



INDUSTRIAL TRUST

STAKEHOLDER ENGAGEMENT POLICY

PURPOSE

At LXP, we leverage our expertise to provide an investment platform that has a committed long-term focus to create value and meet the needs of our key stakeholders. We find that communicating and engaging with our stakeholders to learn their needs enhances our knowledge and enables us to take actions that we believe may increase the value of our assets. We understand that each stakeholder has a specific point-of-view and unique needs. We seek to continuously identify avenues to engage with our stakeholders to better understand those needs. This Stakeholder Engagement Policy (this "Policy") was developed to establish a set process to continue working with our stakeholders in a way that best meets their needs

SCOPE

Our stakeholders are individuals, organizations or firms that are directly involved with our operations or are affected by our business decisions. Our key stakeholders include employees, investors/shareholders, tenants, third-party property management companies, local communities, government authorities and suppliers. This Policy outlines how key stakeholders are included in our ongoing and long-term decision-making processes. To communicate our ongoing initiatives and collect feedback from our stakeholders, we conduct in-person meetings, video and phone calls, surveys, participate in conferences, utilize online resources and provide transparent disclosures. We believe this engagement allows us to better understand and respond to stakeholder needs. Communication is at the center of our strategies related to environmental, social, governance and resilience (ESG+R) initiatives.

STAKEHOLDERS

EMPLOYEES

Our diverse group of employees is a leading factor that contributes to our on going success. We have created a safe and supportive work environment with open lines of communication to discuss and develop new ideas that create value for our investors/shareholders and improve internal processes. Our employees are encouraged to voice their opinions on areas of improvement and issues that may arise to help us develop solutions and promote our long-term success. We provide various platforms and support frameworks for our employees to encourage open communication, including our employee handbook, employee assistance program, regular company-wide meetings, surveys, and performance reviews. Through these processes, we provide clear guidance on job performance expectations and areas of achievement and opportunities for our employees.

TENANTS

We focus our investments on industrial real estate primarily leased to a single tenant. A majority of our properties are subject to net or similar leases, where the tenant bears all or substantially all of the costs, including real estate taxes, utilities, insurance and ordinary repairs.

While our net-lease structure may limit our ability to implement ESG+R initiatives, we have ongoing communication with our tenants to discuss operational or space needs, including through satisfaction surveys. To help foster our relationship with our tenants, we also provide Tenant-Focused Sustainability Resource Guides and Checklists that detail opportunities to improve operational performance and reduce costs. We continue to explore additional ways to collaborate with our tenants on ESG+R initiatives.





STAKEHOLDERS (CONTINUED)

INVESTORS/SHAREHOLDERS

We seek to provide stable returns to our investors/shareholders. We strive to be in regular communication with various investors to understand what is most important to them. We take our fiduciary responsibility seriously and believe that communication is a critical part of that responsibility.

We believe transparent disclosure is key to engaging with our investors/shareholders and promoting long-term relationships. We engage with our investors/shareholders across a variety of platforms, including quarterly and annual financial reporting and earnings conference calls, and regular meetings. Through each of these methods, we address questions and collect feedback.

LOCAL COMMUNITIES

We aim to become a valued member of the local communities where we do business. We respect diversity within our communities and endeavor to operate our business strategy in a way that contributes to the ongoing improvement of local communities.

We facilitate local employee volunteer opportunities at our New York, Dallas, and Palm Beach offices.

GOVERNMENT AUTHORITY

Adherence to regulatory standards is a critical aspect of our fiduciary responsibility, and we require employees, property managers, and our developer partners to comply with federal, state, and local laws.

THIRD-PARTY PROPERTY MANAGERS

Our third-party property managers are a primary point of contact for our managed tenants, making them key facilitators of our asset-level business strategy and sustainable practices. We strive to support and enable our property managers by providing them with key tools and resources. For example, we conduct annual sustainability focused trainings and industry updates to outline our sustainability expectations and standards. Following the training, resource materials are distributed to identify specific recommendations for property managers to develop sustainable operational practices at each of our properties where we have landlord control. These recommendations include green purchasing strategies, landscaping, integrated pest management, energy and water conservation, climate resilience strategies, etc.

SUPPLIER PARTNERS

We utilize various supplier partners to provide key services that help maintain our assets and provide ongoing support at the corporate level. We expect our supplier partners to adhere to the highest ethical standards in their supply chain, facilities, and operations, as outlined in the Supplier Code of Conduct. To achieve the best results from our suppliers, we have open communication, conduct periodic internal audits, and obtain System and Organization Controls reporting where applicable and available. We evaluate the success of these partners to identify potential risks or opportunities from the services provided. To generate lasting supplier partnerships, we perform due diligence to confirm that their values align with our own. Regular communication with our supplier partners allows us to leverage industry knowledge and experience to provide high-quality services to our tenants, which we believe may create additional value for our investors.

