

ESG*Impact*

2025 Environmental, Social and Governance Impact Report



14434-14527 San Pedro Street, South Bay

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About This Report

Rexford Industrial's 2025 Environmental, Social and Governance Impact Report showcases our *ESG Impact* (ESGi) strategy and the results and metrics relevant to our material topics¹ from January 1 to December 31, 2025. Rexford's ESGi Material Topics encompass Green Buildings & Energy/Emissions Management, Climate Risk & Resilience, Tenant Satisfaction & Engagement, Human Capital Management, Governance, Compliance & Ethics and Data Security & Privacy.

Reporting Boundaries and Frameworks

We implement an operational control reporting boundary² that includes all owned and managed properties, operating performance, tenant relationships, supply chain engagement and investment decisions.

We align disclosures with independent ESG reporting frameworks³, including the Global Reporting Initiative (GRI) Universal Standards, Sustainability Accounting Standards Board (SASB) Real Estate Standard, United Nations Global Compact (UNGC) and Taskforce on Climate-Related Financial Disclosures (TCFD).

We report to leading ESG-focused assessments and surveys, including GRESB (formerly Global Real Estate Sustainability Benchmark), CDP (formerly Carbon Disclosure Project) and the S&P Global Corporate Sustainability Assessment (S&P CSA). Our net-zero greenhouse gas (GHG) targets were validated by the Science Based Target initiative (SBTi) in 2023 and our 2025 GHG Inventory has been independently assured⁴.

Our goals align with specific United Nations (UN) Sustainable Development Goals (SDGs) and our material topics, guiding positive impact in areas that matter most.

Letter From the CEO



“

We will continue to integrate sustainability into capital allocation decisions, strengthen climate resilience across the portfolio, invest in our team and uphold the highest standards of governance.”

Rexford Industrial’s infill Southern California portfolio is located at the center of one of the most dynamic industrial markets in the world, and we feel a deep sense of responsibility to our stakeholders, the communities we serve and the environment in which we operate. On behalf of the entire Rexford team, I am proud to present our 2025 Environmental, Social and Governance Impact Report, which reflects the progress we continue to make in embedding ESG throughout our strategy and operations — strengthening resilience across our portfolio, enhancing stakeholder outcomes and driving sustainable growth.

In 2025, we made meaningful progress across our ESG priorities. We reduced emissions, advanced asset-level decarbonization planning throughout the portfolio, expanded our solar footprint and continued to deliver high-performance, LEED-certified properties that meet the evolving needs of our tenants. At the same time, we invested in our local communities by partnering with businesses, unions and non-profit organizations. We also supported the success of our invaluable Rexford team by engaging thoughtfully, reinforcing our culture of inclusion and prioritizing the development of our team. We made meaningful improvements aligned with best-in-class governance practices, strengthening Board oversight and capital allocation discipline. These outcomes are the result of collaboration across the organization and reflect a collective commitment to continuous improvement, accountability and operational excellence.

Looking ahead, we remain focused on execution. We will continue to integrate sustainability into capital allocation decisions, strengthen climate resilience across the portfolio, invest in our team and uphold the highest standards of governance. Our science-based net-zero commitments and alignment with leading ESG frameworks reinforce our belief that responsible operations and strong financial performance go hand in hand.

Thank you to our entire Rexford team for your dedication, innovation and leadership, and to our tenants, communities and investors for your continued trust and partnership. Together, we are building a more resilient, efficient and sustainable industrial platform — grounded in our commitment to long-term value creation.

Sincerely,

A handwritten signature in black ink, appearing to read 'Laura Clark'. The signature is fluid and cursive.

Laura Clark
Chief Executive Officer

Our Mission

We transform industrial real estate that powers the world's goods — fueling businesses, communities and everyday life.

Rexford at a Glance¹

100%

Infill Southern California

419

Industrial Properties

\$13B

Entity Value

51M

Square Feet (SF)

10.4M

SF Leased in 2025

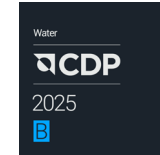
698

Buildings



1500 Raymond Avenue, North Orange County

Recognitions



Rexford's CDP scores recognize our efforts to manage our environmental impact by addressing climate change and water security.



Sustainability Member designation recognizes Rexford among the top 15% of Real Estate Investment Trusts.



Sector Leader designation reflects our success across GRESB Assessments.



Platinum Green Lease Leader status demonstrates our strong partnerships with tenants through our green leases.

Achievements & Goals

2025 Achievements

Developed asset-level decarbonization plans
Diverting 70% of waste at LEED repositionings and developments¹

10.2 MW of new solar commitments in 2025;
34.4 MW total portfolio solar installed & committed

23 buildings LEED certified² (15 Gold, 6 Silver, 2 Certified)

Platinum Green Lease Leader
Employees volunteered 3,352 hours, exceeding 3,000-hour goal

27 training hours per employee, exceeding 20-hour goal

100% employee participation in inclusion and anti-bias training

2026 Goals

70% waste diversion at LEED repositionings and developments

5.0 MW of new solar commitments in 2026;
Projected 39.4 MW total portfolio solar installed & committed

LEED Silver or higher for developments
LEED Certified or higher for repositionings with eligible scope

Gold or higher Green Lease Leader status
3,000 employee volunteer hours

20 training hours on average per employee

Provide opportunities for ongoing employee inclusion



Our goals are informed by our material topics and the UN SDGs



ESG impact

Rexford's holistic approach to ESG encompasses the positive environmental, societal and governance impacts derived from our differentiated business model, maximizing resilience, success and stakeholder satisfaction.



Environmental Value

We transform inefficient buildings into high-functioning, resource-efficient and higher-value properties, reducing our carbon footprint and driving sustainable growth.



Societal Value

We invest in the community and our team, revitalizing industrial properties and neighborhoods and fostering a strong internal company culture.



Governance Value

We uphold a foundation of integrity and excellence, demonstrated by the highest ethical standards and robust governance practices and policies.



Environmental Value

Creating long-lasting, positive environmental impacts enables operational efficiencies, and it's the right thing to do for our team, tenants and communities. By recycling inefficient buildings and implementing green building strategies, we reduce our carbon impact.

Our commitment to net-zero GHG emissions, validated by the SBTi, is a pillar of our efforts for a more sustainable future.



Our strategy avoided 65,400 metric tons of emissions¹ in 2025 through:

Repurposing building structures, which reduces waste and production emissions

Investing in solar energy to transition our portfolio to net zero

Implementing sustainable fixtures to conserve resources and deliver savings

Sourcing low-carbon materials, lowering emissions through strategic recycling

Focusing on infill locations to minimize travel emissions

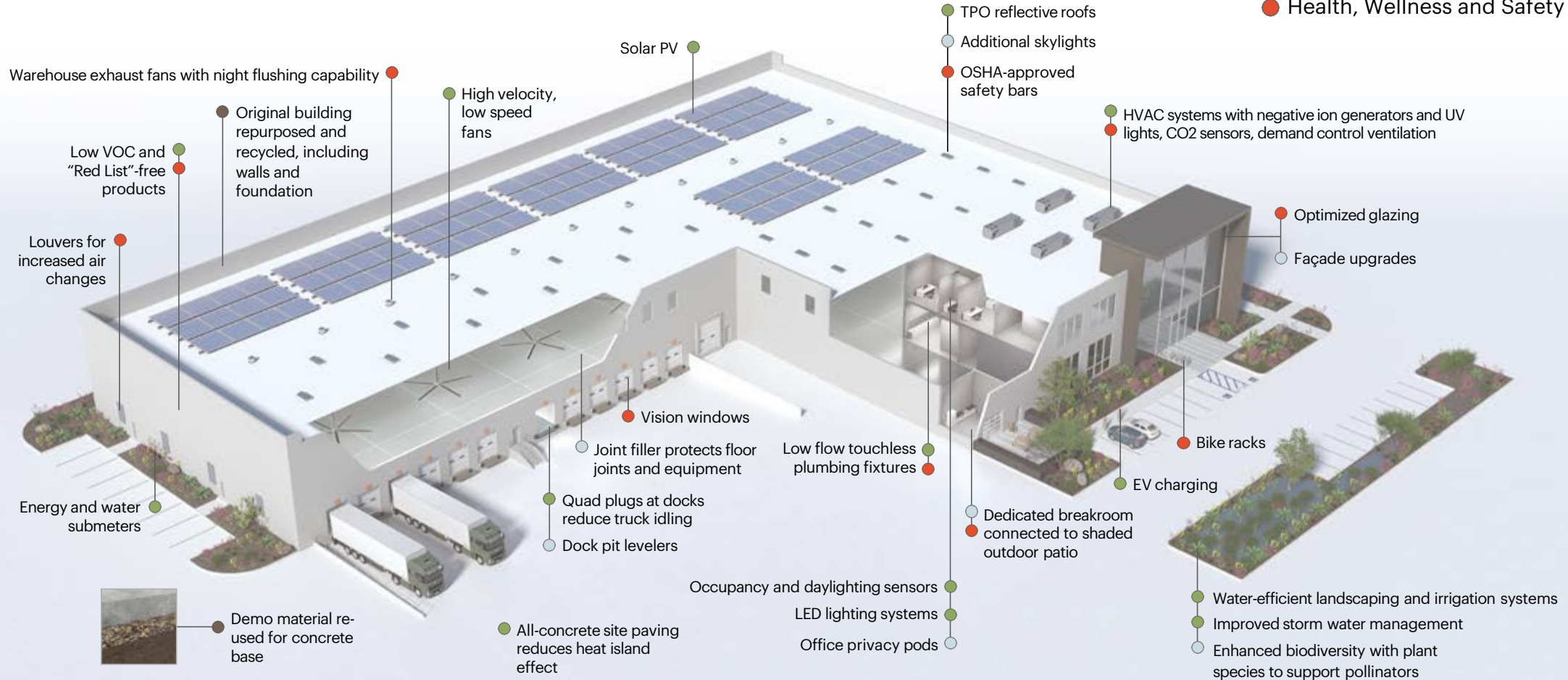
Our 2025 avoided emissions equaled the emissions generated by powering 13,620 homes for one year².

Transforming Industrial Buildings

We deliver resilient, high-performing industrial properties through our ESG strategy and leading green building standards.

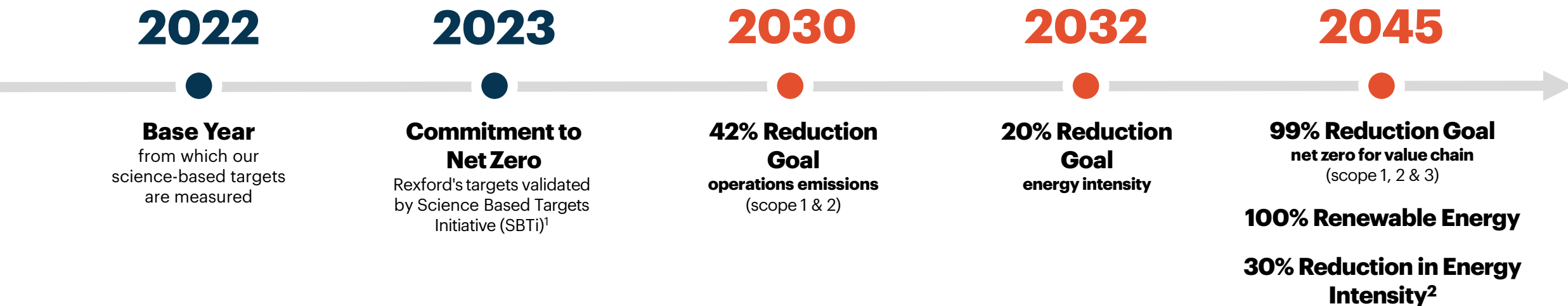
Indicative Strategies

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



Rexford's Path to Net Zero

Our science-based net-zero targets reflect our commitment to transparency and proactive approach to climate change.



Emission Reduction Strategies

Solar energy deployment

Green capital works including electrification and energy efficiency

Embodied carbon reductions through innovative materials and techniques

Asset-level decarbonization plans guide capital planning

Green leases and tenant engagement conserve resources and measure impact

LEED certifications for repositionings and developments

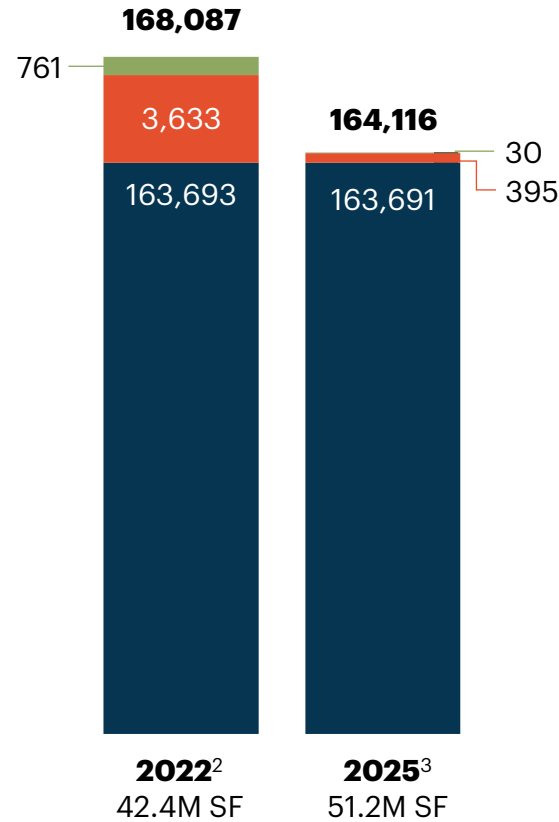
Reducing Our Emissions

- Scope 1**
Direct emissions from combustion of fossil fuels within Rexford’s direct operational control.
- Scope 2**
Indirect emissions from purchased electricity within Rexford’s direct operational control.
- Scope 3**
Indirect emissions not within Rexford’s direct operational control, including tenants’ operations, waste disposal, purchased goods, business travel, employee commuting and other upstream and downstream activities.

90% reduction in Scope 1 & 2 emissions, exceeding our 2030 goal of 42%

15% reduction in energy consumption per square foot, inclusive of a 21% increase in portfolio SF

Total Emissions¹
in MT CO₂E



Energy Intensity⁴
in kWh per SF





Operating Sustainably

We drive sustainable value creation and efficiency at our properties while also reducing costs and supporting our environmental goals.

Investing in infill locations

We deliver proximity for tenants and minimize travel emissions through our infill-focused strategy.

Protecting biodiversity

We invest in an existing, built-out market, supporting pollinators and incorporating native landscaping.

Expanding EV infrastructure

We partner with tenants to provide EV chargers, delivering over 7,700 kWh of energy in 2025.

Conserving water¹

We strive to preserve this crucial resource and create savings for our tenants.

Mitigating Embodied Carbon

We incorporate materials that help reduce our embodied carbon impact. By conducting life cycle assessments and leveraging certified products, we make a meaningful impact on our path to net zero. We also assess embodied carbon as part of our capital allocation considerations for repositionings and developments.

Low-carbon materials¹

486,220 SF of optimized slabs,
495,940 kg CO₂e/SF embodied
carbon avoided²

6,460 SF of reclaimed/certified
wood products, 18,000 lbs of
carbon avoided

290,380 SF of low-carbon
carpet, 140 metric tons of GHGs
saved

6,000 SF of recycled tile
products, 2,700 lbs of waste
diverted





5635-5637 E. 61st Street, Central Los Angeles

Building Our LEED Portfolio

By prioritizing LEED, we ensure that we not only deliver highly functional buildings to tenants, but also sustainable properties that support their operations. As part of the LEED Volume program, our repositioning and development projects are streamlined for certification through our Platinum-certified prototype.

LEED Portfolio¹

59 LEED

Certified or higher buildings²

4.9M

LEED certified SF

10%

of total portfolio SF

21

Gold certified properties

LEED Case Studies¹

Gold Certified Repositioning



14527 San Pedro Street

Repositioned and recycled low-coverage site delivering significant water and waste savings at LEED Gold facility.

38%

Lower energy consumption

93%

Waste diverted

75%

Potable water reduction

99%

Less embodied carbon

Gold Certified Development



8888 Balboa Avenue

Developed inefficient site into best-in-class LEED Gold project.

46%

Lower energy consumption

65%

Waste diverted

53%

Potable water reduction

18%

Less embodied carbon



7900 Nelson Road, Greater San Fernando Valley

Deploying Solar Energy

Our Southern California industrial footprint presents a substantial and unique opportunity to support solar renewable energy solutions that benefit tenants and our surrounding communities.

Delivering our tenants energy certainty through our solar program is a competitive advantage and supports our emission reduction goals.

Rexford's commitment and execution of our sustainability initiatives, including the growth of our solar investments, enabled access to capital through our green bond issuance and lower overall borrowing rates related to our credit facility.

34.4 MW of installed or committed solar systems across our portfolio generated \$590K of NOI in 2025.

Supporting Our Tenants

Partnering with our diverse tenant base is essential to achieving our shared sustainability goals and business objectives. We also incorporate building features that foster a healthy and safe workplace while continually improving systems to reduce costs and create value.

In 2025, we supported our tenants' sustainability efforts through:

133

LED retrofits

31

highly reflective cool roof installations

20

drought-tolerant landscaping and irrigation upgrades

See our [Tenant Sustainability Guide](#)



In 2025, we exceeded the average Overall Satisfaction Kingsley Index™.

70%

of tenants indicated our commitment to sustainability is excellent, above the Kingsley Index

68%

response rate, above 2024 and 2025 industry average

Societal Value

Rexford creates enduring value for local communities by transforming buildings and neighborhoods. Our investments drive new business creation and jobs, tax revenues and a safer environment. Our local partnerships and employee volunteering foster deep collaboration and community impact.

The foundation of our business is our team. We support their success through an inclusive culture, a robust learning and development program as well as leading compensation and total rewards.



In 2025, we created **\$1.6 billion of societal impact¹**, including:

Building better communities by improving infrastructure and safety, beautifying locations and contributing tax revenues

Fostering employee success by cultivating growth, inclusivity, well-being and engagement

Creating local opportunities through value-add improvements, fueling new business and job creation, skills training and higher wages

Giving back meaningfully through local partnerships, deep community engagement and employee volunteering

Investing in Our Communities

By executing on our strategy to recycle and develop infill industrial properties, we support our local economy and communities. We help implement infrastructure and safety improvements, as well as facilitate new businesses and job creation, contributing to local tax revenue. By partnering with local businesses, unions and community organizations, we revitalize neighborhoods and create opportunities for prosperity.



Our Local Impact:

+30,000

Local jobs within Rexford buildings

\$2.7M

Investment in infrastructure and public works through repositioning and development in 2025

14

Chambers of Commerce supported

Giving Back Meaningfully

Our Rexford culture is rooted in devotion to our team and the communities in which we live and operate. Through our long-standing community engagement program, RexForGood, we provide ongoing opportunities to drive meaningful local impact across three key focus areas: youth development, environmental sustainability and the eradication of homelessness.



In 2025:

3,352

company-wide volunteer hours

45

volunteer events

31

organizations supported

99%

employee participation

Every year, we host our Annual Volunteer Day, closing our offices to give back together as a team. In 2025, we supported 15 local organizations and volunteered over 991 hours in a single day.



Living Our Defining Principles

At Rexford, we prioritize connection, collaboration and shared purpose — bringing people together across the business to support one another and succeed as a team. Our Defining Principles are the foundation of how we work, partner and drive results.



Be an Expert

We are the masters of our craft. We cultivate a growth mindset and turn knowledge into impact.



Lead with Care

We put people first, and we carry that through every step of the journey



Partner with Purpose

We are teammates and owners of Rexford. We work as one across the business to achieve shared success.



Dare to Try

We challenge the status quo. We reimagine what exists to build something better.

Championing Team Engagement

We strengthen engagement by celebrating employees who bring Rexford's culture to life and fostering meaningful relationships across the organization.

RexResults

We engage company-wide for quarterly in-person townhalls, sharing updates and team wins.

RexSocials

Our employee-led resource and interest groups boost connectivity and drive community across teams.

23 groups | 55 events

RexConnex

Platform for peer-to-peer recognition through monetary points and shared company-wide appreciation.

2,169 recognitions | \$369,000 awarded



95% favorable engagement in 2025 based on our regular Voice of the Employee survey, which informs our engagement strategy and decision-making.

Elevating Skills & Performance

Our people are the foundation of our success. We enable our team's growth and development, providing robust training opportunities, ongoing feedback and mentoring. Our bi-annual performance reviews provide opportunities to align with company goals.



In 2025:

7,000 hours of learning, an average of 27 hours per person¹

Hosted **4 property tours** attended by **161 team members** across events to learn about our business and green building initiatives

Cybersecurity Training

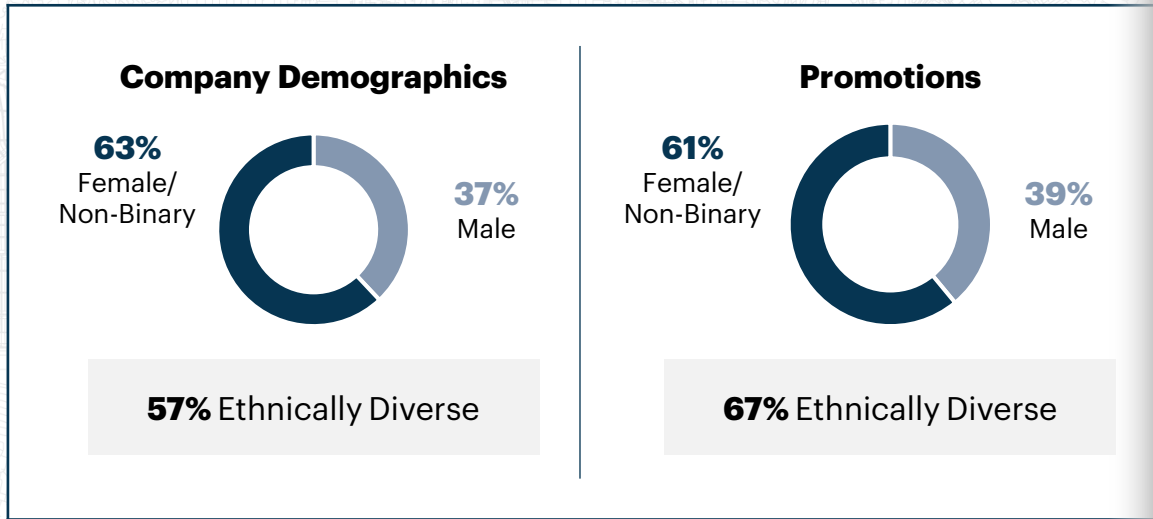
100%
participation

778 hours
completed

3 hours
per person

Promoting Inclusion

We believe diverse perspectives strengthen creativity and innovation, creating a meaningful competitive advantage for our business. Rexford’s employee resource groups, including Women in Real Estate (WIRE), provide opportunities for understanding and belonging across our team.



New Hires

57% Female/Non-Binary	43% Male
60% Ethnically Diverse	37% Referral Rate



WIRE provides resources and community for women at Rexford, hosting events throughout the year focused on personal and professional development.

Governance Value

Our robust corporate governance policies and practices, overseen by our independent Board of Directors, promote company-wide transparency and accountability.

Our commitment to creating Governance Value provides the foundation for sustainable growth and value creation.



21515 Western Avenue, South Bay

A foundation of transparency, accountability and ethical behavior that enables growth and long-term value creation

Ensuring accountability, transparency and ethical behavior through high standards and ESG policies

Prioritizing climate-related opportunities by aligning analysis with the Taskforce on Climate-related Financial Disclosures (TCFD)

Managing risks through our Risk Management Framework and cybersecurity infrastructure

Protecting our people through proactive management of health and safety

Respecting human rights and aligning with the UN Global Compact

Engaging with shareholders to seek their insights

Prioritizing Governance

Rexford's independent Board of Directors apply their experience and knowledge to overseeing business decisions, risk management and strategy, creating alignment with our goals and commitment to ESG.

We proactively engaged with stockholders representing 86% of our outstanding stock, eliciting feedback and sharing progress.

Learn more about our Governance practices in our latest [Proxy Statement](#)

Strengthening Our Governance

In 2025, we strengthened Board oversight, leadership alignment and capital allocation discipline to elevate our best-in-class governance practices.

Board of Directors & Leadership Transition

- Implemented planned leadership succession plan, appointing Laura Clark as CEO and John Nahas as COO
- Appointed Laura Clark to the Board and added a new independent director, David Stockert; former Co-CEOs departed the Board on May 19, 2026

Capital Allocation Governance

- Adopted a reformed, disciplined capital allocation framework
- Created a Board Investment and Capital Committee focused on overseeing capital allocation decisions

Executive Compensation & Accountability

- Recalibrated executive compensation, resulting in approximately 50% reduction in aggregate named executive officer target compensation
- Aligned incentives with shareholders, including relative total shareholder return, operating performance and ESG objectives

Leadership Transitions:



Laura Clark, CEO

- 25 years of real estate & public REIT experience
- Prior COO & CFO at Rexford



Mike Fitzmaurice, CFO

- 25 years of public REIT experience
- Joined Rexford in November 2024; former CFO at RPT Realty



John Nahas, COO

- 22 years of experience in real estate operations & investments
- Prior Managing Director of Operations at Rexford

Managing Risks

We are committed to building a resilient portfolio supporting long-term growth and value creation. Under our Risk Management Framework, we implement an annual Enterprise Risk Management process and continuously assess and address operational risks, including independent live monitoring of physical risks to our portfolio. Our asset-level plans enable us to respond effectively, swiftly assisting tenants and protecting our assets.

Our robust cybersecurity framework supports responsible use of artificial intelligence and business continuity management.



21515 Western Avenue, South Bay

In 2025, we published our latest TCFD report, which provides transparency about climate risks and opportunities and the strategies we are implementing.

Protecting Our People

Our devotion to the safety and wellness of our people extends beyond our team and includes the well-being of our tenants and partners.

In 2025, we enhanced our auditing of health and safety practices at our repositionings and developments, with 540 hours of site safety training¹ completed in 2025. We also conducted a supply chain human rights risk assessment and expanded our measures to ensure vendors align with our high standards for integrity and workplace safety.

We are dedicated to upholding fundamental human rights, freedoms and dignified treatment, and we are a signatory to the UN Global Compact.



Appendix

2025 Emissions Detail

Endnotes

GRI Content Index

UNGC Index

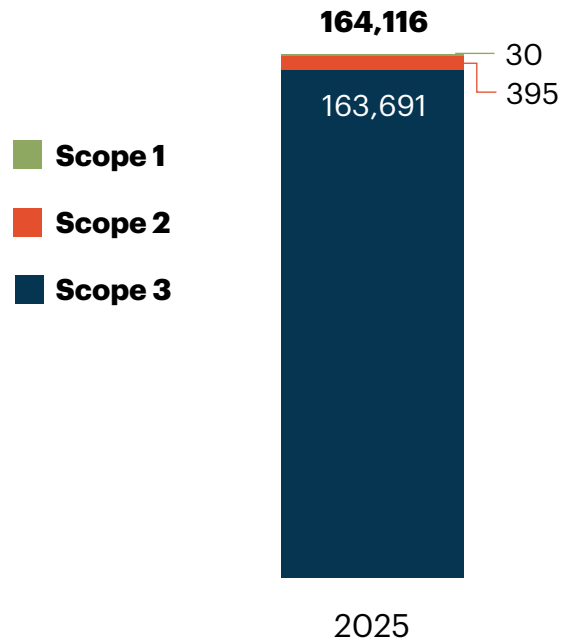
Forward-Looking Statements



2025 Emissions Detail

Total Emissions¹

In MT CO₂E

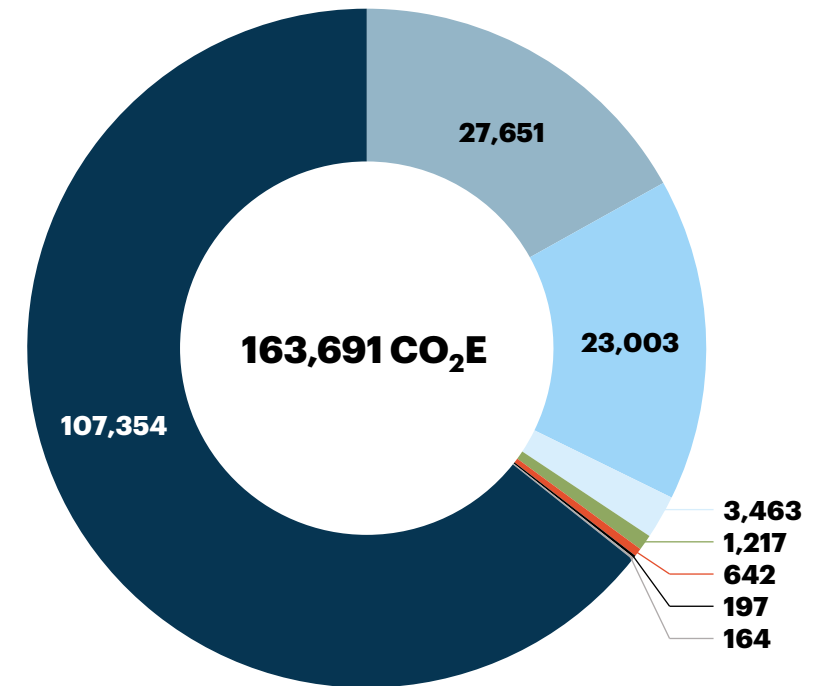


Categories

- Downstream Leased Assets **65.6%**
- Capital Goods **16.9%**
- Waste Generated in Operations **14.0%**
- Fuel- & Energy-Related Activities **2.1%**
- Purchased Goods & Services **0.7%**
- Use of Sold Products **0.4%**
- Employee Commuting **0.2%**
- Business Travel **0.1%**

Scope 3 Emissions²

In MT CO₂E



Endnotes

PAGE 2

1. Please note that the terms ‘material’ or ‘materiality’ as used in ESG reporting and throughout this report are not aligned with the definition of materiality used for reporting to the Securities Exchange Commission or any applicable state reporting requirements.
2. As defined in the [Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard](#).
3. Some standards and data sets are disclosed in separate reports including our [2025 TCFD Report](#) and [2025 ESG/ Data Book](#).
4. See the Independent Accountant’s Review Report on [pages 12-15](#) of our 2025 ESG/ Data Book for details.

PAGE 5

1. All metrics as of 12/31/2025.

PAGE 6

1. Introduced for LEED projects commenced in 2025. Interim results are over 70% diversion.
2. Certifications issued by the U.S. Green Building Council in 2025.

PAGE 8

1. Environmental Value avoided emissions calculation includes energy and water efficiency enhancements, mitigation of new material production and transportation through reusing building structures and materials, reductions in embodied carbon emissions by selecting lower impact materials and displacement of grid energy through solar projects.
2. Calculated by the EPA’s greenhouse gas equivalencies calculator on 5/18/2026.

PAGE 10

1. Our commitment aligns with the 1.5-degree Celsius pathway and bolsters California’s carbon neutrality objective.
2. Our energy intensity reduction target is a key lever in our decarbonization transition.

PAGE 11

Our Greenhouse Gas (GHG) Emissions Footprint encompasses the entire value chain of our business. Our emissions data includes good faith estimates based on limited information available to us and/or furnished from third parties. Our 2025 GHG emissions data has been independently verified, see [pages 12-15](#) of our 2025 ESG/ Data Book for additional information about our methodology and the Independent Accountant’s Review Report. See [page 31](#) for a breakdown of our 2025 emissions.

1. 2022 Baseline Emissions includes energy consumption estimates for 9% of total portfolio square feet (3.7M of 42.4M square feet). Our 2022 Emissions Footprint serves as the baseline for our SBTi validated targets and includes minor adjustments that reflect improved methodology and data availability.
2. 2025 Emissions includes energy consumption estimates for 8% of total portfolio square feet (4.1M of 51.2M square feet).
3. Energy consumption includes electricity and natural gas. Total energy consumption was 576,325 MWh in 2022 and 593,425 MWh in 2025.

PAGE 12

1. Water conservation initiatives include low-flow fixtures and touchless plumbing fixtures, xeriscaping, drip irrigation, water reclamation and enhanced stormwater management.

PAGE 13

1. Figures relate to materials used in 2025 and were provided by the manufacturers and installers of these materials.
2. Estimate is based on embodied carbon calculated for Rexford standard slabs compared to the optimized model.

PAGE 14

1. All metrics as of 12/31/2025.
2. “LEED Certified” means the attainment, or reasonably expected attainment, of a Leadership in Energy and Environmental Design building certification in any of the four certification levels (Certified, Silver, Gold or Platinum) from the U.S. Green Building Council.

PAGE 15

1. All energy water and carbon savings are calculated using the LEED baseline and are estimated for the first year of operation. Waste diversion rate is calculated based on total waste and disposal methods during construction.

PAGE 18

1. Societal value calculation includes contributions to employee benefits, learning and development, employee engagement initiatives, community volunteer hours and monetary donations to organizations, annual expenditure on property taxes and city infrastructure improvements and estimated salaries generated within Rexford-owned buildings.

PAGE 23

1. In 2025, Rexford spent \$367,000 on learning & development, an average of \$1,400 per employee.

PAGE 29

1. Site safety training overseen and coordinated by General Contractors for their employees working at our projects.

PAGE 31

1. Our Greenhouse Gas (GHG) Emissions Footprint encompasses the entire value chain of our business. Our emissions data includes good faith estimates based on limited information available to us and/or furnished from third parties. Our 2025 GHG emissions data has been independently verified, see [pages 12-15](#) of our 2025 ESG/ Data Book for additional information about our methodology and the Independent Accountant’s Review Report.
2. 2025 Emissions includes energy consumption estimates for 8% of total portfolio square feet (4.1M of 51.2M square feet).

GRI Content Index

General Disclosures

GRI Standard Information/Location in Report

1. The Organization and its Reporting Practices

GRI 2: General Disclosures 2021

2-1 Organizational details	<p>Rexford Industrial Realty, Inc.: 11620 Wilshire Blvd, Suite 1000, Los Angeles, CA 90025.</p> <p>Rexford Locations: Rexford Industrial operates solely in Southern California and does not operate outside of the United States.</p> <p>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." Please refer to the cover page of our 2025 Rexford Industrial 10-K filing for additional information.</p>
2-2 Entities included in the organization's sustainability reporting	This report covers Rexford Industrial Realty, Inc.
2-3 Reporting period, frequency and contact point	<p>Sustainability Reporting Period: 1 January 2025 to 31 December 2025</p> <p>Frequency: Annual Reporting</p> <p>Financial Reporting Period: 1 January 2025 to 31 December 2025</p> <p>Report Publication Date: 28 May 2026</p> <p>Contact Point: Kirrin Winning, Senior Director, ESG, kwinning@rexfordindustrial.com</p>
2-4 Restatements of information	There were no restatements of material information during the reporting period.
2-5 External assurance	The greenhouse gas (GHG) data and the inputs to those calculations in this report and the Rexford 2025 ESG/Data Book received independent limited assurance. Please refer to pages 12-15 of our 2025 ESG/Data Book for further information.

2. Activities and Workers

2-6 Activities, value chain, and other business relationships

Rexford is a leading, publicly-traded industrial Real Estate Investment Trust (REIT) operating over 50 million square feet of industrial properties throughout Southern California. Rexford's supply chain includes building material suppliers, construction and other trade companies, office and IT suppliers and utility providers. There were no significant changes regarding the organization's size, structure, ownership or its supply chain in 2025.

Please refer to Rexford at a Glance on [page 5](#) and [pages 4-9](#) in our 2025 Rexford Industrial 10-K filing for our Company Overview and additional information.

2-7 Employees

As of December 31, 2025, Rexford employed 256 individuals 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. Female employees: 161 (161 full-time and 0 part-time). Male employees: 94 (94 full-time and 0 part-time). Non-Binary employees: 1 (1 full-time). Please refer to [pages 8-9](#) of our 2025 Rexford Industrial 10-K filing for additional information.

Please refer to Promoting Inclusion on [page 24](#). Please refer to our 2025 EEO-1 Table on [page 11](#) of our 2025 ESG/ Data Book.

2-8 Workers who are not employees

In 2025, Rexford did not have any workers who were not employees and whose work was controlled by the organization.

3. Governance	
GRI 2: General Disclosures 2021	
2-9 Governance structure and composition	Please refer to Promoting Inclusion on page 24 and Governance Value on pages 25-29 . Please refer to page 9 of our 2025 Rexford Industrial 10-K filing and pages 10-27 of our 2026 Proxy Statement for additional information.
2-10 Nomination and selection of the highest governance body	Please refer page 9 of our 2025 Rexford Industrial 10-K filing and pages 12, 18 and 19 of our 2026 Proxy Statement for additional information.
2-11 Chair of the highest governance body	Please refer to our 2026 Proxy Statement, pages 14 and 20-21 for additional information.
2-12 Role of the highest governance body in overseeing the management of impacts	Please refer to Governance Value, pages 25-29 . Please refer to our 2026 Proxy Statement, pages 9, 12, 20 and 25-27 for additional information.
2-13 Delegation of responsibility for managing impacts	Please refer to Prioritizing Governance on page 26 and Managing Risks on page 28 . Please refer to our 2026 Proxy Statement, pages 9 and 25-26 .
2-14 Role of the highest governance body in sustainability reporting	Please refer to our 2026 Proxy Statement, pages 9 and 23 .
2-15 Conflicts of interest	Please refer to our 2026 Proxy Statement, pages 12, 25, 56 and 91-92 .
2-16 Communication of critical concerns	We have adopted a Code of Business Conduct and Ethics and Policies and Procedures for Complaints Regarding Accounting and Fraud, including a phone number and website for employees to voice anonymous concerns. All such concerns are then brought to the attention of our independent audit committee of the board of directors and our general counsel. These policies apply to all our employees, and receipt and review by each employee is documented and verified annually. Please refer to page 8 of our 2025 Rexford Industrial 10-K filing page 24 of our 2026 Proxy Statement for additional information.
2-17 Collective knowledge of the highest governance body	Please refer to our 2026 Proxy Statement, pages 13-17 .
2-18 Evaluation of the performance of the highest governance body	Please refer to our 2026 Proxy Statement, page 23 .
2-19 Remuneration policies	Please refer to Diversity of Governance Bodies and Employees on page 39 and to pages 23, 25, 27-29, 38-45 and 57-58 in our 2026 Proxy Statement for a comprehensive discussion of director and executive compensation.
2-20 Process to determine remuneration	Please refer to Diversity of Governance Bodies and Employees on page 39 and Prioritizing Governance on page 26 . Please refer to our 2026 Proxy Statement, pages 23, 25, 27-29, 38-45 and 57-58 , for a comprehensive discussion of director and executive compensation.
2-21 Annual total compensation ratio	Please refer to Diversity of Governance Bodies and Employees on page 39 . The annual total compensation of each of our Co-CEOs was approximately 169 times the median of the annual total compensation of all of our employees (other than our Co-CEOs). The pay ratio for 2025 is significantly higher than in previous years due to the inclusion of the one-time restricted stock awards granted to Howard Schwimmer and Michael Frankel pursuant to the Transition and Separation Agreements. Please refer to page 72 of our 2026 Proxy Statement for additional information.

4. Strategy, Policies and Practices

GRI 2: General Disclosures 2021

2-22 Statement on sustainable development strategy	Please refer to Letter From the CEO on page 3 , ESG Impact on page 7 and Environmental Value, pages 8-17 .
2-23 Policy commitments	Please refer to Governance Value on pages 25-29 . Please see our website here for a comprehensive list of ESG Policies. Although we consider the environmental impacts of our business decisions, the precautionary principle does not explicitly guide those decisions.
2-24 Embedding policy commitments	Rexford's Board of Directors, primarily through its Nominating & Governance Committee, provides oversight of Rexford's approach to sustainability and corporate social responsibility. The integration of specific ESG policy commitments into Rexford's strategies and operational procedures is overseen by various cross-functional teams. Please refer to Governance Value, pages 25-29 for more information.
2-25 Processes to remediate negative impacts	Rexford's Code of Business Conduct and Ethics sets forth general guidelines for conducting company business with the highest standards of business ethics and all applicable regulations. This Code is followed at all levels of the organization by our directors, officers and employees, and upholds the company's core values to ensure that we conduct all business honestly, fairly and with integrity. Rexford has a zero-tolerance policy for bribery, corruption and fraud. In addition to the Code of Business Conduct and Ethics, Rexford has an ethics (whistleblower) hotline and other policies outlining acceptable business practices, conflicts of interest, insider trading and expected standards of ethical behavior. All employees are required to review and acknowledge that they are aware of and understand the company policies. All reported violations and deviations are addressed promptly and thoroughly. Our General Counsel is ultimately responsible for management of this topic.
2-26 Mechanisms for seeking advice and raising concerns	In addition to the Code of Business Conduct and Ethics , Rexford has an ethics (whistleblower) hotline and other policies outlining acceptable business practices, conflicts of interest, insider trading and expected standards of ethical behavior. All employees are required to review and acknowledge that they are aware of and understand the company policies annually. All reported violations and deviations are addressed promptly and thoroughly. Please refer to Governance Value on pages 25-29 and our 2026 Proxy Statement, page 27 .
2-27 Compliance with laws and regulations	Rexford has not identified any non-compliance with social and economic laws or regulations in 2025.
2-28 Membership associations	US Green Building Council (USGBC) Gold Member, Commercial Real Estate Development Association (NAIOP), Urban Land Institute (ULI), USC Lusk Center for Real Estate, Society of Industrial and Office Realtors (SIOR).

5. Stakeholder engagement

GRI 2: General Disclosures 2021

2-29 Approach to stakeholder engagement	Engagement with all stakeholders (tenants, shareholders, investors, employees and business partners) occurs regularly. Our Property Management team maintains constant communication with tenants; our Investor Relations team meets with investors quarterly or more; and we obtain employee feedback through Townhalls and focused surveys. Our 2024 Materiality Assessment encompassed interviews with external stakeholders (including investors) and workshops with senior employees to determine their perspectives on the relevance of each potentially material topic to Rexford and address their expectations on how we drive enterprise value. Please refer to our Rexford Stakeholder Engagement Policy for more information.
2-30 Collective bargaining agreements	No collective bargaining agreements with Rexford's employees are in place.

Material Topics

GRI 3: Material Topics 2021

3-1 Process to determine material topics

The content for this report was informed by topics in the SASB framework, the GRI standards and other reporting standards relevant to Rexford. We conducted our first materiality assessment in 2020 in which we consulted internal and external stakeholders. Stakeholders were asked to evaluate and prioritize a range of topics defined by subject matter experts against several criteria including the impact of the topic on the organization and the impact by the organization on the topic. This assessment was completed through surveys, workshops, and interviews and topics were finalized with the ESG Department in a validation workshop. In 2022, we reviewed and updated our 2020 materiality assessment and in 2024 we did another full assessment seeking internal and external stakeholder views on the importance and impact of topics. This biennial materiality assessment process defines the ESG topics most material to Rexford.

3-2 List of material topics

Our material topics, determined through our 2024 Materiality Assessment are: Green Buildings & Energy/Emissions Management, Climate Risk & Resilience, Human Capital Management, Tenant Satisfaction & Engagement, Data Security & Privacy, Governance, Compliance & Ethics. We review our material topics on a biannual basis and map them on our internal Materiality Matrix to better understand their relative impact and importance.

Governance, Compliance and Ethics (GRI 205: Anti-corruption 2016; GRI 206 Anti-Competitive Behavior 2016)

GRI 3 Material Topics 2021

3-3 Management of Material Topics

Rexford’s [Code of Business Conduct and Ethics](#) sets forth general guidelines for conducting company business with the highest standards of business ethics and all applicable regulations. This Code is followed at all levels of the organization by our directors, officers and employees and upholds the company’s core values to ensure that we conduct all business honestly, fairly and with integrity. Rexford has a zero-tolerance policy for bribery, corruption and fraud. In addition to the Code of Business Conduct and Ethics, Rexford has an ethics (whistleblower) hotline and other policies outlining acceptable business practices, conflicts of interest, insider trading and expected standards of ethical behavior. All employees are required to review and acknowledge that they are aware of and understand the company policies on an annual basis. All reported violations and deviations are addressed promptly and thoroughly. Our General Counsel is ultimately responsible for management of this topic. Rexford is a signatory to the UN Global Compact (UNGC) and remains committed to the Ten Principles of the Compact including in the area of anti-corruption.

Please refer to UNGC Index on [page 41](#).

205-1 Operations assessed for risks related to corruption

100% of our business operations are assessed for risks, which include bribery and corruption risks.

205-2 Communication and training about anti-corruption policies and procedures

100% of employees are required to review and sign our [Code of Business Conduct and Ethics](#). Reference Rexford's Code of Business Conduct and Ethics for more information.

205-3 Confirmed incidents of corruption and actions taken

In 2025, there were no confirmed incidents of corruption that resulted in litigation against Rexford.

GRI 206: Anti-Competitive Behavior

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

In 2025, there were no confirmed incidents of anti-competitive behavior at Rexford.

Human Capital Management (GRI 401: Employment 2016; GRI 404: Training and Education 2016; GRI 405: Diversity and Equal Opportunity 2016)

GRI 3: Material Topics 2021

3-3 Management of Material Topics

Ensuring the professional and personal success of our employees is deeply linked to our ability to create long-term value. Human capital management is material to our employees, investors, tenants and regulators. We manage this topic first and foremost by 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 and satisfaction, both internally and externally. By tracking these metrics, we can pivot our strategy if necessary and continue investing in our employees' success to provide quality service to our tenants.

Please refer to Societal Value on [pages 18-24](#).

401-1 New employee hires and employee turnover

Age Group	Number Hired	% Hired	# Turnover	% Turnover
Under 40	22	73%	31	66%
Over 40	8	27%	16	34%
Gender				
Female	17	57%	24	51%
Male	13	43%	23	49%
North America	30	100%	47	100%

Voluntary Turnover: 6%

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

We offer a comprehensive benefits package including top-quality health care, medical, dental, 401K, disability and more. Please refer to our Careers webpage [here](#). Various types of benefits are available, but not all are applicable to all positions and locations. Note that specific policies and the employee handbook dictate applicability and eligibility for any of these benefits, which may be modified from time to time.

401-3 Parental leave

Below are the total number of employees, broken down by gender, who are eligible for parental leave.

	Total Eligible Employees
Female	161
Male	94
Non-binary	1

Our parental leave program provides 12 weeks paid leave for birthing mothers and 8 weeks for non-birthing parents. Our leave policy continues to follow California Parental Leave programs, including:

- Pregnancy Disability Leave (PDL): No amount of service requirement, however an employee's normal working hours dictates how many hours of PDL the employee is entitled to.
- Bonding Leave (CFRA or NPLA): Employee must have worked for employer for 1+ year and have 1,250 hours of service in the past year.
- Family & Medical Leave Act (FMLA): Employee must have worked for employer for at least 12 months and have worked at least 1,250 hours of service in the past year.

In 2025, 10 employees took parental leave, and all returned to work.

GRI 404: Training and Education 2016

404-1 Average hours of training per year per employee	Below are average hours of training broken down by gender and responsibility level.																
	<table border="1"> <thead> <tr> <th>Gender</th> <th>Average Hours of Training</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>27.50</td> </tr> <tr> <td>Male</td> <td>26.62</td> </tr> <tr> <th>Responsibility Level</th> <th>Average Hours of Training</th> </tr> <tr> <td>Support</td> <td>24.20</td> </tr> <tr> <td>Professional</td> <td>29.47</td> </tr> <tr> <td>Director</td> <td>30.34</td> </tr> <tr> <td>Vice President</td> <td>25.55</td> </tr> </tbody> </table>	Gender	Average Hours of Training	Female	27.50	Male	26.62	Responsibility Level	Average Hours of Training	Support	24.20	Professional	29.47	Director	30.34	Vice President	25.55
Gender	Average Hours of Training																
Female	27.50																
Male	26.62																
Responsibility Level	Average Hours of Training																
Support	24.20																
Professional	29.47																
Director	30.34																
Vice President	25.55																
404-2 Programs for upgrading employee skills and transition assistance programs	Please refer to Elevating Skills and Performance on page 23 .																
404-3 Percentage of employees receiving regular performance and career development review	All full-time employees (100 percent) across all genders and employee categories participate in our performance management process and receive regular performance and career development reviews, ensuring alignment with our company goals and compliance with the Code of Business Conduct and Ethics . Please refer to Elevating Skills and Performance on page 23 .																

GRI 405: Diversity and Equal Opportunity 2016

405-1 Diversity of Governance Bodies and Employees

We are committed to equal opportunities for our team and annually conduct a pay equity analysis. The pay equity analysis is a comparison of pay by title using industry standard methodology. Many 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. We benchmark all positions to align compensation with market standards and provide pay transparency statements to all employees. In 2025, women earned the following percentage of compensation by role to men:

Support: 94% | Professional 97% | Director 89% | VP/SVP 90%

Diversity of Employees						
	Female	Male	Non-binary	Under 30	30 to 40	50+
Support	77%	23%	0%	22%	62%	16%
Professional	60%	39%	1%	18%	65%	17%
Director	49%	51%	0%	6%	60%	34%
VP	45%	55%	0%	0%	76%	24%
Overall	63%	37%	0%	15%	65%	20%
Diversity of Board						
	Women	Men	Diverse Race/Ethnicity			
	50%	50%	25%			

Green Buildings & Energy/Emissions Management (GRI 302: Energy 2016; GRI 305: Emissions 2016)

GRI 3: Material Topics 2021

3-3 Management of Material Topics

We transform outdated, inefficient buildings located within infill Southern California into high-functioning, resource-efficient and higher-value properties, reducing our carbon footprint and supporting sustainable growth. Energy Management 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. The implementation of Green Building principles to optimize energy use and source renewable energy where possible, including through rooftop solar on our assets, also promotes greenhouse gas reductions. Rexford uses smart technology and works with third-party consultants and tenants to measure energy consumption within tenant buildings and uses this information to inform annual ESG reporting and strategy. Our scenario-based climate risk assessment conducted in 2025 aligned with the TCFD guidelines brought greater visibility to the potential physical, policy, reputational and market risks of various climate scenarios, as well as opportunities for greater positive impact. We utilize these assessments to actively manage our approach to energy and emissions management and climate change risks and opportunities.

Please refer to Reducing Our Emissions on [page 11](#).

302-1 Energy Consumption Within the Organization

Please refer to Rexford's Path To Net Zero on [page 10](#) and Reducing Our Emissions on [page 11](#). Pages [4](#) and [5](#) of our 2025 ESG Data Book contain further information.

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG Emissions

Please refer to Rexford's Path To Net Zero on [page 10](#) and Reducing Our Emissions on [page 11](#). Pages [4](#) and [5](#) of our 2025 ESG Data Book contain further information.

305-2 Energy Indirect (Scope 2) GHG Emissions

Please refer to Rexford's Path To Net Zero on [page 10](#) and Reducing Our Emissions on [page 11](#). Pages [4](#) and [5](#) of our 2025 ESG Data Book contain further information.

305-3 Other Indirect (Scope 3) GHG Emissions

Please refer to Rexford's Path To Net Zero on [page 10](#), Reducing Our Emissions on [page 11](#) and 2025 Emissions Detail on [page 31](#). Pages [4](#) and [5](#) of our 2025 ESG Data Book contain further information.

Tenant Satisfaction and Engagement (Non-GRI Topic)

3-3 Management of Material Topics

Tenant satisfaction and engagement are fundamental aspects of our business and are most material to our tenants. Our Property Management team is responsible for attending to our tenants' needs and enabling their success. We monitor the results of the Kingsley Tenant Survey to better understand how we can improve. As part of this program, we launched a Tenant Sustainability 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.

Please refer to Supporting Our Tenants on [page 17](#).

UNGC Index

The Ten Principles of the UN Global Compact

Human Rights

Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	Our approach to human rights is consistent with the principles of the UN Universal Declaration of Human Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. Please refer to our Human Rights Policy for more information.
Principle 2	Make sure that they are not complicit in human rights abuses	We require all members of our value chain to comply with all applicable rules and regulations. Please refer to our Supplier Code of Conduct for more information.

Labour

Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Please refer to our Human Rights Policy .
Principle 4	The elimination of all forms of forced and compulsory labour	Please refer to our Human Rights Policy .
Principle 5	The effective abolition of child labour	Please refer to our Human Rights Policy .
Principle 6	The elimination of discrimination in respect of employment and occupation	Please refer to our Human Rights Policy .

Environment

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

Anti-corruption

Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	Please refer to our Code of Business Conduct and Ethics and Governance Value chapter on pages 25-29 .
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Forward-Looking Statements

This report contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. We caution readers that any forward-looking statements presented herein are based on management’s beliefs and assumptions and information currently available to management. Such statements are subject to risks, uncertainties and assumptions and may be affected by known and unknown risks, trends, uncertainties and factors that are beyond our control. Should one or more of these risks or uncertainties materialize, or should underlying assumptions prove incorrect, actual results may vary materially from those anticipated, estimated or projected. These risks and uncertainties include, without limitation: any failure to meet stated ESG goals and commitments, general risks affecting the real estate industry (including, without limitation, the market value of our properties, the inability to enter into or renew leases at favorable rates, portfolio occupancy varying from our expectations, dependence on tenants’ financial condition, and competition from other developers, owners and operators of real estate); risks associated with the disruption of credit markets or a global economic slowdown; risks associated with the potential loss of key personnel (most importantly, members of senior management); risks associated with our failure to maintain our status as a REIT under the Internal Revenue Code of 1986, as amended; possible adverse changes in tax and environmental laws; and potential liability for uninsured losses and environmental contamination. In some cases, you can identify forward-looking statements by the use of forward-looking terminology such as “may,” “will,” “should,” “expects,” “intends,” “plans,” “anticipates,” “believes,” “estimates,” “predicts,” or “potential” or the negative of these words and phrases or similar words or phrases which are predictions of or indicate future events or trends and which do not relate solely to historical matters. The risks described above are not exhaustive and additional factors could adversely affect our business and financial performance, including those discussed in our annual report on Form 10-K, for the year ended December 31, 2025, and subsequent filings with the Securities and Exchange Commission. We expressly disclaim any responsibility to update forward-looking statements, whether as a result of new information, future events or otherwise. Projections, assumptions and estimates of our future performance and the future performance of the industry in which we operate are necessarily subject to a high degree of uncertainty and risk due to a variety of factors, including those described above. These and other factors could cause results to differ materially from those expressed in our estimates and beliefs and in the estimates prepared by independent parties. Past performance is no guarantee of future results. In addition, non-financial information, such as that included in parts of this report, is subject to greater potential limitations than financial information, given the methods used for calculating or estimating such information. For example, standards and expectations regarding the measurement and accounting of various non-financial information (including GHG emissions and any associated reductions) continue to evolve, and it is possible that our approaches both to measuring our emissions and reducing emissions and measuring such reductions may be considered inconsistent with common or best practices with respect to such matters. In particular, Scope 3 GHG emissions as reported herein include emissions generated by our tenants’ operations and reflect estimates using methodologies and assumptions believed to be reasonable and accurate. Those estimates, methodologies and assumptions are not intended to comply with current or future state or federal reporting requirements, laws or regulations and may change in the future as a result of new information or subsequent developments. Certain of our disclosures also rely at least in part on third-party information, and while we are not aware of any material issues with such information, except to the extent disclosed, we have not necessarily independently reviewed this information for accuracy. To the extent our approaches are perceived to fall out of step with common or best practice, or information we use in formulating our disclosures is subsequently determined to be inaccurate, we may be subject to additional scrutiny, criticism, regulatory and investment engagement or litigation, any of which may adversely impact our business, financial condition, or results or operations. In addition, many of the standards and performance metrics used and referred to in the goals, targets and commitments set forth or referred to in this report continue to evolve and are based on management expectations and assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees. The standards and performance metrics used, and the expectations and assumptions they are based on, have not unless otherwise expressly specified, been verified by any third party. In addition, while we seek to align the disclosures set forth or referred to in this report with the recommendations of various third-party frameworks, such as the Global Reporting Initiative, the Sustainability Accounting Standards Board, and the Task Force on Climate-Related Financial Disclosures, we cannot guarantee strict adherence to these framework recommendations. Additionally, our disclosures based on these frameworks may change due to revisions in framework requirements, availability or quality of information, changes in our business or applicable governmental policy, or other factors, some of which may be beyond our control.





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