



## **LXP Industrial Trust Diversity, Equity and Inclusion Policy**

LXP Industrial Trust is committed to cultivating a culture of diversity, equity and inclusion (“DEI”) officewide as well as for and among our current and future stakeholders. We seek to establish programs and initiatives to motivate and empower LXP and its employees to make a positive difference.

Our employees are one of the most valuable assets we have. The collective sum of the individual differences, life experiences, knowledge, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation. We embrace and encourage our employees’ differences and characteristics that make our employees unique, including age, race, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, religion, sexual orientation, socio-economic status, and veteran status.

LXP’s DEI initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees’ varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of LXP always have a responsibility to treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored events. All employees are also required to attend and complete annual DEI awareness training to enhance their knowledge to fulfill this responsibility. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company’s diversity policy and initiatives should seek assistance from a supervisor or the Director of HR or contact the LXP Hotline by telephone at 844-502-7786 or on the web at <http://LXP.ethicspoint.com>.