

## **Social Responsibility**

We recognize that our success is linked to the talent and expertise of our people. We invest in our employees and are committed to growing individual skills and leadership qualities across our business. We have a dedicated ESG Committee to provide oversight to our ESG strategy with a focus on environmental stewardship and employee engagement. Our ESG Committee is led by our executive vice presidents and comprises employees at all levels of the Company. The Committee reports to the board of directors and a portion of the variable compensation for all employees is tied to ESG objectives. ESG goals are incorporated within our annual and long-term business plans, and the achievement of ESG initiatives impacts annual bonuses.

Through the Committee and its initiatives, our employees are encouraged to make healthy lifestyle decisions that can ultimately benefit the Company by reducing insurance claims and boosting productivity. Employees are eligible for a monthly wellness reimbursement allowance to further a healthy work-life balance, and we encourage regular engagement in volunteer work through paid time off to participate in charitable activities. We support our employees' efforts to give back to their communities and match a portion of employee and non-employee director donations to qualifying nonprofit organizations.

We value diversity and have increased our board and employee diversity in terms of gender, underrepresented community identification, and experience. As an equal opportunity employer, we promote a consistent message of diversity and inclusion and reward our employees based on merit and their contributions. Of our current seven independent directors, two self-identify as women and three self-identify as members of an underrepresented community.

Our properties are often located in traditionally under-served urban infill locations, and we transform these locations into highly functional industrial properties that facilitate job creation in the surrounding communities. In fact, approximately 20% of our portfolio is located within economic opportunity zones.

Respect for human rights is a fundamental value of Terreno Realty Corporation. Our policy is to comply with all applicable human rights and labor rights laws. We expect our vendors and suppliers to adhere to these laws and encourage them to adopt similar policies within their own businesses.

### Recent Social Responsibility Highlights:

- Provide an employee wellness reimbursement benefit to 100% of full-time employees;
- 100% of full-time employees eligible to receive restricted stock;
- Became a Founding Patron of the Pension Real Estate Association (“PREA”) Foundation. The PREA Foundation works to advance diversity and inclusion in the institutional real estate industry. We will sponsor internships associated with the PREA Foundation in 2024 and 2025;

- Co-Founders personally matched a portion of employee charitable giving to humanitarian relief in Ukraine, adding to the existing Company match;
- Committed \$150,000 over three years to support All Within My Hands' Work Force Education program through the Metallica Scholars Initiative. Metallica Scholars is a major workforce education initiative that provides direct support to community colleges to enhance their career and technical education programs. One of Terreno's co-founders also committed \$75,000 over three years;
- Continued partnership with Worklink to provide work and meaningful community inclusion for people with disabilities;
- Engaged with third parties to host required employee training on ethics and cyber-security;
- Performed annual employee satisfaction survey to engage with staff and better understand critical issues within the business. Enhanced employee training to include topics in response to employee survey results;
- All employees participated in annual performance reviews and received feedback from managers;
- Hosted three employee volunteer days;
- Donated \$48,000 in 2022 to food banks in the markets where we own property; and
- Co-Founder donated to Cal State East Bay, recognized by the Wall Street Journal as a Top 10 college in the west for diversity, to fund the Student Investment Fund which gives students hands-on experience investing in Bay Area companies, the returns from which are used to fund scholarships for first generation college students. Cal State East Bay has a diverse student body with approximately 73% of students identifying as people of color and approximately 60% are first generation college students.