



### **LXP Industrial Trust Inclusion Policy**

LXP Industrial Trust is committed to cultivating an inclusive culture officewise 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.

The tenets of our inclusive culture are:

- 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 have a responsibility to treat others with dignity and respect at all times. 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. 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 this policy 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>.