputation	Promoting Rexford's ESG focus could have positive effects on its reputation, helping meet tenants' growing expectations concerning sustainability and satisfy investor interests.	As part of our existing ESG strategy, we will continue to evaluate industry ESG expectations and implement measures to exceed these expectations. Our commitment to establish Science Based Targets and Net Zero commitments reflects our approach. We will improve ESG marketing to tenants and investors by publishing articles and case studies that showcase our ESG progress.
Expanded customer base	The pandemic has heightened the urgency of making buildings more energy-efficient and healthier for occupants. In a strong mitigation scenario, tenants could seek green building features and green leases, and collaboration will play a large role in attracting and retaining tenants. Maintaining tenant appeal is critical for financial viability. Sustainable and efficient building practices could be of increased importance and significant interest.	To expand our customer base, we intend to develop ESG marketing communications for repositioned properties and new developments. Those will showcase ESG benefits to potential tenants and increase transparency.
Improved talent acquisition and retention	With an increased public focus on the effects of a warming planet, job seekers are likely to continue pursuing careers with companies that are tackling climate change. This trend could significantly increase under a strong mitigation scenario. To secure top talent, it will be critical for Rexford to continue to prioritize and promote its commitment to ESG.	To attract and retain top talent, we will promote Rexford's ESG leadership in job postings.
Building resiliency	Rexford properties are not significantly exposed to insurance premiums associated with wildfire-prone land and flood zones. However, investments in concrete tilt-up construction, LEED certification, and energy efficiency lead to buildings that can withstand extreme weather conditions at a lower cost. Building resiliency is an opportunity to capture increasing tenant interest in sustainability and provide a competitive advantage for Rexford properties.	To improve the climate resiliency of our properties, we will implement seismic retrofits, cool roofs, quad outlets at each dock door to reduce truck idling, HVLS fans in warehouse for demand control ventilation, warehouse exhaust fans with thermostats and timers and solar panels where possible. We will also explore ways to minimize insurance premiums.
Long-term cost savings	Retrofits that include advanced technologies do not always meet companies' criteria for short-term financial return. However, studies show significant long-term savings are possible with relatively modest investment premiums. Under a strong mitigation scenario, the market may make green technologies with a longer payback period more attractive. While cost savings can be achieved over the medium- to long-term, Rexford's construction costs will likely increase and impact short-term investment returns. In the long term, this may be essential to meeting market demands and reducing operating costs in the future.	To maximize ESG impacts and long-term cost savings, Rexford will create a design process that focuses on integrating best practice building efficiency measures. We will develop processes to review standards and technologies that can be introduced to increase efficiencies.

Metrics and Targets

After completing our TCFD process and identifying risks and opportunities, we are focused on setting targets and tracking metrics that allow us to reduce our environmental impact. Rexford's role in slowing climate change starts with tracking our energy and emissions.

TOTAL ENERGY CONSUMED

317,762 MWh

SCOPE 1 EMISSIONS

39 MT CO₂e

SCOPE 2 EMISSIONS

657 MT CO₂e

SCOPE 3 EMISSIONS

67,166 MT CO₂e

TOTAL EMISSIONS*

67,862 MT CO₂e

We closely monitor our scope 1, 2 and 3 emissions. By tracking emissions and energy usage, we can make decisions and set targets that take advantage of available opportunities while mitigating risks to our portfolio.

Opportunities to reduce our emission footprint include increasing the integration of on-site solar installations. As a result, we set a goal that by the end of 2022, we will have over 9 megawatts of solar installed on our buildings. This will reduce our consumption of non-renewable energy while supporting our response to climate change.

To further drive actions to reduce our emissions, we are setting targets in accordance with the Science Based Target Initiative (SBTi). The SBTi targets will allow us to set emissions reduction targets and associated milestones. With that framework, we can align our plans for emissions reductions to guarantee the successful achievement of the targets. We submitted our letter of commitment in December 2021 and intend to develop our SBTi targets within 24 months of our commitment.

*In 2021, Rexford further developed its data collection capabilities to report in line with the Greenhouse Gas (GHG) Protocol's guidance regarding the categorization of GHG emissions associated with leased assets. As a result, we are reporting our 2021 scope 1, 2 and 3 emissions using this methodology.

Climate-related metrics we actively monitor



Percentage of HVAC units audited



Number of vehicle-charging stations at our buildings



Number of cool roofs installed on our buildings



Number of suppliers we utilize for materials



Dates when HVAC filters were changed



Availability of materials



Number of buildings we are electrifying



Number of buildings having obtained and in process of pursuing green building certifications



Partnerships with utility providers



Progress towards setting science based targets



Megawatts of installed solar across our portfolio

Appendix

SASB Real Estate Standard



SASB Real Estate Standard

All data in the below indexes represents approximately 79% 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	Property Subsector
			Office
			Non-Refrigerated Warehouse
			Cooled Warehouse
			Mixed Use Property
			Distribution Center
			Manufacturing/Industrial Plant
(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 (%)	% data coverage by total floor area
			76%
			95%
			100%
			100%
			88%
			90%
			(1) Property Subsector
			Office
			Non-Refrigerated Warehouse
			Cooled Warehouse
			Mixed Use Property
			Distribution Center
			Manufacturing/Industrial Plant
(2) Property Subsector			
Office			
Non-Refrigerated Warehouse			
Cooled Warehouse			
Mixed Use Property			
Distribution Center			
Manufacturing/Industrial Plant			
Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	IF-RE-130a.3	Percentage (%)	Energy consumed (gigajoules)
			102,089
			64,996
			48,212
			50,311
			122,222
			756,114
(3) Property Subsector			
Office			
Non-Refrigerated Warehouse			
Cooled Warehouse			
Mixed Use Property			
Distribution Center			
Manufacturing/Industrial Plant			
			% grid electricity
			77%
			93%
			95%
			85%
			95%
			48%
			Like-for-like % change in energy consumption
			-12%
			-6%
			-8%
			42%
			0%
			-6%

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	<table border="1"> <thead> <tr> <th data-bbox="1413 188 1749 261">(1) Property Subsector</th> <th data-bbox="1749 188 1919 261">% eligible portfolio with ENERGY STAR rating</th> </tr> </thead> <tbody> <tr> <td data-bbox="1413 261 1749 293">Office</td> <td data-bbox="1749 261 1919 293">46%</td> </tr> <tr> <td data-bbox="1413 293 1749 326">Non-Refrigerated Warehouse</td> <td data-bbox="1749 293 1919 326">68%</td> </tr> <tr> <td data-bbox="1413 326 1749 358">Cooled Warehouse</td> <td data-bbox="1749 326 1919 358">100%</td> </tr> <tr> <td data-bbox="1413 358 1749 391">Mixed Use Property</td> <td data-bbox="1749 358 1919 391">49%</td> </tr> <tr> <td data-bbox="1413 391 1749 423">Distribution Center</td> <td data-bbox="1749 391 1919 423">77%</td> </tr> <tr> <th data-bbox="1413 423 1749 480">(2) Property Subsector</th> <th data-bbox="1749 423 1919 480">% ENERGY STAR certified</th> </tr> <tr> <td data-bbox="1413 480 1749 513">Mixed Use Property</td> <td data-bbox="1749 480 1919 513">9.5%</td> </tr> </tbody> </table>	(1) Property Subsector	% eligible portfolio with ENERGY STAR rating	Office	46%	Non-Refrigerated Warehouse	68%	Cooled Warehouse	100%	Mixed Use Property	49%	Distribution Center	77%	(2) Property Subsector	% ENERGY STAR certified	Mixed Use Property	9.5%												
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(2) Property Subsector	% ENERGY STAR certified																														
Mixed Use Property	9.5%																														
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 page 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	<table border="1"> <thead> <tr> <th data-bbox="1413 612 1749 711">(1) Property Subsector</th> <th data-bbox="1749 612 1919 711">Water withdrawal data coverage as % of total floor area</th> </tr> </thead> <tbody> <tr> <td data-bbox="1413 711 1749 743">Office</td> <td data-bbox="1749 711 1919 743">25%</td> </tr> <tr> <td data-bbox="1413 743 1749 776">Non-Refrigerated Warehouse</td> <td data-bbox="1749 743 1919 776">34%</td> </tr> <tr> <td data-bbox="1413 776 1749 808">Cooled Warehouse</td> <td data-bbox="1749 776 1919 808">63%</td> </tr> <tr> <td data-bbox="1413 808 1749 841">Mixed Use Property</td> <td data-bbox="1749 808 1919 841">77%</td> </tr> <tr> <td data-bbox="1413 841 1749 873">Distribution Center</td> <td data-bbox="1749 841 1919 873">28%</td> </tr> <tr> <td data-bbox="1413 873 1749 906">Manufacturing/Industrial Plant</td> <td data-bbox="1749 873 1919 906">23%</td> </tr> <tr> <th data-bbox="1413 906 1749 1084">(2) Property Subsector</th> <th data-bbox="1749 906 1919 1084">Water withdrawal data coverage as % floor area in regions with High or Extremely High Baseline Water Stress</th> </tr> <tr> <td data-bbox="1413 1084 1749 1117">Office</td> <td data-bbox="1749 1084 1919 1117">25%</td> </tr> <tr> <td data-bbox="1413 1117 1749 1149">Non-Refrigerated Warehouse</td> <td data-bbox="1749 1117 1919 1149">34%</td> </tr> <tr> <td data-bbox="1413 1149 1749 1182">Cooled Warehouse</td> <td data-bbox="1749 1149 1919 1182">63%</td> </tr> <tr> <td data-bbox="1413 1182 1749 1214">Mixed Use Property</td> <td data-bbox="1749 1182 1919 1214">77%</td> </tr> <tr> <td data-bbox="1413 1214 1749 1247">Distribution Center</td> <td data-bbox="1749 1214 1919 1247">28%</td> </tr> <tr> <td data-bbox="1413 1247 1749 1279">Manufacturing/Industrial Plant</td> <td data-bbox="1749 1247 1919 1279">23%</td> </tr> </tbody> </table>	(1) Property Subsector	Water withdrawal data coverage as % of total floor area	Office	25%	Non-Refrigerated Warehouse	34%	Cooled Warehouse	63%	Mixed Use Property	77%	Distribution Center	28%	Manufacturing/Industrial Plant	23%	(2) Property Subsector	Water withdrawal data coverage as % floor area in regions with High or Extremely High Baseline Water Stress	Office	25%	Non-Refrigerated Warehouse	34%	Cooled Warehouse	63%	Mixed Use Property	77%	Distribution Center	28%	Manufacturing/Industrial Plant	23%
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Description of water management risks and discussion of strategies and practices to mitigate those risks	IF-RE-140a.4	N/A	Please refer to page 12 .																																																

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 (ft ²)	1) All new leases contain a cost recovery clause for resource efficiency related capital improvements, with approximately 70% of entire portfolio containing this clause. (2) We leased approximately 3,057,661 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	96%
			Cooled Warehouse	100%
			Mixed Use Property	100%
			Distribution Center	95%
			Manufacturing/Industrial Plant	89%
			(2)	% submetered for water withdrawals
			Office	27%
Non-Refrigerated Warehouse	43%			
Cooled Warehouse	80%			
Mixed Use Property	77%			
Distribution Center	58%			
Manufacturing/Industrial Plant	35%			
Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	IF-RE-410a.3	N/A	Please refer to page 19 .	
Climate Change Adaptation				
Area of properties located in 100-year flood zones, by property subsector	IF-RE-450a.1	Square feet (ft ²)	Property Subsector	Area of properties located in 100-year flood zones (square feet)
			Office	0
			Non-Refrigerated Warehouse	575,116
			Cooled Warehouse	0
			Mixed Use Property	0
			Distribution Center	0
			Manufacturing/Industrial Plant	166,940
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 page 37-42 .	

Activity Metrics				
Number of assets, by property subsector	IF-RE-000.A	Number	Property Subsector	Number of assets
			Office	23
			Non-Refrigerated Warehouse	60
			Cooled Warehouse	4
			Mixed Use Property	18
			Distribution Center	98
			Manufacturing/Industrial Plant	58
Leasable floor area, by property subsector	IF-RE-000.B	Square feet (ft ²)	Property Subsector	Leasable floor area
			Office	2,359,586
			Non-Refrigerated Warehouse	5,772,707
			Cooled Warehouse	398,775
			Mixed Use Property	1,577,085
			Distribution Center	12,868,810
			Manufacturing/Industrial Plant	6,241,411
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 (%)	Property Subsector	Average Occupancy Rate
			Office	99%
			Non-Refrigerated Warehouse	96%
			Cooled Warehouse	99%
			Mixed Use Property	96%
			Distribution Center	96%
			Manufacturing/Industrial Plant	98%

Appendix

GRI Content Index



For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

GRI Content Index

GRI 101: Foundation 2016

GRI 102: General Disclosures 2016

Organizational Profile

102-1	Name of the organization	Rexford Industrial
102-2	Activities, brands, products, and services	Reference pages 4-5 in our 2021 Rexford Industrial 10-K filing for additional information.
102-3	Location of the headquarters	Rexford Industrial 11620 Wilshire Blvd, 10th floor Los Angeles, CA 90025
102-4	Location of operations	Rexford Industrial operates solely in Southern California and does not operate outside of the United States.
102-5	Ownership and legal form	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 our 2021 Rexford Industrial 10-K Filing for additional information.
102-6	Markets served	Please refer to page 5 . Reference pages 4-5 in our 2021 Rexford Industrial 10-K filing for additional information.
102-7	Scale of the organization	Please refer to page 4 . Rexford employs 186 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 2021 Rexford Industrial 10-K filing for additional information.
102-8	Information on employees and other workers	Female employees: 104 (103 full-time and 1 part-time). Male employees: 82 (82 full-time and 0 part-time). Please refer to page 24 .
102-9	Supply chain	Rexford's supply chain includes building material suppliers, construction and other trade companies, office and IT suppliers, and utility providers.
102-10	Significant changes to the organization and its supply chain	There were no significant changes regarding the organization's size, structure, ownership, or its supply chain.
102-11	Precautionary Principle approach	Although we consider the environmental impacts of our business decisions, the precautionary principle does not explicitly guide those decisions.
102-12	External initiatives	Rexford is currently assessing the various external sustainability initiatives that exist.
102-13	Membership of 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)

Strategy

102-14	Statement from senior decision-maker	Please refer to page 3 .
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Ethics and Integrity

102-16	Values, principles, standards, and norms of behavior	Please refer to page 29-30 .
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Governance

102-18	Governance structure	Reference our 2021 Rexford Industrial 10-K filing and 2021 Proxy Statement for additional information.
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Stakeholder Engagement		
102-40	List of stakeholder groups	Tenants, Shareholders, employees, investment analysts, business partners.
102-41	Collective bargaining agreements	No collective bargaining agreements with Rexford's employees are in place.
102-42	Identifying and selecting stakeholders	As a publicly traded REIT whose success depends on the supporting the success of our tenants with property management services, we have for a long-time defined tenants, investors and employees as key stakeholders.
102-43	Approach to stakeholder engagement	Engagement with all stakeholders (tenants, 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. Since January 1, 2021, we have engaged with stockholders who together own more than 61% of our outstanding common stock on a variety of topics. For our 2020 materiality assessment, five investors and 3 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.
102-44	Key topics and concerns raised	Please refer to page 10 .
Reporting Practice		
102-45	Entities included in the consolidated financial statements	All data presented in the report represents all wholly owned Rexford Industrial operations, unless explicitly noted otherwise.
102-46	Defining report content and topic boundaries	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. 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 page 10 .
102-47	List of material topics	Please refer to page 10 .
102-48	Restatements of information	No restatements.
102-49	Changes in reporting	The boundaries for the report have not changed from previous years.
102-50	Reporting period	January 1 to December 31, 2021
102-51	Date of most recent report	April 2021
102-52	Reporting cycle	Annual Reporting
102-53	Contact point for questions regarding the report	Kristin Brown Director, Sustainability, kbrown@rexfordindustrial.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	Please refer to page 50 .
102-56	External assurance	This report was not externally assured.
Topic-specific Disclosures		
Material Topic: Governance and Ethics		
The Rexford material topic "Governance and Ethics" includes the GRI topics "205 Anti-Corruption," "206 Anti-competitive Behavior," and "419 Socioeconomic Compliance."		
GRI 103: Management Approach 2016		
103-1, 103-2, 103-3	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 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	Please refer to page 30 . 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.				
205-3	Confirmed incidents of corruption and actions taken	In 2021, there were no confirmed incidents of corruption that resulted in litigation against Rexford.				
GRI 206: Anti-competitive Behaviour 2016						
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2021, there were no confirmed incidents of anti-competitive behavior at Rexford.				
GRI 419: Socioeconomic Compliance 2016						
419-1	Non-compliance with laws and regulations in the social and economic area	In 2021, there were no confirmed incidents of non-compliance with social and economic laws and regulations.				
Material Topic: Human Capital Management						
The Rexford material topic "Human Capital Management" includes the GRI topics "401 Employment," "404 Training and Education," "405 Diversity and Equal Opportunity," and "406 Non-Discrimination."						
GRI 103: Management Approach 2016						
103-1, 103-2, 103-3	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 invest in our employees' success to provide quality service to our tenants.					
GRI 401: Employment 2016						
401-1	New employee hires and employee turnover	Age Group	Number Hired	% Hired	Number Turnover	% Turnover
		Under 40	38	65%	12	57%
		Over 40	20	35%	9	43%
		Gender				
		Female	31	53%	9	43%
		Male	27	47%	12	57%
		Region: North America	58	100%	21	14%
401-2	Benefits provided to full-time employees	Please refer to page 27 and our Careers webpage here .				
401-3	Parental Leave	Please refer to page 27 . Below are the total number of employees, broken down by gender, who are eligible for parental leave.				
					Total Eligible Employees	
		Female			76	
		Male			60	
		Non-binary			1	
<p>In 2021, we created our own parental leave program, which 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:</p> <ul style="list-style-type: none"> • 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 1250 hours of service in the past year. • Family & Medical Leave Act (FMLA): Employee must have worked for employer for 1+ year and have 1250 hours of service in the past year. <p>In 2021, 3 females and 4 males took parental leave, and all returned to work.</p>						

GRI 404: Training and Education 2016																				
404-1	Average hours of training per year per employee	<p>Below are average hours of training broken down by gender and responsibility level.</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Average Hours of Training</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>28</td> </tr> <tr> <td>Male</td> <td>22</td> </tr> <tr> <td>Non-binary</td> <td>31</td> </tr> <tr> <th>Responsibility Level</th> <th>Average Hours of Training</th> </tr> <tr> <td>Support</td> <td>21</td> </tr> <tr> <td>Professional</td> <td>24</td> </tr> <tr> <td>Director</td> <td>27</td> </tr> <tr> <td>Vice President</td> <td>22</td> </tr> </tbody> </table>	Gender	Average Hours of Training	Female	28	Male	22	Non-binary	31	Responsibility Level	Average Hours of Training	Support	21	Professional	24	Director	27	Vice President	22
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Responsibility Level	Average Hours of Training																			
Support	21																			
Professional	24																			
Director	27																			
Vice President	22																			
404-2	Programs for upgrading employee skills and transition assistance programs	Please refer to page 25 .																		
404-3	Percentage of employees receiving regular performance and career development reviews	All full-time employees (100 percent) across all genders and employee categories also participate in our performance management process and receive regular performance and career development reviews.																		

GRI 405: Diversity and Equal Opportunity 2016																																																					
405-1	Diversity of governance bodies and employees	<p>Please refer to page 23.</p> <table border="1"> <thead> <tr> <th colspan="6">Diversity of Employees</th> </tr> <tr> <th></th> <th>Women</th> <th>Men</th> <th>Under 30</th> <th>30 to 49</th> <th>50+</th> </tr> </thead> <tbody> <tr> <td>Support</td> <td>81%</td> <td>19%</td> <td>8%</td> <td>60%</td> <td>32%</td> </tr> <tr> <td>Professional</td> <td>54%</td> <td>46%</td> <td>19%</td> <td>69%</td> <td>12%</td> </tr> <tr> <td>Director</td> <td>56%</td> <td>44%</td> <td>6%</td> <td>63%</td> <td>31%</td> </tr> <tr> <td>VP</td> <td>30%</td> <td>70%</td> <td>5%</td> <td>85%</td> <td>10%</td> </tr> <tr> <td>Overall</td> <td>56%</td> <td>44%</td> <td>16%</td> <td>68%</td> <td>16%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="3">Diversity of Board</th> </tr> <tr> <th>Women</th> <th>Men</th> <th>Diverse Race/Ethnicity</th> </tr> </thead> <tbody> <tr> <td>33%</td> <td>66%</td> <td>22%</td> </tr> </tbody> </table>	Diversity of Employees							Women	Men	Under 30	30 to 49	50+	Support	81%	19%	8%	60%	32%	Professional	54%	46%	19%	69%	12%	Director	56%	44%	6%	63%	31%	VP	30%	70%	5%	85%	10%	Overall	56%	44%	16%	68%	16%	Diversity of Board			Women	Men	Diverse Race/Ethnicity	33%	66%	22%
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Diversity of Board																																																					
Women	Men	Diverse Race/Ethnicity																																																			
33%	66%	22%																																																			

Material Topic: Community Impact and Engagement

The Rexford material topic "Community Impact and Engagement" includes the GRI topic "413 Local Communities."

GRI 103: Management Approach 2016	
103-1, 103-2, 103-3	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 team is ultimately responsible for managing this topic and obtains feedback from tenants and partners on the effectiveness of our approach to this topic. In 2021, we established an employee-led Community Engagement Committee to increase our impact through community relationships. The mission statement for Rexford's community engagement program includes three strategic action areas: youth development, environmental sustainability, and eradication of homelessness. The Committee will guide Rexford's community engagement strategy and continuously evaluate its effectiveness.

GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Please refer to page 20-21 .

Material Topic: Tenant Satisfaction and Engagement

The Rexford material topic “Tenant Satisfaction and Engagement” refers to our efforts to ensure the success of our tenants and our collaboration with them to solve challenges they face, including sustainability-related ones.

GRI 103: Management Approach 2016

103-1, 103-2, 103-3	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, and in 2021 formalized our tenant sustainability program. 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.
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Detailed information on this Non-GRI Topic

Non-GRI metric	Kingsley Tenant Survey Results	Please refer to page 18 .
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Material Topic: Climate Change

The Rexford material topic “Climate Change” includes the GRI topics “302 Energy,” and “305 Emissions.”

GRI 103: Management Approach 2016

103-1, 103-2, 103-3	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. In 2021, we conducted a scenario-based climate risk assessment aligned with the TCFD guidelines. The assessment 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 intend to utilize such assessments in the future to continue to actively manage our approach to climate change.
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GRI 302: Energy 2016

302-1	Energy consumption within the organization	Please refer to page 43 .
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GRI 305: Emissions 2016

305-1	Direct GHG emissions (Scope 1)	Please refer to page 43 .
305-2	Energy-based indirect GHG emissions (Scope 2)	Please refer to page 43 .

Material Topic: Environmental Impact Management

The Rexford material topic “Environmental Impact Management” includes the GRI topic “307 Environmental Compliance.”

GRI 103: Management Approach 2016

103-1, 103-2, 103-3	Environmental Compliance is material to Rexford because of the significant reputational and monetary risks associated with non-compliance. Rexford is committed to adhering to all applicable environmental regulations and proactively addresses potential environmental liabilities with landlords before purchasing an asset. If an agreement cannot be reached on addressing existing environmental liabilities, then Rexford will not purchase the asset. Our building project managers are responsible for ensuring environmental compliance during asset development, and tenants are required to comply with all relevant environmental regulations during their lease.
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GRI 307: Environmental Compliance 2016

307-1	Non-compliance with environmental laws and regulations	Rexford has not identified any non-compliance with environmental laws or regulations in 2021.
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Appendix

United Nations Global Compact (UNGC) Index



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 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 page 29 and 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 page 30 .
Principle 4	The elimination of all forms of forced and compulsory labor	Please refer to page 30 .
Principle 5	The effective abolition of child labor	Please refer to page 30 .
Principle 6	The elimination of discrimination in respect of employment and occupation	Please refer to page 23 and page 24 .

Environment

Principle 7	Businesses should support a precautionary approach to environmental challenges	Please refer to pages 11 – 17 .
Principle 8	Undertake initiatives to promote greater environmental responsibility	Please refer to pages 11 – 17 .
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	Please refer to pages 11 – 17 .

Anti-corruption

Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	Please refer to pages 29 – 33 .
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Appendix

EEO-1



2021 Consolidated U.S. Employer Information Report (EEO-1)

Job Categories	Hispanic or Latino		Not Hispanic or Latino											Overall Totals	
	Male	Female	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	Native Hawaiian or Pacific Islander		Two or More Races
Executive / Sr Officials & Managers	1	0	12	0	0	0	0	0	3	0	0	0	0	0	16
First/Mid Officials & Managers	4	9	27	1	0	9	0	1	26	4	2	14	0	0	97
Professionals	5	4	3	1	0	6	0	1	7	0	0	5	0	1	33
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	1	0	2	0	0	0	0	0	2	1	0	0	0	0	6
Administrative Support	2	6	2	3	0	0	0	1	12	4	0	2	0	1	33
Craft Workers	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
Laborers & Helpers	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	1	0	0	0	0	0	1
Total	13	19	46	5	0	15	0	3	51	9	2	21	0	2	186



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