



MCKINNEY & OLIVE | DALLAS

RESILIENCY *with* PURPOSE



2022 CORPORATE RESILIENCY REPORT

 Highwoods®

#BETTERTOGETHER

TABLE of CONTENTS

CORPORATE RESILIENCY REPORT

- 3 Letter from the CEO
- 4 HIW At-A-Glance
- 5 #BetterTogether Mindset
- 6 Our Purpose
- 8 Business Resiliency
- 9 Climate Resiliency
- 10 People Resiliency
- 11 ESG Strategy
- 12 ESG Recognition and Leadership
- 13 Business Continuity
- 14 UN Sustainable Development Goals
- 16 Materiality Analysis
- 17 Stakeholder Engagement
- 18 ESG KPIs

ENVIRONMENTAL

- 20 Energy and Carbon
- 22 Water
- 23 Materials and Waste
- 24 Biodiversity and Habitat
- 25 Biodiversity and Habitat: 10 Glenlake | Atlanta
- 26 Biodiversity and Habitat: McKinney & Olive | Dallas
- 27 New Developments

SOCIAL

- 29 The Heart of Highwoods
- 30 Healthy and Resilient Coworkers
- 31 Healthy and Resilient Coworkers: Well-Being Program
- 32 Healthy and Resilient Coworkers: Employee Empowerment
- 33 Diversity and Inclusion Culture
- 34 Healthy and Resilient Buildings
- 35 Customer Engagement
- 36 Customer Experience
- 37 Community Engagement

GOVERNANCE

- 39 Highwoods Headquarters Relocation
- 40 Governance At-A-Glance
- 41 Cybersecurity
- 42 ESG Strategy Oversight
- 43 Corporate Resiliency Team
- 44 Strategic Plan
- 45 Ethics and Integrity
- 46 Investor Engagement
- 47 Partnerships
- 48 Energy Star Certifications
- 50 2022 Environmental Performance
- 51 GRI Content Index
- 53 TCFD Disclosures | SASB Disclosures
- 54 About this Report

2022 PORTFOLIO OVERVIEW

\$6.0B
TOTAL ENTERPRISE
VALUE

28.8M
SQUARE FEET

168
BUILDINGS

1,500+
CUSTOMERS

AS OF 12/31/2022

LETTER FROM THE CEO

On behalf of Highwoods, I am pleased to present our sixth annual Corporate Resiliency Report. Over the last year, we have celebrated many pivotal milestones at Highwoods. We expanded our footprint into a new high-growth Sun Belt market, executed on our key Strategic Plan objective of improving our portfolio in the Best Business Districts (BBDs) in core markets and relocated our corporate headquarters to the vibrant Fayetteville Street corridor in downtown Raleigh. Through championing a culture of hospitality and best-in-class customer service, we have deepened relationships with our customers by expanding our #BetterTogether campaign. We continue to deliver on our commitment to create thoughtful, intentional and commute-worthy workplaces where the best and brightest can achieve together what they cannot apart.

Highwoods is a purpose-led organization in the work-placemaking business. We are committed to our intrinsic responsibility of making positive contributions to society and believe in building an enduring and resilient business that not only survives, but thrives in all economic cycles. To achieve these long-term objectives, we continue to leverage our enterprise risk management framework through purposeful diversification and improving the quality of our portfolio.

Our well-diversified, high-quality portfolio continues to outperform versus our markets and compared to other major metros throughout the US. We believe that to be resilient we must be diversified, which is a core component of our long-stated, simple and straightforward goal of generating attractive and sustainable returns over the long-term. With 1,500+ customers, our portfolio is located in eight core Sun Belt markets with a sharpshooter focus on best business districts, which are both urban and suburban.

Consistent with our long-term strategic objective of owning the highest quality office buildings in the BBDs of markets with favorable economic and demographic trends, we entered the Dallas market in 2022. In partnership with Granite Properties, we acquired the one-of-a-kind, 20-story Class AA office building McKinney & Olive (557,000 SF) in uptown Dallas and are collaborating on two innovative developments in the Dallas metro area. We are excited about the opportunity to build and grow a strong presence in Dallas with our combination of proven development expertise, strong asset management platform and dedication to the customer experience.

After more than 35 years, we marked a significant milestone in Highwoods history by moving our corporate headquarters to 150 Fayetteville Street in the heart of downtown Raleigh. We have long invested in our hometown and are excited to build stronger connections with our community and take full advantage of all the city center has to offer. We will continue to champion revitalization efforts in Raleigh to make it an even better place to live, work and serve.

In 2022, our continued efforts to advance our ESG and resiliency strategy have earned us recognition from leading organizations. We:

- Achieved an 8.1% reduction in Greenhouse Gas emissions year-over-year.
- Received the GRESB Green Star rating for the third consecutive year and continued to improve year-over-year performance.
- Earned recognition from industry leading ESG frameworks:
 - Sustainalytics: Ranked as “Low ESG Risk Profile”
 - MSCI: Awarded an A rating — one of the highest ratings for real estate companies.

– ISS: Earned the highest ISS Governance Quality Score of 1 and earned an ESG Prime badge.

- Achieved 75 ENERGY STAR certifications, demonstrating our long-term commitment to sustainability and operational excellence.
- Achieved LEED and Fitwel certifications for all new, wholly-owned developments delivered.
- Selected as a Green Lease Leader at the Silver level and advanced to the Gold level recognizing our commitment to collaborating with our customers to promote sustainability in the workplace.
- Expanded our “Heart of Highwoods” program through advancing our diversity and inclusion initiatives and supporting 50+ non-profit organizations in the markets where we operate.
- Received the Cigna Silver Level Healthy Workforce Designation for demonstrating a strong commitment to improving the health and well-being of our employees through our Employee Well-Being Program.

We have made great strides in our journey to advance our corporate ESG initiatives and resiliency planning and know that significant challenges and opportunities lie ahead as we all transition to a lower carbon future. We have great confidence in our team and know that we will continue to rise to the occasion as we become a stronger, more resilient and purposeful organization.



Ted Klinck

Ted Klinck | President and Chief Executive Officer

HIW AT-A-GLANCE

Highwoods Properties, Inc., headquartered in Raleigh, NC, is a publicly-traded (NYSE: HIW) real estate investment trust (REIT) and a member of the S&P MidCap 400 Index. The company is a fully integrated office REIT that owns, develops, acquires, leases and manages properties in the BBDs of eight core markets across the US. BBDs are highly energized and amenity-rich workplace locations that enhance our customers' ability to attract and retain talent.

We are in the work-placemaking business. We believe that by creating environments and experiences where

the best and brightest can achieve together what they cannot apart, we can deliver greater value to our customers and, in turn, our stockholders. Our core strategy is to own and operate the most talent-supportive workplaces in Sun Belt BBDs, maintain a strong balance sheet to leverage opportunities through all economic cycles, employ a talented and dedicated team and communicate transparently with all stakeholders.

For more information about Highwoods, please visit highwoods.com.

ULI'S 2023 TOP REAL ESTATE MARKETS

1. NASHVILLE
2. DALLAS/FORT WORTH
3. ATLANTA
4. AUSTIN
5. TAMPA/ST. PETERSBURG
6. RALEIGH-DURHAM
7. MIAMI
8. BOSTON
9. PHOENIX
10. CHARLOTTE



HIGHWOODS IN-PROCESS DEVELOPMENT

\$518M*
INVESTMENT

1.6M
SQUARE FEET

6
BUILDINGS

\$359M*
REMAINING TO FUND

~\$40M*
STABILIZED GAAP NOI

21%
PRE-LEASED



AS OF 12/31/2022
*AT HIW SHARE

#BETTERTOGETHER MINDSET

Highwoods takes our customers' needs and experiences to heart. We strive to create exceptional, people-focused environments where our employees and customers can thrive in a supportive workplace. Our goal is to partner with our customers to provide thoughtful, intentional workplaces where, together, we can create commute-worthy spaces that support talent and leadership development well into the future.



Our #BetterTogether approach reaffirms our commitment to creating the best possible environments and experiences for current and future customers, where the best and brightest can achieve together what they cannot apart. #BetterTogether experiences are curated moments and opportunities for our customers to come together and experience something unique and more meaningful as a group and specifically something they couldn't do alone or remotely.

We partner with our customers to create experiences that are innovative, distinctive and collaborative. With a keen focus on customer service and the employee experience, we recognize the relationship between talent and the environment within which they work as a key driver of an organization's ability to recruit, retain and return talent to the workplace.

By fostering a culture of best-in-class customer service, we are intentional about developing long-term, relationships that extend well beyond the initial lease. Through personalized experiences, a welcoming team of professionals, celebrating our customers' achievements and meaningful touchpoints that build long-term relationships, we aim to be a significant, memorable part of our customers' excitement to be in the office every day.



OUR PURPOSE

WHAT WE BELIEVE, WHAT WE VALUE

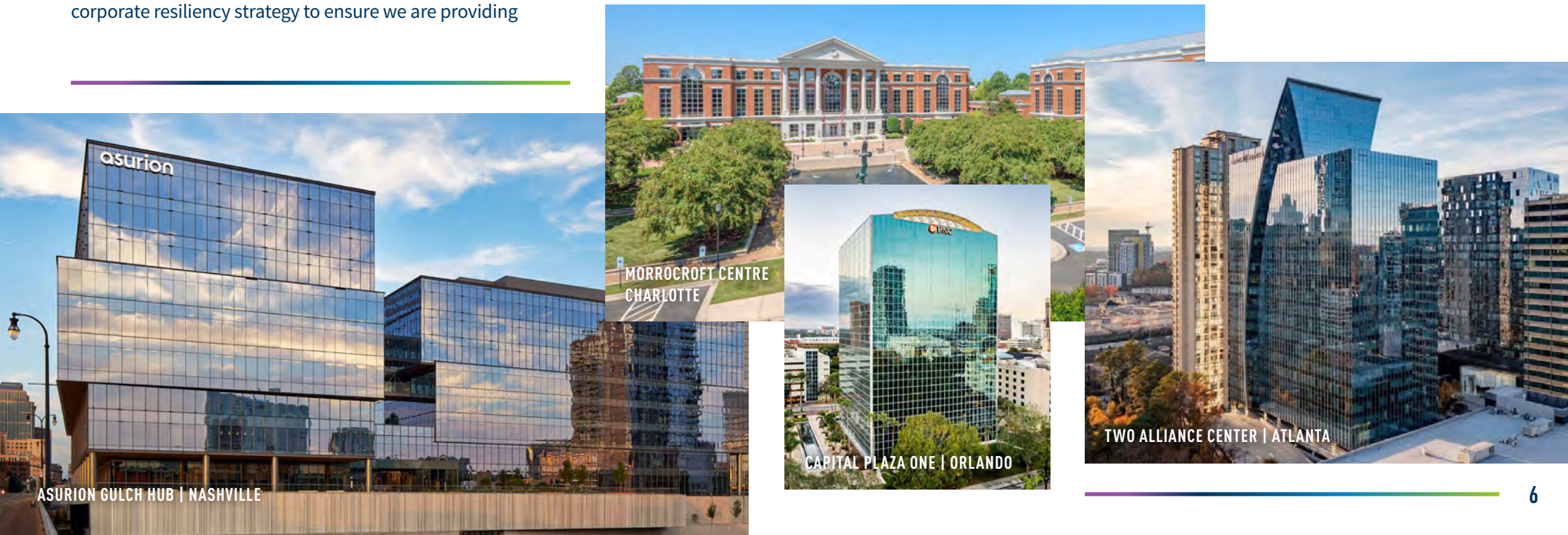
Highwoods is not a merchant builder or an arm's length asset manager, but rather an all-under-one-roof collection of professionals committed to building, operating and maintaining the most talent-supportive and resilient workplaces possible. We aim to conduct our business in a manner that creates long-term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

Developing lasting relationships with our customers is the foundation of who we are and what we do. We take pride in the exceptional service we provide and partner with our customers to convert ideas into reality to customize workplace experiences that exceed expectations. We are committed to partnering with local and diverse vendors, as well as local schools and colleges/universities, as part of our overall corporate resiliency strategy to ensure we are providing

opportunities to small and minority-owned businesses and students desiring to start a career in commercial real estate. Supporting our communities through an inclusive culture will continue to strengthen our blend of expertise, passion and purpose.

We believe in building an enduring business that not only survives, but prospers and thrives in all economic cycles. To achieve this long-term objective, we must continuously assess and manage enterprise risks across the portfolio. This includes identifying financial and non-financial risks so that management is informed and presented with a holistic view of enterprise risk. To this end, we have integrated financial and non-financial risks using a balanced scorecard approach to quantify and measure ESG-related and financial enterprise risks.

Resiliency is a core component of Highwoods Strategic Plan and we are well-positioned to implement core environmental, social and governance (ESG) initiatives through the creation of resilient properties and communities. We strive to continually reduce our energy and water usage, minimize carbon emissions, ensure environmental compliance and create healthy and productive workspaces for our customers and communities. Additionally, we have committed to obtaining Fitwel and LEED certifications for all wholly-owned development projects and incorporating design strategies and planned amenities to enhance the day-to-day environment and health of our customers and buildings.



OUR PURPOSE

WHAT WE BELIEVE, WHAT WE VALUE

Strong governance is in our DNA and is essential for accountability, transparency and creating long-term shareholder value. To support and advance our long-term resiliency and ESG initiatives, we have formed a management-level Corporate Resiliency Team that is overseen by the Company's Board of Directors. 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 establishing and tracking progress towards goals.

We believe that our people, our portfolio and our balance sheet allow us to achieve our goals, and

they are core to our strong governance culture that emphasizes transparency and connects and aligns us with all of our stakeholders. Our actions aim to drive business and economic resiliency and are anchored by our three ESG pillars: Business Resiliency, Climate Resiliency and People Resiliency.



BUSINESS RESILIENCY

- We are committed to managing our company in an ethical and transparent manner.
- We aim to maintain a resilient balance sheet which allows us to invest, grow and create value for all stakeholders.
- We are committed to an integrated Enterprise Risk Management framework that drives resilience across the organization.
- We believe in Board Independence and that the Board and Management exercise judgment and oversight over company operations, including ESG, that are aligned with business, stakeholder and societal interests.



CLIMATE RESILIENCY

- We are committed to reducing the environmental impact of our properties.
- We aim to push the envelope on sustainable building design and operations through innovative technologies, industry engagement and key partnerships.
- We are committed to using best-in-class ESG reporting standards that promote data quality and reliability in performance measurement.
- We are committed to achieving a low-carbon footprint through an asset life cycle perspective (site selection, development, acquisition and asset management).



PEOPLE RESILIENCY

- We aim to provide a safe and healthy work environment and improve the overall health and well-being of our employees.
- We are committed to improving the well-being of our customers by designing workspaces that promote health and wellness.
- We aim to engage with employees, customers and our communities to continuously promote the Highwoods culture of service.
- We are committed to advancing our diverse and inclusive culture within Highwoods and to engage with our partners and supply chain on diversity and inclusion initiatives.

BUSINESS RESILIENCY

Our ESG Strategy is fundamental to our long-term success. As part of our mission to drive enterprise value and build a resilient and enduring business, we have created a Business Resiliency Framework that includes a cross-functional Management System that is aligned with Highwoods Strategic Plan and business objectives. The following principles are fundamental to our ESG and Resiliency Management System:

Creation of Business Resiliency Framework that includes a cross-functional Resiliency Management System with the following principles:

- Coherence
- Adaptiveness
- Reliability
- Agility

Resiliency Management System organized into the following guiding principles:

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



CLIMATE RESILIENCY

We collect environmental data for our properties through an integrated management system that aims to analyze and mitigate environmental and climate risks and promote resiliency. Our goal is to increase energy, water and waste efficiencies across our portfolio, minimize our impact on the environment and make positive contributions to our customers, our communities and society.

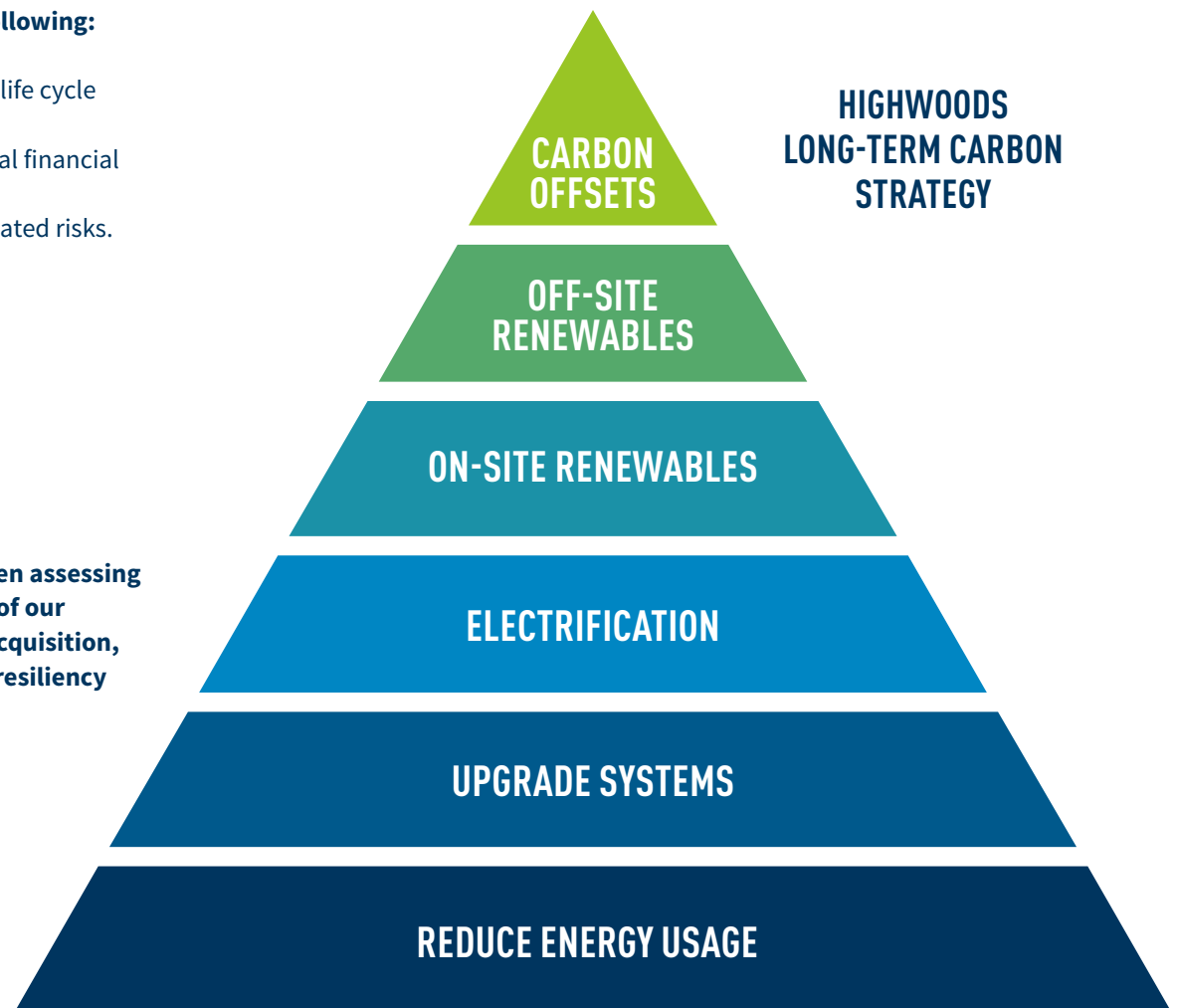
We believe we have an important role to play in reducing greenhouse gas emissions and minimizing our environmental footprint associated with the development and operation of our properties. As such, we are actively transitioning our portfolio to low-carbon and have aligned our initiatives with global standards and best practices, as illustrated below, including the Intergovernmental Panel on Climate Change (IPCC) and Taskforce on Climate-related Financial Disclosure (TCFD).

Highwoods climate resiliency initiatives strive to accomplish the following:

- Support global climate commitments.
- Manage climate-related physical and transition risks throughout the life cycle of our assets.
- Utilize industry leading risk assessment tools to evaluate the potential financial impacts of climate risk factors.
- Develop 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

Further, Highwoods has 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 aimed at driving resiliency and sustainability. Key considerations of our approach include:

- Site Selection
- Material Sourcing and Procurement
- Renewable Energy
- Biodiversity and Habitat
- Indoor Environmental Quality
- Waste Management
- Water Management



PEOPLE RESILIENCY

Highwoods is re-imagining the workplace by creating innovative office experiences where people want to work and collaborate. By developing commute-worthy, compelling environments, we endeavor to make a positive impact in the lives of our customers, coworkers, and thereby, the communities where they live, work and serve.

The “Heart of Highwoods” program was created as 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 and enriching our company culture. These investments in our communities and workplaces are guided by a spirit of service that focuses on creating healthy and supportive environments where all can succeed, thrive and achieve their personal and professional goals.

Excelling in occupational health and safety shows that we care about our people, and we are making the necessary investment to keep them safe, healthy and productive. In 2022, Highwoods was recognized by the National Council on Compensation Insurance (NCCI) as being “best-in-class” in having a low occupational incident rate. This rate is assessed by a company’s Experience Modification Rating (EMR), which measures the company’s historical frequency and severity of occupational incidents. We achieved an EMR of 0.62, which demonstrates that Highwoods is 38% more effective in reducing incidents than our industry peers.



ESG STRATEGY

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, employees, partners and the communities in which we operate. We are committed to being good stewards of the environment and minimizing environmental impacts resulting from the development and operation of our properties.

Our ESG strategy is fundamental to our long-term success and is a key component of our Strategic and Resiliency Plans. 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 ESG strategy.

To ensure that we're focusing our energy and resources on ESG initiatives that drive the greatest enterprise value and enable us to build and grow a resilient and enduring business, we have aligned our ESG framework with leading global standards, including:

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

Leveraging these standards provides global context and ensures our ESG strategy is responsive to changing market conditions, global initiatives and the needs and desires of our stakeholders.



ESG RECOGNITION AND LEADERSHIP



Awarded the 2021 GRESB Green Star for the 3rd consecutive year, achieved a “B” GRESB Public Disclosure score



Earned the highest ISS Governance Quality Score of 1, achieved an ESG Prime badge



Awarded Gold recognition from Green Lease Leaders



Ranked as “Low ESG Risk Profile”

MSCI
ESG RATINGS



Awarded an A rating — one of the highest ratings for real estate companies

BUSINESS CONTINUITY

Through extensive planning and analysis, our Board of Directors and Executive Team continuously refine our Business Continuity Plan and enterprise risk management framework and strategy in response to 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 afforded to us due to thoughtful planning and deliberate choices.

We strive to create healthy and adaptable workplaces that anticipate the changing needs of our stakeholders and promote health and well-being. In a time when our industry is quickly evolving, we believe that business continuity and resiliency planning is critical for market differentiation, responsible corporate citizenship and long-term financial success. Looking towards the future, we will continue to plan for unforeseen events, reimagine what is possible and look at every challenge as a way to build a stronger, more resilient organization.

HURRICANE IAN PREPARATION

Highwoods prides itself on preparedness and doing our best to keep our employees, customers and visitors healthy and safe in all situations. In preparation for extreme weather events like hurricanes, we implement our Business Continuity Plan, which outlines safety procedures for all staff during the hurricane season.

In the fall of 2022, our Tampa and Orlando markets were impacted by Hurricanes Ian and Nicole. On September 28th, Hurricane Ian made landfall on the west coast of Florida as a Category 4 storm with top sustained winds of 155 mph. While the hurricane caused significant damage, the City of Tampa was extremely fortunate because landfall was south of the city. On November 10th, Hurricane Nicole made landfall on Florida's east coast as a smaller Category 1 hurricane and moved west towards Tampa. While not as strong as Hurricane Ian, the impact on land was similar to Ian due to sustained high winds.

In advance of both hurricanes, our Tampa and Orlando response teams immediately jumped into action by implementing our Hurricane Management Plan and closely communicating with our customers and corporate office. Anticipating communication challenges, we encouraged our customers to utilize our service phone line, including the deployment of satellite phones, so that we could quickly respond to all customer concerns. As the hurricanes tracked closer, we implemented our building shutdown procedures to ensure the safety of our customers, our people and our assets and closely monitored both hurricanes until the storms passed. Through planning, preparation and close communication, we successfully navigated both hurricanes and identified opportunities to further refine and expand our management plan to prepare for future extreme weather events.



UN SUSTAINABLE DEVELOPMENT GOALS

We believe the decisions we make today have long lasting impacts beyond the communities where we live, work and play. To mitigate these impacts and establish global context, we have aligned our ESG 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 ESG 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
- ON TRACK** • 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



GENDER EQUALITY

ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

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



CLEAN WATER AND SANITATION

ENSURE AVAILABLE AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL

- ON TRACK** • 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 20% by 2026 from a 2016 baseline
- ON TRACK** • Retrofit nearly 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
- ON TRACK** • Identify and anticipate physical and transitional climate-related risks for both new developments and standing investments

UN SUSTAINABLE DEVELOPMENT GOALS



REDUCE INEQUALITIES

REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES

- ACHIEVED** • Track employee demographics by age, gender and race
- ON TRACK** • Seek woman-owned, minority-owned and other diverse suppliers
- ACHIEVED** • Provide diversity and inclusion training for 100% of employees
- ACHIEVED** • Create and maintain a Diversity and Inclusion committee



SUSTAINABLE CITIES AND COMMUNITIES

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

- ACHIEVED** • Achieve LEED certification for 100% of new developments
- ON TRACK** • Achieve Fitwel certification for 100% of new developments
- ACHIEVED** • Benchmark 100% of managed portfolio in ENERGY STAR Portfolio Manager
- ON TRACK** • Achieve ENERGY STAR certification for 75% of eligible existing building floor area by 2026



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 20% by 2026 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 an ESG Committee



MATERIALITY ANALYSIS

We engage a third party to undertake periodic Materiality Assessments with representative stakeholders to identify ESG topics and focus areas that have or could have a material impact on our business. The intent of this assessment is to better understand our ESG priorities and how they can further inform our ESG strategy, Strategic Plan, Resiliency Plan and corporate reporting and performance goals.

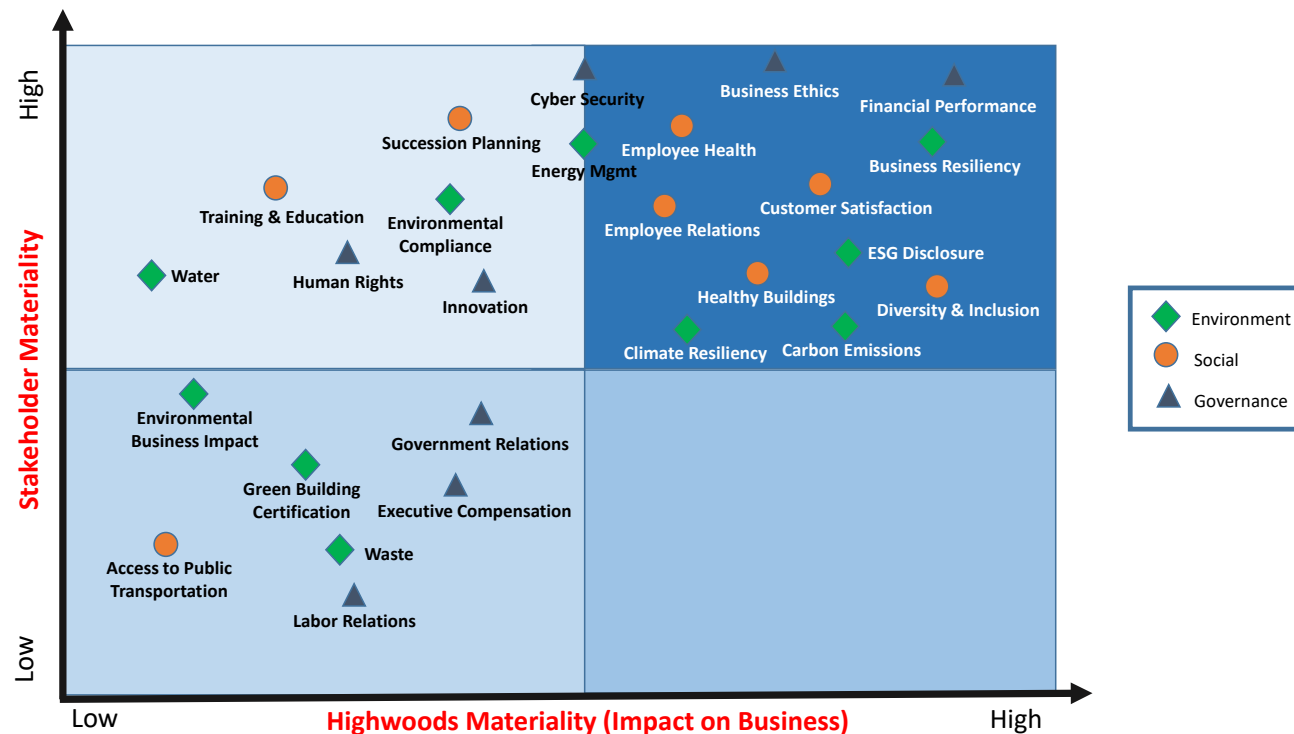
Aligned with the GRI Standards, our Materiality Assessment began with the identification of relevant stakeholders and ESG topics to be assessed. A variety

of internal and external stakeholder groups were identified to provide a wide range of perspectives and insights, including our Board of Directors, executive leadership, employees, shareholders, customers and vendors. An array of ESG topics were then identified through the evaluation of relevant topics.

In support of this process, we periodically distribute Materiality Surveys to our stakeholder groups to evaluate their priorities across the defined ESG topics. The survey response data is then analyzed and weighted by stakeholder group and a Materiality Matrix

is developed to compare the importance of each topic to stakeholders and the impact on Highwoods' core business. The results of the Materiality Assessment are used to inform our ESG Strategy, update performance indicators, refine our focus areas, (re)allocate our resources and establish reporting boundaries for this report and other external reporting. We continuously gather valuable insights from our stakeholders and plan to formally update our Materiality Assessment in 2023 so that shifting priorities aligned with new external trends can be identified and addressed for future planning.

ESG MATERIALITY ASSESSMENT — ALIGNING HIW BUSINESS DRIVERS WITH STAKEHOLDER PRIORITIES



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. Our key stakeholder groups include our shareholders, coworkers, customers, Board of Directors, vendors, industry and the communities in which we live, work and serve.

We meet with key shareholders throughout the year and proactively report on our 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 to 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 ESG benchmarks
- 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
- Health and wellness amenities and initiatives
- Active conversations through customer appreciation events
- Resource for information through digital marketing
- 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 ULI, NAIOP and NAREIT

COWORKERS

- Quarterly performance update reports
- Trainings and professional development program
- Heart of Highwoods program and Wellness Committees
- 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

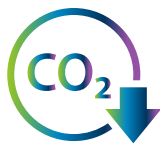
VENDORS

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

2026 SUSTAINABILITY GOALS FROM A 2016 BASELINE



ENERGY REDUCTION
GOAL ↓ 20%
2022 ↓ 26%



CARBON EMISSIONS
GOAL ↓ 20%
2022 ↓ 38%



WATER USE
GOAL ↓ 20%
2022 ↓ 34%

2022 DATA MAY BE IMPACTED BY LOWER BUILDING UTILIZATION.

SUSTAINABLE TECHNOLOGIES



SMART IRRIGATION CONTROLS



EV CHARGING STATIONS



LED LIGHTING



HIGH EFFICIENCY PLUMBING FIXTURES



VARIABLE FREQUENCY DRIVES



CONDENSATE RECOVERY



HIGH EFFICIENCY CHILLERS



DDC BAS CONTROLS



ENVIRONMENTAL



ENVIRONMENTAL POLICIES

- 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



ENERGY AND CARBON

Highwoods is committed to transitioning to a lower carbon future. This journey began decades 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 the Highwoods Energy Command Center to monitor energy usage in real-time.

To deploy innovative energy efficient technologies, we reinvest the utility savings to implement high value opportunities across our portfolio. Over the last 5 years, we have invested over \$25 million in projects that improve energy efficiency, resulting in annual energy savings of approximately \$6 million.

In support of DOE's Better Buildings Challenge, we established 20% portfolio-wide energy and GHG reduction goals by 2026 from 2016 baselines and are currently on track to achieve both goals. In 2022, we achieved ENERGY STAR certifications for 75 assets and LEED certifications for all new, wholly-owned developments to ensure high-performing, energy efficient systems are in place.

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.

We are currently monitoring the evolving landscape of industry and global frameworks for measuring greenhouse gas (GHG) emissions and the new climate change disclosures proposed by the Securities and Exchange Commission (SEC) that may impact how we measure emissions from our supply chain, construction projects and assets for which we do not have operational control (Scope 3).

In 2022, we performed a Carbon Neutrality Scoping Study to estimate the current financial impact of achieving carbon neutrality across our portfolio through evaluating current green power supply options in the markets where we operate and nationally. Additionally, we aligned with the Intergovernmental Panel on Climate Change (IPCC) best practices for reducing Scope 1 and 2 emissions to advance our transition to a lower-carbon future.



ENERGY AND CARBON

ENERGY COMMAND CENTER

In 2011, we created the Highwoods Energy Command Center by investing in technologies to centrally monitor the energy performance of our portfolio and continuously commission each property. To ensure this valuable data is acted upon, dedicated corporate staff monitor building performance in real-time and collaborate with engineering teams across the portfolio to take corrective action and eliminate wasteful energy consumption. The Energy Command Center includes three data platforms: ENERGY STAR Portfolio Manager, LiveMeter and a Central Building Automation System Monitoring Station.

REINVEST THE SAVINGS

When investing in energy efficiency technologies, we act strategically with a long-term focus. Starting with pilot projects, we test technologies and measure performance to prove the savings. If a proposed project meets our ROI criteria, we leverage a capital investment fund to implement high value sustainable opportunities across the portfolio. In 2022, we implemented LED lighting upgrades at three parking facilities (bringing our parking LED coverage to over 97%), continued to expand our LED tube retrofit program across our portfolio, modernized the building automation system controls of four properties and continued with phased HVAC equipment upgrades. In total, we completed an additional \$3 million in energy conservation projects in 2022 that are estimated to save nearly \$1 million annually.



RTU UPGRADES IN NASHVILLE, RALEIGH AND RICHMOND

Low occupancy during the early stages of the pandemic provided an opportunity to upgrade rooftop units (RTUs) to improve energy efficiency and equipment controllability. In 2022, we replaced 51 RTUs in Nashville, Raleigh and Richmond with high efficiency units equipped with enhanced comfort and outside air controls, environmentally-friendly refrigerants and high efficiency MERV 13 air filtration.

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.

To identify leaks and water conservation opportunities, we continue to monitor interval water data using state-of-the-art Internet-of-Things (IoT) technology throughout our portfolio. To date, we have installed over 5,500 water sensors designed to detect and alert team members of potential water leaks. We are installing high efficiency plumbing fixtures across our portfolio during renovations and provide training to our engineering team on water efficiency best practices, including cooling tower optimization, leak detection and

condensate recovery. In new developments, we target a 30-40% water reduction over the LEED certification baseline to help meet our water reduction goals.

Before the pandemic, we achieved our goal of reducing water usage 10% by 2026 from a 2016 baseline. In 2023, we plan to set a new water reduction goal and identify new properties for smart irrigation controls and water efficiency upgrades that will help us continue to reduce water usage across our portfolio.



MATERIALS AND WASTE

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 implement waste management best practices through partnerships with our customers and vendors. To increase customer 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. We coordinate with waste management partners 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 to 100% by 2026.

In 2022, we developed a Customer Sustainability Guide to encourage our customers to incorporate energy- and water-saving technologies and environmentally friendly materials inside their workspaces. To ensure cleaning activities do not impact indoor air quality, we require the use of green cleaning materials for all existing assets.



CARPET RECYCLING 4800 NORTHPARK | RALEIGH

During a recent floor remodeling at 4800 Northpark in Raleigh, Highwoods partnered with Shaw Industries to recycle approximately 25,000 square feet (approximately 50,000 pounds) of used carpeting. Shaw Industry Group is a leading provider of sustainable flooring material for the built environment.



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 implemented a Biodiversity & Habitat policy 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 give preference to 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 to transform sites into community and environmental assets. 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 trespass. During on-going building operations, 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.

DEVELOPMENT STRATEGIES THAT PROMOTE BIODIVERSITY AND CREATE HABITAT:

- Give preference to 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
- Minimize light pollution



GULCH GREENWAY

Highwoods partnered with Asurion and Metro Parks to redesign and expand more than a quarter mile linear park with a new trailhead to the Gulch Greenway. Located near the Asurion Gulch Hub, this amenity will benefit the Nashville community who live, work and serve here.

BIODIVERSITY AND HABITAT

CASE STUDY: 10 GLENLAKE | ATLANTA

In the heart of Atlanta's Central Perimeter BBD, our 10 Glenlake buildings (507,000 SF) sit at the nexus of the region's highway network while also being set amid a vibrant natural landscape with towering trees and the placid waters of the area's namesake lake. It is in this namesake lake that mother nature provided a brilliant example of how sustainable development and biodiversity cannot only exist but thrive. With tremendous views overlooking Lake Glenn, our team and customers noticed a few extra ripples being created by a pair of North American river otters who had moved in. These two otters quickly became core to the unique experience that Glenlake provides, and the otter's arrival provided Highwoods a unique opportunity to enhance their habitat via water quality improvements and the stocking of 2,500 native fish in the lake.

With the confluence of the global pandemic and our plans to Highwoodtize 10 Glenlake via new fitness, conferencing and food options, we used our resident otters as inspiration to bring to bear what so many Atlantans had left Atlanta to find — a place of refuge and retreat in places like Lake Oconee, Lake Burton and Lake Lanier to name a few. “The Lake House” is 10 Glenlake's new collection of talent-supportive amenities that all open out towards Lake Glenn and our furry friends.

We are proud to say the otters are very much at home in their lake, expanding their family with three babies in August of 2022. The growing little family has become 10 Glenlake's mascot, with a new logo design inspired by the otters. Additionally, plush stuffed animals made from recycled water bottles were distributed to our customers who have lovingly named the mascot “Glenn.”



[CLICK HERE TO SEE THE OTTERS IN ACTION](#)

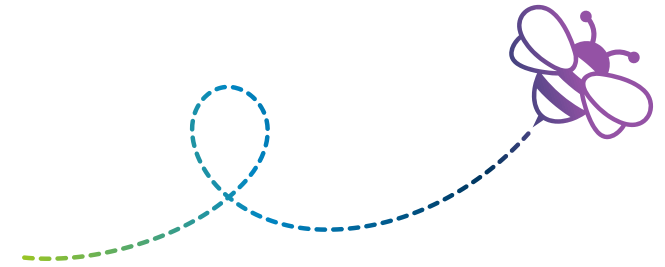
BIODIVERSITY AND HABITAT

CASE STUDY: MCKINNEY & OLIVE | DALLAS

In 2022, Highwoods acquired McKinney & Olive, a one-of-a-kind, 20-story, LEED Gold certified Class AA office building in a vibrant pedestrian-oriented neighborhood in Uptown Dallas. Designed by world-renowned architect Cesar Pelli and delivered in 2016, the 557,000 square foot office tower includes premier office and retail space, an exclusive restaurant and a one-acre piazza surrounded by walkable amenities steps away from Klyde Warren Park and the Dallas Arts District. With easy access to Dallas North Tollway, Woodall Rogers Freeway, I-75 and public transportation, this landmark office tower offers convenience and community at every turn.

In partnership with Alvéole, an international urban beekeeping company, we maintain beehives at McKinney & Olive for pollinating the urban flora surrounding the property. Bees are essential for pollinating local agricultural crops and native flora and for preserving local ecosystems and biodiversity.

To raise awareness of this initiative, the beehives can be viewed by our customers from conference room windows. Additionally, Alvéole has assigned a beekeeping team manager at the property to provide educational programming for our customers, including harvesting honey once a year from the hives.



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 becoming increasingly important to our stakeholders due to the health benefits and the strong business case for increasing employee productivity and retention. In response, we made a commitment in 2021 to achieve Fitwel certification for all future wholly-owned development projects.

We have implemented a company-wide ESG 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 high quality, resilient and adaptable workplaces ensures the long-term financial sustainability of our properties as market conditions change. We do this, not only for the environment, but these standards also realize the most exceptional workplace experiences for their occupants.

At the community level, we participate in public forums and Business Improvement Districts to gather valuable feedback from local constituents and encourage anonymous feedback through our Ethics Point platform. Through an inclusive development process and responsive design, we strive to make our communities a better place to live and work.

In 2022, our new Class A development in Tampa, Midtown West, stabilized and achieved LEED and Fitwel certifications.



SOCIAL



SOCIAL POLICIES

- Customer Satisfaction
- Employee Engagement
- Employee Health and Well-being
- Forced or Compulsory Labor
- Health and Safety
- Diversity and Inclusion
- Labor Standards and Working Conditions
- Child Labor
- Vendor Code of Conduct
- Employee volunteer program



HIGHWOODS SPONSORED AN OVER THE EDGE RAPPELLING EVENT TO RAISE FUNDS FOR THE SPECIAL OLYMPICS OF NORTH CAROLINA.

THE HEART OF HIGHWOODS

SUPPORTING DIVERSITY & INCLUSION

HEALTHY AND RESILIENT COWORKERS

PHYSICAL
WELL-BEING

EMOTIONAL
WELL-BEING

SOCIAL
WELL-BEING

FINANCIAL
WELL-BEING

HEALTHY AND RESILIENT BUILDINGS

FITWEL CERTIFIED
NEW PROJECTS

LEED CERTIFIED NEW
PROJECTS

SUSTAINABLE
CLEANING

UPGRADED
FILTRATION

OPTIMUM FRESH AIR

ENGAGED CUSTOMERS

CUSTOMER
SATISFACTION
SURVEYS

BETTER TOGETHER

HIGH-QUALITY WORK
ENVIRONMENT

WORK-PLACEMAKING
“LIVE, WORK, PLAY”

DIVERSE AND INCLUSIVE CULTURE

INCLUSIVE CULTURE
TALENT AND CAREER
GROWTH

D&I AS CORE
PRINCIPLE

SUPPLY CHAIN
DIVERSITY

COMMUNITY D&I

COMMUNITY ENGAGEMENT

VOLUNTEERISM

PHILANTHROPY

HIGHWOODS HELPS

THE HEART OF
HIGHWOODS

BUILDING RESILIENT
COMMUNITIES

HEALTHY AND RESILIENT COWORKERS

The success of our business is directly tied to the health and well-being, talent, drive and entrepreneurial spirit of our coworkers. We strive to foster a safe and supportive workplace where our coworkers feel a sense of belonging, take ownership of their contributions and feel empowered to achieve their personal and professional goals. At Highwoods, everyone has a license for a good idea.

We believe a resilient portfolio starts with resilient employees. From the very beginning, we have recognized that our ability to attract customers, serve customers and retain customers is highly dependent on our employees’ well-being. And for us, employee well-being goes far beyond the physical state of safety and health. Well-being at Highwoods focuses on the overall person, which takes on a “Total Worker Health” approach that allows individuals to thrive by addressing conditions that contribute to poor health outcomes. Our goal of realizing this vision is guided by our commitment to:

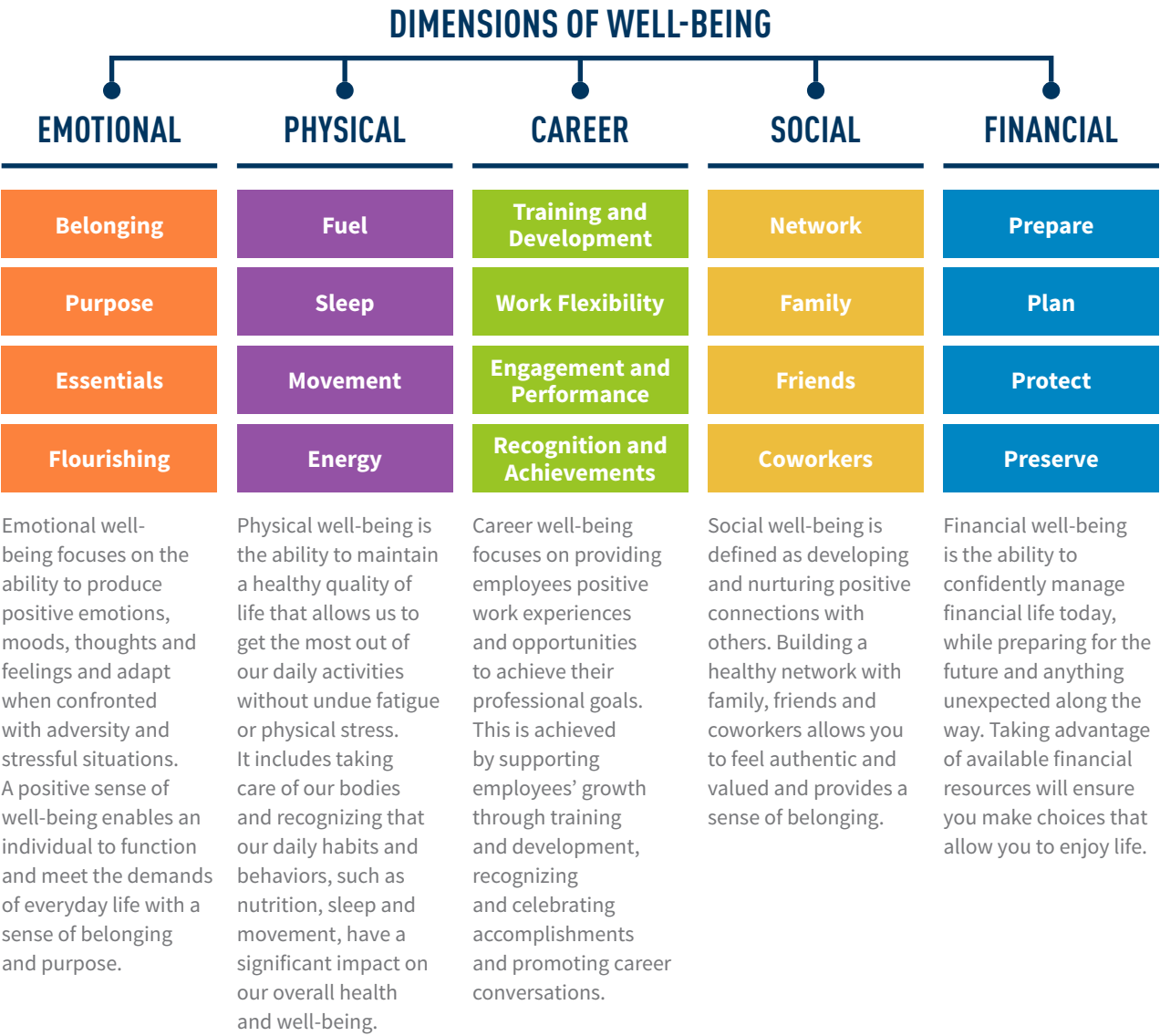
- 1. Provide safe and healthy work environments.
- 2. Improve the overall health of our employees.
- 3. Design health benefits and programs to improve access, increase quality, reduce costs and drive innovation.

We have made great strides in delivering on these commitments through our HIW Well-Being program. In 2022, 63% of our coworkers completed their annual preventive care visit compared to the Cigna average of 52%.

In 2022, we distributed a Coworker Engagement Survey to solicit feedback and identify opportunities to improve the overall workplace experience. The survey focused on key engagement metrics including communication, leadership opportunities, community

involvement and health and well-being offerings. With an 89% participation rate, the survey results highlighted a 76% favorable employee engagement response, higher than the industry standard. Based

on the survey feedback, we identified opportunities to increase the frequency of communication from senior leadership and additional opportunities for career growth and development.



HEALTHY AND RESILIENT COWORKERS

HIGHWOODS EMPLOYEE WELL-BEING PROGRAM

The Highwoods Employee Well-Being Program is a comprehensive initiative designed to be inclusive and accessible to all employees. By offering a range of resources, we aim to make it easy for employees to adopt healthy habits and maintain good health. Our market Wellness Champions play a critical role in promoting and implementing our well-being program. They are responsible for being advocates for the program by communicating and coordinating wellness activities throughout the year. They exemplify a dedicated passion in working closely with coworkers to help them develop healthy habits and make positive changes in their lives. By meeting regularly to discuss initiatives and provide feedback from participants, the champions are the front-facing symbol of Highwoods' commitment to our employee well-being program.

Highwoods takes a holistic approach to well-being with benefits focused on physical, emotional, career, social and financial dimensions to create a healthy work culture that increases employee engagement, productivity and retention. Overall, we are very proud of our Employee Well-Being Program and the positive impact that it has had on our organization. By continuing to prioritize wellness, we can create a happier and more resilient workplace.

HEALTH & WELL-BEING

- Medical, dental and vision coverage
- Accident insurance
- Health savings and flexible spending accounts
- Short- and long-term disability insurance
- Paid vacations, holidays and volunteer time
- Paid parental, personal, family and military leave
- Workers' compensation
- Employee Assistance Program

FINANCIAL

- Financial planning assistance
- 401(k) and employer match
- Employee Stock Purchase Program
- Educational assistance
- Salary continuation
- Employee referral rewards
- Performance- and merit-based employee compensation

HIW WELLBEING HAPPY PROSPEROUS HEALTHY *Spring Into Summer* CHALLENGE



The numbers are in. Here are the results!

Congratulations for participating in the Spring Into Summer Challenge! It's been great seeing teammates connecting and working together the past six weeks to earn team points! Now that the challenge is over, we're excited to share the accomplishments we've achieved together and the top three winning teams.



153

COWORKERS COMPETED



362,072

MINUTES LOGGED



7,670

ACTIVITIES LOGGED



HEALTHY WORKFORCE DESIGNATION

Highwoods is honored to be a recipient of the 2022 Cigna Silver Level Healthy Workforce Designation. This honor was awarded for demonstrating a strong commitment to improving the health and well-being of our employees through the Highwoods Employee Well-Being Program. The Cigna Healthy Workforce Designation evaluates organizations based on the core components of their well-being program, including leadership and culture, program foundations, program execution and whole person health. Organizations recognized with this designation set the standard of excellence for whole-organization health. This is the second consecutive year we have received this recognition from Cigna.

HEALTHY AND RESILIENT COWORKERS

EMPLOYEE EMPOWERMENT

Highwoods has long demonstrated a commitment to individual career growth. We have a robust professional development program that encourages on-going education and professional development. All our full-time coworkers participate in annual career conversations that coincide with annual compensation decisions. To foster a collaborative and inclusive work environment, we support internships and mentorships that provide the opportunity to learn, grow and build relationships. Additionally, we encourage our associates to pursue continuing education opportunities and achieve industry accreditations, including LEED, Fitwel, AEE and BOMA designations.

Throughout the year, we facilitate internal trainings on recent enhancements to our resiliency and ESG

initiatives and how our team can contribute and help us grow. We provide leadership, management, functional and technical learning opportunities and will consider individual requests for job-related tuition reimbursement. To promote an ethical and supportive work environment, we provide training to our coworkers on corporate policies and programs, including diversity, equal opportunity, workers' rights, non-discrimination and non-harassment. These policies extend to all board members, our executive team and coworkers.

Through these efforts, nearly one-third of our current employees have experienced significant career advancement during their tenure at Highwoods. We aim to create an environment that fosters and encourages

an “ownership” mentality throughout our company and empowers our employees to continuously seek new and better ways of doing business.

In addition to supporting the career growth of our coworkers, we also seek to grow as an employer. We periodically solicit feedback from our employees through employee engagement surveys so that we can retain and attract a talented workforce. In 2022, we surveyed all our employees on topics ranging from diversity and inclusion, work environment satisfaction and individual professional development to identify opportunities for further improvement and engagement.



DIVERSITY AND INCLUSION CULTURE

Our people are our most important asset. Every coworker plays a fundamental role in achieving our organizational goals and the value we create for our customers, shareholders and communities. Diverse perspectives and experiences provide a rich foundation upon which our business can succeed and be responsive to the diverse communities within which we live, work and serve. We strive to foster a diverse culture of inclusiveness, creating workplaces where all can succeed and thrive regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status. This commitment extends beyond our walls to initiatives that promote vibrant communities where all are welcome.

To cultivate an inclusive environment, we have developed a framework of programs and initiatives that support our coworkers, customers and partners throughout their journey of personal and career growth. We created the Heart of Highwoods program to advance diversity and inclusion and community service in our workforce, industry and communities. As part of this program, we created a Diversity and Inclusion Group (DIG) that is comprised of a council of coworkers tasked with advancing diversity and inclusion initiatives in our workforce, our industry and our communities. Through periodic group meetings and quarterly advisory sessions with our executive team, the DIG is tasked with researching, recommending and supporting D&I initiatives across our organization.

To advance D&I within the commercial real estate industry, we partner with local vendors to ensure we are providing opportunities for diverse businesses

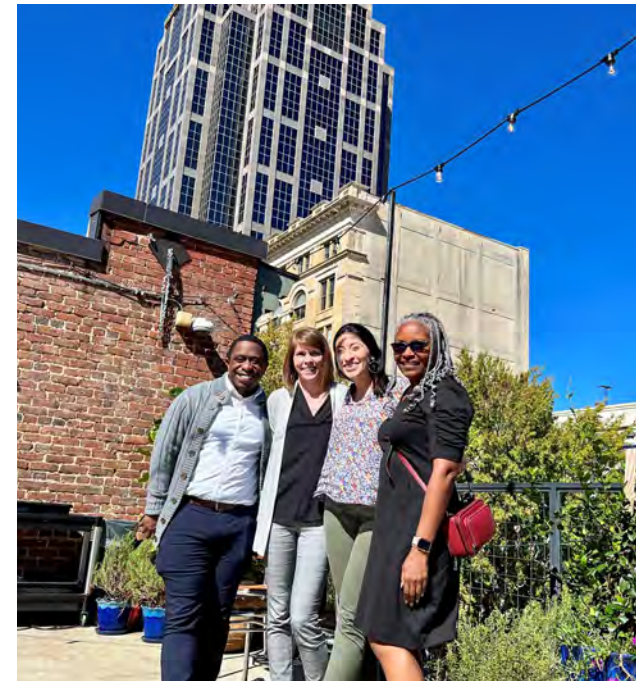
within our communities. We engage with local schools, colleges and universities to introduce our industry to a diverse group of students, so the next generation is exposed to fulfilling careers in commercial real estate. This work-study program includes partnerships with Cristo Rey Research Triangle High School, Cristo Rey Richmond High School, the REDI Program at UNC Chapel Hill and the Diversity Internship Program of the Atlanta Chapter of NAIOP.

In 2022, our CEO signed the [CEO Action for Diversity & Inclusion™](#) pledge, which is the largest CEO-driven initiative to advance diversity and inclusion in the workplace. This initiative provides a variety of tools and resources that we can use to expand our diversity and inclusion initiative and improve engagement and participation across our organization.

Our Highwoods Helps community service program and paid volunteer off program for our coworkers encourages engagement in all aspects of our communities. Through our community engagement initiatives, we offer our time, resources and talent to organizations that provide critical support to underserved communities.

D&I GOALS

- Establish and measure D&I goals and maintain accountability
- Foster an inclusive culture
- Manage talent and foster career growth for all coworkers
- Ensure diversity and inclusion is a core principle of Highwoods
- Promote supplier diversity throughout the commercial real estate industry



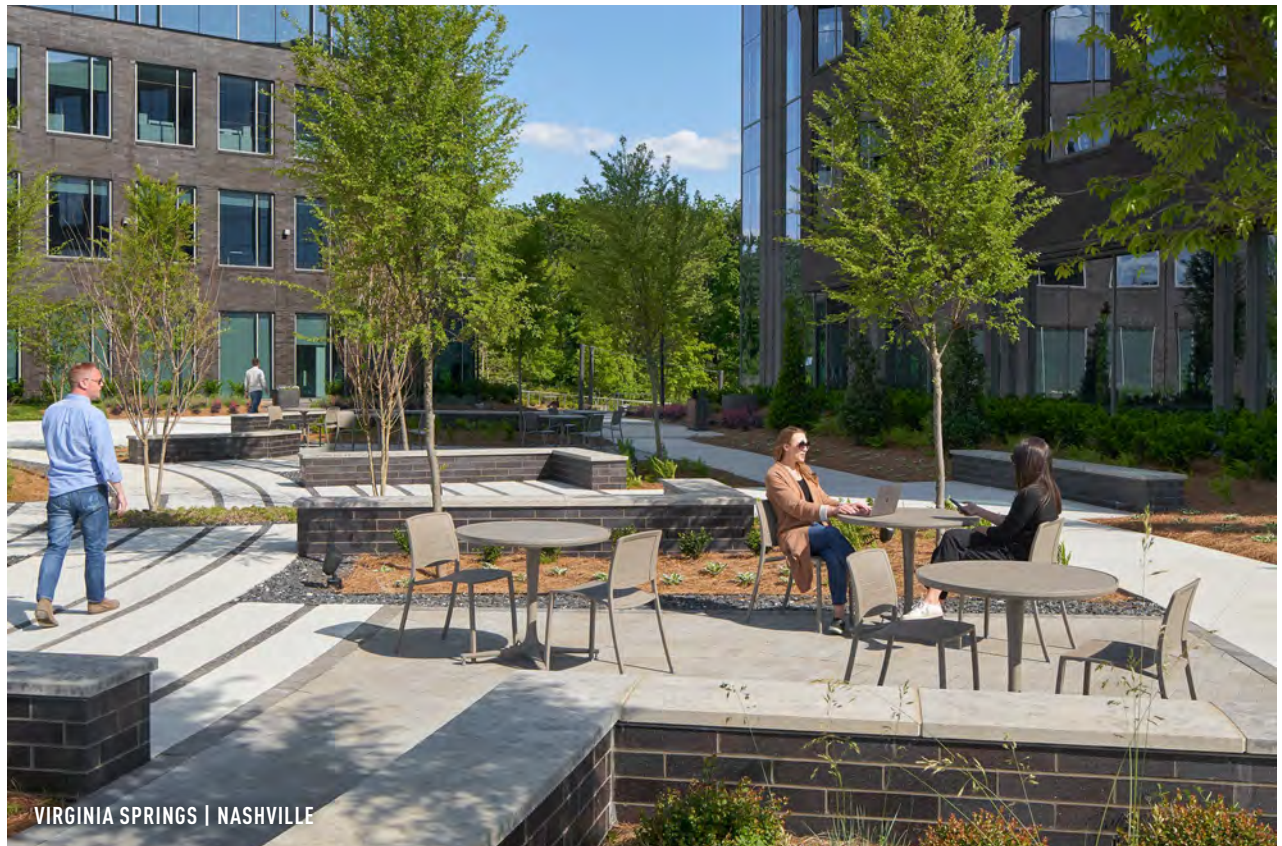
HEALTHY AND RESILIENT BUILDINGS

At Highwoods, we are focused on delivering a most-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 the COVID-19 pandemic.

To promote health and well-being in new development and renovation projects, we incorporate amenities and design elements that encourage activity and connections with the outdoors, healthy eating and collaboration. Many of our properties include Velocity fitness centers and Take 5 cafés 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, our properties are primarily located in Best Business Districts (BBDs) with rich amenities and strong connections to our local communities.

In our standing investments, we maintain healthy workplaces by implementing a variety of operational strategies that improve 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, ongoing monitoring of key IAQ and occupant comfort indicators, and the use of green cleaning materials and high efficiency air filtration.

In 2022, we pursued Fitwel certifications for new, wholly-owned development projects in support of our goal of achieving certification for 100% of our development projects. Fitwel is an international building certification that supports healthier workplace and living environments to help improve occupant health and productivity. We believe that the real estate sector can play a key role in meeting public health demands for healthier buildings and that evidence based Fitwel strategies provide a robust framework to champion health and well-being in our development projects.



CUSTOMER ENGAGEMENT

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 view customer service as a team sport and 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, organizing customer appreciation events and facilitating a variety of educational and training events focused on health, well-being and emergency response. Through the distribution of regular customer satisfaction surveys, we gather insightful feedback to ensure we are continuously improving the customer experience.

To promote customer health and well-being, we endeavor to incorporate amenities and design elements that encourage activity and connections with the outdoors, healthy eating and collaboration. We have committed to pursuing Fitwel certification for all

new, wholly-owned developments to create workplaces that inspire our customers and allow them to prosper. Many of our properties include Highwoods-branded Velocity fitness centers, Take 5 cafés and Verve collaborative workspaces. We regularly organize customer health and well-being events including yoga, health fairs and walking challenges. Whenever possible, we connect our properties with outdoor trail systems and other natural amenities to encourage activity throughout the day.

We invest strategically in our properties to reduce environmental impacts and enhance the customer experience. In many of our properties, we have installed high-efficiency LED lighting and controls, touchless low-flow faucets, water bottle filling stations, bike storage facilities and electric car charging stations. We regularly host customer energy/water feedback sessions to ensure we are meeting the needs of our customers while conserving valuable resources. In 2022, we developed a Customer Sustainability Guide

to encourage our customers to incorporate energy- and water-saving technologies and environmentally friendly materials inside their spaces.

In partnership with our customers, we utilize green lease language to promote sustainability best practices and capital improvements, encourage behavioral change and reduce operating costs, ultimately creating healthier and more productive workspaces for our customers. In 2022, Highwoods was selected as a Green Lease Leader at the Silver level by The Institute for Market Transformation (IMT) and the U.S. Department of Energy's (DOE) Better Building's Alliance. Launched in 2014, Green Lease Leaders set national standards for what constitutes a green lease, while recognizing landlords and customers who modernize their leases to spur collaborative action on energy efficiency, cost-savings, air quality and sustainability in buildings. In 2023, Highwoods achieved Gold recognition from Green Lease Leaders.



VERVE | CAPITAL PLAZA TWO | ORLANDO



VELOCITY | TRUIST PLACE | TAMPA

CUSTOMER EXPERIENCE

When it comes to elevating our customers' experience, we must be agile and proactive to provide our customers what they need and have come to expect. The cornerstone of Highwoods has always been our people and customer service. We have expanded our customer offerings and programming of amenities in a way that is both meaningful and adaptable as we place an emphasis on our customers' goals of recruiting and retaining the best, brightest and providing outstanding work-placemaking.

We will continue to invest in our assets through providing amenities that meet the ever-changing needs of our customers. Operating with a hospitality mindset sets us apart from the competition and adds a layer of expertise within our asset management department that elevates our customer experience. With this goal in mind, we improve our bottom line, increase customer retention and enhance our culture so that we are resilient against future headwinds.



WIREScore CERTIFIED



WiredScore
SILVER

The Pinnacle at Symphony Place in Nashville achieved WiredScore Silver certification in 2022. WiredScore assesses and certifies digital connectivity and smart technologies to help improve connectivity and

user experiences in buildings globally. We elected to pursue this designation at Pinnacle to challenge ourselves to deliver exceptional levels of internet connectivity, satisfy the digital and ever-changing demands of our current and prospective customers and to empower them to blaze new trails and be well-positioned for future opportunities.



COMMUNITY ENGAGEMENT

As part of the Heart of Highwoods program, our Highwoods Helps community service initiative provides our coworkers additional opportunities to make a difference in the lives of others. To encourage our coworkers to volunteer their time, we have established Martin Luther King day as a paid holiday and offer full-time coworkers an additional eight hours of paid time off annually to volunteer in their community through our volunteer time off program. In 2022, we supported numerous community organizations focused on job creation, veterans and basic essential needs.

Our support for charitable and community activities is done with the sole intention of making our communities better places to live and work. As a REIT, Highwoods generally does not receive tax benefits from charitable giving.

Some of the organizations Highwoods supported in 2022 include:

- 7 Days for the Troops
- A Place at the Table
- American Cancer Society
- American Heart Association
- American Red Cross
- Blue Ridge Alliance Corridor
- The Boy Scouts of America
- The Bright Light Foundation
- Center for a Humane Economy
- Cristo Rey High School
- Cystic Fibrosis Foundation
- Discovery Place
- Dorothea Dix Park Conservancy
- Dress for Success
- Feed More
- Feeding Tampa Bay

- Firefighters Association
- First Tee – Triangle
- Friends of Warner Park
- Healing Transitions
- Homes for Our Troops
- Hurricane Ian Relief
- LifePath Hospice
- Lift Up Atlanta
- Marbles Kids Museum
- Meals on Wheels
- The Miracle League
- Moving Orange County Forward
- The Murrell School
- National Multiple Sclerosis Society
- Neighbor to Neighbor
- North Carolina Museum of Art
- North Carolina Museum of History
- North Carolina Symphony
- Note in Pocket
- Oak City Cares
- Safe Haven Family Shelter
- Saving Grace
- Second Harvest Food Bank
- Special Olympics
- Sportable Adaptive Sports
- St. Baldrick's Foundation
- Transitions LifeCare
- UNC Health Foundation
- United Way
- VCU School of Business
- Wake Technical Community College
- The Well Outreach Inc.
- Wide Open Charitable Foundation
- Women's Center of Wake County
- Wreaths Across America
- YMCA



HOME FOR OUR TROOPS | RALEIGH



FEEDING TAMPA BAY | TAMPA



EARTH DAY LAKE CLEANUP | RICHMOND

GOVERNANCE



GOVERNANCE POLICIES

- Business Ethics and Code of Conduct
- Investor Relations, Communication and Transparency
- Employee Relations, Engagement and Satisfaction
- Bribery, Corruption and Fraud
- Cybersecurity, Data Protection and Privacy
- Political Contribution
- Vendor Code of Conduct
- Shareholder-aligned Executive Compensation
- Internal Resiliency Committees
- Financial Performance and Disclosure
- ESG Reporting and Disclosure
- Board Committees

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



HIGHWOODS HEADQUARTERS RELOCATION

CASE STUDY

In October 2022, we marked a significant milestone in Highwoods history by moving our headquarters to 150 Fayetteville in downtown Raleigh. After more than 35 years in our original location, we aimed to make a legacy mark on the city where we were born and bring our entire team together in support of a new era of the company. Considered the cultural heart of downtown Raleigh, our new home on Fayetteville Street provides walkable access to the city and community that has supported our team from the beginning.

Embracing the community mindset, we partnered with local companies, organizations and thought-leaders to create our new headquarters on Fayetteville Street. With approximately 1.5M square feet of office space downtown, we have a vested interest in the success of downtown Raleigh and will continue to champion efforts to make our hometown a the best place to live, work and serve.

“Highwoods move to Downtown Raleigh has already had a positive impact on Fayetteville Street — the state’s Main Street — through building improvements and an employee presence. Like downtowns throughout the country, we are reinventing ourselves. The City of Raleigh looks forward to our continued partnership with Highwoods as we work to light up the street, bring outdoor dining back, continue our efforts on cleanliness and safety and make downtown a vibrant neighborhood for all to enjoy.”

Mary-Ann Baldwin, Mayor of Raleigh, NC



GOVERNANCE AT-A-GLANCE

- 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
- 88% independent directors
- Shareholders can amend bylaws
- Shareholder-aligned compensation philosophy
- Anti-hedging and anti-pledging policy
- No related party transactions
- Simple corporate structure
- Strong cyber security
- Ethical business conduct
- Leadership development
- Employee engagement



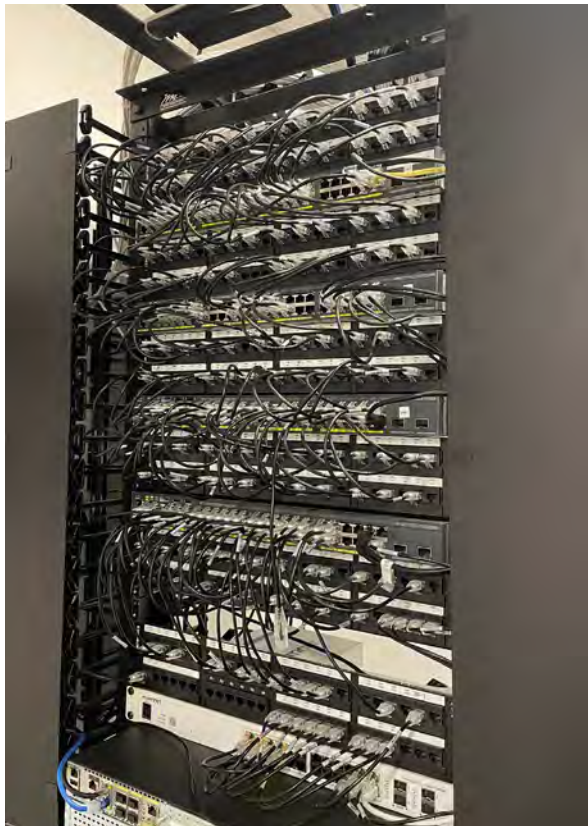
CYBERSECURITY

At Highwoods, cybersecurity is an integral part of our enterprise risk management program. We strive to continually improve our digital risk posture and mitigate the risk of security compromises or breaches. To this end, we have implemented a robust Cyber Risk Mitigation Program that is designed to protect sensitive information and defend against cyber threats. This program is led by our Chief Information Officer (CIO) and is overseen by our senior leadership team and Board of Directors.

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 employee training on cyber security best practices. As part of our Business Continuity Plan, we have developed a robust cyber incident response protocol, which includes critical backups and recovery plans to mitigate the impact of potential cyber-attacks. 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. Our CIO meets regularly with senior management and the Board of Directors to discuss recent trends in cyber security risks and refine our strategy so that we can continually deploy best practices to keep our networks safe.



ESG STRATEGY OVERSIGHT

Corporate Governance is a vital component of achieving our business objectives. Highwoods is committed to corporate governance practices that promote long-term value creation, accountability and transparency to our stakeholders. Before the 2022 annual meeting in May, our Board of Directors consisted of nine directors, eight of whom meet the independent requirements of the New York Stock Exchange (NYSE). The Board is led by our independent Chair.

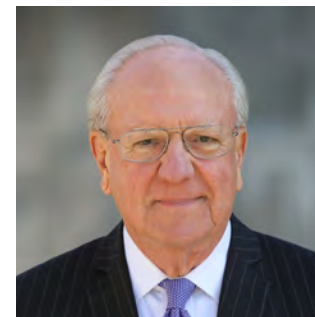
The principal responsibility of our Board is to exercise their business judgment to act in what they reasonably believe to be in the best interests of our Company and our stockholders. They believe that establishing an appropriate “tone at the top” and candid and constructive conversation between management 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 ESG initiatives. 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.



CHUCK ANDERSON



GENE ANDERSON



TOM ANDERSON



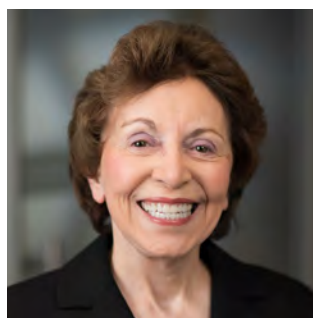
CARLOS EVANS



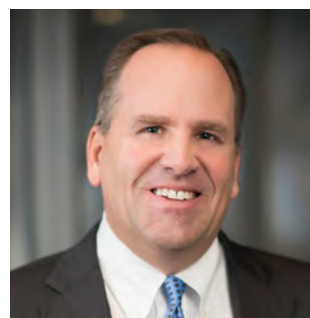
DAVID GADIS



DAVE HARTZELL



SHERRY KELLETT



TED KLINCK



ANNE LLOYD

CORPORATE RESILIENCY TEAM

Our top four senior executives comprise a Corporate ESG 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” (CRT). Fully supported by the Corporate ESG Council, the CRT is charged with implementing our ESG strategy, driving performance improvements across our portfolio and reporting progress and results to our stakeholders. Comprised

of a diverse group of disciplines and skill sets, our CRT coordinates with internal subject matter experts and facilitates presentations to our coworkers, Board, customers, vendors and other stakeholders to encourage further engagement with our ESG initiatives.

The CRT 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 CRT meets with our Corporate ESG Council regularly and reports to our Board of Directors quarterly. This ensures top-down support and that we are advancing ESG initiatives that are material to our stakeholders and our long-term success.

CORPORATE RESILIENCY COMMITTEE GOALS



STRATEGIC PLAN

From owning and caring for over 28.8 million square feet of space and the 1,500+ customers served by our 350 customer-focused coworkers, everything we do continues to be guided by the four key tenets of our Strategic Plan — people, portfolio, balance sheet and communication. First established in 2005, our Strategic Plan is a road map for our future that is simple and straight-forward yet simultaneously allows us to be responsive to evolving customer needs and changing market dynamics.

OUR SIMPLE AND STRAIGHT-FORWARD STRATEGY

- We are in the work-placemaking business.
- We will own and manage high-quality workplaces in the Best Business Districts (BBDs) of our markets.
- We will maintain a strong balance sheet to be opportunistic throughout economic cycles.
- We will employ a talented and dedicated team and conduct our business in a manner that contributes to positive economic, social and environmental outcomes for our stockholders, our employees, our customers and the communities in which we work.

Our goal is to maintain a resilient portfolio that creates long-term value for all our stakeholders. We believe our people, our portfolio and our balance sheet are the means by which we can achieve our goal and are core to our ability to communicate our company's value proposition.



PEOPLE

Attract and retain a team of industry leading talent who are creative, energetic and customer focused.



PORTFOLIO

Own and manage the best assets in the BBDs in dynamic and growing markets.



BALANCE SHEET

Maintain a strong and flexible balance sheet enabling us to be opportunistic in all economic cycles.



COMMUNICATION

Provide open and transparent communications with all stakeholders.

ETHICS AND INTEGRITY

We are committed to corporate governance practices that promote honesty, accountability, transparency, integrity and an ethical work environment. Our board believes 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 applicable to all directors, officers and coworkers. 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 are disclosed in the “Investors/Governance” section of our website.

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. Employees 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 and in strict compliance with applicable law.

As a condition of employment, we require all coworkers to understand and fully comply with our Code of Business Conduct and Ethics and complete an annual conflict of interest questionnaire, which is then reviewed with the Compensation and Governance Committee of our Board of Directors. All coworkers receive regular training on ethics-related topics to ensure that our company adheres to the highest ethical standards. We have an open-door policy to encourage our coworkers to disclose any issues concerning regulatory compliance, accounting, audit or internal control issues, and we maintain an ethics hotline via ethicspoint.com 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.



INVESTOR ENGAGEMENT

Our dedicated 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 2022, our Executive Team facilitated an investor day in Nashville with 42 investors in attendance.

In support of our ESG 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 ESG strategy, performance metrics and progress towards our goals. We also participate in various third-party ESG reporting frameworks, including GRESB, MSCI, ISS Quality Score and Sustainalytics, to further our efforts to promote transparency.



HIGHWOODS
INVESTOR DAY
2022



PARTNERSHIPS

We leverage our strategic partnerships and involvement in industry organizations to advance our ESG initiatives and thought leadership. Our Executive Team engages with key industry organizations like NAREIT, NAIOP and Urban Land Institute (ULI) through conference presentations, committee participation and industry round tables. We encourage our coworkers to actively participate in industry organizations and take advantage of their valuable professional development opportunities, including the pursuit of industry accreditations.

We have participated in the voluntary Global Real Estate Benchmark (GRESB) survey since 2020 and have achieved three 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. Further, we partner with the Center for Active Design (CfAD) to pursue Fitwel's health and well-being certification for all new, wholly-owned development projects.

Nareit



ENERGY STAR CERTIFICATIONS

BUILDING NAME	CERTIFICATION YEAR(S)
11000 Weston Parkway	2022, 2021
11800 Weston Parkway	2022, 2021, 2020, 2019
1825 Century Center	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2012, 2011, 2010, 2009
2200 Century Center	2022, 2019, 2018, 2017, 2016, 2014, 2012, 2011, 2010
2400 Century Center	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2011, 2010, 2009
2500 Century Center	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2012, 2011, 2010, 2009
2635 Century Parkway	2022, 2021, 2020, 2012, 2011, 2010, 2009
2800 Century Parkway	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014
3322 West End	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, 2009, 2008
3401 West End	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, 2009, 2008
3600 Glenwood Avenue	2022, 2021, 2020, 2019, 2018, 2017, 2015, 2014, 2012, 2008
3737 Glenwood Avenue	2022, 2021, 2020, 2019, 2018, 2017, 2014
4800 North Park	2022, 2021, 2020, 2019, 2018, 2017, 2015, 2014, 2013, 2012, 2011, 2009, 2008
751 Corporate Center	2022, 2021, 2020, 2019
801 Corporate Center	2022, 2021, 2020, 2019, 2018, 2017, 2014, 2012, 2011
Bank of America Plaza	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2009
Bank of America Tower	2022
Blue Ridge I	2022, 2021, 2020, 2019, 2018
Blue Ridge II	2022
Capital Plaza I	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2012, 2011, 2010
Capital Plaza II	2022, 2021, 2018, 2017, 2016, 2014, 2013, 2012, 2011, 2010
Capitol Towers – North Tower	2022, 2021, 2020, 2019
Capitol Towers – South Tower	2022, 2021, 2020, 2019, 2018, 2017
CentreGreen Five	2022, 2021, 2020, 2019, 2018, 2017, 2014, 2012, 2011
CentreGreen One	2022, 2021, 2020, 2019, 2018, 2012, 2011

BUILDING NAME	CERTIFICATION YEAR(S)
Centregreen Three	2022, 2021, 2020, 2019, 2018
Charter Square	2022, 2021, 2020, 2019, 2018
Cool Springs II	2022, 2021, 2018, 2017, 2011, 2010
Cool Springs III	2022, 2019, 2018, 2017, 2014, 2013, 2012, 2011, 2010, 2009
EQT Plaza	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014
Forum I	2022, 2021, 2020, 2019, 2018, 2017, 2015, 2014, 2012, 2011
Forum II	2022, 2021, 2020, 2019, 2018, 2015, 2014, 2012, 2011
Forum III	2022, 2021, 2020, 2019, 2018, 2017
Forum IV	2022, 2021, 2020
GlenLake Five	2022, 2021, 2020, 2019, 2018, 2017, 2016
GlenLake Four	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2012, 2010, 2009, 2008
GlenLake One	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2012, 2011, 2010, 2009
GlenLake Seven	2022
GlenLake Six	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2012, 2011
Highwoods Five	2022, 2020, 2018, 2017
Highwoods One	2022, 2021, 2020
Highwoods Three	2022, 2020, 2019, 2018
Highwoods Bay Center I	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2012, 2011, 2010
Horizon	2022, 2021, 2020, 2019, 2018, 2017, 2014
Lake Boone Medical Center	2022
LakePointe One	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2013, 2012, 2011
LakePointe Two	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2012, 2011
Landmark Center One	2022, 2021, 2020, 2019, 2018, 2017, 2014, 2013, 2012, 2011, 2010
Landmark Center Two	2022, 2021, 2020, 2018, 2017, 2012, 2011, 2010
Markel 4600	2022, 2021
Monarch Plaza	2022, 2018, 2017, 2016, 2015, 2014, 2011

ENERGY STAR CERTIFICATIONS

BUILDING NAME	CERTIFICATION YEAR(S)
Monarch Tower	2022, 2020, 2018, 2017, 2016, 2015, 2014, 2009, 2002
North Shore Commons I	2022, 2021, 2020, 2017, 2014
One City Plaza	2022, 2021, 2020, 2019, 2018, 2017, 2016
One Harbour Place	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014
One Morrocroft Center	2022, 2021, 2020, 2019, 2018, 2017
Rexwoods Center I	2022
Rexwoods Center II	2022
Rexwoods Center IV	2022
Riverwood 100	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2011, 2010, 2009, 2008
Riverwood 200	2022, 2021, 2020, 2019, 2018
Seaside Plaza	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2009
Six Forks Center II	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013
Six Forks Center III	2022, 2021, 2020, 2019, 2018, 2017, 2015, 2014, 2013
Six PPG Place	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014
Smoketree Tower	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, 2010
Southpointe	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2012, 2010
Stony Point I	2022, 2021, 2020, 2019, 2018, 2017, 2014, 2013, 2012
Sycamore	2022, 2021, 2020, 2019, 2018, 2017, 2014, 2013, 2012, 2011
Three Morrocroft Center	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013
Tower Place	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013, 2012
Truist Place	2022, 2021, 2020, 2018, 2017, 2015, 2014, 2011, 2010
Two Morrocroft Center	2022, 2021, 2020, 2019, 2018, 2017, 2016, 2014, 2013
Virginia Springs I	2022, 2021, 2020
Westwood South	2022, 2021, 2020, 2019, 2018



TRUIST PLACE | TAMPA

2022 ENVIRONMENTAL PERFORMANCE

LIKE-FOR-LIKE

DIRECTLY MANAGED ASSETS	vs 2021			vs 2016		
	Year Ending Dec 2021	Year Ending Dec 2022	1-Year % Change	Year Ending Dec 2016	Year Ending Dec 2022	6-Year % Change
Number of Properties	145	145	-----	131	131	-----
Property RSF	23,333,355	23,333,335	-----	20,341,266	20,341,266	-----
Average Occupancy	91.2%	91.1%	-----	93.1%	91.1%	-2.1%
ENERGY						
Site Energy Use (kWh)	331,170,808	332,800,721	0.5%	398,111,634	293,641,862	-26.2%
Average Site EUI (kWh/RSF)	14.2	14.3		19.6	14.4	
GHG EMISSIONS						
Scope 1 Direct (tonnes)	1,998	2,240	12.1%	2,060	2,198	6.7%
Scope 2 Indirect (tonnes)	125,998	115,433	-8.4%	165,979	102,486	-38.3%
TOTAL	127,996	117,673	-8.1%	168,039	104,684	-37.7%
WATER						
Water Consumption (kgal)	292,087	300,443	2.9%	415,918	273,224	-34.3%
Average WUI (gal/RSF)	12.5	12.9		20.4	13.4	

*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).

*Portfolio performance reported from the 2016 and 2021 baselines for like-for-like properties includes 100% of properties owned and managed by Highwoods in operation during both the baseline and current periods.

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

*Property groups adjusted annually due to acquisitions and dispositions.

*Note that the 0.5% increase in energy consumption in 2022 was primarily due to increase in portfolio-wide utilization during this period.

*Average occupancy reflects year-end occupancy for all properties in portfolio as of year-end date.

*Due to temporary reductions in energy and water usage resulting from reduced occupancy during the COVID-19 pandemic, 2026 goals achieved during 2022 will not be recognized, and 2026 targets will not be adjusted.

STATEMENT OF USE

We have reported the information cited in this GRI content index for the 2022 calendar year with reference to the GRI Standards.

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 1990s, 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.

DISCLOSURE #	DISCLOSURE TITLE	PAGE #	DISCLOSURE #	DISCLOSURE TITLE	PAGE #
GRI 102: GENERAL DISCLOSURES			102: GOVERNANCE		
102: ORGANIZATIONAL PROFILE			102-18	Governance structure	42–43
102-1	Name of the organization	4	102-19	Delegating authority	42–43
102-2	Activities, brands, products, and services	4	102-20	Executive-level responsibility for economic, environmental, and social topics	42
102-3	Location of headquarters	4	102-21	Consulting stakeholders on economic, environmental and social topics	16, 42–43
102-4	Location of operations	4	102-22	Composition of the highest governance body and its committees	42
102-5	Ownership and legal form	4	102-23	Chair of the highest governance body	42
102-6	Markets served	4	102-25	Conflicts of interest	45
102-7	Scale of the organization	4	102-26	Role of highest governance body in setting purpose, values, and strategy	42
102-8	Information on employees and other workers	30–33	102-29	Identifying and managing economic, environmental, and social impacts	11, 16
102-9	Supply chain	17	102-31	Review of economic, environmental, and social topics	11, 16
102-12	External initiatives	17, 29, 33, 35–37, 46–47	102-32	Highest governance body's role in sustainability reporting	42–43
102-13	Membership of associations	47			
102: STRATEGY					
102-14	Statement from senior decision-maker	3			
102-15	Key impacts, risks, and opportunities	7–16			
102: ETHICS AND INTEGRITY			102: STAKEHOLDER ENGAGEMENT		
102-16	Values, principles, standards and norms of behavior	5–7, 32–33, 35–37, 44–45	102-40	List of stakeholder groups	17
102-17	Mechanisms for advice and concerns about ethics	45	102-43	Approach to stakeholder engagement	17
			102-44	Key topics and concerns raised	16

GRI CONTENT INDEX

DISCLOSURE #	DISCLOSURE TITLE	PAGE #
102: REPORTING PRACTICE		
102-46	Defining report content and topic boundaries	54
102-47	List of material topics	16
102-50	Reporting period	54
102-51	Date of most recent report	1
102-52	Reporting cycle	54
102-53	Contact point for questions regarding the report	54
102-54	Claims of reporting in accordance with the GRI Standards	51–52
102-55	GRI Content Index	51–52

GRI 200: ECONOMIC

201: ECONOMIC PERFORMANCE

201-2	Financial implications and other risks and opportunities due to climate change	9
-------	--	---

205: ANTI-CORRUPTION

205-2	Communication and training about anti-corruption policies and procedures	45
-------	--	----

GRI 300: ENVIRONMENTAL

302: ENERGY

302-1	Energy consumption within the organization	18, 20–21, 50
302-3	Energy intensity	50
302-4	Reduction of energy consumption	18, 20–21, 50

DISCLOSURE #	DISCLOSURE TITLE	PAGE #
303: WATER		
303-5	Water Consumption	22, 50
305: EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	18, 20–21, 50
305-2	Energy indirect (Scope 2) GHG emissions	18, 20–21, 50
305-5	Reduction of GHG emissions	18, 20–21, 50

GRI 400: SOCIAL

401: EMPLOYMENT

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	30–31
-------	--	-------

403: OCCUPATIONAL HEALTH AND SAFETY

403-6	Promotion of worker health	30–32
-------	----------------------------	-------

404: TRAINING AND EDUCATION

404-2	Programs for upgrading employee skills and transition assistance programs	32
-------	---	----

413: LOCAL COMMUNITIES

413-1	Operations with local community engagement, impact assessments, and development programs	37
-------	--	----

TCFD DISCLOSURES

DISCLOSURE	PAGE #
GOVERNANCE	
Board's oversight of climate-related risks and opportunities.	42–43
Management's role in assessing and managing climate-related risks and opportunities.	9, 42–43
STRATEGY	
Climate-related risks and opportunities identified over the short, medium, and long term.	7, 9
Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	7, 9
Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	7, 9
RISK MANAGEMENT	
Organization's processes for identifying and assessing climate-related risks.	9
Organization's processes for managing climate-related risks.	9
Processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	7, 9
METRICS & TARGETS	
Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	9, 15, 18
Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	9, 20, 50
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	15, 18, 50

SASB DISCLOSURES

SASB CODE	DESCRIPTION	PAGE #
ACTIVITY METRICS		
IF-RE-000.A	Number of assets, by property subsector	50
IF-RE-000.B	Leasable floor area, by property subsector	4, 50
IF-RE-000.D	Average occupancy rate, by property subsector	50
ENERGY MANAGEMENT		
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	15, 18, 50
IF-RE-130a.2	(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity, and (3) percentage renewable, by property subsector	50
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	50
IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	18, 48–49
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	11, 20–21
WATER MANAGEMENT		
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	50

ABOUT THIS REPORT

This 2022 Corporate Resiliency Report includes ESG policies, initiatives and goals implemented by Highwoods that are considered material to our stakeholders and is organized by ESG category: Environmental, Social and Governance.

This report was developed to align with key disclosures of the Global Reporting Initiative (GRI) Sustainability Standards, United Nations (UN) Sustainable Development Goals (SDGs), Task Force on Climate-Related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB). The reporting scope includes 100% of our owned and managed assets comprising 28.8 million square feet in 2022. Same property performance reported from the 2016 baseline includes those that were in operation during both the baseline year and 2022, similarly for year-over-year changes from 2021. 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 ESG, Resiliency or this report, please contact George Chedraoui, Senior Director of Corporate Risk and Resilience at 919-431-1540 or george.chedraoui@highwoods.com.



ASURION GULCH HUB | NASHVILLE

RESILIENCY *with* PURPOSE



2022 CORPORATE RESILIENCY REPORT

 **Highwoods®**

#BETTERTOGETHER



BANK OF AMERICA TOWER AT LEGACY UNION | CHARLOTTE