

CORPORATE RESILIENCY REPORT

# 2025





HIGHWOODS HUDDLE | ATLANTA



BANK OF AMERICA TOWER TOUR | CHARLOTTE



CRISTO REY WORK STUDY PROGRAM | RALEIGH



PICKLEBALL TOURNAMENT | TAMPA



HIGHWOODS HUDDLE | NASHVILLE



HALLOWEEN | RALEIGH



COMMUNITY CLEANUP | RALEIGH



TEAM SHINDIG | ORLANDO



BIRDIE'S | RALEIGH



ANNIVERSARY CELEBRATION | ATLANTA

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# LETTER FROM THE CEO

I am pleased to present our 2025 Corporate Resiliency Report. Over the last year, we have remained committed to our mission of owning and operating a resilient, high-quality Class A office portfolio that thrives in all economic cycles. Our strategy and the strength and resiliency of our portfolio drive our confidence into the future. Our ongoing commitment to our teammates, our customers, our shareholders and our communities is guided by:

- **Our Vision:** To be a leader in the evolution of commercial real estate for the benefit of our customers.
- **Our Mission:** To create environments and experiences that inspire our teammates and our customers to achieve more together.
- **Our Core Values:** Integrity, collaboration, communication and solutions — which guide our day-to-day decision-making and shape our culture.

**2025 MARKED A SIGNIFICANT YEAR DEFINED BY DECISIVE ACTION AND PORTFOLIO OPTIMIZATION THROUGH STRATEGIC ACQUISITIONS, DISPOSITIONS, NEW DEVELOPMENTS AND REDEVELOPMENTS.**

Key milestones include:

- **Strategic Acquisitions:** We acquired three premier properties, including two Class AA office buildings in our Best Business Districts (BBDs)—Advance Auto Parts Tower in Raleigh’s vibrant North Hills neighborhood and 6HUNDRED at Legacy Union in the heart of Uptown Charlotte and the 720 S. Church Street Parking Garage, also in Uptown Charlotte.
- **New Development Pipeline:** As of year-end 2025, our in-process development pipeline represented a \$474 million investment across four markets, totaling 1.4 million square feet. Further, we delivered 23Springs in Dallas and Midtown East in Tampa, expanding our growing presence in premier Sunbelt BBDs.
- **Focused Redevelopment:** We invested in “Highwoodtizing” existing assets, our market-leading process for upgrading, renovating and modernizing our assets with high-tech functionality that today’s workforce demands. In 2025, these efforts focused on select properties in Atlanta, Nashville and Raleigh.
- **Operational Excellence:** Our commitment to operational excellence through energy efficiency was recently recognized by the Department of Energy’s Better Buildings

Challenge, highlighting our portfolio-wide energy intensity reductions over the last decade.

- **Strengthened Resilience:** In response to evolving market risks, we continued to strengthen our resiliency strategy through our Resilience Assessment process and made strategic investments to protect critical infrastructure against physical climate risk at assets in Tampa and Orlando.

Our ongoing commitment to portfolio resiliency and sustainability earned us industry recognition:

- We achieved a **GRESB Green Star** rating for the sixth consecutive year.
- We earned recognition from industry leading frameworks, including:
  - **Sustainalytics:** Ranked as “Low ESG Risk Profile”
  - **ISS:** Earned the highest ISS Governance Quality Score of 1 and earned an ESG Prime Badge.
- We achieved **LEED** and **Fitwel** certifications for all new, wholly owned developments.
- We achieved **ENERGY STAR** certifications for almost two-thirds of our square footage, which accounts for over 70% of our annual revenue.

We believe that the well-being of our teammates, customers and communities is the foundation of our success. Our “Heart of Highwoods” program remains central to our people strategy. We are focused on expanding the health and well-being services, advancing diversity and inclusion and deepening connections with our communities. To ensure our customers truly thrive, our Customer Experience Team has continued to elevate the Highwoods Customer Journey initiative, creating more collaborative and rewarding environments for every professional in our buildings.

We also took decisive action to strengthen our culture of connection:

- **Onboarding Ambassador Program:** Launched in 2025, this program supports new teammates during their first two months at Highwoods and helps create an immediate sense of connection within the company.
- **REALM Mentorship Program:** We welcomed our third class of 24 participants continuing our investment in professional development through peer-driven mentoring.
- **Cigna’s Gold Level Healthy Workforce Designation:** We received Cigna’s Gold Level Healthy Workforce Designation for the third year in a row, improving our recognition from Silver in 2022 and underscoring our sustained commitment to teammate well-being.
- **Community Engagement:** We supported over 55 non-profit organizations through our Heart of Highwoods initiative and provided additional volunteer time off for our teammates.
- **#BetterTogether Initiative:** We continued to enhance the customer experience by organizing collaborative customer events across our markets.

The success of Highwoods is a direct reflection of the dedication of our team. Our ongoing commitment to our core values, strategic vision and resiliency strategy enabled us to successfully deliver a transformative year and position our organization for future sustained growth.

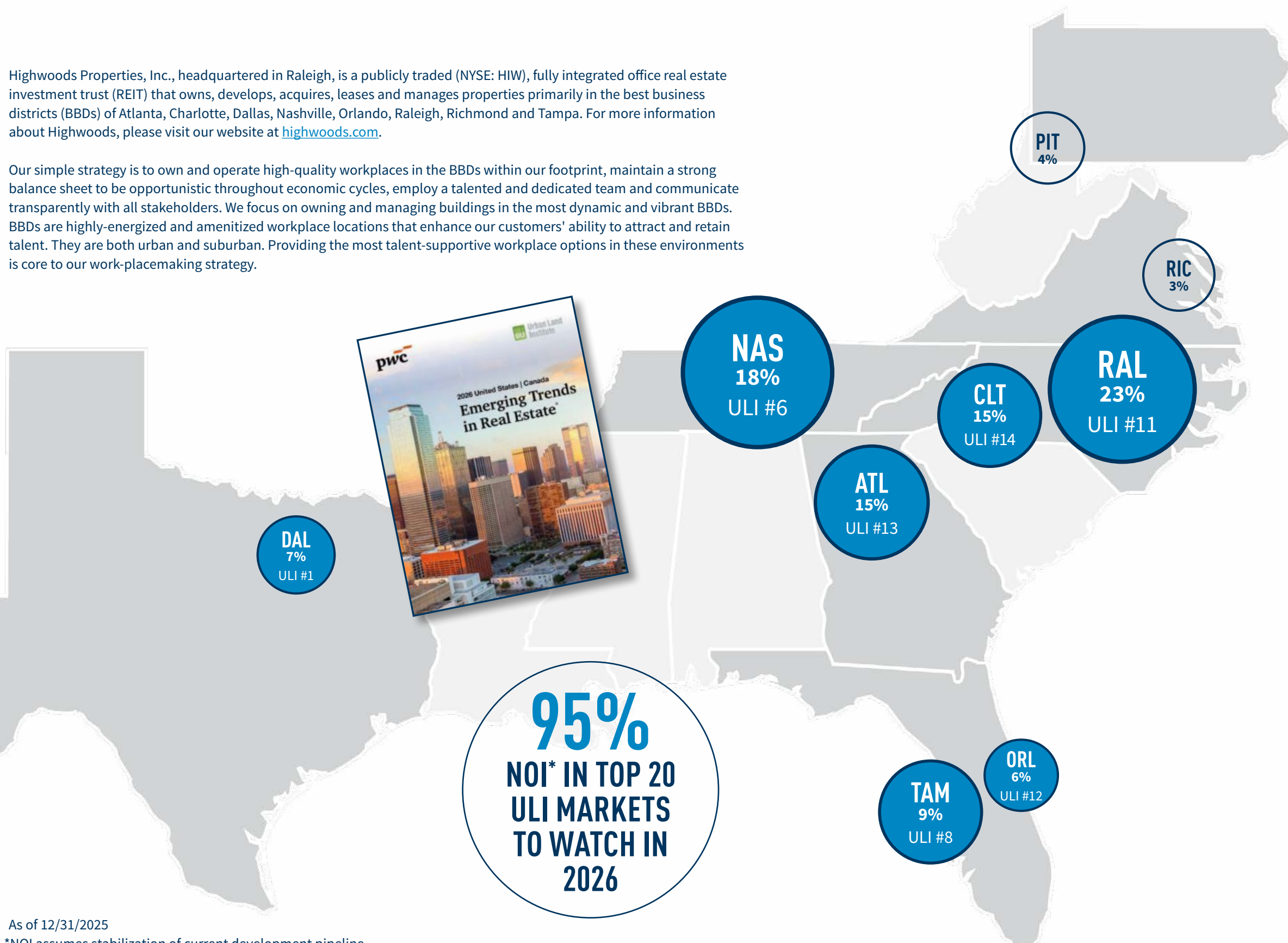
*Ted Klinck*  
**Ted Klinck**  
 President and Chief Executive Officer



# HIGHWOODS AT-A-GLANCE

Highwoods Properties, Inc., headquartered in Raleigh, is a publicly traded (NYSE: HIW), fully integrated office real estate investment trust (REIT) that owns, develops, acquires, leases and manages properties primarily in the best business districts (BBDs) of Atlanta, Charlotte, Dallas, Nashville, Orlando, Raleigh, Richmond and Tampa. For more information about Highwoods, please visit our website at [highwoods.com](https://highwoods.com).

Our simple strategy is to own and operate high-quality workplaces in the BBDs within our footprint, maintain a strong balance sheet to be opportunistic throughout economic cycles, employ a talented and dedicated team and communicate transparently with all stakeholders. We focus on owning and managing buildings in the most dynamic and vibrant BBDs. BBDs are highly-energized and amenitized workplace locations that enhance our customers' ability to attract and retain talent. They are both urban and suburban. Providing the most talent-supportive workplace options in these environments is core to our work-placemaking strategy.



As of 12/31/2025

\*NOI assumes stabilization of current development pipeline

## IN-PROCESS DEVELOPMENT

As of 12/31/2025



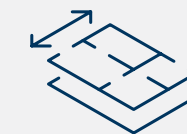
**\$474M**  
INVESTMENT



**3**  
MARKETS



**5**  
BUILDINGS



**1.4M**  
SQUARE FEET



**~\$40M**  
STABILIZED  
GAAP NOI

# OUR FOUNDATION

We are in the work-placemaking business and believe that by creating exceptional environments and experiences, we can deliver greater value to our customers, their teammates and, in turn, our shareholders. By creating and operating commute-worthy places, we support the growth and success of our customers and contribute to the vitality of our communities.

Highwoods is not a merchant builder or an arm's length asset manager, but rather an all-under one-roof collection of professionals committed to building, operating and maintaining the most talent-supportive and resilient workplaces possible. We aim to conduct our business in a manner that creates long-term value for stakeholders and contributes to positive economic, social and environmental outcomes for the communities we serve.

Our company's success is rooted in four core values that guide our day-to-day decision making and shape our culture.

Our core values reflect our desire to be a customer-centric organization focused on creating a commute-worthy portfolio. Our core values guide us by setting expectations and strengthening our culture as we grow, while informing our investment decisions. Our goal is to create authentic experiences through every interaction with our team and customers, not just through amenities and buildings. We are dedicated to ensuring the best outcomes for our coworkers, customers and communities by doing the right thing, doing it together, making it clear and bouncing forward.



## OUR VISION

BE A LEADER IN THE EVOLUTION OF COMMERCIAL REAL ESTATE FOR THE BENEFIT OF OUR CUSTOMERS, OUR COMMUNITIES AND THOSE WHO INVEST WITH US.

## OUR MISSION

CREATE ENVIRONMENTS AND EXPERIENCES THAT INSPIRE OUR TEAMMATES AND OUR CUSTOMERS TO ACHIEVE MORE TOGETHER.

## OUR VALUES

FOUNDATIONAL PRINCIPLES THAT GUIDE DAY-TO-DAY DECISION MAKING AND SHAPE ONE'S CULTURE. WE WILL NOT COMPROMISE THESE VALUES TO GET WHERE WE'RE GOING.



# RESILIENCY THROUGHOUT OUR ORGANIZATION

Resiliency is a core component of the Highwoods Strategic Plan and is bolstered by our core values, creating a strong foundation of trust, adaptability and collective problem-solving. We believe in building an enduring business that not only survives but prospers and thrives in all economic cycles.

In support of this mission, we took bold steps in 2025 to modernize our portfolio, divesting from older energy-intensive assets in favor of sustainable, high-performing properties. This repositioning helps future-proof our portfolio and builds on our foundation of long-term portfolio resilience and growth.

Our confidence for the future and the resiliency of our portfolio are supported by the following objectives:

- Integration of our core values—integrity, collaboration, communication and solutions—to guide our day-to-day decision making and shape our culture.
- Focus on the BBDs of high-growth markets across the US Sun Belt that consistently outperform national averages.
- Maintain a strong balance sheet with ample liquidity that positions us to capitalize on potential growth opportunities in the coming years.
- Mitigate future risks through diversification of markets, customers, industries and lease size.
- Strengthen our long-term cash flows by growing net effective rents and being efficient with our capital expenditure spending.
- Capitalize on the accelerated “flight to quality” trend through the acquisition and development of high-quality assets and the disposition of non-core assets.
- Maintain a disciplined inventory of well-located land for future office and mixed-used development.

Overseen by our Board of Directors, the Highwoods Corporate Resiliency Team is responsible for advancing our long-term resiliency and sustainability initiatives. Comprised of a diverse group of disciplines including executive leadership, the Corporate Resiliency Team is charged with refining our long-term resiliency strategy, driving performance improvements across our portfolio and tracking progress toward defined goals. Our actions aim to drive business and economic resiliency and are anchored by our three resiliency pillars: Business Resiliency, Climate Resiliency and People Resiliency.

## BUSINESS RESILIENCY GOALS

- Manage our company in an ethical and transparent manner
- Maintain a resilient balance sheet that positions us to invest, grow and create value for all stakeholders
- Drive resiliency across the organization using our integrated enterprise risk management framework
- Leverage our independent Board of Directors and our seasoned management team to ensure our company operations, including resiliency, are aligned with business, stakeholder and societal interests

## CLIMATE RESILIENCY GOALS

- Reduce the environmental impact of our properties
- Push the envelope on sustainable building design and operations through innovative technologies, industry engagement and key partnerships
- Use best-in-class reporting standards that promote data quality and reliability in performance measurement
- Achieve a low-carbon footprint through an asset life cycle perspective (site selection, development, acquisition and asset management)

## PEOPLE RESILIENCY GOALS

- Provide a safe and healthy work environment and improve the overall health and well-being of our employees
- Improve the well-being of our customers by designing workspaces that promote health and wellness
- Engage with employees, customers and our communities to continuously promote the Highwoods culture of service
- Advance our diverse and inclusive culture and engage with our partners and supply chain to provide opportunities for all



# BUSINESS RESILIENCY

Our independent Board of Directors and our seasoned executive management team, supported by our governance principles, are tasked with driving the resiliency of our business.

We have created a business resiliency framework that includes a cross-functional management system that is aligned with the Highwoods Strategic Plan and our business objectives. We call this our “resiliency management system.”

Our resiliency management system is organized into the following guiding principles:

- Strategy
- Organizational Resiliency
- Operational Resiliency
- Technology Resiliency
- Legal, Risk and Compliance Resiliency
- Financial Resiliency



# CLIMATE RESILIENCY

We are committed to contributing to the resiliency of the climate by being good stewards of the environment and minimizing environmental impacts resulting from the development and operation of our properties.

We collect environmental data for our properties through an integrated environmental management system (EMS) that aims to analyze and mitigate environmental and climate risks and promote resiliency. Our primary goal is to increase energy, water and waste efficiencies across our portfolio and in our operations.

We seek to reduce greenhouse gas (GHG) emissions and minimize the environmental footprint associated with the development and operation of our properties. We are actively decarbonizing our portfolio and have aligned our initiatives with global standards and best practices, including the Intergovernmental Panel on Climate Change (IPCC) and the Task Force on Climate-Related Financial Disclosures (TCFD).

The Investment Committee of our Board of Directors oversees all aspects of our climate risk strategy, including the review of risk management policies, managing budgets, setting performance objectives and monitoring program implementation and performance. The Investment Committee meets with our Corporate Resiliency Team periodically to monitor progress towards climate-related goals, discuss

climate-related issues and opportunities and review impacts of recent acquisitions and divestitures.

We have adopted an asset life cycle perspective when assessing physical and transitional climate-related risks. This life cycle view of our portfolio is informed and guided by our environmentally focused acquisition, development and asset management procedures. Overall, our climate resiliency initiatives aim to:

- Manage climate-related physical and transition risks throughout the life cycle of our assets
- Regularly assess the physical risks associated with climate change
- Utilize industry leading risk assessment tools to assess the potential financial impacts of climate risk factors
- Develop individual climate resiliency plans for assets with elevated climate-related risks
- Implement strategies to improve climate resiliency:
  - Due diligence climate risk assessments
  - Business continuity planning
  - Emergency response and evacuation planning
  - Floodable first floors
  - Elevated electrical infrastructure
  - Temporary flood barriers
  - Life safety analysis and back-up energy generation

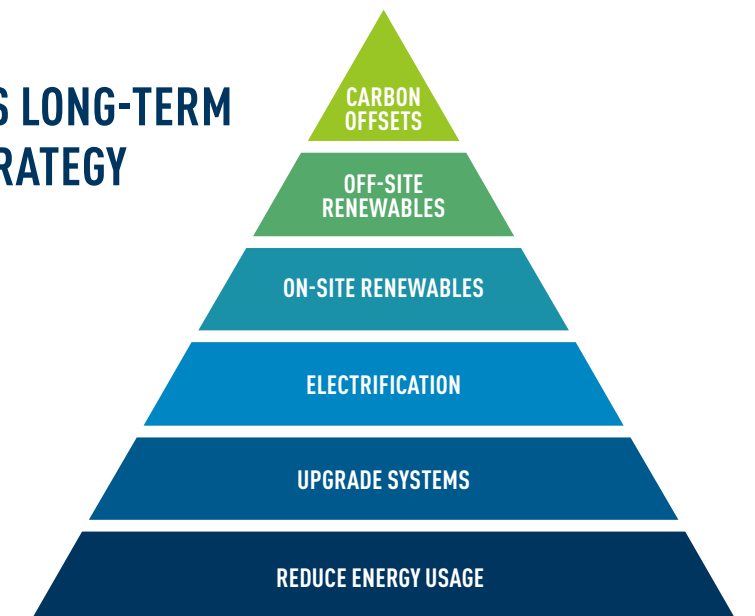


RESILIENCY MANAGEMENT | CORPORATE



RIVERWOOD 100 MECHANICAL ROOM | ATLANTA

## HIGHWOODS LONG-TERM CARBON STRATEGY



# ASSET RESILIENCY INDEX AND CLIMATE RISK MODELING

We firmly believe that a resilient portfolio must consider both financial and non-financial risks.

Property-level physical climate risks are a key consideration of our resiliency risk assessment process. To quantify these risks, we conduct an annual insurance resiliency assessment utilizing a catastrophe modeling framework to estimate the potential financial impacts associated with physical climate risks like flooding and wind events and secondary building characteristics including the location of critical building infrastructure and curtain wall quality. This assessment provides a quantitative framework for understanding and mitigating potential physical climate impacts, helping us proactively prioritize investments in resiliency measures at individual properties and across our portfolio.

This assessment process revealed critical infrastructure needs for our Tampa and Orlando properties. To mitigate risks from storm surges and sea level rise, we have deployed flood barriers at various assets designed to shield essential infrastructure and maintain operational continuity during extreme weather events.



## TRUIST PLACE | TAMPA 150 FAYETTEVILLE | RALEIGH CLIMATE RESILIENCY

To complement our internal resiliency risk assessment process, we partnered with Chubb Insurance in 2025 to conduct comprehensive Physical Risk Assessments (PRA) at Truist Place in Tampa and 150 Fayetteville in Raleigh. Led by experienced climate engineers, these assessments evaluated a variety of physical climate risk factors and resiliency measures at the building level, in the supply chain and across our communities resulting in targeted recommendations for building improvements and access to critical resources. Beyond physical upgrades, this process facilitated discussions between our asset management teams and broader supply chain partners on refining our contingency and business continuity plans for responding to extreme climate events and to consider broader climate risks associated with key commodities such as reliable energy and clean water supply at our properties.



# PEOPLE RESILIENCY

Ours is a people-first business, and we believe that investing in people drives long-term value. We are committed to supporting the resilience and well-being of our teammates, customers, vendors and the communities where we operate. Through intentional, sustained efforts, we aim to strengthen the communities we serve—an approach we believe contributes to enduring performance and long-term shareholder value.

Highwoods is reimagining the workplace by delivering innovative environments designed to attract and retain talent. By creating “commute-worthy” workplaces that foster collaboration and engagement, we enhance the experience of our customers and their employees while reinforcing the long-term competitiveness of our portfolio. Our culture—grounded in strong core values and shaped by the actions of our teammates—is a key differentiator that supports execution, service excellence and operational consistency.

The “Heart of Highwoods” program remains central to our strategy, aligning our commitment to community engagement,

well-being, inclusion and culture with our business objectives. These initiatives support talent attraction and retention, strengthen customer relationships and reinforce our position as a trusted partner in the markets we serve. By fostering healthy, inclusive and high-performing environments, we aim to drive sustainable growth and create lasting value for our stakeholders.

Excelling in occupational health and safety shows that we care about our people and that we are willing to make the necessary investments to keep them safe, healthy and productive. In 2025, Highwoods was once again recognized by the National Council on Compensation Insurance as being “Best-In-Class” in having a low occupational incident rate.



# BUSINESS CONTINUITY

In a time when our industry is quickly evolving, we believe that business continuity and resiliency planning is critical for market differentiation and long-term financial success. Our senior leadership team, with oversight from our Board of Directors, continuously refines our business continuity plan and enterprise risk management framework in response to ever-changing market, environmental and financial conditions. This proactive approach, along with the commitment of our coworkers and a strong balance sheet, enables our organization to successfully navigate through challenges as well as capitalize on opportunities resulting from thoughtful planning and deliberate decisions.

We continue to plan for unforeseen events, reimagine what is possible and treat every challenge as an opportunity to build a stronger, more resilient organization.

CHARLOTTE | NASHVILLE | RALEIGH

## WEATHERING BACK-TO-BACK ICE STORMS

The effectiveness of our business continuity planning process was demonstrated in early 2026 when Tennessee and the Carolinas experienced unprecedented back-to-back ice storms. In anticipation of the freeze, our local asset management teams prepared by coordinating with key vendors to stage equipment and personnel directly at our properties to mitigate pipe-freezing damage. This proactive preparation allowed us to maintain seamless building operations and prevent costly damage to critical components, demonstrating the strength of our contingency framework.

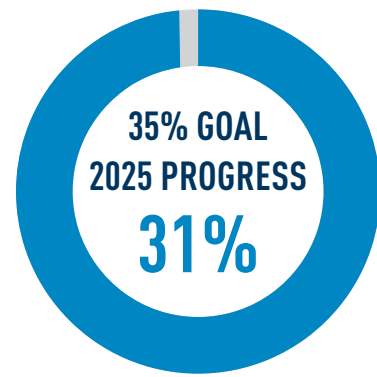
Our planning efforts did more than just protect our assets during the ice storms; it allowed our buildings to remain operational and serve as vital community hubs. During the recovery, we opened our doors to customers and their families to provide areas of refuge. By providing warm spaces, clean water and power for communication and hygiene, we offered a sense of stability while local infrastructure was being restored to their homes.



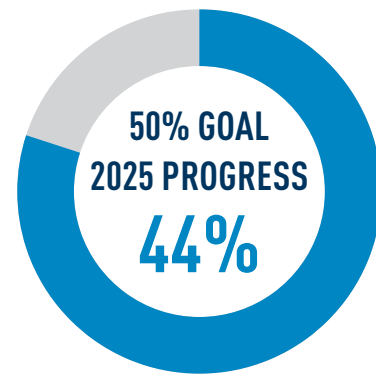
# SUSTAINABILITY KPIs

We expanded our portfolio-wide energy and GHG emissions reduction goals in 2025 and transitioned our energy, GHG and water goals to an intensity-based metric. As part of expanding our portfolio-wide goals and transitioning to intensity-based metrics, we re-established our 2016 baseline to include properties owned in 2016 that were still owned in 2025. In 2025, we continued to make progress toward our goals.

## SUSTAINABILITY GOALS FROM A 2016 BASELINE



2030 GOAL  
**ENERGY USE REDUCTION**  
(kBtu/SF)

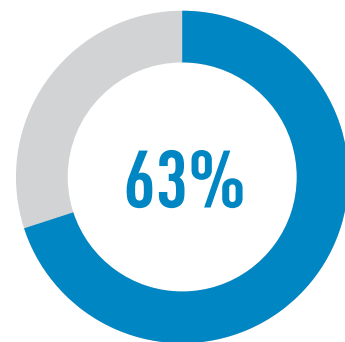


2030 GOAL  
**CARBON EMISSIONS REDUCTION**  
(CO2e/SF)

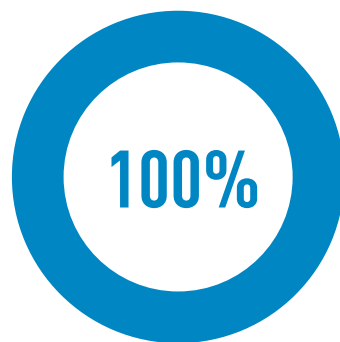


2026 GOAL  
**WATER USE REDUCTION**  
(Gals/SF)

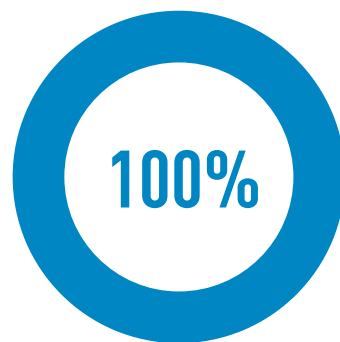
## ENVIRONMENTAL KEY PERFORMANCE INDICATORS



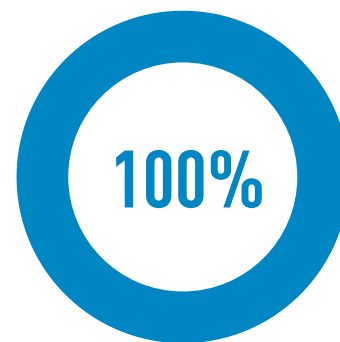
GFA  
CERTIFIED  
**ENERGY STAR**  
(SF)



Managed Buildings  
Benchmarked  
**ESPM**



New Development  
Office Portfolio  
**LEED**  
Since 2013



New Development  
Office Portfolio  
**FITWEL**  
Since 2021

# RESILIENCY BENCHMARKING

As a purpose-led organization, Highwoods is firmly committed to making positive contributions to society by managing our business in a way that drives value for shareholders, customers, coworkers, partners and the communities in which we operate.

We believe that having a resilient portfolio, stewarded by a team of experienced real estate professionals, enabled by a strong balance sheet and supported by strong governance, are fundamental to executing a meaningful and sustainable resiliency strategy. We have aligned our strategy with leading global standards, including the following:

- ISO 14001 framework for Environmental Management Systems (EMS)
- United Nations (UN) Sustainable Development Goals (SDGs)
- Global Reporting Initiative (GRI)
- UN Intergovernmental Panel on Climate Change (IPCC)
- Task Force on Climate-Related Financial Disclosures (TCFD)
- Global Real Estate Sustainability Benchmark (GRESB)
- Sustainability Accounting Standards Board (SASB)

Leveraging these standards provides global context and ensures our efforts are responsive to changing market conditions, global initiatives and the needs and desires of our stakeholders. Validating this commitment, we received the following recognition in 2025:

- Sustainalytics: Ranked as “Low ESG Risk Profile”
- GRESB: Achieved Green Star for the 6th consecutive year
- IMT: Achieved Gold recognition from Green Lease Leaders
- ISS: Earned highest ISS Governance Quality Score of 1, achieved an ESG Prime Badge



# ALIGNMENT WITH GLOBAL INITIATIVES

We believe the decisions we make today will have long-lasting impacts beyond the communities where we live, work and play. We have aligned our sustainability and resiliency goals with the United Nations (UN) Sustainable Development Goals (SDGs). Adopted by the global community in 2015, the UN SDGs are designed to be a “blueprint to achieve a better and more sustainable future for all.” They include a collection of 17 inter-related goals related to global poverty, peace, justice, inequality, climate change and environmental degradation. We will continue to utilize the UN SDGs to define and expand our goals in the future.



### GOOD HEALTH AND WELL-BEING

**ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL**

- ACHIEVED** • Implement a green cleaning program across 100% of managed portfolio
- ACHIEVED** • Implement an integrated pest management (IPM) program across 100% of managed portfolio
- ACHIEVED** • Provide health and well-being programming and resources available to all employees through our employee well-being program
- ACHIEVED** • Achieve Fitwel certification for 100% of new, wholly-owned developments



### QUALITY EDUCATION

**ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL**

- ACHIEVED** • Offer education and professional development support to all employees
- ACHIEVED** • Provide internship opportunities to college students
- ACHIEVED** • Provide Highwoods mentorship program for developing professionals to learn from seasoned professionals



### GENDER EQUALITY

**ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS**

- ACHIEVED** • Provide Code of Conduct and ethics training to 100% of employees
- ACHIEVED** • Emphasize and highlight advancement opportunities for women within Highwoods



### CLEAN WATER AND SANITATION

**ENSURE AVAILABLE AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL**

- ACHIEVED** • Reduce water use by 10% by 2026 from a 2016 baseline



### AFFORDABLE AND CLEAN ENERGY

**ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL**

- ON TRACK** • Reduce energy use by 35% by 2030 from a 2016 baseline\*
- ON TRACK** • Retrofit 100% of portfolio with high efficiency LED lighting



### DECENT WORK AND ECONOMIC GROWTH

**PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK**

- ACHIEVED** • Require that vendors adhere to the Vendor Code of Conduct
- ACHIEVED** • Provide safety training programs to 100% of field employees
- ACHIEVED** • Offer paid time off for non-profit volunteering to all employees



### INDUSTRY, INNOVATION AND INFRASTRUCTURE

**BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION**

- ACHIEVED** • Maintain property risk insurance at the portfolio level for natural catastrophes
- ACHIEVED** • Identify and anticipate physical and transitional climate-related risks for both new developments and standing investments



### REDUCE INEQUALITIES

**REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES**

- ACHIEVED** • Track coworker demographics by age, gender and race to ensure we are recruiting the best and brightest no matter our personal background or characteristics
- ON TRACK** • Seek woman-owned, minority-owned and other diverse suppliers to expand our vendor base and ensure we receive the best service and the best price
- ACHIEVED** • Create and maintain a Diversity and Inclusion Committee to ensure a greater sense of belonging for all coworkers



### SUSTAINABLE CITIES AND COMMUNITIES

**MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE**

- ACHIEVED** • Achieve LEED certification for 100% of new developments
- ACHIEVED** • Achieve Fitwel certification for 100% of new developments
- ACHIEVED** • Benchmark 100% of managed portfolio in ENERGY STAR Portfolio Manager



### RESPONSIBLE CONSUMPTION AND PRODUCTION

**ENSURE SUSTAINABLE MANAGEMENT OF RESOURCES**

- ACHIEVED** • Achieve a minimum 50% waste diversion rate and the generation of <10 pounds of waste per square foot for all new developments
- ON TRACK** • Benchmark waste performance for 100% of managed properties by 2026



### CLIMATE ACTION

**TARGET URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS**

- ON TRACK** • Reduce Scope 1 and 2 greenhouse gas (GHG) emissions by 50% by 2030 from a 2016 baseline\*\*



### PARTNERSHIPS FOR THE GOALS

**STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALIZE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT**

- ACHIEVED** • Create and maintain a Resiliency Committee

\*In 2023, Highwoods achieved its 20% energy use reduction goal, originally slated to be achieved by 2026 (from a 2016 baseline). After achieving this goal in 2023, we expanded our portfolio-wide goals.

\*\*In 2023, Highwoods achieved its 20% greenhouse gas emissions reduction goal, originally slated to be achieved by 2026 (from a 2016 baseline). After achieving this goal in 2023, we expanded our portfolio-wide goals.

# POLICIES AND PRACTICES

To ensure internal compliance and that we meet key objectives consistently across our organization, we have implemented a variety of sustainability and resiliency policies and practices. Aligned with the UN SDGs and leading frameworks, including GRESB, IPCC, IFRS S2 and the GRI Standards, these policies and practices include:

## ENVIRONMENTAL POLICIES AND PRACTICES

- Environmental
- Biodiversity and habitat
- Energy management
- Climate change
- GHG emissions
- Climate resiliency
- Material sourcing and procurement
- Indoor environmental quality
- Waste management
- Water management
- New developments
- Renewable energy

## SOCIAL POLICIES AND PRACTICES

- Customer satisfaction
- Coworker engagement
- Coworker health and well-being
- Forced or compulsory labor
- Health and safety
- Diversity and inclusion
- Fair labor standards and working conditions
- Child labor prohibition
- Vendor code of conduct
- Coworker volunteer program

## GOVERNANCE POLICIES AND PRACTICES

- Business ethics and code of conduct
- Investor relations, communication and transparency
- Coworker relations, engagement and satisfaction
- Bribery, corruption and fraud prevention
- Cybersecurity, data protection and privacy
- Political contribution limitations
- Vendor code of conduct
- Shareholder-aligned executive compensation
- Internal resiliency committees
- Financial performance and disclosure
- Reporting and disclosure
- Board committees

[CLICK HERE TO VIEW HIGHWOODS GOVERNANCE DOCUMENTS](#)



GRANITEPARK6 | DALLAS

# STAKEHOLDER ENGAGEMENT

We regularly engage our stakeholders to better understand their priorities, how they are affected by our operations and influence our objectives. This ensures that we are targeting key performance indicators that are meaningful and aligned with our Strategic Plan and core values. Our key stakeholder groups include our shareholders, coworkers, customers, Board of Directors, vendors, industry and the communities in which we live, work and play.

We meet with key shareholders throughout the year and proactively report on our operational, financial and environmental performance through quarterly and annual disclosures, including this annual Corporate Resiliency Report. Our property teams meet regularly with customers, organize events and trainings and seek feedback through annual surveys. We engage our coworkers through a variety of programs, trainings and civic engagement activities that support professional development, health and well-being and community stewardship. We participate in industry meetings and conferences to strengthen our partnerships and contribute to the discourse that shapes our industry. At the community level, we participate in public forums, business improvement districts and support organizations that enrich our communities.

## BOARD OF DIRECTORS

- Board meetings and annual shareholder presentation
- Annual Corporate Resiliency Report

## SHAREHOLDERS

- Third-party benchmarks
- U.S. Securities Exchange Commission (SEC) filings
- Investor relations and support
- Investor meetings and events
- Quarterly earnings calls
- Property tours
- Annual Corporate Resiliency Report

## CUSTOMERS

- Routine customer satisfaction surveys
- Quarterly customer meetings
- Customer communications
- Highwoods core values
- Health and wellness amenities and initiatives
- Customer appreciation events
- Annual Corporate Resiliency Report

## INDUSTRY

- Participation at conferences and meetings
- Building of trusted relationships
- Participation in steering committees
- Service in leadership roles with organizations such as Urban Land Institute (ULI), the National Association for Industrial and Office Parks (NAIOP) and the National Association of Real Estate Investment Trusts (NAREIT)
- Pursuit of industry accreditations and certifications

## COWORKERS

- Quarterly performance update reports
- Trainings and professional development program
- Heart of Highwoods program and Wellness Committees
- Highwoods core values
- Benefits package
- Intranet site and Microsoft Teams
- Annual career conversations
- Whistleblower hotline
- Annual Highwoods Huddle
- Open door policy
- Annual Corporate Resiliency Report
- Periodic Town Halls
- Diversity and Inclusion Group

## COMMUNITIES

- Heart of Highwoods program
- Hosting community events
- Public forums for new developments
- Participation in Business Improvement Districts
- Active conversations through social media
- Active participation in local community development organizations
- Internships
- Creation of dynamic community spaces in new development and major renovation projects

## VENDORS

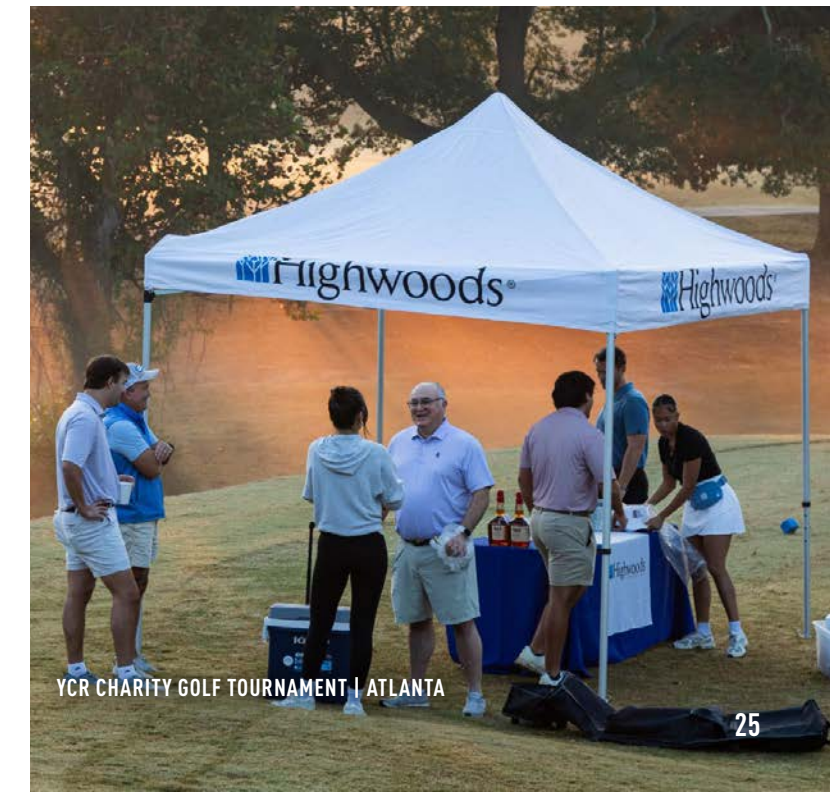
- Vendor Code of Conduct
- Active outreach to woman-owned, minority-owned and other diverse suppliers
- Prompt payment for services



SOUTHPARK COMMUNITY PARTNERS ANNUAL MEETING | CHARLOTTE



INVESTOR DAY | DALLAS



YCR CHARITY GOLF TOURNAMENT | ATLANTA

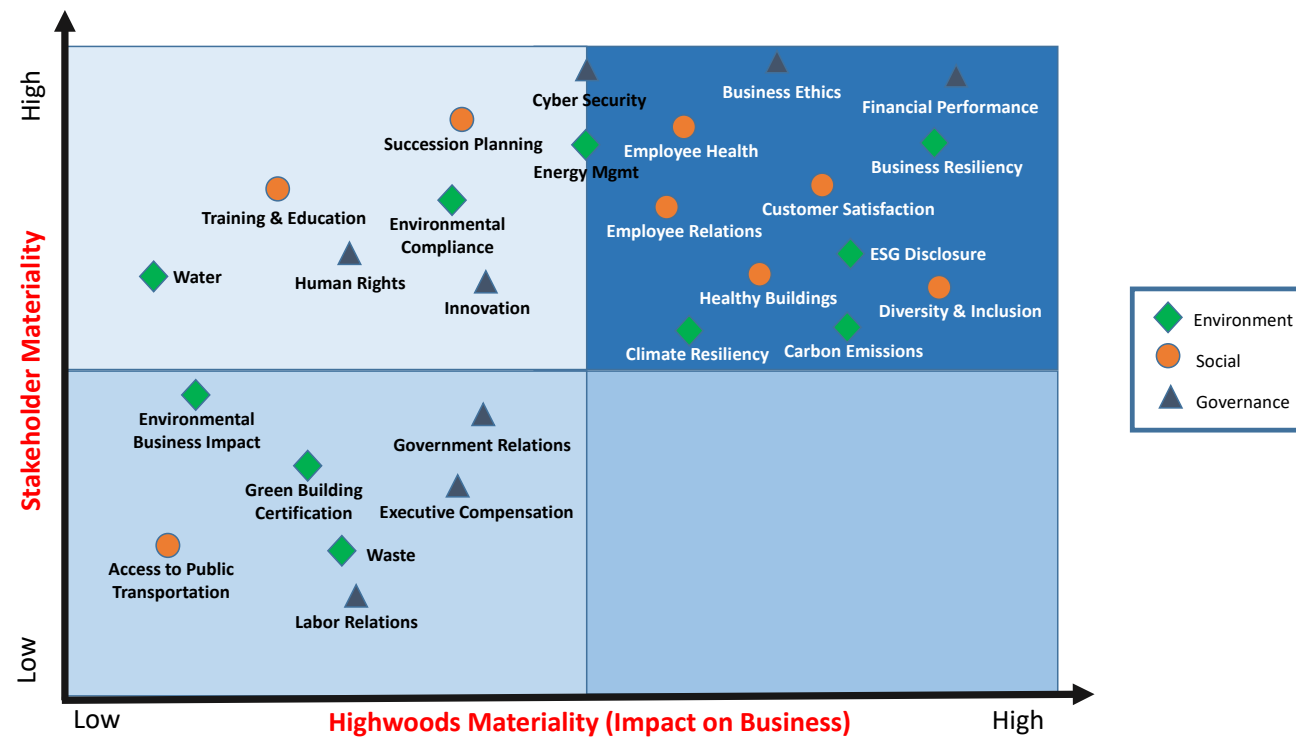
# MATERIALITY ANALYSIS

We routinely undertake materiality assessments with representative stakeholders to identify topics and focus areas that could have a material impact on our business. The intent of this assessment is to better understand our priorities and how they can further inform our resiliency strategy, sustainability initiatives, Strategic Plan, corporate reporting and performance goals.

Our materiality assessment, which is aligned with GRI Standards, begins with the identification of relevant stakeholders and topics to be assessed. A variety of internal and external stakeholder groups are identified to provide a wide range of perspectives and insights, including our Board of Directors, executive leadership, coworkers, shareholders, customers and vendors. An array of topics are then identified through the evaluation of relevant topics.

In support of this process, we distribute materiality surveys to our stakeholder groups to evaluate their priorities across the defined topics. The survey response data is then analyzed and weighed by stakeholder group and a materiality matrix is developed to compare the importance of each topic to stakeholders and the impact on our core business. The results of the materiality assessment are used to inform our resiliency strategy and sustainability initiatives, update performance indicators, refine our focus areas, reallocate resources and establish reporting boundaries for this report and other external reporting. We continuously gather valuable insights from our stakeholders so that shifting priorities aligned with new external trends can be identified and addressed for future planning.

## ESG MATERIALITY ASSESSMENT: ALIGNING HIGHWOODS BUSINESS DRIVERS WITH STAKEHOLDER PRIORITIES



TWO ALLIANCE CENTER | ATLANTA

# ENERGY AND CARBON

Highwoods is committed to transitioning to a lower carbon future. This journey began over 20 years ago with the hiring of engineers who were on the forefront of deploying microprocessors to closely monitor energy consumption. As technology advanced, we began benchmarking our energy performance using ENERGY STAR Portfolio Manager and created an energy command center to monitor energy usage in real-time.

We measure our GHG emissions as Scope 1 or 2 emissions. GHG sources include the on-site combustion of natural gas and fuel oil for heating and back-up power generation

(Scope 1) and the generation of electricity and district heating and cooling off-site by local utilities (Scope 2). We utilize the ENERGY STAR Portfolio Manager online platform to monitor GHGs from our on-going operations and to track progress towards meeting our goals. While our properties are not currently in areas with local building performance mandates, we continue to monitor the evolving regulatory landscape and how our operations may be impacted in the future.

To deploy innovative energy efficient technologies, we pilot specific solutions, prove the concept, and reinvest

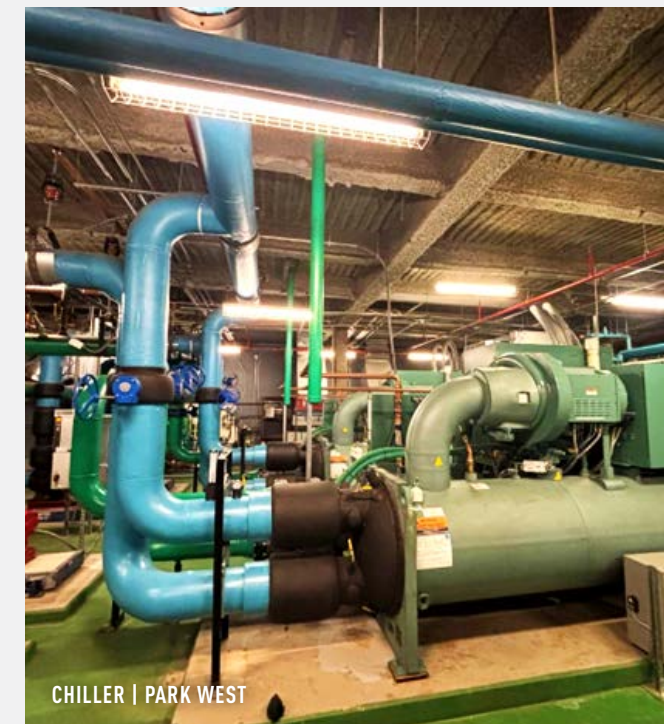
the utility savings to expand adoption across our portfolio. In 2025, we continued to invest in energy efficiency projects across our portfolio including LED lighting retrofits, building management system (BMS) upgrades and heating, ventilation and air conditioning (HVAC) system upgrades. Through our longstanding LiveMeter program, we continue to monitor real-time energy interval data across managed assets to uncover new energy efficiency and operational improvement opportunities.

Our commitment to operational excellence through energy efficiency was recently recognized by the Department of Energy's (DOE) Better Buildings Challenge, highlighting our portfolio-wide energy intensity reductions. This achievement was primarily driven by the early returns of our four-year, \$17 million building modernization initiatives that included investment in energy efficiency projects across our portfolio coupled with real-time energy management insights provided by our LiveMeter program.

## PARK WEST | NASHVILLE CHILLER PLANT AND BUILDING MANAGEMENT SYSTEM UPGRADES

Optimizing building performance requires a proactive approach. At Highwoods, we are continually evaluating our portfolio for opportunities to upgrade aging infrastructure and improve energy efficiency, contributing to our commitment to a low carbon future and supporting our sustainability goals. In 2025, we made significant capital investments in energy efficiency across our portfolio, including a new chiller plant at Park West in Nashville.

At Park West in Nashville, we upgraded legacy cooling systems with new high efficiency magnetic bearing chillers and a new building-wide Alerton Building Management System (BMS). Beyond immediate noise mitigation compared to the legacy system, this project significantly reduced building energy usage by optimizing chiller efficiency through the close monitoring of chilled water temperatures and flow by the Alerton BMS. The magnetic bearing chiller design also features a high-efficiency 'inverted' winter mode that leverages cool ambient



air for water cooling to further improve cooling efficiency. A testament to the system's efficiency, these upgrades qualified for the maximum Tennessee Valley Authority (TVA) rebate reimbursement.

In 2025, we achieved ENERGY STAR certifications for almost two-thirds of our portfolio square footage, which was accomplished in part through a concerted effort in recent years to expand energy data coverage for customers with triple-net leases. Additionally, we have achieved LEED certification for all new, wholly-owned development projects since 2013 to ensure high-performing, energy efficient systems are in place and commissioned pre-occupancy.

Demonstrating our ongoing commitment to decarbonization, we expanded our portfolio-wide energy and GHG emissions reduction goals in 2025 to target 35% energy intensity and 50% GHG emissions intensity reductions by 2030 from a 2016 baseline. As part of expanding our portfolio-wide energy and GHG goals, we re-established our 2016 baseline to include properties owned in 2016 that were still owned in 2025.

We continuously assess the financial impact of achieving carbon neutrality across our portfolio through evaluating green power supply options in the markets where we operate and nationally. Additionally, we aligned with the IPCC best practices for reducing Scope 1 and 2 emissions to advance our transition to a lower-carbon future.

ENVIRONMENTAL

CONTRIBUTING TO THE RESILIENCY OF OUR CLIMATE

# WATER

Water costs continue to rise across the country due to the growing cost of upgrading aging utility infrastructure and water scarcity. We are actively managing these risks by closely monitoring the water performance of our managed portfolio in ENERGY STAR Portfolio Manager, monitoring interval water data for select assets, installing high efficiency equipment and technologies and providing guidance to our coworkers and customers on water conservation practices. In new developments, we target a 30-40% water reduction over the LEED certification baseline to help meet our water reduction goals.

In 2025, we continued to install water leak detection sensors that use the Internet of Things (IOT) technology to provide real-time alerts to team members of potential water leaks. To date, we have invested more than \$1 million in this initiative, deploying over 11,000 sensors and increasing our portfolio coverage to 100%. Notable saves across our portfolio in 2025 included a water heater failure on an upper floor that occurred

after hours and a plumbing overflow in a customer's restroom. In both cases, the immediate notification of the IOT technology prevented property damage and successfully mitigated major water loss events.

Additional water efficiency efforts across our portfolio include the installation of smart irrigation controllers at properties with expansive landscapes to better align irrigation schedules with local weather conditions and plant moisture requirements.

Additionally, we provide training to our engineering team on water efficiency best practices, including cooling tower optimization, leak detection and condensate recovery.

In 2025, we transitioned our water goal to an intensity-based metric based on the re-established 2016 baseline. While our water reduction goal remains at 10%, we are assessing water performance in 2025 and 2026 to understand how current usage levels are affecting water consumption.



MCKINNEY & OLIVE | DALLAS

# MATERIALS AND WASTE

## COMPANY-WIDE E-WASTE RECYCLING EVENTS

In 2025, we hosted electronic waste (e-waste) recycling events in multiple markets including Tampa, Orlando, Atlanta, Raleigh and Charlotte to provide customers a convenient and responsible way to dispose of outdated electronics. Typically sent to landfills, e-waste contributes to groundwater pollution through the leaching of heavy metals. Electronics collected at these events included cell phones, disk drives, tablets, laptops, monitors, printers and USB drives.



E-WASTE RECYCLING | TAMPA



Highwoods is committed to the use of sustainable materials and implementation of best practices in waste management. Through achieving LEED certifications for all new, wholly-owned developments, we utilize materials and products containing recycled content, low volatile organic compound (VOC) concentrations and those sourced regionally.

We develop waste management plans for all new developments and target a 50% waste diversion rate and <10 pounds/square foot waste generation. During customer build-outs, we work closely with contractors to implement waste management and resource efficiency strategies that maximize diversion rates.

As part of this effort, we cooperate with our customers and vendors to implement waste management best practices. To increase individual participation in our recycling efforts, we provide single-stream recycling options when available, organize e-waste recycling drives and provide education and guidance on best practices. Through coordination with our waste management partners, we continue to develop more efficient ways to access waste performance data and optimize hauls, which reduces carbon emissions and waste management costs. Additionally, we are actively monitoring the waste performance of many of our properties and are collaborating with our vendors with the goal of increasing our waste data coverage.



CROOKED HAMMOCK | GLENLAKE | RALEIGH

# BIODIVERSITY AND HABITAT

The development and operation of commercial office buildings can adversely impact ecosystems, biodiversity and habitat. Highwoods endeavors to protect, preserve and enhance the biodiversity of local ecosystems when developing new properties and during the operation of our standing investments. In 2021, we established a biodiversity and habitat policy and practice to ensure our development and operations teams are continuously evaluating site design strategies and management practices that promote, and not negatively impact, biodiversity.

When selecting sites for new developments, we strongly consider greyfields and brownfields to reduce development pressure on natural habitats. When sites are contaminated, we remediate the soil and water according to local and national environmental standards. Whenever possible, we preserve mature trees and native soils to maintain canopy

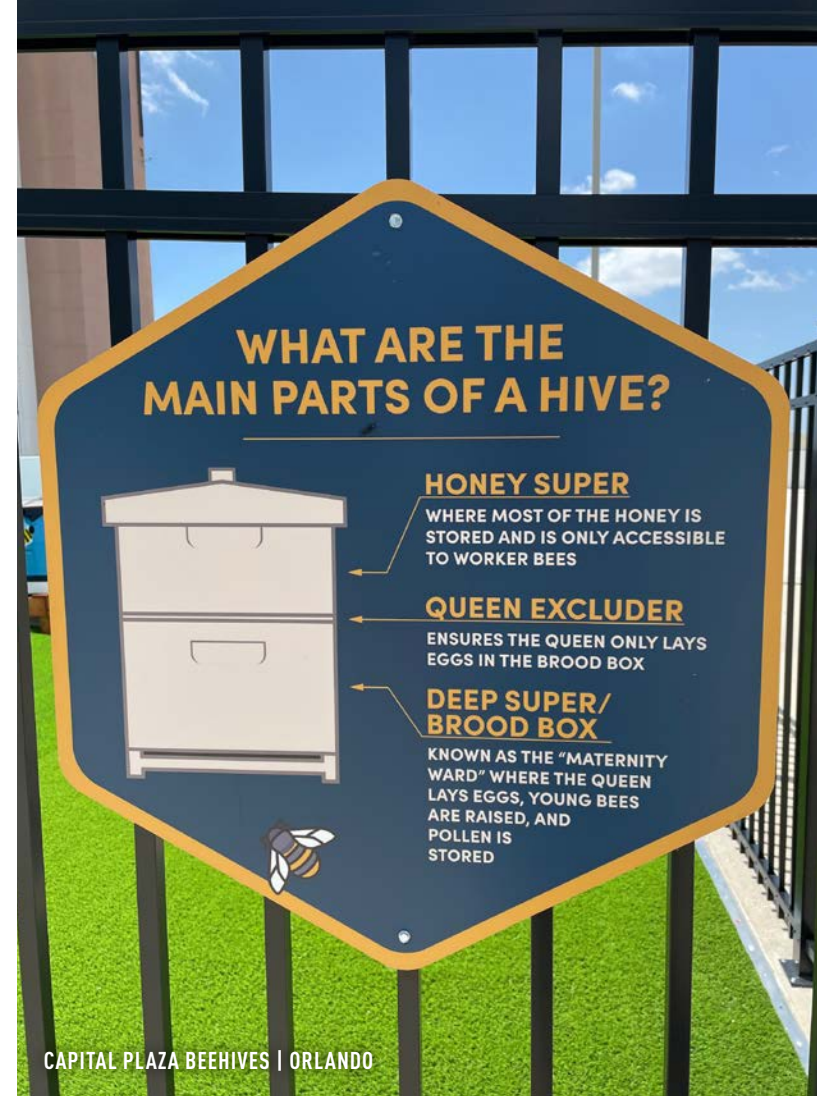
coverage and reduce the heat island effect. To minimize the impact of artificial lighting on wildlife, we design site lighting to minimize light pollution and trespassing. We utilize environmentally sensitive products for pest management, landscaping, snow and ice removal and cleaning activities to prevent harmful chemicals from entering the environment and the potential loss of biodiversity and habitat. Recent property-specific efforts to promote biodiversity and habitat protection include:

**Ten Glenlake | Atlanta:** Completed water quality improvements and stocked native fish in Lake Glenn to support a community of North American river otters residing in the lake.

**Orlando and Dallas:** Maintained beehives at properties across our markets to help preserve local biodiversity by supporting pollinators.

## DEVELOPMENT STRATEGIES THAT PROMOTE BIODIVERSITY AND CREATE HABITAT:

- Strongly consider greyfields and brownfields
- Remediation of contaminated sites
- Soil preservation
- Tree preservation
- Native/pollinator plant species
- Green roofs
- Minimize light pollution
- Energy and water conservation strategies
- Material recycling
- Minimize development footprints



# NEW DEVELOPMENTS

We integrate environmental sustainability and health and well-being strategies into the design and construction of all new office developments and renovation projects. Since 2013, all new, wholly-owned developments have achieved LEED certification. Designing spaces to promote health and well-being is also important to our stakeholders due to the health benefits and the strong business case for increasing coworker productivity and retention. In response, we made a commitment in 2021 to achieve Fitwel certifications for all future wholly-owned development projects. To date, we have achieved seven Fitwel certifications.

We have implemented a company-wide sustainability policy for new developments to mitigate our environmental impacts and address the changing needs of our customers and community. The policy includes requirements and best practices for the site selection process, due diligence, resiliency, obtaining community feedback, environmental performance, LEED and Fitwel certifications, health and well-being outcomes and stakeholder engagement. Developing and investing in high quality, resilient and adaptable workplaces ensure the long-term financial sustainability of our properties as market conditions change. We do this, not only for the environment, but also for our customers to enjoy the most exceptional workplace experiences.

At the community level, we participate in public forums and business improvement districts to gather valuable feedback from local constituents. Through an inclusive development process and responsive design, we strive to make our communities a better place to live and work.



CROOKED HAMMOCK GROUNDBREAKING | GLENLAKE | RALEIGH



GLENLAKE THREE | RALEIGH



**36 PROPERTIES LEED CERTIFIED  
SINCE 2010**



**7 FITWEL CERTIFICATIONS  
SINCE 2011**



**1.4M SF IN DEVELOPMENT PIPELINE**



MIDTOWN EAST | TAMPA

MIDTOWN EAST | TAMPA

## NEW DEVELOPMENT SPOTLIGHT

Delivered in 2025, Midtown East is a 18-story, LEED-certified Class A office tower located in Tampa's Westshore district. Spanning 426,000 square feet, Midtown East was developed as a premier destination workplace that promotes connectivity, convenience, creativity and wellness. The surrounding Midtown district offers the perfect blend of urban living and suburban convenience, with Whole Foods, REI, several eateries and a curated selection of premier retailers just steps away. Exclusive to our customers, the building features The Conservatory, a quiet, curated amenity space that offers a flexible community workspace, private breakout rooms, a boardroom, a high-tech podcast studio and a versatile event space.

Midtown East perfectly embodies our live, work, play philosophy by being strategically situated within a prime BBD and seamlessly integrating professional productivity with the vibrant energy of a walkable, mixed-use environment.



THE CONSERVATORY | MIDTOWN EAST | TAMPA



# STRATEGIC GROWTH

2025 marked a significant year for Highwoods as we expanded our long-term strategy of portfolio quality improvement through strategic acquisitions and redevelopments. This dual approach involved divesting from aging, capital-intensive and energy-intensive assets to reinvesting in modern, energy-efficient properties within premier BBDs. By simultaneously revitalizing key existing assets, we are reinforcing our dedication to operational excellence and sustainable growth across our portfolio.

## STRATEGIC ACQUISITIONS

In 2025, we expanded our footprint in key growth markets through the acquisition of high-quality assets that support our commitment to quality, sustainability and resiliency. Strategic acquisitions included:

- Advance Auto Parts Tower | Raleigh
- 720 S. Church Street Parking Garage | Charlotte
- 6HUNDRED at Legacy Union | Charlotte



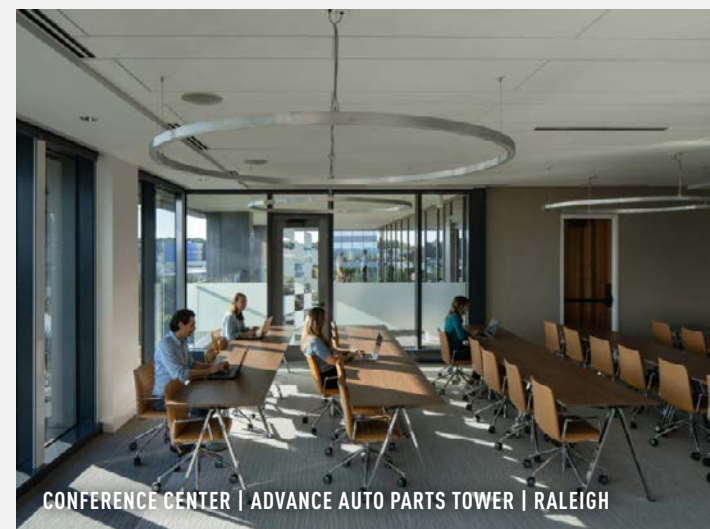
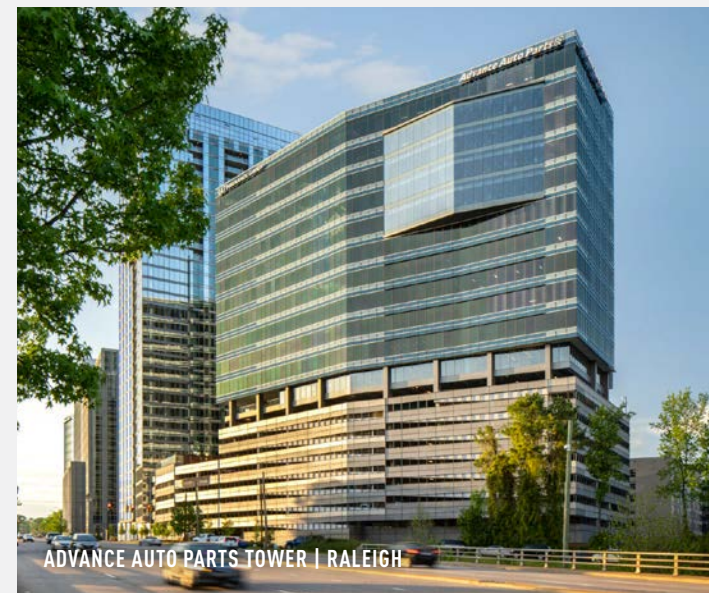
### CHARLOTTE 720 S. CHURCH STREET PARKING GARAGE

Our acquisition of Legacy Union 720 S. Church Street Parking Garage represents a key addition to the Charlotte portfolio. This facility provides critical infrastructure to support the parking needs for 1.2 million square feet for Highwoods-owned office buildings at Legacy Union—Bank of America Tower and SIX50.

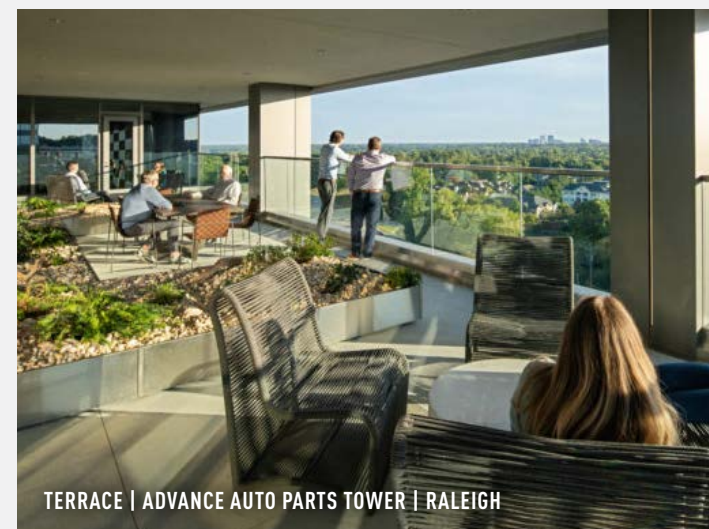
### RALEIGH

## ADVANCE AUTO PARTS TOWER

A centerpiece of Raleigh's vibrant mixed-use North Hills BBD, Advance Auto Parts Tower is a 20-story, 346,000-square-foot Class AA office tower that combines modern design with convenience. The LEED Gold-certified tower welcomes visitors through a vibrant open concept lobby designed with both collaborative spaces and quiet corners for focus. The 10th floor amenity level offers a state-of-the-art conference center, spacious common areas and a landscaped outdoor terrace with spectacular views. At the street level, the building's commute-worthy appeal is further elevated by two locally owned restaurants just steps from the office: Cucciolo Terrazza, a modern Italian concept and Tamasha, an upscale Indian kitchen.



CONFERENCE CENTER | ADVANCE AUTO PARTS TOWER | RALEIGH

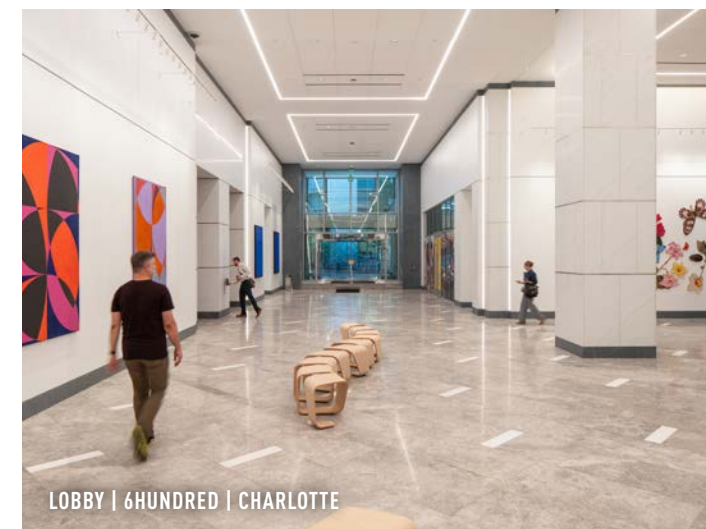


TERRACE | ADVANCE AUTO PARTS TOWER | RALEIGH

### CHARLOTTE

## 6HUNDRED AT LEGACY UNION

Located in the heart of Uptown Charlotte, 6HUNDRED is a premier 24-story, 411,000-square-foot Class AA office tower. Connected to two Highwoods-owned buildings, Bank of America Tower and SIX50, 6HUNDRED further strengthens our presence in this dynamic business district. The building features top tier amenities including flexible conference rooms, a catering kitchen, an indoor/outdoor fitness center with locker rooms and towel service, wellness rooms and a panoramic rooftop sky deck. Designed for the customer experience, office spaces feature high ceilings and expansive natural light. Furthermore, our partnership with the local women-owned Southern Comfort Gallery brings museum-quality art into the building lobby creating a workplace that adds enrichment to the workday.



LOBBY | 6HUNDRED | CHARLOTTE



PICKLEBALL COURT | 6HUNDRED | CHARLOTTE

# FOCUSED REDEVELOPMENT

Strategic growth at Highwoods is not only defined by what we build, but also by how we maintain and operate our existing assets. Our redevelopment initiatives are centered around the concept of ‘Highwoodtizing,’ our process for upgrading, renovating and modernizing our existing assets. Through targeted capital investments, we retrofit existing assets with the modern aesthetics and high-tech functionality that today’s workforce demands. Central to our Highwoodtizing concept, we believe the modern office should be more than just a workplace. We create spaces where our customers are truly inspired to thrive.

## CURRENT REDEVELOPMENT PROJECTS INCLUDE:

- Park Place | Nashville
- Symphony Place | Nashville
- Alliance Center | Atlanta
- 150 Fayetteville | Raleigh

### PARK PLACE | NASHVILLE REDEFINING MODERN WORK-LIFE HARMONY

Aligned with our commitment to creating destination workplaces, the recently redeveloped Park Place in the Cool Springs BBD of Nashville offers an amenity-rich environment designed for the modern professional. The campus goes beyond the traditional office by blending wellness and work through thoughtful, convenient design. It is a space crafted to empower our customers, whether they are engaging in high-level collaboration or seeking a moment to recharge.

- **Versatile Workspaces:** Designed for seamless connectivity, Park Place offers high-speed WiFi throughout indoor and outdoor meeting spaces and an on-site amphitheater for customer events.
- **Active Lifestyle:** Customer wellness is integrated into Park Place through premium amenities including a state-of-the-art gym with on-site trainers and outdoor courts for pickleball and basketball. Beyond athletics, the campus features intentional outdoor spaces like a hammock grove, seating areas and a playground.
- **Essential Convenience:** Park Place redefines convenience by bringing life’s essentials directly to the workplace. Our on-site childcare, dental care and medical suites allow for a seamless day, giving customers peace of mind that their health and family needs are met just steps from the office.



PARK PLACE | NASHVILLE



BASKETBALL COURT  
PARK PLACE | NASHVILLE



THE WELL COFFEEHOUSE  
PARK PLACE | NASHVILLE

- **Fueling Your Day:** Integrated retail at Park Place adds ease to routine. From morning coffee at The Well Coffeehouse to pre-made meals at the on-site sourdough bakery, these amenities ensure our customers are fueled for the day.



SYMPHONY PLACE | NASHVILLE



THE WELLNESS CENTER | SYMPHONY PLACE | NASHVILLE



CUMBERLAND CLUB | SYMPHONY PLACE | NASHVILLE

### SYMPHONY PLACE | NASHVILLE CURATING A HOSPITALITY- DRIVEN WORKPLACE

Located in the heart of downtown Nashville’s South Bank neighborhood, the redevelopment of Symphony Place is a complete reimagining of the customer experience, blending hospitality-driven design with state-of-the-art, wellness-centric amenities.

- **An Elevated Welcome:** Starting at the ground level, the redesigned lobby creates a seamless connection between the parking garage and the main entrance, providing both a professional and inviting welcome into the building.
- **Integrated Wellness:** The seventh floor was converted into the Cumberland Club. Inside the Cumberland Club, productivity meets relaxation and social connectivity. The curated space includes a modern lounge with diverse collaboration spaces, conference center, an on-site bar and cafe, a golf simulator and a podcast studio. The premier wellness center offers top of the line equipment, personal training, spa-quality locker rooms, a sauna and plunge pools. Spanning a full acre, The Green provides a private, on-site outdoor rooftop. This expansive outdoor space is perfect for both focused downtime and social gatherings and includes a walking path, pickleball court, several seating areas and an outdoor grill.
- **Urban Location:** Strategically located in the heart of Nashville’s Central Business District where professional productivity meets the city’s vibrancy, Symphony Place is within walking distance of several iconic Nashville attractions. Its proximity to the Music City Center, the Schermerhorn Symphony Center, Bridgestone Arena, the Country Music Hall of Fame and the high energy corridor of Broadway Street ensures that customers are connected to the urban offerings of this area just steps from the office.

# HEART OF HIGHWOODS

Guided by our core values, the “Heart of Highwoods” program is a foundational initiative focused on enhancing service to our communities and customers, expanding health and well-being resources for our customers and coworkers, advancing diversity and inclusion initiatives and enriching our company culture.

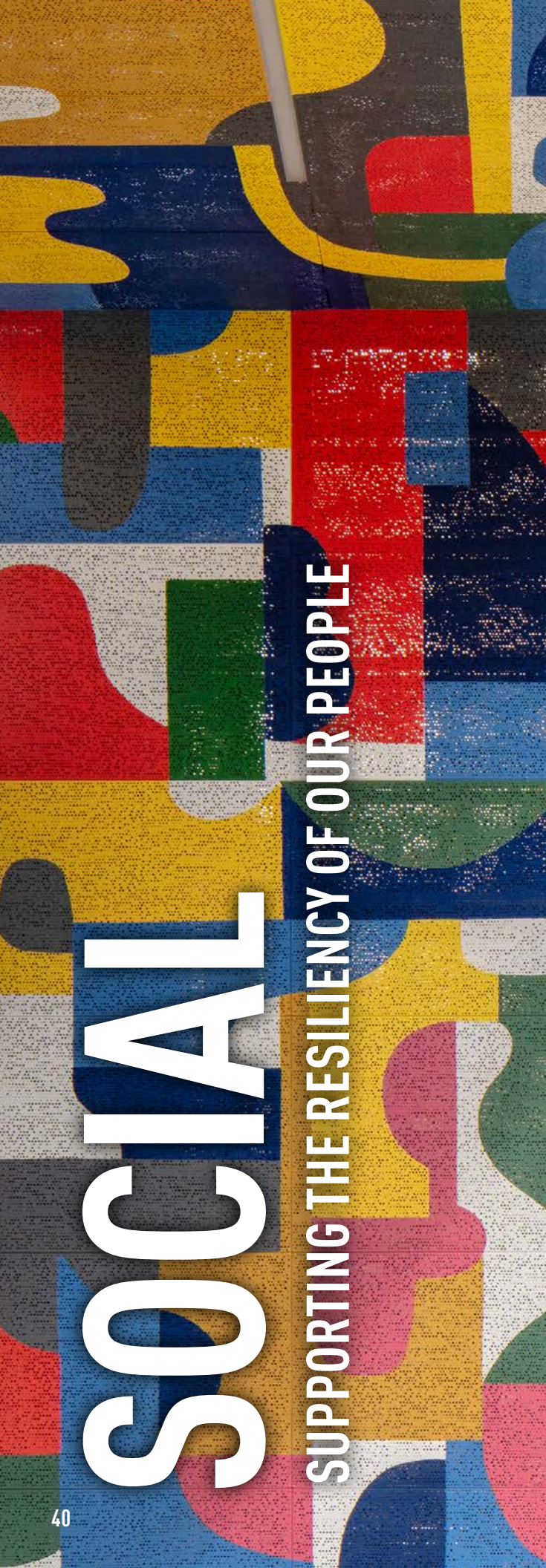
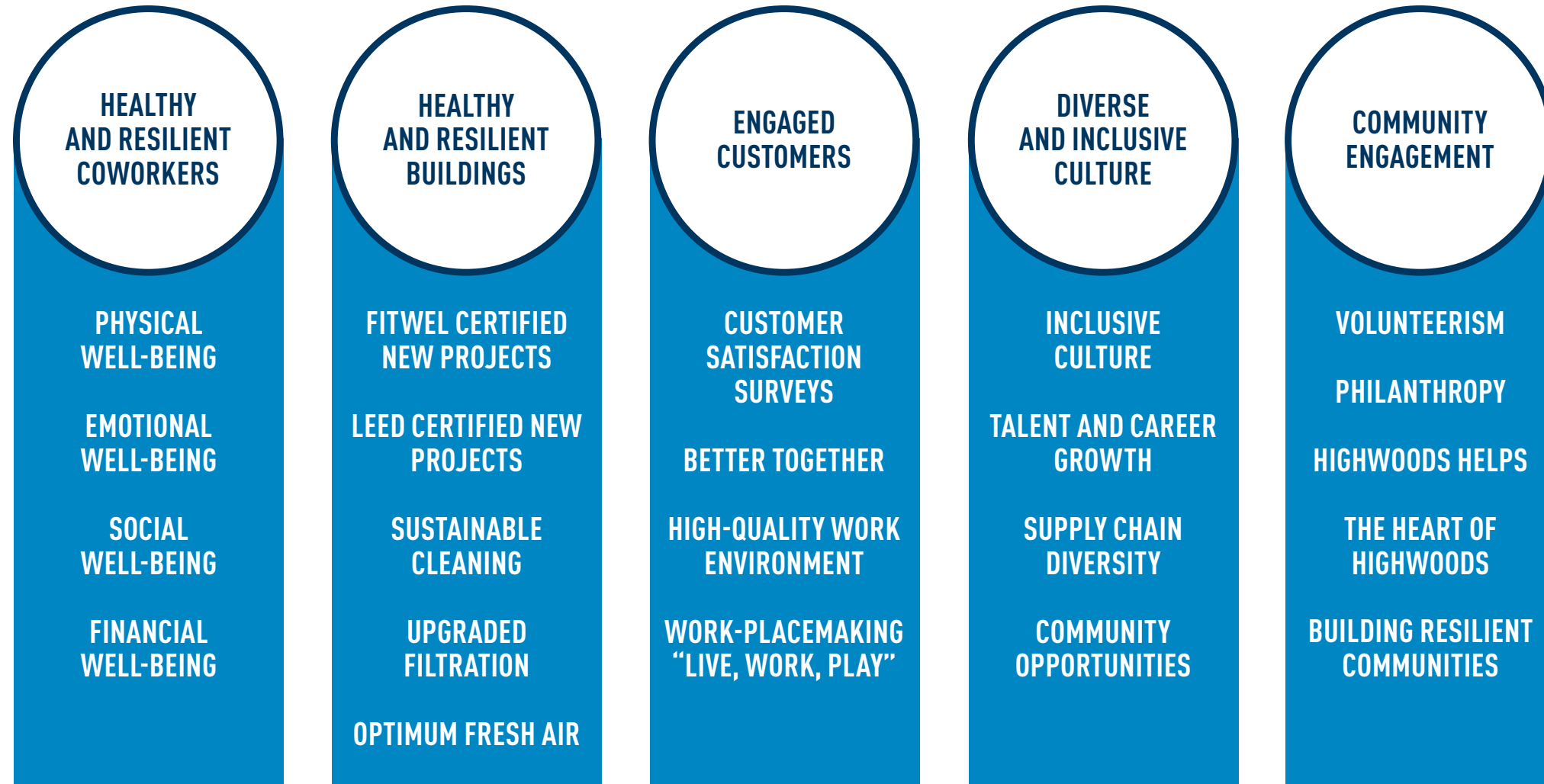
Through this integrated approach, we focus on expanding access to health and well-being resources, fostering an inclusive and engaging culture and delivering meaningful impact across the communities we serve.



## HEART OF HIGHWOODS MISSION STATEMENT

### Well-Being | Inclusion | Community

The Heart of Highwoods brings together our commitment to holistic well-being, a culture of inclusion and meaningful community service. By supporting whole-person health, fostering belonging and creating opportunities to give back, we empower our people to connect with purpose and make a positive impact—at work and beyond.



SUPPORTING THE RESILIENCY OF OUR PEOPLE

# HEALTHY AND RESILIENT COWORKERS

We believe a resilient workforce is fundamental to a resilient portfolio. Our ability to attract, serve and retain customers is directly tied to the well-being, engagement and productivity of our coworkers.

At Highwoods, we take a holistic approach to well-being that extends beyond physical health and safety to support the whole person. Through our “Total Worker Health” philosophy, we proactively address the factors that influence health outcomes and create an environment where individuals can thrive. We are intentional about:

- Providing safe and healthy work environments
- Improving the overall health of our coworkers
- Designing health benefits and programs to enhance access, quality, cost reduction and innovation

By investing in our people, we strengthen organizational resilience and support sustainable, long-term value creation.

## CIGNA HEALTHY WORKFORCE DESIGNATION GOLD



Highwoods has earned the Gold-level Cigna Healthy Workforce Designation for three consecutive years, advancing from a Silver designation in 2022.

Awarded annually, the Gold designation reflects excellence in delivering comprehensive, data-informed well-being programs that support the physical, emotional and social health of employees. Highwoods’ approach is distinguished by visible executive leadership support, meaningful investment in resources across multiple dimensions of well-being, and targeted communication strategies that drive engagement and participation.

Our continued achievement at the Gold level demonstrates our belief that a healthy, engaged workforce is fundamental to long-term performance. By prioritizing well-being, we strengthen our culture, enhance productivity and resilience and support sustainable value creation for our stakeholders.

## DIMENSIONS OF WELL-BEING

### EMOTIONAL

Belonging	Essentials
Purpose	Flourishing

### PHYSICAL

Fuel	Movement
Sleep	Energy

### CAREER

Training and Development	Engagement and Performance
Work Flexibility	Recognition and Achievements

### SOCIAL

Network	Friends
Family	Coworkers

### FINANCIAL

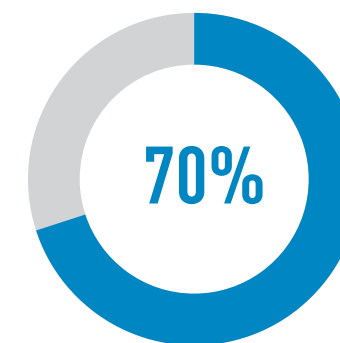
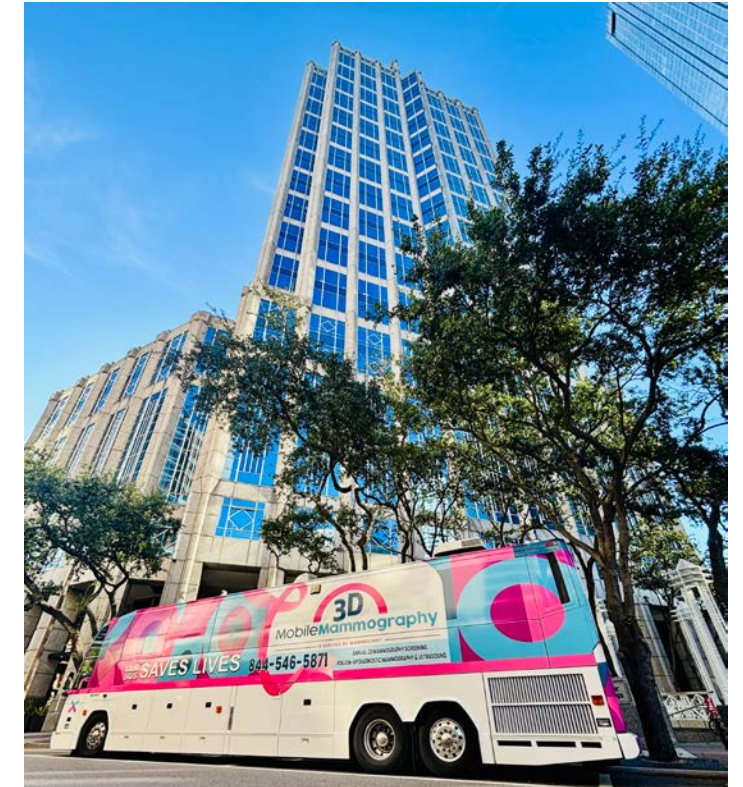
Prepare	Protect
Plan	Preserve

# COWORKER WELL-BEING PROGRAM

We are committed to fostering a workplace culture that empowers coworkers to adopt healthy habits and maintain optimal well-being. Through a comprehensive and evolving well-being program, we provide a diverse array of resources that support physical, mental and financial health.

A key driver of our success is our network of Wellness Champions across each market. These dedicated coworkers serve as advocates and organizers of local initiatives that promote engagement and connection. In 2025, Wellness Champion-led activities included walking clubs, healthy cooking demonstrations, National Walking Day events, hydration challenges, cornhole tournaments, Earth Day community clean-ups and on-site chair massage events—creating accessible and meaningful opportunities for coworkers to prioritize their health.

Our Tampa Wellness Champions hosted the Mobile Mammogram Bus at Truist Place for both employees and customers. The property management team partnered with one of the building customers, TopShelf Sports Bar, who provided a coupon for free tater tots for the employees and customers who received a mammogram (and yes, their tots are worth getting a mammogram)!



In 2025, 70% of enrolled coworkers completed preventative screenings, well above the Cigna business average of 38%.

## WELLNESS INCENTIVES PROGRAM

We partner with Cigna to deliver a robust Wellness Incentives Program that encourages healthy behaviors. Coworkers can earn incentives by completing preventive care screenings, participating in health coaching, syncing wearable devices, engaging in wellness challenges and completing personalized health assessments—supporting both physical and mental well-being. Together, these initiatives reflect our ongoing commitment to creating a supportive, inclusive environment where coworkers can thrive both personally and professionally.

## FINANCIAL WELLNESS

Financial well-being is another important pillar of our program. In collaboration with CAPTRUST financial advisors, we offer annual group and one-on-one sessions to help coworkers better understand 401(k) investments and plan for their financial futures. Additional resources, including digital tools and on-demand webinars through Charles Schwab, further support informed financial decision-making. As of December 31, 2025, 93.4% of employees were actively contributing to the 401(k) plan, reflecting strong engagement in long-term financial wellness.

# COWORKER ENGAGEMENT

## ONBOARDING AMBASSADOR PROGRAM

We are committed to fostering meaningful connections and a strong sense of belonging across our workforce, beginning from day one. In January 2025, we launched our Onboarding Ambassador Program to support coworkers during their first two months with the company. The program was designed to create an immediate sense of connection and engagement by pairing new hires with experienced coworkers who can offer guidance, answer questions and help navigate our broader company culture.

The program is powered by a dedicated group of volunteer ambassadors who play a critical role in shaping the new hire experience. Through their support, new coworkers are better equipped to build relationships, integrate into their teams and feel welcomed and valued from the outset. This initiative reinforces our commitment to an inclusive and engaging workplace, where every coworker has the opportunity to connect, contribute and thrive.

## REALM MENTORSHIP PROGRAM

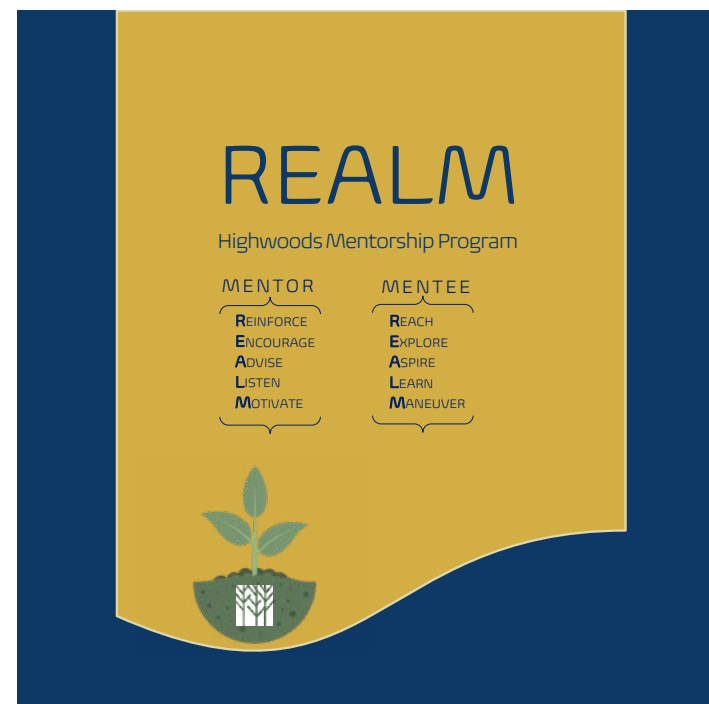
Launched in September 2023, REALM (Reinforce, Encourage, Advise, Listen, Motivate) is a peer-driven mentorship program designed to support talent development, strengthen connections and advance our culture of continuous learning. The program pairs Highwoods coworkers as mentors and mentees in a structured experience that fosters knowledge sharing, professional growth and cross-functional collaboration.

In 2025, we continued to enhance and expand REALM based on participant feedback. Program refinements included more frequent opportunities to engage with mentors, providing a structured forum to share insights and successes.

REALM delivers meaningful value for both mentors and mentees by:

- Strengthening skills through coaching, feedback and shared experiences
- Expanding professional networks and cross-functional understanding
- Supporting career development and goal alignment
- Encouraging knowledge transfer and diverse perspectives
- Enhancing collaboration across generations and backgrounds
- Reinforcing a culture of engagement, inclusion and continuous growth

By investing in mentorship and internal talent development, REALM contributes to a more engaged, connected and resilient workforce—supporting long-term organizational performance and culture.



WESTSHORE DEVELOPMENT FORUM | TAMPA



CRISTO REY WORK STUDY PROGRAM | RALEIGH

# HEALTHY AND RESILIENT BUILDINGS

At Highwoods, we are focused on delivering an exceptional customer experience and are passionate about creating workplaces that allow our customers to achieve their best selves. We aim to prioritize customer health and well-being by deploying evidence-based strategies and proactively planning for unprecedented events, like extreme weather events and global pandemics.

To promote health and wellness in new development and renovation projects, we incorporate amenities and design elements like outdoor terraces and cafes that encourage activity and connections with the outdoors, healthy eating and collaboration. Many of our properties include fitness centers and dining options that provide healthy food options. We connect our properties with outdoor trail systems and natural amenities whenever possible to encourage our customers to incorporate physical exercise into their daily routines. Additionally, the BBDs in which our properties are primarily located offer rich amenities and strong connections to our local communities.

We maintain healthy workplaces by implementing a variety of operational strategies that prioritize occupant comfort and health. We have implemented a comprehensive Indoor Air Quality (IAQ) policy across our portfolio that includes the optimization of outside air ventilation rates, high efficiency air filtration, ongoing monitoring of key IAQ and occupant comfort indicators and the use of green cleaning materials and integrated pest management techniques.

We are committed to pursuing Fitwel certification for 100% of our wholly-owned development projects and have achieved seven Fitwel certifications to date. We view the real estate sector as a critical partner in addressing public health needs, a belief that drives our commitment to prioritizing health-centric environments across our portfolio.

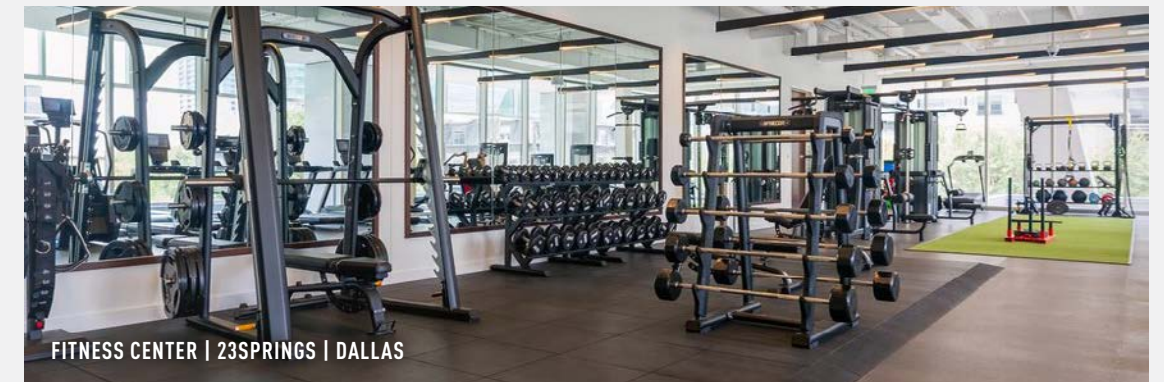


## 23SPRINGS | DALLAS

### WELLNESS AND CONNECTIVITY

Located in the dynamic and walkable Uptown district in Dallas, 23Springs offers a unique office experience focused on customer wellness and connectivity. This 26-story LEED and Fitwel certified tower offers 625,000 square feet of Class AA office space rich in natural light and is designed to promote collaboration with accommodating, high-end amenities and surrounding dining and living offerings. 23Springs' prime location provides access to the adjacent Central Business District as well as cultural and entertainment corridors, including the Dallas Arts District, Victory Park, the West End, Deep Ellum and the Design District.

Building amenities are purposefully designed to support the professional and personal wellness of our customers by blending high-end hospitality with health-focused design. Key amenities include a 4,500-square-foot state-of-the-art fitness studio, 17,000 square feet of upscale dining, and a 0.5-acre street-level park. The professional experience is elevated by a modern conference center, a customer lounge and golf simulator and an onsite coffee bar. To support sustainable and flexible commuting options, the property integrates modern transit infrastructure including EV charging stations for both customers and the public, secure bike storage with shower facilities and convenient access to Dallas' DART public transit network.



# THE HIGHWOODS CUSTOMER EXPERIENCE

As a fully-integrated REIT that provides all-under-one-roof, in-house leasing, management, maintenance and customer service, we are well positioned to anticipate and respond to the changing needs of our customers. We take great pride in our responsiveness and best-in-class service. Our property teams establish and maintain long-term relationships with our customers through regular meetings, customer appreciation events and a wide variety of educational and training events focused on health, well-being and emergency response.

Embracing our #BetterTogether mindset, we partner with our customers to create curated experiences that are innovative, distinctive, collaborative and more meaningful as a group. While tailored to the needs of our markets and customers, these experiences typically focus on customer wellness.



## ENGAGING CUSTOMERS THROUGH SUSTAINABILITY

We developed our Customer Sustainability Guide to encourage customers to incorporate energy- and water-saving technologies and environmentally friendly materials inside their spaces. We utilize green lease language to promote sustainability best practices, prioritize capital improvements, encourage behavioral change and reduce operating costs, ultimately creating healthier and more productive workspaces for our customers. Highwoods was selected as a Green Lease Leader at the gold level by The Institute for Market Transformation (IMT) and the US Department of Energy's Better Buildings Alliance, improving our recognition level from Silver in 2022. We have also achieved WiredScore certification for four of our properties, demonstrating our commitment to enhancing the user experience through outstanding digital connectivity and smart building technologies.



ASURION GULCH HUB | NASHVILLE

## CUSTOMER EXPERIENCE TEAM

Rooted in our foundational principles of agility, proactivity and exceptional service, this Customer Experience Team has become integral to our mission of exceeding customer expectations. We have launched our Customer Journey initiative to create customer engagement roadmaps with targeted touch points with Highwoods' team members at all levels of the organization. This initiative will be formalized into an operational excellence "playbook" for company-wide implementation.

Looking ahead, we remain committed to prudently investing in our assets to ensure they continue to meet the dynamic needs of our customers. By operating with a hospitality mindset, we differentiate ourselves from the competition and elevate the expertise of our property teams, thereby enhancing the overall customer experience. Our ongoing efforts not only improve our bottom line and increase customer retention but also cultivate a resilient organizational culture poised to thrive in the face of future challenges.

## CUSTOMER ENGAGEMENT SURVEY

To ensure we are continuously improving the customer experience, we regularly distribute customer engagement surveys that seek feedback on the physical building, amenities, experience and performance of our team in helping them meet their objectives. We redistributed the customer engagement survey in 2025.

The feedback from our 2025 survey served as a roadmap for meaningful change. Beyond physical upgrades—including new on-site dining options, amenities and pickleball facilities—we have focused on the 'human' side of our service. This includes a commitment to keeping customers informed through more frequent communication and finding new ways to work better together. Additionally, we leaned into the positive feedback regarding our security teams; they have fully embraced their roles as an extension of our core team, ensuring that every interaction is intentional and that customers feel genuinely welcomed.



HIGHWOODS HUDDLE | NASHVILLE



BREAST CANCER AWARENESS | RALEIGH



CUSTOM SHOE FITTINGS | ATLANTA



MENTAL HEALTH AWARENESS | CHARLOTTE

# BETTER TOGETHER

## PERFORMANCE THROUGH WELL-BEING: A FOCUS ON OUR COMMUNITY

At Highwoods, we are in the placemaking business, creating environments that support holistic health and well-being. We believe that our customers do their best work when they are at their best.

Our 30-day "Walking to Wellness" challenge in Orlando successfully engaged 129 participants from 54 different companies. Moving beyond their desks to reach goals of up to 10,000 steps a day, many participants utilized the beautiful backdrop of Lake Eola to get sunlight and movement into their routine. The event served as a significant "team booster," with participants reporting increased energy, weight loss and a newfound appreciation for the downtown experience.

In Atlanta, our Riverwood property management team hosted a National Walking Day event to encourage customers to step away from the daily grind. The team established a guided walking route around the property, allowing customers to reconnect with their surroundings. To further support their journey, Road Runner provided on-site shoe fittings and shared wellness tips to ensure every step taken was a healthy and supportive one.

This culture of wellness starts from within. Internally, our team maintains a dedicated walking group that prioritizes stepping outside every day. Whether through large-scale challenges or small daily habits, we remain focused on creating spaces where people can truly flourish. These initiatives reflect our deep commitment to the people who power our spaces, ensuring that Highwoods remains a partner in both professional success and personal vitality.

BETTER Together

# DIVERSE AND INCLUSIVE CULTURE

Our people are our most important asset. Every coworker plays a fundamental role in achieving our organizational goals and creating value for our customers, shareholders and communities. We strive to foster diversity and inclusion at all levels of the company through transparency, respect and inclusive policies and communication. This commitment extends beyond our walls to initiatives that support diverse communities where all are welcome.

We created the Heart of Highwoods program to advance diversity and inclusion and community service in our workforce, our industry and our communities.

In 2025, the Heart of Highwoods championed the following initiatives:

- Continued partnerships with Cristo Rey Work Study Program
- Third year of the Highwoods REALM Mentorship Program
- Participated in Raleigh Chamber DEI conference
- Hosted events through our Engage & Ignite program
- Promoted supplier diversity throughout the commercial real estate industry

**ENGAGE & IGNITE**  
the plug in

**GENERATIONS IN THE WORKPLACE**

Join us for an engaging conversation with guest speaker Dr. Torri A. Staton, exploring the unique perspectives and values of the different generations in today's workplace.

**THURSDAY, MAY 22 | 10 AM ET**  
A MICROSOFT TEAMS MEETING LINK WILL BE PROVIDED  
A recording will be made available for those who miss the event.

**DR. TORRI A. STATON** | RALEIGH CHAMBER VICE PRESIDENT OF ECONOMIC MOBILITY AND INCLUSIVITY

Dr. Staton is a leadership professional who specializes in workforce and professional development, investor engagement and equitable business practices for startups, innovation, retirement and profit. She is currently the Vice President of Economic Mobility and Inclusivity for the Greater Raleigh Chamber and the Director of Equitable Economic Development for Wake County Economic Development.



COMMUNITY POTLUCK | RALEIGH

## COMPANY-WIDE MULTI-GENERATIONAL ECOSYSTEM

The Heart of Highwoods hosted a conversation through our Engage & Ignite program around thriving in a Multi-Generational Ecosystem. In our workplace, we are fortunate to teammates that span five generations. The conversation focused on exploring ways to identify generational differences, similarities and opportunities; ways to establish partnerships; and ways to collaborate, celebrate and acknowledge cultural differences and unite around common goals and values.

## RALEIGH COMMUNITY POTLUCK

The Heart of Highwoods planned and executed the Annual Community Potluck where everyone contributes something to share—no matter how simple—creating a sense of belonging and shared participation. This was a special time to share family traditions, giving everyone a chance to experience different foods and stories. These events are always a good time to check in with one another, fostering strong connection.

# COMMUNITY AND VENDOR PARTNERSHIPS

We believe the premier amenity of any building isn't found within its walls, but in the vibrant neighborhood surrounding it. A great neighborhood thrives on community, and we are intentional about fostering that connection for both our office customers and our retail partners.

We are in the business of placemaking; our mission is to create a destination where diversity is not just a goal, but the very fabric of the experience.

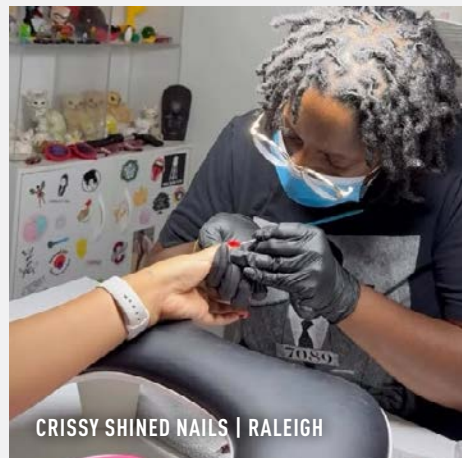


## RALEIGH LOCAL ENTREPRENEURSHIP

We have carefully curated a retail mix that reflects the rich diversity of Raleigh. By prioritizing representation and local talent, we've welcomed a unique collection of businesses that give our streetscape its soul.

### Crissy Shined Nails

A dedicated, minority-owned small business providing essential personal care services.



CRISSY SHINED NAILS | RALEIGH

### Parcero Studio

A female, veteran-owned boutique offering a curated selection of yarn and creative goods and workshops.



PARCERO STUDIO | RALEIGH

### One For All Thrift

A minority-owned and female-led thrift shop bringing sustainable fashion and unique finds to the community.



ONE FOR ALL THRIFT | RALEIGH

## RALEIGH EMPOWERING THE NEXT GENERATION

Our commitment to the local economy extends through our partnership with the Downtown Raleigh Alliance and the Wake Tech Entrepreneurship and Small Business Center.

Through the Pop-Up Shops at Wilmington Street initiative, we provide affordable retail space for up-and-coming entrepreneurs. This program allows rising brands to test the Downtown Raleigh market and grow their footprint. We are currently proud to host **Casa Imperial**, a minority-owned and operated business specializing in fine Mexican pottery and authentic home decor.

These retail spaces and the visionary owners behind them are what define the downtown neighborhood, offering value and character that goes far beyond the traditional office environment.



CASA IMPERIAL | RALEIGH

# COMMUNITY ENGAGEMENT

As part of the Heart of Highwoods program, our community service initiative provides our coworkers with additional opportunities to make a difference in the lives of others. We encourage our employees to give back to the community on Martin Luther King, Jr. Day and offer full-time coworkers an additional eight hours of paid time off annually to volunteer. In 2025, we supported numerous community organizations focused on job creation, veterans and basic essential needs.



AMERICAN CANCER SOCIETY | RALEIGH



SECOND HARVEST FOOD BANK | ORLANDO



MACDONALD TRAINING CENTER | TAMPA



PROJECT LINUS | NASHVILLE



FOR THE HOPE | ATLANTA



FRIENDS LIFE COMMUNITY | NASHVILLE



MADE4ME | RALEIGH

## ORGANIZATIONS HIGHWOODS SUPPORTED IN 2025

American Cancer Society  
Artsposure  
Asurion Compassion Fund  
Atlanta Women's Foundation  
Atlanta Commercial Board of Realtors  
BOMA  
The Boy Scouts of America

CBRE Cares  
CCIM  
Children's Home Network  
CREW  
Cristo Rey High School  
Designed For Joy  
Dix Park Conservatory  
Downtown Raleigh Alliance  
Dress for Success  
Economic Development  
Edge 7  
Fathers Forever  
Feeding America

First Tee – Triangle  
For the Hope  
Franklin Tomorrow  
Friends Life Community  
Friends of Franklin Parks  
Friends of Warner Parks  
GRACRE  
Greater Raleigh Chamber of Commerce  
Hands on Atlanta  
Haven House  
Holt Brothers Foundation  
MacDonald Training Center  
Made4Me

Marbles Kids Museum  
NAIOP  
NC Chamber of Commerce  
Nashville Firefighters Association  
Neighbor To Neighbor  
North Carolina Museum of History  
North Carolina Reading Services  
North Carolina Symphony  
Project Linus  
Raleigh Civic Ventures  
Ronald McDonald House  
Saving Grace  
Second Harvest Food Bank

SIOR  
Sole Purpose  
St. Joseph's Villa  
Stough Elementary  
TRAOBA  
UGA Real Estate School  
UNC Kenan-Flagler Business School  
United Against Poverty  
Urban Land Institute  
VCYU Business School  
Wake Tech Community College  
Westshore Alliance  
Women Lead NC



HAVEN HOUSE | RALEIGH

# GOVERNANCE

DRIVING THE RESILIENCY OF OUR BUSINESS

## GOVERNANCE STRUCTURE

Strong corporate governance is a foundational component for achieving our business objectives. Highwoods is committed to corporate governance practices that promote long-term value creation, accountability and transparency to our stakeholders. In 2025, our Board consisted of seven directors, six of whom met the independence requirements of the NYSE. The Board is led by our independent Chair.

The principal responsibility of our Board is to exercise their business judgment to act in what they reasonably believe to be in the best interest of our company and our stockholders. They believe that establishing an appropriate “tone at the top” and candid and constructive conversation between management and the Board are essential for effective risk management and oversight.

The Board oversees our company’s overall strategic planning process, including the implementation and effectiveness of our Strategic Plan and resiliency strategy. As part of this process, the Board regularly evaluates internal and external risks that could impact the achievement of our strategic goals and adversely affect the long-term outlook for our stockholders.



BOARD OF DIRECTORS | TED KLINCK, DAVID GADIS, DAVE HARTZELL, ANNE LLOYD, CANDICE TODD, CHUCK ANDERSON, CARLOS EVANS

# GOVERNANCE AT-A-GLANCE

As part of the strategic planning process, the Board of Directors periodically evaluates internal attributes and external threats that could hinder us from achieving our strategic goals and adversely affect the long-term outlook for our stakeholders. By overseeing management’s overall processes, the Board can help identify and mitigate enterprise risks and capitalize on strategic opportunities.

Responsible for monitoring our company’s overall resiliency, the Board evaluates our performance regarding environmental, social and governance issues. The Investment Committee oversees environmental and climate risks. The Audit Committee is responsible for overseeing management’s risk assessment and risk management processes designed to monitor and control financial risk exposures, including cybersecurity risk. The Compensation and Governance Committee oversees our social pillar and is responsible for ensuring our compensation policies and practices do not create risks that are reasonably likely to have a material adverse effect on our company. The Board and its committees periodically meet and communicate with our executive officers as appropriate in the Board’s consideration of matters submitted for approval and risks associated with such matters.

## GOVERNANCE HIGHLIGHTS

- Directors serve one-year terms
- Majority vote director resignation policy
- Vigorous cash and equity clawback policy
- No employment contracts
- Double trigger change-in-controls contracts
- No poison pill
- 86% independent directors
- Shareholders can amend bylaws
- Shareholder-aligned compensation philosophy
- Anti-hedging and anti-pledging policy
- No related party transactions
- Simple corporate structure
- Ethical business conduct
- Leadership development
- Coworker engagement



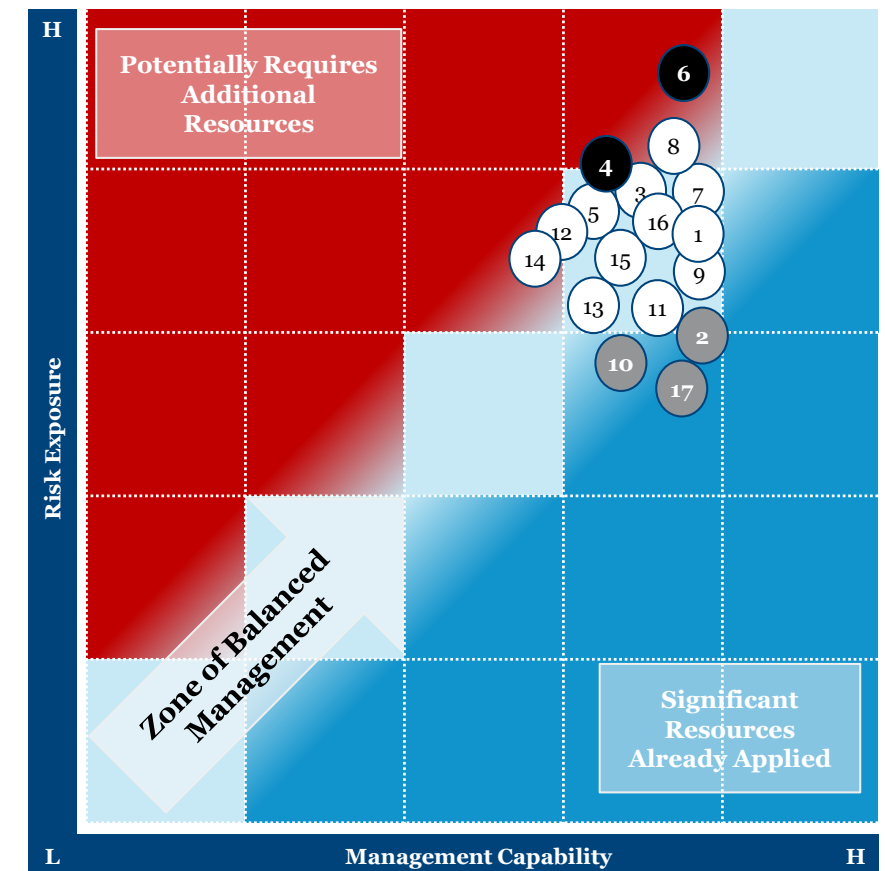
BOARD OF DIRECTORS TOURING NASHVILLE ASSETS

## ENTERPRISE RISK MANAGEMENT

Our senior leadership team underwent a thoughtful and systematic process for analyzing strategic priorities, gathering risk information and prioritizing these risks based on the likelihood, impact and management capabilities with respect to each identified risk. This process led to the classification and stratification of over a dozen important risks and opportunities that are routinely discussed with the Board.

This list was further refined to a handful of critical enterprise risks in which the management team further defined the risk, identified an appropriate risk owner(s), identified potential vulnerabilities and established a risk response/treatment plan for each of these enterprise risks. This framework also included the establishment of KPIs that are being tracked and measured on a quarterly basis.

-  **CUSTOMER EXPERIENCE: CREATING A COMMUTE-WORTHY EXPERIENCE**
-  **MAINTAIN ACCESS TO CAPITAL**
-  **TRANSFORMATIVE PORTFOLIO AND INNOVATION**
-  **ADAPTING THE TALENT MODEL TO SUPPORT STRATEGY**
-  **ADVANCING TECHNOLOGY THAT ENABLES THE STRATEGY**



# CORPORATE RESILIENCY TEAM

Our executive officers also function as a corporate council that oversees a cross-functional working group dedicated to furthering the long-term resiliency of our company, which we call our “Corporate Resiliency Team.” Fully supported by the corporate council, the Corporate Resiliency Team is charged with implementing our resiliency strategy, driving performance improvements across our portfolio and reporting progress and results to our stakeholders. With a diversity of skill sets and disciplines, they coordinate with internal subject matter experts and facilitate presentations to our coworkers, Board, customers, vendors and other stakeholders to encourage further engagement with our sustainability and resiliency initiatives.

The Corporate Resiliency Team continues to lead our efforts on sustainable building design and operations through partnerships with our architects, engineers, coworkers, customers, local utilities and others. To leverage their broad experience and market knowledge, our Corporate Resiliency Team meets with our corporate council regularly and reports to our Board of Directors quarterly. This ensures top-down support and that we are advancing sustainability and resiliency initiatives that are material to our stakeholders and our long-term success.

## CORPORATE RESILIENCY COMMITTEE GOALS

- 1 Continuously refine Highwoods Resiliency strategy with input from the Executive Team
- 2 Set and track progress towards achieving goals
- 3 Closely monitor environmental performance across the portfolio and provide internal updates and feedback
- 4 Increase awareness of Highwoods sustainability and resiliency initiatives both internally and externally
- 5 Promote sustainability and resiliency best practices across the portfolio
- 6 Assess and execute new technologies and strategies that improve the environmental and financial performance of Highwoods
- 7 Develop the annual Corporate Resiliency Report and support ESG benchmarks and other investor disclosures
- 8 Verify company information is disclosed in reporting frameworks and pursue new reporting opportunities that are material to investors



SIX50 AT LEGACY UNION | CHARLOTTE



EOLA CENTRE | ORLANDO

# INVESTOR ENGAGEMENT AND INDUSTRY PARTNERSHIPS

## INVESTOR ENGAGEMENT

Our investor relations team maintains an ongoing dialogue with our shareholders through a variety of engagement strategies to better understand their priorities and what drives their investment decisions. Throughout the year, members of our executive team participate in investor events, conferences, property tours, meetings and calls. We invite key shareholders and industry analysts to participate in informal sessions with our executive team and Board to discuss our performance and strategic initiatives.

In support of our sustainability and resiliency planning process, we seek valuable feedback from our shareholders through our materiality and investor perception surveys. We report our financial performance through quarterly and annual SEC filings and host quarterly earnings calls with our shareholders and other interested stakeholders. Through this annual Corporate Resiliency Report, we highlight our sustainability initiatives and resiliency strategy, performance metrics and progress towards our goals. We also participate in various third-party reporting frameworks, including GRESB, ISS Quality Score and Sustainalytics, to further our efforts to promote transparency.

## INDUSTRY PARTNERSHIPS

We leverage our strategic partnerships and involvement in industry organizations to advance our sustainability and resiliency initiatives and thought leadership. Our executive team engages with key industry organizations like NAREIT, NAIOP and ULI through conference presentations, committee participation and industry round tables. We encourage our coworkers to actively participate in industry organizations and pursue valuable professional development opportunities, including industry accreditations.

We have participated in the voluntary GRESB survey since 2020 and have achieved five consecutive Green Stars. To validate the environmental performance of our assets, we partner with ENERGY STAR and LEED to obtain asset-level green building certifications for eligible properties. We also partner with the Center for Active Design (CfAD) to pursue Fitwel’s health and well-being certification for all new, wholly-owned development projects.



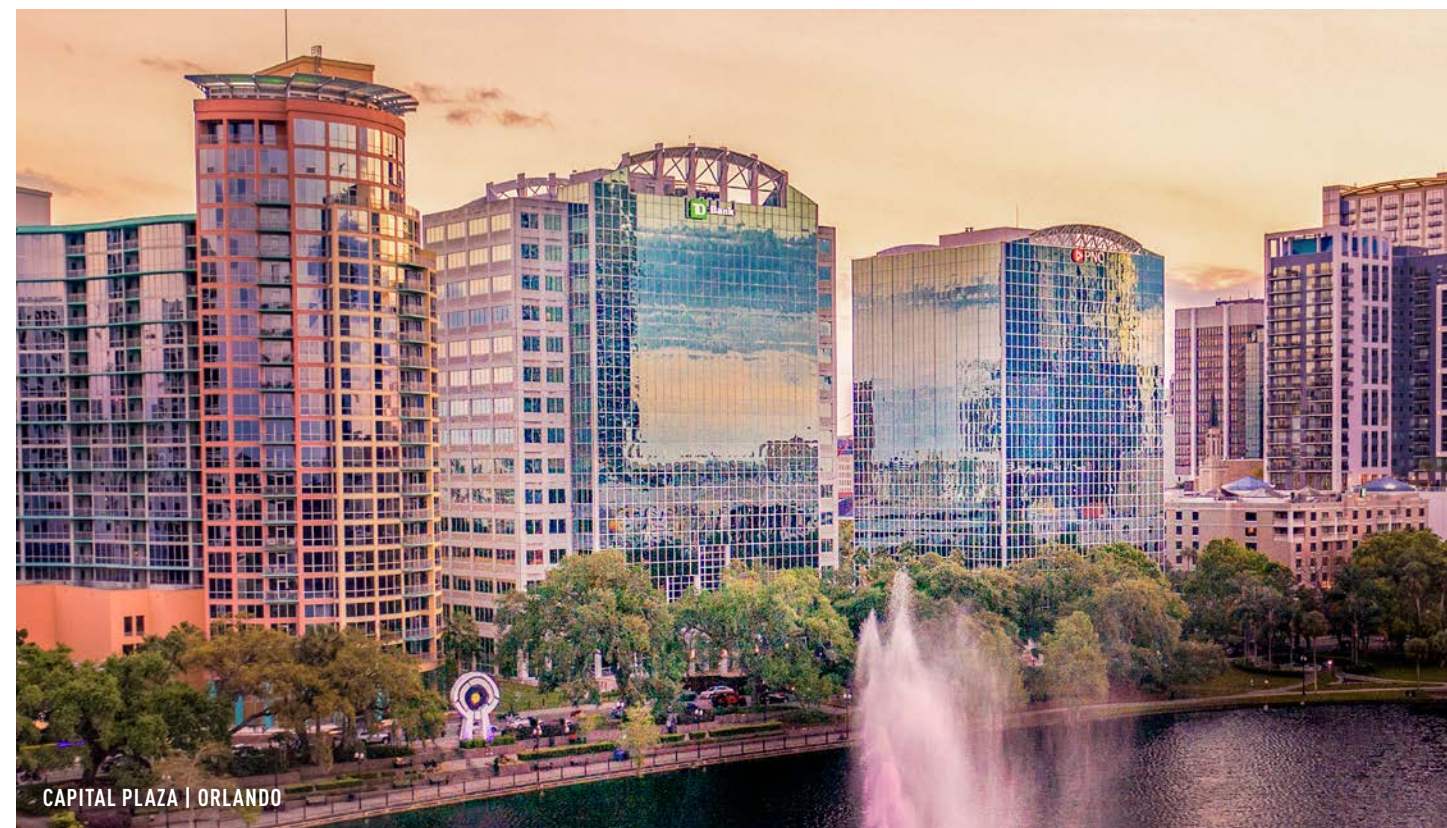
# ETHICS AND INTEGRITY

Our Board of Directors is committed to corporate governance practices that promote an ethical work environment and believe that setting the “tone at the top” with a strong governance structure is critical to our long-term success. We are guided by corporate governance guidelines and a code of business conduct and ethics and require all directors, officers and coworkers to complete an annual conflict of interest questionnaire. Similarly, all vendors are required to comply with our Vendor Code of Conduct. To ensure greater transparency and preserve the trust of our stakeholders, our governance guidelines and codes of conduct are available in the “Investors/Governance” section of our website.

[CLICK HERE TO VIEW HIGHWOODS GOVERNANCE DOCUMENTS](#)

Highwoods has a zero-tolerance policy for activities that violate any laws or regulations, including those covering bribery, copyrights, information privacy, political contributions, insider trading, occupational health and safety, discrimination and harassment. Coworkers are prohibited from offering, promising or providing anything of value to any person for the purpose of influencing that person to assist Highwoods in obtaining an improper business advantage. All corporations, including Highwoods, are prohibited from directly or indirectly making any kind of cash or in-kind contribution to candidates for federal office and, in many areas in which we operate, state or local office. Corporate donations to any candidate for public office may only be made with the prior approval of our General Counsel and only to the extent permitted by applicable laws.

All coworkers receive periodic training on ethics related topics and we have an open-door policy to encourage our coworkers to disclose any issues concerning regulatory compliance, accounting, audit or internal control issues. We maintain an ethics hotline via EthicsPoint for anonymous disclosures. All reported ethical concerns are promptly reviewed and addressed by our legal team and, if applicable, a committee of our Board of Directors.



CAPITAL PLAZA | ORLANDO

# CYBERSECURITY

At Highwoods, cybersecurity is an integral part of our enterprise risk management program. We strive to continually strengthen our digital risk posture and mitigate the risk of security compromises or breaches. To this end, we have implemented a robust cybersecurity risk mitigation program that is designed to protect sensitive information and defend against cyber threats. This program is championed by a steering committee led by our Chief Information Officer and overseen by our senior leadership team and Board of Directors. The Steering Committee is responsible for assessing and managing material risks from cybersecurity threats to our own information technology networks and systems we use that are owned by third-party service providers.

Our cybersecurity program contains multiple layers of defense, including strong access control, regular patching and updates of software and systems, continuous monitoring of potential vulnerabilities and threats and on-going coworker training on cyber security best practices. As part of our business continuity plan, we have developed a cyber incident response plan that includes a process for detecting and responding to cybersecurity incidents, determining their scope and risk, developing an appropriate response to mitigate and remediate the incident, communicating effectively to all stakeholders and participants and reducing the likelihood of similar future incidents.

As part of our overall enterprise risk management process and to better evaluate our cybersecurity risks, we perform periodic business impact analyses by leveraging our annual company-wide enterprise risk management assessment to understand the relationship between our critical business operations and our information technology systems. We partner with a third-party service provider to assist us on a real-time basis with detecting advanced threats, streamline and collaborate on investigations and recommend actions to further strengthen our systems and, if and when necessary, respond to incidents. Additionally, we maintain a cyber risk insurance policy designed to help us mitigate risk exposure by offsetting costs involved with recovery and remediation after a cybersecurity breach or similar event.

We conduct quarterly cybersecurity training to ensure all coworkers are aware of cybersecurity risks and to enable them to take steps to mitigate such risks. As part of this program, we also take reasonable steps to ensure any coworker who may come into possession of confidential financial or health information has received appropriate cybersecurity awareness training and, if applicable, payment card industry training.

A key element of our program focuses on not only preventing potential breaches, but the timely detection, response and recovery of critical data. Meeting and exceeding regulatory requirements, our cyber security program is comprehensive, adaptive and is continually evolving to keep pace with the changing threat landscape.



# ENERGY STAR CERTIFICATIONS

BUILDING NAME	CERTIFICATION YEAR(S)
10 Glenlake North	2025, 2024
10 Glenlake South	2025, 2024, 2023, 2020, 2019, 2018, 2017, 2016, 2014, 2012
150 Fayetteville	2025, 2024
201 South Orange	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2009
1800 Eller Drive	2025, 2024
11000 Weston Parkway	2025, 2024, 2023, 2022, 2021
11800 Weston Parkway	2025, 2024, 2023, 2022, 2021, 2020, 2019
2200 Century Parkway	2025, 2023, 2022, 2019, 2018, 2017, 2016, 2014, 2012, 2011, 2010
2400 Century Parkway	2025, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2011, 2010, 2009
2635 Century Parkway	2025, 2023, 2022, 2021, 2020, 2012, 2011, 2010, 2009
3322 West End	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, 2009, 2008
3401 West End	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, 2009, 2008
3600 Glenwood Avenue	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2015, 2014, 2012, 2008
3737 Glenwood Avenue	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2014
4601 Creekstone Drive	2025, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2014, 2013, 2012, 2011
5310 Maryland Way	2025, 2020, 2019, 2018, 2017, 2010
701 Corporate Center	2025, 2024, 2023, 2020, 2018, 2017
751 Corporate Center	2025, 2024, 2023, 2022, 2021, 2020, 2019
801 Corporate Center	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2014, 2023, 2012, 2011
Advance Auto Parts Tower	2025, 2024, 2023, 2022
Asurion	2025
Bank of America Plaza	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2009
Bank of America Tower	2025, 2024, 2023, 2022
Capital Plaza I	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2012, 2011, 2010
Capital Plaza II	2025, 2024, 2023, 2022, 2021, 2018, 2017, 2016, 2014, 2013, 2012, 2011, 2010
Capitol Towers – North Tower	2025, 2024, 2023, 2022, 2021, 2020, 2019
Capitol Towers – South Tower	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017
Captrust	2025
CentreGreen Five	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2014, 2012, 2011
CentreGreen Four	2025, 2023, 2020, 2019
CentreGreen One	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2012, 2011
CentreGreen Three	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018
CentreGreen Two	2025, 2024, 2023, 2020, 2018, 2014, 2012, 2011, 2010, 2009
Charter Square	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018
Cool Springs I	2025, 2023, 2011, 2010, 2008
EQT Plaza	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014
Five PPG Place	2025, 2024, 2023, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013
Forum I	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2015, 2014, 2012, 2011
Forum II	2025, 2023, 2022, 2021, 2020, 2019, 2018, 2015, 2014, 2012, 2011

BUILDING NAME	CERTIFICATION YEAR(S)
Forum III	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017
Forum IV	2025, 2024, 2023, 2022, 2021, 2020
Forum V	2025, 2023
GlenLake Five	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016
GlenLake Four	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2012, 2010, 2009, 2008
GlenLake One	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2012, 2011, 2010, 2009
GlenLake Seven	2025, 2024, 2023, 2022
GlenLake Six	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2012, 2011
Highwoods Centre	2025, 2023
Highwoods Five	2025, 2023, 2022, 2020, 2018, 2017
Highwoods Plaza Two	2025, 2024
McKinney & Olive	2025, 2024, 2023
Metlife I	2025, 2024, 2023
Metlife II	2025, 2024, 2023
Monarch Plaza	2025, 2024, 2023, 2022, 2018, 2017, 2016, 2015, 2014, 2011
Monarch Tower	2025, 2024, 2023, 2022, 2020, 2018, 2017, 2016, 2015, 2014, 2009, 2002
North Park	2025, 2023, 2018, 2017, 2014
One City Plaza	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016
One Morrocroft Center	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017
One PPG Place	2025, 2024
Park East	2025, 2023, 2022, 2019, 2018, 2017, 2014, 2013, 2012, 2011, 2010, 2009
Riverwood 100	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2011, 2010, 2009, 2008
Riverwood 200	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018
Seven Springs I	2025, 2024, 2023, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2012, 2010, 2009
Seven Springs II	2025, 2024, 2023, 2021, 2020
Six Forks Center I	2025, 2024
Six Forks Center II	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013
Six Forks Center III	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2015, 2014, 2013
Six PPG Place	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014
SIX50 at Legacy Union	2025, 2024, 2023
Southpointe	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2012, 2010
Symphony Place	2025, 2024, 2023, 2018, 2017, 2016, 2014, 2012
Three Morrocroft Center	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013
Truist Place	2025, 2024, 2023, 2022, 2021, 2020, 2018, 2017, 2015, 2014, 2011, 2010
Two Morrocroft Center	2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013
Virginia Springs I	2025, 2024, 2023, 2022, 2021, 2020
Virginia Springs II	2025, 2023
Winner's Circle	2025, 2024

# ENVIRONMENTAL PERFORMANCE

## LIKE-FOR-LIKE

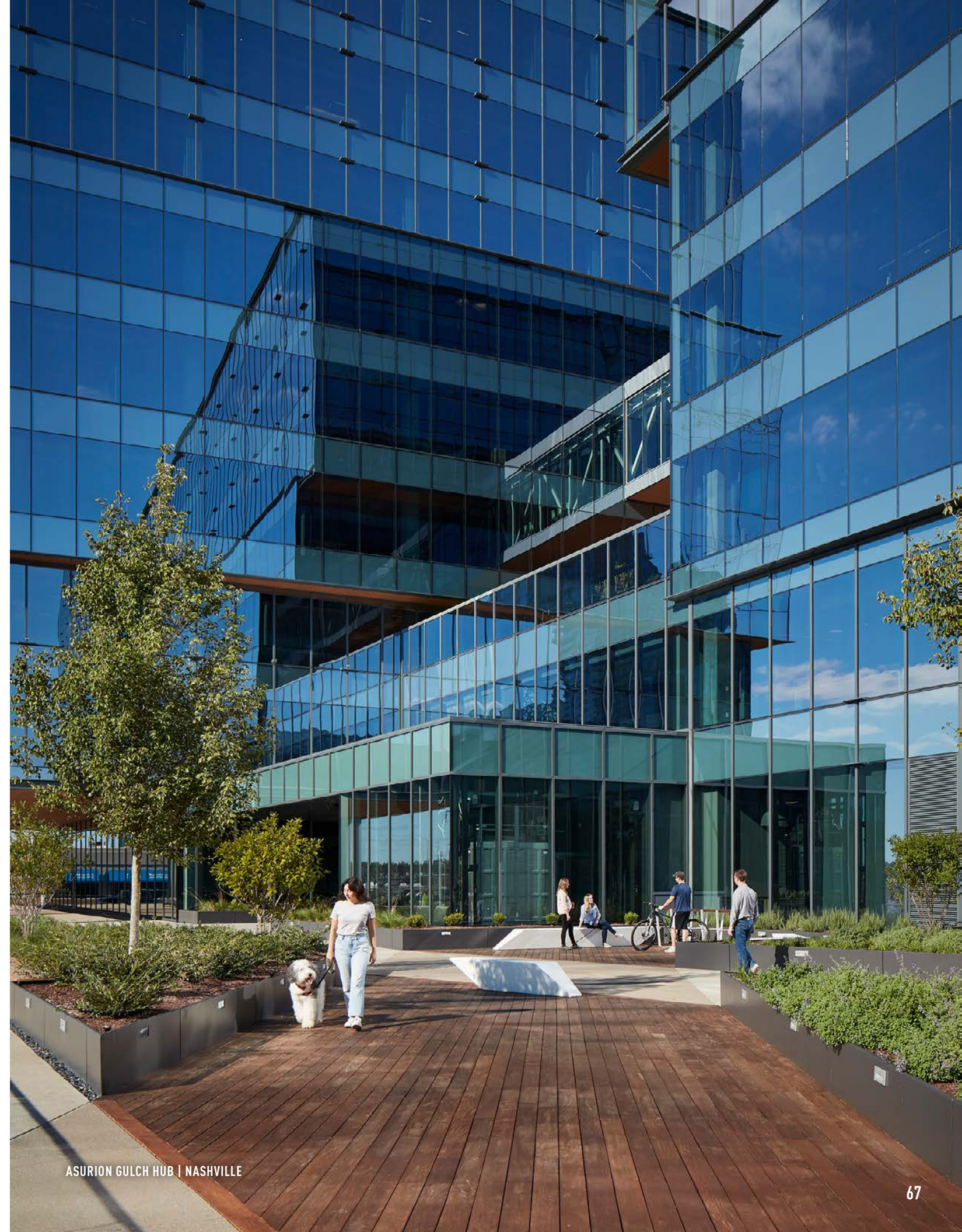
DIRECTLY MANAGED ASSETS	vs 2024			Year Ending Dec 2016	Year Ending Dec 2025	9-Year % Change
	Year Ending Dec 2024	Year Ending Dec 2025	1-Year % Change			
Number of Buildings	132	132	—	131	134	2.29%
GFA	25,364,204	25,364,204	—	21,760,490	25,449,804	16.95%
Average Occupancy	87%	85%	-2.3%	87%	85%	-2.3%
<b>ENERGY</b>						
Site Energy Use (kWh)	325,447,416	325,004,996	-0.14%	401,686,849	325,515,004	-18.96%
Average Site EUI (kWh/SF)	12.83	12.81	-0.14%	18.46	12.79	-30.71%
<b>GHG EMISSIONS</b>						
<b>Total Emissions (tonnes)</b>	<b>116,342</b>	<b>110,540</b>	<b>-4.99%</b>	168,039	110,714	-34.11%
Scope 1 Emissions	1.69%	2.00%	—	2.00%	1.995%	—
Scope 2 Emissions	98.31%	98.00%	—	98.00%	98.005%	—
Average GHG Emissions Intensity (kg/SF)	4.59	4.36	-4.99%	7.72	4.35	-43.67%
<b>WATER</b>						
Water Consumption (kgal)	337,200	295,477	-12.37%	425,501	324,949	-23.63%
Average WUI (gal/SF)	14.82	12.98	-12.37%	20.14	12.37	-38.55%

\*Scope 1 emissions: All direct GHG emissions from owned and controlled sources that physically occur on-site (e.g., natural gas consumption of a boiler).

\*Scope 2 emissions: Indirect GHG emissions from purchased electricity, heat, steam or cooling that occur off-site (e.g., electric utility).

\*100% of electricity consumed is derived from grid sources.

\*Property groups adjusted annually due to acquisitions and dispositions.



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# GRI CONTENT INDEX

## STATEMENT OF USE

Highwoods has reported the information cited in this GRI content index for the period of January 1, 2023 – December 31, 2023 with reference to the GRI Standards.

## GRI 1 USED

GRI 1: Foundation 20217

GRI is an independent global organization that provides a framework for businesses, governments, and other organizations to communicate and report on material sustainability issues. Since the late 1990's, the GRI has transformed sustainability reporting from a niche strategy to global adoption. The following index references report content that corresponds to specific disclosures of the GRI Standards.

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## ABOUT THIS REPORT

This 2025 Corporate Resiliency Report includes corporate resiliency and sustainability policies, initiatives and goals implemented by Highwoods that are considered material to our stakeholders and is organized by category: Environmental, Social and Governance.

This report was developed to align with key disclosures of the Global Reporting Initiative (GRI) Standards, United Nations (UN) Sustainable Development Goals (SDGs), International Financial Reporting Standards (IFRS) S2 and the Sustainability Accounting Standards Board (SASB).

The reporting scope generally includes 100% of our owned and managed assets comprising 27.2 million square feet in 2025. The environmental data in this report was externally verified by our consultant breea according to GRESB standards using the ISO 14063 standard.

For further information on Highwoods' sustainability and resiliency initiatives, please contact George Chedraoui, Senior Director of Corporate Risk and Resilience at 919-431-1540 or [george.chedraoui@highwoods.com](mailto:george.chedraoui@highwoods.com).



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